SUBSIDIARY AGREEMENT #002

BETWEEN

**THE GOVERNMENT OF
THE PROVINCE OF ALBERTA**

AND

**THE ALBERTA UNION
OF PROVINCIAL EMPLOYEES**

REPRESENTING

ADMINISTRATIVE AND PROGRAM SERVICES

July 6, 2014

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ARTICLE 1 - PROBATIONARY PERIOD

1.01 Pursuant to Article 27 of the Master Agreement the probationary period for classifications covered by this Agreement shall be twelve (12) months.

1.02 Continuous full time employment in the Public Service, immediately preceding the appointment to a permanent position, shall be counted towards the probationary period provided that the duties that were performed are comparable to the duties of the permanent position and provided that such reduction of probationary period has the approval of the Deputy Head. Comparability shall only be determined by the comparison of duties performed immediately preceding the appointment to a permanent position to the duties of the permanent position.

ARTICLE 2 - HOURS OF WORK

2.01 Pursuant to Clauses 16.01 and 16.02 of the Master Agreement the normal hours of work for Employees covered by this Agreement shall be:

(a) thirty-six and one quarter (36 1/4) hours per week, seven and one quarter (7 1/4) hours per day, for all classes listed in Schedule “A” and Schedule “A-1” of this Agreement; or

(b) the equivalent on a bi-weekly, monthly, or annual basis.

2.02 Notwithstanding Clause 2.01, the Employer may require certain Employees who are assigned to the Administration 1 or Administration 2 classes to work forty (40) hours per week for which they shall receive 10.34% more than the specified salary for their assigned class. This additional amount shall be considered part of the Employee’s annual salary. This provision may be extended to other Employees by mutual agreement of the Parties.

2.03 An Employee occupying a class assigned to Schedule “A-1” of this Agreement, who is required to travel to a work location to perform assigned duties, and that location is away from his normal place of work, shall have such time spent in travel, which is in excess of that time normally spent travelling directly to and from his residence and normal place of work, counted as time worked.

ARTICLE 3 - OVERTIME

3.01 Subject to Article 17 of the Master Agreement, all Employees covered by this Agreement are eligible for premium overtime compensation.

3.02 Classes assigned to Schedule “A-1” of this Agreement shall receive overtime compensation in accordance with Article 17 of the Master Agreement.

3.03 At the beginning of each month an Employee not included in Clause 3.02 shall indicate in writing a preference between compensatory time off or monetary compensation for overtime worked. Such preference shall be subject to approval by the Employer and where an Employee does not indicate a preference, the Employer shall determine the method of compensation. Where compensatory time off is approved and where it cannot be scheduled before the end of the month following the month in which the overtime was worked, it shall be paid out in accordance with Clause 3.04.

3.04 Compensatory time off may be carried forward from month to month only by mutual agreement. In the absence of mutual agreement. In the absence of mutual agreement, payment for overtime will be made by the end of the following month.

ARTICLE 4 - PROTECTIVE CLOTHING

4.01 The Employing Department shall provide, maintain, replace and clean protective clothing where the Employing Department determines the foregoing is required. Items so provided will remain the property of the Employing Department.

ARTICLE 5 - EMPLOYEE RELATIONS COMMITTEE

5.01 The Parties agree to establish a Joint Employee Relations Committee to discuss matters of mutual interest related to Employees covered by Subsidiary Agreement #002 - Administrative and Program Services.

(a) The Committee shall be composed of:

(i) Four (4) Government representatives to be appointed by the Public Service Commissioner.

(ii) Four (4) Union representatives to be appointed by Local 002.

(iii) The Parties may each appoint alternates to serve in the absence of a regular member.

(iv) The Parties shall each appoint a Co-Chairperson.

(b) Salary and expenses pertaining to the operation of the Committee shall be borne by the respective Parties.

(c) The Committee shall meet as it deems necessary to discuss matters of mutual interest to Local 002.

The Committee shall develop Terms of Reference. The Terms of Reference shall incorporate a method to achieve recommendations.

(d) If the Parties, by mutual agreement, give the Committee authority to formulate recommendations within its Terms of Reference, the Committee will make recommendations for the consideration of the Public Service Commissioner and the Union.

ARTICLE 6 - SUPPLIES AND EQUIPMENT

6.01 The Employing Department shall make available to all staff assigned to classes contained in Schedule “A-1” of this Agreement the books, texts, and instructional materials deemed by the Employing Department to be necessary to the performance of their duties.

SCHEDULE "A"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B"
EFFECTIVE APRIL 1, 2014

Class No,	Class Title	Pay Grade
023SC	Scientific 1	67
024SC	Scientific 2	70
025SC	Scientific 3	73
026SC	Scientific 4	80
027SC	Scientific 5	83
021PS	Program Services 1	57
022PS	Program Services 2	61
023PS	Program Services 3	67
024PS	Program Services 4	70
025PS	Program Services 5	73
21FN	Finance 1	57
22FN	Finance 2	61
23FN	Finance 3	67
24FN	Finance 4	71
21AN	Administration 1	56
22AN	Administration 2	62

SCHEDULE "A-1"
ASSIGNMENT OF CLASSES TO PAY GRADES IN SCHEDULE "B-1"
EFFECTIVE APRIL 1, 2014

Class No.	Class Title	Pay Grade
021ED	Education 1	78*

* Psychometricians allocated to Education 1 shall be paid at Pay Grade 83.

