

**2007-2010
UNA Provincial (Multi-Employer)
Collective Agreement**

Timeline for new contract increases and payments

April 1, 2007 Salary increases

The 5% salary increase*, plus the 2% long service pay adjustment for RN/RPNs with 20 or more years of nursing service are retroactive to April 1, 2007. To receive the 2% adjustment, nurses must supply reasonable proof of 20 calendar years of licensed nursing to the Employer by October 10/07 for full retroactivity to April 1/07. (See the separate document on 2% retention recognition for details)

*Further 5% salary increases come into effect on April 1, 2008 and April 1, 2009.

SPOTLIGHT on your UNA contract

Revised September 2007

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Questions?

Contact your United Nurses of Alberta Representative:

• Provincial Office: (780) 425-1025 or 1 800 252-9394 • Southern Alberta Regional Office: (403) 237-2377 or 1 800 661-1802 • www.una.ab.ca •



Timeline for new contract increases and payments



July 12, 2007 (Date of Ratification)

The collective agreement became effective on July 12, 2007. In addition to the retroactive monetary items the following items are important to note and the rates are effective as of July 12.

- Article 9.03 – On-Call Premiums: regular workday – increase to \$3.30/hour, day of rest/named holiday – increase to \$4.50/hour
- Article 10.01 – Kilometrage – increase to \$0.44/kilometre (or Government of Alberta rates, whichever is higher. Government rates currently are \$0.44/km)
- Article 10.04 – Business use insurance – annual maximum increases to \$500/year
- Article 16.01 – Responsibility Allowance – increase to \$2.00/hour
- Article 16.02 – Charge Pay – increase to \$2.00/hour
- Article 28.01(a) – Evening Shift Differential – increase to \$2.25/hour
- On April 1, 2008 it goes up again to \$2.50/hour and on April 1, 2009 increases to \$2.75/hour.
- Article 28.01(b) – Night Shift Differential – increase to \$3.50/hour
- On April 1, 2008 it goes up again to \$4.25/hour and on April 1, 2009 increases to \$5.00/hour.
- Article 28.02 – Weekend Premium – increase to \$2.25/hour
- On April 1, 2008 it goes up again to \$2.75/hour and on April 1, 2009 increases to \$3.25/hour.
- 29.05 – Pension Plan – Employees age 72 or older to receive payment equivalent to 2% of regular earnings in lieu of Group RRSP contributions.

October 1, 2007 Increased Benefits

As of October 1, the new increased supplementary health benefit plans come into effect with several improvements including higher maximums for extensive dental services and orthodontic services.

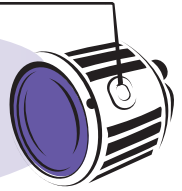
October 1 to November 30, 2007 “Open Period” to subscribe to benefits plan

The benefit plans are being improved in a number of areas. Employees who are not currently in the plan will be able to enroll during an “open period” running from October 1 to November 30th.

In some Health Regions the Employer may allow Employees to enroll earlier. Your new coverage will come into effect within about a month, although the exact date will depend on the rules of your specific plan.



Timeline for new contract increases and payments



Extra health costs covered from August 1, 2007 forward

Because some maximums in the plan are rising, some Employees may be eligible for further reimbursement for costs that were over their previous maximum. For example the extensive dental services coverage maximum increases to \$3,000 per insured person per benefit year (Employers have different benefit years). That is \$1000 higher than it was previously. Any Employee who incurred extensive dental costs over \$2,000 since August 1, 2007 should resubmit to receive reimbursement up to the difference between the old maximum of \$2,000 and the new maximum of \$3,000.

The Orthodontic dental services lifetime maximum has also been increased to \$3,000 per insured person. Anyone who had a claim for services after August 1, 2007 that was above the previous \$2,000 maximum can also resubmit for extra reimbursement.

After October 10, 2007 First Market Lump Sum payment

The first payment of the annual Market Lump Sum payments will come on the first pay period following the pay period that includes September 30th. The annual payment for 2007/2008 is \$1,500. The first payment will be \$750 for the first half of the year, pro-rated for Part-time and Casual Employees. The second half of the Lump Sum (\$750) will be paid in April of 2008.

The market lump sum payments will be paid in October and April of each year in the same manner.

- The 2008/2009 lump sum payment will be \$1,625 (\$812.50 each payment)
- The 2009/1010 lump sum payment will be \$1,750 (\$875 each payment)

Retroactivity for terminated Employees

Employees who leave their positions after April 1 are eligible for retroactive pay – up to the date they leave – on:

- the 5% grid salary increase
- the 2% increase for Employees with 20 years or more of nursing service
- pro-rated payment on the Market Condition Lump sum

Terminated Employees must write to their Employer within 90 days of the signing (anticipated date of signing mid September) of the Collective Agreement to receive their retroactive increases. To receive the 2% Retention Recognition, they must also supply reasonable proof of 20 or more calendar years of nursing service.

