

Letter of Understanding
Between
The Alberta Union of Provincial Employees
(the Union)
and
Alberta Health Services
(the Employer)

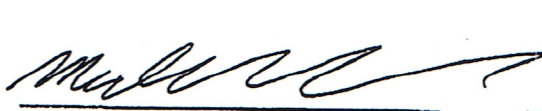
Whereas the Employer has determined it is embarking on Operational Restructuring, while maintaining a focus on quality care.

And whereas the outcomes of such an effort could lead to organizational change that may result in adjustments within the Auxiliary Nursing Bargaining Unit.

And whereas nothing in this Letter of Understanding constitutes a bar to the Union raising these issues in any other forum or venue, or is prejudicial to any position the Union may take on these matters in the future.

The Parties agree to the following.

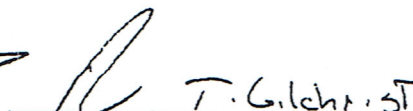
1. That there will be no involuntary loss of employment for employees in the Auxiliary Nursing Bargaining Unit.
2. That Employees will "remain whole", and where an Employee is faced with an involuntary reduction to pay or FTE any shortfalls will be remedied.
3. To achieve the preceding the Parties recognize that
 - adjustments in the workforce may occur through attrition;
 - in addition to Article 32 (Layoff and Recall), all retention options will be explored;
 - the Parties agree to share all relevant information in a timely manner.
4. This Letter of Understanding shall form part of the Collective Agreement and is subject to the grievance and arbitration provisions.
5. This letter shall expire on March 31, 2018, unless a later date is mutually agreed to by the Parties.



for the Union

11/10/16

Date



for the Employer

11/10/16

Date