SCHEDULE "B"
ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2014

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
48	1,668.52	1,736.31	1,802.64	1,876.28	1,948.47	2,033.82	2,113.81
	23.01	23.94	24.86	25.87	26.87	28.05	29.15
49	1,700.21	1,769.47	1,834.34	1,908.47	1,990.41	2,067.47	2,155.75
	23.45	24.40	25.30	26.32	27.45	28.51	29.73
50	1,736.31	1,802.64	1,876.28	1,948.47	2,033.82	2,113.81	2,206.95
	23.94	24.86	25.87	26.87	28.05	29.15	30.44
51	1,769.47	1,834.34	1,908.47	1,990.41	2,067.47	2,155.75	2,258.66
	24.40	25.30	26.32	27.45	28.51	29.73	31.15
52	1,802.64	1,876.28	1,948.47	2,033.82	2,113.81	2,206.95	2,308.40
	24.86	25.87	26.87	28.05	29.15	30.44	31.84
53	1,834.34	1,908.47	1,990.41	2,067.47	2,155.75	2,258.66	2,362.05
	25.30	26.32	27.45	28.51	29.73	31.15	32.58
54	1,876.28	1,948.47	2,033.82	2,113.81	2,206.95	2,308.40	2,414.73
	25.87	26.87	28.05	29.15	30.44	31.84	33.30
55	1,908.47	1,990.41	2,067.47	2,155.75	2,258.66	2,362.05	2,469.35
	26.32	27.45	28.51	29.73	31.15	32.58	34.06
56	1,948.47	2,033.82	2,113.81	2,206.95	2,308.40	2,414.73	2,534.71
	26.87	28.05	29.15	30.44	31.84	33.30	34.96
57	1,990.41	2,067.47	2,155.75	2,258.66	2,362.05	2,469.35	2,587.38
	27.45	28.51	29.73	31.15	32.58	34.06	35.68
58	2,033.82	2,113.81	2,206.95	2,308.40	2,414.73	2,534.71	2,648.35
	28.05	29.15	30.44	31.84	33.30	34.96	36.52
59	2,067.47	2,155.75	2,258.66	2,362.05	2,469.35	2,587.38	2,704.93
	28.51	29.73	31.15	32.58	34.06	35.68	37.30
60	2,113.81	2,206.95	2,308.40	2,414.73	2,534.71	2,648.35	2,768.33
	29.15	30.44	31.84	33.30	34.96	36.52	38.18
61	2,155.75	2,258.66	2,362.05	2,469.35	2,587.38	2,704.93	2,827.83
	29.73	31.15	32.58	34.06	35.68	37.30	39.00
62	2,206.95	2,308.40	2,414.73	2,534.71	2,648.35	2,768.33	2,896.60
	30.44	31.84	33.30	34.96	36.52	38.18	39.95
63	2,258.66	2,362.05	2,469.35	2,587.38	2,704.93	2,827.83	2,956.10
	31.15	32.58	34.06	35.68	37.30	39.00	40.77
64	2,308.40	2,414.73	2,534.71	2,648.35	2,768.33	2,896.60	3,026.34
	31.84	33.30	34.96	36.52	38.18	39.95	41.74
65	2,362.05	2,469.35	2,587.38	2,704.93	2,827.83	2,956.10	3,092.67
	32.58	34.06	35.68	37.30	39.00	40.77	42.65
66	2,414.73	2,534.71	2,648.35	2,768.33	2,896.60	3,026.34	3,170.21
	33.30	34.96	36.52	38.18	39.95	41.74	43.72
67	2,469.35	2,587.38	2,704.93	2,827.83	2,956.10	3,092.67	3,238.98
	34.06	35.68	37.30	39.00	40.77	42.65	44.67
68	2,534.71	2,648.35	2,768.33	2,896.60	3,026.34	3,170.21	3,313.11
	34.96	36.52	38.18	39.95	41.74	43.72	45.69
69	2,587.38	2,704.93	2,827.83	2,956.10	3,092.67	3,238.98	3,386.28
	35.68	37.30	39.00	40.77	42.65	44.67	46.70

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
70	2,648.35	2,768.33	2,896.60	3,026.34	3,170.21	3,313.11	3,471.63
	36.52	38.18	39.95	41.74	43.72	45.69	47.88
71	2,704.93	2,827.83	2,956.10	3,092.67	3,238.98	3,386.28	3,552.59
	37.30	39.00	40.77	42.65	44.67	46.70	49.00
72	2,768.33	2,896.60	3,026.34	3,170.21	3,313.11	3,471.63	3,640.87
	38.18	39.95	41.74	43.72	45.69	47.88	50.21
73	2,827.83	2,956.10	3,092.67	3,238.98	3,386.28	3,552.59	3,725.73
	39.00	40.77	42.65	44.67	46.70	49.00	51.38
74	2,896.60	3,026.34	3,170.21	3,313.11	3,471.63	3,640.87	3,828.64
	39.95	41.74	43.72	45.69	47.88	50.21	52.80
75	2,956.10	3,092.67	3,238.98	3,386.28	3,552.59	3,725.73	3,915.45
	40.77	42.65	44.67	46.70	49.00	51.38	54.00
76	3,026.34	3,170.21	3,313.11	3,471.63	3,640.87	3,828.64	4,010.56
	41.74	43.72	45.69	47.88	50.21	52.80	55.31
77	3,092.67	3,238.98	3,386.28	3,552.59	3,725.73	3,915.45	4,100.30
	42.65	44.67	46.70	49.00	51.38	54.00	56.55
78	3,170.21	3,313.11	3,471.63	3,640.87	3,828.64	4,010.56	4,207.11
	43.72	45.69	47.88	50.21	52.80	55.31	58.02
79	3,238.98	3,386.28	3,552.59	3,725.73	3,915.45	4,100.30	4,299.30
	44.67	46.70	49.00	51.38	54.00	56.55	59.30
80	3,313.11	3,471.63	3,640.87	3,828.64	4,010.56	4,207.11	4,397.81
	45.69	47.88	50.21	52.80	55.31	58.02	60.65
81	3,386.28	3,552.59	3,725.73	3,915.45	4,100.30	4,299.30	4,507.06
	46.70	49.00	51.38	54.00	56.55	59.30	62.16
82	3,471.63	3,640.87	3,828.64	4,010.56	4,207.11	4,397.81	4,611.44
	47.88	50.21	52.80	55.31	58.02	60.65	63.60
83	3,552.59	3,725.73	3,915.45	4,100.30	4,299.30	4,507.06	4,718.73
	49.00	51.38	54.00	56.55	59.30	62.16	65.08
84	3,640.87	3,828.64	4,010.56	4,207.11	4,397.81	4,611.44	4,835.43
	50.21	52.80	55.31	58.02	60.65	63.60	66.69
85	3,725.73	3,915.45	4,100.30	4,299.30	4,507.06	4,718.73	4,940.35
	51.38	54.00	56.55	59.30	62.16	65.08	68.14

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B-1"
ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2014

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
74	2,686.39	2,810.27	2,941.48	3,079.49	3,228.25	3,383.84	3,556.01
	37.05	38.76	40.57	42.47	44.52	46.67	49.04
75	2,746.87	2,874.17	3,007.81	3,148.26	3,303.36	3,463.33	3,644.77
	37.88	39.64	41.48	43.42	45.56	47.77	50.27
76	2,810.27	2,941.48	3,079.49	3,228.25	3,383.84	3,556.01	3,741.82
	38.76	40.57	42.47	44.52	46.67	49.04	51.61
77	2,874.17	3,007.81	3,148.26	3,303.36	3,463.33	3,644.77	3,834.50
	39.64	41.48	43.42	45.56	47.77	50.27	52.88
78	2,941.48	3,079.49	3,228.25	3,383.84	3,556.01	3,741.82	3,936.91
	40.57	42.47	44.52	46.67	49.04	51.61	54.30
79	3,007.81	3,148.26	3,303.36	3,463.33	3,644.77	3,834.50	4,032.51
	41.48	43.42	45.56	47.77	50.27	52.88	55.62
80	3,079.49	3,228.25	3,383.84	3,556.01	3,741.82	3,936.91	4,142.24
	42.47	44.52	46.67	49.04	51.61	54.30	57.13
81	3,148.26	3,303.36	3,463.33	3,644.77	3,834.50	4,032.51	4,240.77
	43.42	45.56	47.77	50.27	52.88	55.62	58.49
82	3,228.25	3,383.84	3,556.01	3,741.82	3,936.91	4,142.24	4,357.82
	44.52	46.67	49.04	51.61	54.30	57.13	60.10
83	3,303.36	3,463.33	3,644.77	3,834.50	4,032.51	4,240.77	4,459.76
	45.56	47.77	50.27	52.88	55.62	58.49	61.51
84	3,383.84	3,556.01	3,741.82	3,936.91	4,142.24	4,357.82	4,585.58
	46.67	49.04	51.61	54.30	57.13	60.10	63.24
85	3,463.33	3,644.77	3,834.50	4,032.51	4,240.77	4,459.76	4,689.47
	47.77	50.27	52.88	55.62	58.49	61.51	64.68

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2015

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
48	1,706.06	1,775.38	1,843.20	1,918.50	1,992.31	2,079.58	2,161.37
	23.53	24.48	25.42	26.46	27.48	28.68	29.81
49	1,738.46	1,809.28	1,875.61	1,951.41	2,035.19	2,113.99	2,204.25
	23.97	24.95	25.87	26.91	28.07	29.15	30.40
50	1,775.38	1,843.20	1,918.50	1,992.31	2,079.58	2,161.37	2,256.61
	24.48	25.42	26.46	27.48	28.68	29.81	31.12
51	1,809.28	1,875.61	1,951.41	2,035.19	2,113.99	2,204.25	2,309.48
	24.95	25.87	26.91	28.07	29.15	30.40	31.85
52	1,843.20	1,918.50	1,992.31	2,079.58	2,161.37	2,256.61	2,360.34
	25.42	26.46	27.48	28.68	29.81	31.12	32.55
53	1,875.61	1,951.41	2,035.19	2,113.99	2,204.25	2,309.48	2,415.20
	25.87	26.91	28.07	29.15	30.40	31.85	33.31
54	1,918.50	1,992.31	2,079.58	2,161.37	2,256.61	2,360.34	2,469.06
	26.46	27.48	28.68	29.81	31.12	32.55	34.05
55	1,951.41	2,035.19	2,113.99	2,204.25	2,309.48	2,415.20	2,524.91
	26.91	28.07	29.15	30.40	31.85	33.31	34.82
56	1,992.31	2,079.58	2,161.37	2,256.61	2,360.34	2,469.06	2,591.74
	27.48	28.68	29.81	31.12	32.55	34.05	35.74
57	2,035.19	2,113.99	2,204.25	2,309.48	2,415.20	2,524.91	2,645.60
	28.07	29.15	30.40	31.85	33.31	34.82	36.49
58	2,079.58	2,161.37	2,256.61	2,360.34	2,469.06	2,591.74	2,707.94
	28.68	29.81	31.12	32.55	34.05	35.74	37.35
59	2,113.99	2,204.25	2,309.48	2,415.20	2,524.91	2,645.60	2,765.79
	29.15	30.40	31.85	33.31	34.82	36.49	38.14
60	2,161.37	2,256.61	2,360.34	2,469.06	2,591.74	2,707.94	2,830.62
	29.81	31.12	32.55	34.05	35.74	37.35	39.04
61	2,204.25	2,309.48	2,415.20	2,524.91	2,645.60	2,765.79	2,891.46
	30.40	31.85	33.31	34.82	36.49	38.14	39.88
62	2,256.61	2,360.34	2,469.06	2,591.74	2,707.94	2,830.62	2,961.77
	31.12	32.55	34.05	35.74	37.35	39.04	40.85
63	2,309.48	2,415.20	2,524.91	2,645.60	2,765.79	2,891.46	3,022.61
	31.85	33.31	34.82	36.49	38.14	39.88	41.69
64	2,360.34	2,469.06	2,591.74	2,707.94	2,830.62	2,961.77	3,094.43
	32.55	34.05	35.74	37.35	39.04	40.85	42.68
65	2,415.20	2,524.91	2,645.60	2,765.79	2,891.46	3,022.61	3,162.26
	33.31	34.82	36.49	38.14	39.88	41.69	43.61
66	2,469.06	2,591.74	2,707.94	2,830.62	2,961.77	3,094.43	3,241.54
	34.05	35.74	37.35	39.04	40.85	42.68	44.71
67	2,524.91	2,645.60	2,765.79	2,891.46	3,022.61	3,162.26	3,311.86
	34.82	36.49	38.14	39.88	41.69	43.61	45.68
68	2,591.74	2,707.94	2,830.62	2,961.77	3,094.43	3,241.54	3,387.65
	35.74	37.35	39.04	40.85	42.68	44.71	46.72
69	2,645.60	2,765.79	2,891.46	3,022.61	3,162.26	3,311.86	3,462.47
	36.49	38.14	39.88	41.69	43.61	45.68	47.75

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
70	2,707.94	2,830.62	2,961.77	3,094.43	3,241.54	3,387.65	3,549.74
	37.35	39.04	40.85	42.68	44.71	46.72	48.96
71	2,765.79	2,891.46	3,022.61	3,162.26	3,311.86	3,462.47	3,632.52
	38.14	39.88	41.69	43.61	45.68	47.75	50.10
72	2,830.62	2,961.77	3,094.43	3,241.54	3,387.65	3,549.74	3,722.79
	39.04	40.85	42.68	44.71	46.72	48.96	51.34
73	2,891.46	3,022.61	3,162.26	3,311.86	3,462.47	3,632.52	3,809.56
	39.88	41.69	43.61	45.68	47.75	50.10	52.54
74	2,961.77	3,094.43	3,241.54	3,387.65	3,549.74	3,722.79	3,914.78
	40.85	42.68	44.71	46.72	48.96	51.34	53.99
75	3,022.61	3,162.26	3,311.86	3,462.47	3,632.52	3,809.56	4,003.55
	41.69	43.61	45.68	47.75	50.10	52.54	55.22
76	3,094.43	3,241.54	3,387.65	3,549.74	3,722.79	3,914.78	4,100.80
	42.68	44.71	46.72	48.96	51.34	53.99	56.56
77	3,162.26	3,311.86	3,462.47	3,632.52	3,809.56	4,003.55	4,192.56
	43.61	45.68	47.75	50.10	52.54	55.22	57.82
78	3,241.54	3,387.65	3,549.74	3,722.79	3,914.78	4,100.80	4,301.77
	44.71	46.72	48.96	51.34	53.99	56.56	59.33
79	3,311.86	3,462.47	3,632.52	3,809.56	4,003.55	4,192.56	4,396.03
	45.68	47.75	50.10	52.54	55.22	57.82	60.63
80	3,387.65	3,549.74	3,722.79	3,914.78	4,100.80	4,301.77	4,496.76
	46.72	48.96	51.34	53.99	56.56	59.33	62.02
81	3,462.47	3,632.52	3,809.56	4,003.55	4,192.56	4,396.03	4,608.47
	47.75	50.10	52.54	55.22	57.82	60.63	63.56
82	3,549.74	3,722.79	3,914.78	4,100.80	4,301.77	4,496.76	4,715.20
	48.96	51.34	53.99	56.56	59.33	62.02	65.03
83	3,632.52	3,809.56	4,003.55	4,192.56	4,396.03	4,608.47	4,824.90
	50.10	52.54	55.22	57.82	60.63	63.56	66.55
84	3,722.79	3,914.78	4,100.80	4,301.77	4,496.76	4,715.20	4,944.23
	51.34	53.99	56.56	59.33	62.02	65.03	68.19
85	3,809.56	4,003.55	4,192.56	4,396.03	4,608.47	4,824.90	5,051.51
	52.54	55.22	57.82	60.63	63.56	66.55	69.67

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B-1"
ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2015

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
74	2,746.83	2,873.50	3,007.66	3,148.78	3,300.89	3,459.98	3,636.02
	37.88	39.63	41.48	43.43	45.52	47.72	50.15
75	2,808.67	2,938.84	3,075.49	3,219.10	3,377.69	3,541.25	3,726.78
	38.74	40.53	42.42	44.40	46.58	48.84	51.40
76	2,873.50	3,007.66	3,148.78	3,300.89	3,459.98	3,636.02	3,826.01
	39.63	41.48	43.43	45.52	47.72	50.15	52.77
77	2,938.84	3,075.49	3,219.10	3,377.69	3,541.25	3,726.78	3,920.78
	40.53	42.42	44.40	46.58	48.84	51.40	54.07
78	3,007.66	3,148.78	3,300.89	3,459.98	3,636.02	3,826.01	4,025.49
	41.48	43.43	45.52	47.72	50.15	52.77	55.52
79	3,075.49	3,219.10	3,377.69	3,541.25	3,726.78	3,920.78	4,123.24
	42.42	44.40	46.58	48.84	51.40	54.07	56.87
80	3,148.78	3,300.89	3,459.98	3,636.02	3,826.01	4,025.49	4,235.44
	43.43	45.52	47.72	50.15	52.77	55.52	58.41
81	3,219.10	3,377.69	3,541.25	3,726.78	3,920.78	4,123.24	4,336.19
	44.40	46.58	48.84	51.40	54.07	56.87	59.80
82	3,300.89	3,459.98	3,636.02	3,826.01	4,025.49	4,235.44	4,455.87
	45.52	47.72	50.15	52.77	55.52	58.41	61.46
83	3,377.69	3,541.25	3,726.78	3,920.78	4,123.24	4,336.19	4,560.10
	46.58	48.84	51.40	54.07	56.87	59.80	62.89
84	3,459.98	3,636.02	3,826.01	4,025.49	4,235.44	4,455.87	4,688.76
	47.72	50.15	52.77	55.52	58.41	61.46	64.67
85	3,541.25	3,726.78	3,920.78	4,123.24	4,336.19	4,560.10	4,794.98
	48.84	51.40	54.07	56.87	59.80	62.89	66.13

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE "B"
ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2016

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
48	1,748.71	1,819.76	1,889.28	1,966.46	2,042.12	2,131.57	2,215.40
	24.12	25.10	26.05	27.12	28.16	29.40	30.55
49	1,781.92	1,854.51	1,922.50	2,000.20	2,086.07	2,166.84	2,259.36
	24.57	25.57	26.51	27.58	28.77	29.88	31.16
50	1,819.76	1,889.28	1,966.46	2,042.12	2,131.57	2,215.40	2,313.03
	25.10	26.05	27.12	28.16	29.40	30.55	31.90
51	1,854.51	1,922.50	2,000.20	2,086.07	2,166.84	2,259.36	2,367.22
	25.57	26.51	27.58	28.77	29.88	31.16	32.65
52	1,889.28	1,966.46	2,042.12	2,131.57	2,215.40	2,313.03	2,419.35
	26.05	27.12	28.16	29.40	30.55	31.90	33.37
53	1,922.50	2,000.20	2,086.07	2,166.84	2,259.36	2,367.22	2,475.58
	26.51	27.58	28.77	29.88	31.16	32.65	34.14
54	1,966.46	2,042.12	2,131.57	2,215.40	2,313.03	2,419.35	2,530.79
	27.12	28.16	29.40	30.55	31.90	33.37	34.90
55	2,000.20	2,086.07	2,166.84	2,259.36	2,367.22	2,475.58	2,588.03
	27.58	28.77	29.88	31.16	32.65	34.14	35.69
56	2,042.12	2,131.57	2,215.40	2,313.03	2,419.35	2,530.79	2,656.53
	28.16	29.40	30.55	31.90	33.37	34.90	36.64
57	2,086.07	2,166.84	2,259.36	2,367.22	2,475.58	2,588.03	2,711.74
	28.77	29.88	31.16	32.65	34.14	35.69	37.40
58	2,131.57	2,215.40	2,313.03	2,419.35	2,530.79	2,656.53	2,775.64
	29.40	30.55	31.90	33.37	34.90	36.64	38.28
59	2,166.84	2,259.36	2,367.22	2,475.58	2,588.03	2,711.74	2,834.93
	29.88	31.16	32.65	34.14	35.69	37.40	39.10
60	2,215.40	2,313.03	2,419.35	2,530.79	2,656.53	2,775.64	2,901.39
	30.55	31.90	33.37	34.90	36.64	38.28	40.01
61	2,259.36	2,367.22	2,475.58	2,588.03	2,711.74	2,834.93	2,963.75
	31.16	32.65	34.14	35.69	37.40	39.10	40.87
62	2,313.03	2,419.35	2,530.79	2,656.53	2,775.64	2,901.39	3,035.81
	31.90	33.37	34.90	36.64	38.28	40.01	41.87
63	2,367.22	2,475.58	2,588.03	2,711.74	2,834.93	2,963.75	3,098.18
	32.65	34.14	35.69	37.40	39.10	40.87	42.73
64	2,419.35	2,530.79	2,656.53	2,775.64	2,901.39	3,035.81	3,171.79
	33.37	34.90	36.64	38.28	40.01	41.87	43.74
65	2,475.58	2,588.03	2,711.74	2,834.93	2,963.75	3,098.18	3,241.32
	34.14	35.69	37.40	39.10	40.87	42.73	44.70
66	2,530.79	2,656.53	2,775.64	2,901.39	3,035.81	3,171.79	3,322.58
	34.90	36.64	38.28	40.01	41.87	43.74	45.82
67	2,588.03	2,711.74	2,834.93	2,963.75	3,098.18	3,241.32	3,394.66
	35.69	37.40	39.10	40.87	42.73	44.70	46.82
68	2,656.53	2,775.64	2,901.39	3,035.81	3,171.79	3,322.58	3,472.34
	36.64	38.28	40.01	41.87	43.74	45.82	47.89
69	2,711.74	2,834.93	2,963.75	3,098.18	3,241.32	3,394.66	3,549.03
	37.40	39.10	40.87	42.73	44.70	46.82	48.95

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
70	2,775.64	2,901.39	3,035.81	3,171.79	3,322.58	3,472.34	3,638.48
	38.28	40.01	41.87	43.74	45.82	47.89	50.18
71	2,834.93	2,963.75	3,098.18	3,241.32	3,394.66	3,549.03	3,723.33
	39.10	40.87	42.73	44.70	46.82	48.95	51.35
72	2,901.39	3,035.81	3,171.79	3,322.58	3,472.34	3,638.48	3,815.86
	40.01	41.87	43.74	45.82	47.89	50.18	52.63
73	2,963.75	3,098.18	3,241.32	3,394.66	3,549.03	3,723.33	3,904.80
	40.87	42.73	44.70	46.82	48.95	51.35	53.85
74	3,035.81	3,171.79	3,322.58	3,472.34	3,638.48	3,815.86	4,012.65
	41.87	43.74	45.82	47.89	50.18	52.63	55.34
75	3,098.18	3,241.32	3,394.66	3,549.03	3,723.33	3,904.80	4,103.64
	42.73	44.70	46.82	48.95	51.35	53.85	56.60
76	3,171.79	3,322.58	3,472.34	3,638.48	3,815.86	4,012.65	4,203.32
	43.74	45.82	47.89	50.18	52.63	55.34	57.97
77	3,241.32	3,394.66	3,549.03	3,723.33	3,904.80	4,103.64	4,297.37
	44.70	46.82	48.95	51.35	53.85	56.60	59.27
78	3,322.58	3,472.34	3,638.48	3,815.86	4,012.65	4,203.32	4,409.31
	45.82	47.89	50.18	52.63	55.34	57.97	60.81
79	3,394.66	3,549.03	3,723.33	3,904.80	4,103.64	4,297.37	4,505.93
	46.82	48.95	51.35	53.85	56.60	59.27	62.15
80	3,472.34	3,638.48	3,815.86	4,012.65	4,203.32	4,409.31	4,609.18
	47.89	50.18	52.63	55.34	57.97	60.81	63.57
81	3,549.03	3,723.33	3,904.80	4,103.64	4,297.37	4,505.93	4,723.68
	48.95	51.35	53.85	56.60	59.27	62.15	65.15
82	3,638.48	3,815.86	4,012.65	4,203.32	4,409.31	4,609.18	4,833.08
	50.18	52.63	55.34	57.97	60.81	63.57	66.66
83	3,723.33	3,904.80	4,103.64	4,297.37	4,505.93	4,723.68	4,945.52
	51.35	53.85	56.60	59.27	62.15	65.15	68.21
84	3,815.86	4,012.65	4,203.32	4,409.31	4,609.18	4,833.08	5,067.84
	52.63	55.34	57.97	60.81	63.57	66.66	69.90
85	3,904.80	4,103.64	4,297.37	4,505.93	4,723.68	4,945.52	5,177.80
	53.85	56.60	59.27	62.15	65.15	68.21	71.41

* Hourly rates (to 2 decimal places) shown for information purposes only

SCHEDULE “B-1”
ADMINISTRATIVE AND PROGRAM SERVICES - SALARY GRID (36 ¼ HOUR)*
EFFECTIVE APRIL 1, 2016

Bi-weekly Salary Periods

GRADE	1	2	3	4	5	6	7
74	2,815.50	2,945.34	3,082.85	3,227.50	3,383.41	3,546.48	3,726.92
	38.83	40.62	42.52	44.51	46.66	48.91	51.40
75	2,878.89	3,012.31	3,152.38	3,299.58	3,462.13	3,629.78	3,819.95
	39.70	41.54	43.48	45.51	47.75	50.06	52.68
76	2,945.34	3,082.85	3,227.50	3,383.41	3,546.48	3,726.92	3,921.66
	40.62	42.52	44.51	46.66	48.91	51.40	54.09
77	3,012.31	3,152.38	3,299.58	3,462.13	3,629.78	3,819.95	4,018.80
	41.54	43.48	45.51	47.75	50.06	52.68	55.43
78	3,082.85	3,227.50	3,383.41	3,546.48	3,726.92	3,921.66	4,126.13
	42.52	44.51	46.66	48.91	51.40	54.09	56.91
79	3,152.38	3,299.58	3,462.13	3,629.78	3,819.95	4,018.80	4,226.32
	43.48	45.51	47.75	50.06	52.68	55.43	58.29
80	3,227.50	3,383.41	3,546.48	3,726.92	3,921.66	4,126.13	4,341.33
	44.51	46.66	48.91	51.40	54.09	56.91	59.88
81	3,299.58	3,462.13	3,629.78	3,819.95	4,018.80	4,226.32	4,444.59
	45.51	47.75	50.06	52.68	55.43	58.29	61.30
82	3,383.41	3,546.48	3,726.92	3,921.66	4,126.13	4,341.33	4,567.27
	46.66	48.91	51.40	54.09	56.91	59.88	62.99
83	3,462.13	3,629.78	3,819.95	4,018.80	4,226.32	4,444.59	4,674.10
	47.75	50.06	52.68	55.43	58.29	61.30	64.47
84	3,546.48	3,726.92	3,921.66	4,126.13	4,341.33	4,567.27	4,805.98
	48.91	51.40	54.09	56.91	59.88	62.99	66.28
85	3,629.78	3,819.95	4,018.80	4,226.32	4,444.59	4,674.10	4,914.85
	50.06	52.68	55.43	58.29	61.30	64.47	67.79

* Hourly rates (to 2 decimal places) shown for information purposes only

LETTER OF UNDERSTANDING #1

SALARY MODIFIERS

BETWEEN

THE CROWN IN RIGHT OF ALBERTA
(the Employer)

AND

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES
(the Union)

1. The Parties agree that a salary modifier may be applied to the salaries of Employees who perform work that meets the "Senior Tax Officer" criteria. This modifier will be equivalent to three pay grades and will be administered by assigning eligible Employees to pay grade 74 on Schedule "B" of the Subsidiary 002 agreement.

2. The modifiers identified in Item 1 above will form part of an eligible employee's annual salary and will be pensionable.

3. An Employee who ceases to qualify for a modifier identified in Item 1 above shall have the modifier discontinued upon ninety (90) days written notice to the Employee.

4. Pursuant to Article 29.01(b) of the Master Agreement between the Parties, complaints relating to whether an Employee's assigned duties meet the criteria for a modifier according to this Letter shall not be subject to the grievance procedure.

5. This Letter of Understanding shall remain in effect for the term of the current Collective Agreement.

Dated this ____ day of _____, 2014

ORIGINAL SIGNED BY

_____
DWIGHT DIBBEN
Public Service Commissioner

ORIGINAL SIGNED BY

_____
GUY SMITH
President, Alberta Union of
Provincial Employees

LETTER OF UNDERSTANDING #2
ALBERTA WORKS, ALBERTA HUMAN SERVICES
PROGRAM ADVISORY COMMITTEE

The Parties agree to continue a joint Employee – Management Program Advisory Committee.

The Committee shall be co-chaired by the ADM, Employment and Financial Supports, Alberta Human Services, or designate, and an employee representative appointed to the co-chair role by the AUPE. Management membership shall be comprised of the ADM, Employment and Financial Supports and representatives of the service delivery regions, appointed by the ADM, Employment and Financial Supports. Employee membership shall be the co-chair and members, not to exceed seven in number, who are appointed by AUPE to represent the delivery regions of Alberta Works, Alberta Human Services.

The purpose of the Committee is to discuss items of mutual interest to the Parties related to the delivery of the Alberta Works Program of Alberta Human Services. Discussion topics may include, but are not limited to:

- Program delivery improvement strategies;
- Program delivery changes;
- Occupational Health and Safety issues that have a provincial focus;
- Workload management strategies.

Recommendations of the Committee are intended for the consideration of the ADM, Employment and Financial Supports, whose decision on any action to be taken is final.

The Committee will meet quarterly or as necessary. Employees sitting on the Committee will receive regular pay (no premium payments, including overtime). Travel time will be compensated at straight time rates. Travel and subsistence costs will be paid by the Employer.

Where matters of mutual interest affect Employees from other subsidiary agreements, this Committee will operate as the forum for discussions, with ad-hoc representation from Employees covered by those subsidiary agreements.

The Chair of Local 002 shall be an ex-officio member of the Committee and Local 002 shall be responsible for salary and expenses related to his/her attendance at committee meetings.

Dated this ____ day of _____, 2014

ORIGINAL SIGNED BY

_____
DWIGHT DIBBEN
Public Service Commissioner

ORIGINAL SIGNED BY

_____
GUY SMITH
President, Alberta Union of
Provincial Employees

Dated this ____ day of _____, 2014

ORIGINAL SIGNED BY

_____
Witness

ORIGINAL SIGNED BY

_____
DWIGHT DIBBEN
Public Service Commissioner

ORIGINAL SIGNED BY

_____
Witness

ORIGINAL SIGNED BY

_____
GUY SMITH
President, Alberta Union of
Provincial Employees

Subsidiary Agreement #002 Between the Government of the Province of Alberta and the Alberta Union of Provincial Employees Representing Administrative and Program Services

Letter of Understanding – Trial Amendment to the 'Letter of Understanding regarding 12 Hour Shifts, Alberta Emergency Management Agency Provincial Operations Centre'

Pursuant to Article 3 of the Master Agreement, the Parties agree to temporarily amend items 1 and 2, of the *Letter of Understanding – 12 Hour Shifts, Alberta Emergency Management Agency Provincial Operations Centre* ("the original Letter of Understanding") dated on the 13th day of September 2011 and signed by Alberta Municipal Affairs, Alberta Union of Provincial Employees and Corporate Human Resources.

1. The parties agree that, notwithstanding the provisions of sub-clause 2.01 of Subsidiary Agreement 002, for the period of October 3, 2016 to March 19, 2017, the hours of work and standard work week will be adjusted in accordance with the agreed trial schedule.
   - Employees assigned as Provincial Duty Officers will be required to work a combination of day and night shifts over two 12-week trial rotations as per the posted Provincial Operations Centre roster. The normal hours of work shall be 12 hours per day. Employees may be required to start on different weeks of the rotations.
   - The normal hours of work for the first 12-week trial rotation shall be two 6-week cycles consisting of two 2-2-3 patterns (work two, two days off, work three, two days off, work two, three days off), followed by one Flex pattern (work two, two days off, work two, three days off, work two, three days off).
   - The normal hours of work for the second 12-week trial rotation shall be a 4-week cycle working three shifts within each Monday to Friday period (either Monday to Wednesday or Wednesday to Friday), followed by an 8-week cycle of a 4-4 pattern (work four, four days off).
2. The standard work week shall be considered to be 40 hours based on the two separate 12-week trial rotations for Provincial Duty Officers assigned to the Provincial Operations Centre. In recognition of the additional hours required, a differential of 10.34 per cent will be applied. This is calculated based on the hour differential of 40/36.25. This additional amount should be considered part of the employees' regular annual salary.
3. Following the conclusion of the trial period, ending March 19, 2017, this Letter of Understanding shall become null and void.
4. All other terms and conditions agreed upon in the original Letter of Understanding shall remain unchanged.

Either party may terminate this Letter of Understanding in advance of March 19, 2017, by providing thirty (30) calendar days' notice to the other party. Such a termination of the letter shall result in a return to the hours of work and provisions outlined in the original Letter of Understanding.

Dated this 26th day of Sept., 2016.

LANA LOUGHEED
Public Service Commissioner

GUY SMITH
President, Alberta Union of Provincial Employees