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EFF.	88	04	01
TERM.	90	03	31
NO. OF EMPLOYEES	400		
NO. DE EMPLOYÉS	18		

AGREEMENT

between

**ALBERTA ALCOHOL AND DRUG
ABUSE COMMISSION**

and the

**ALBERTA UNION OF
PROVINCIAL EMPLOYEES**

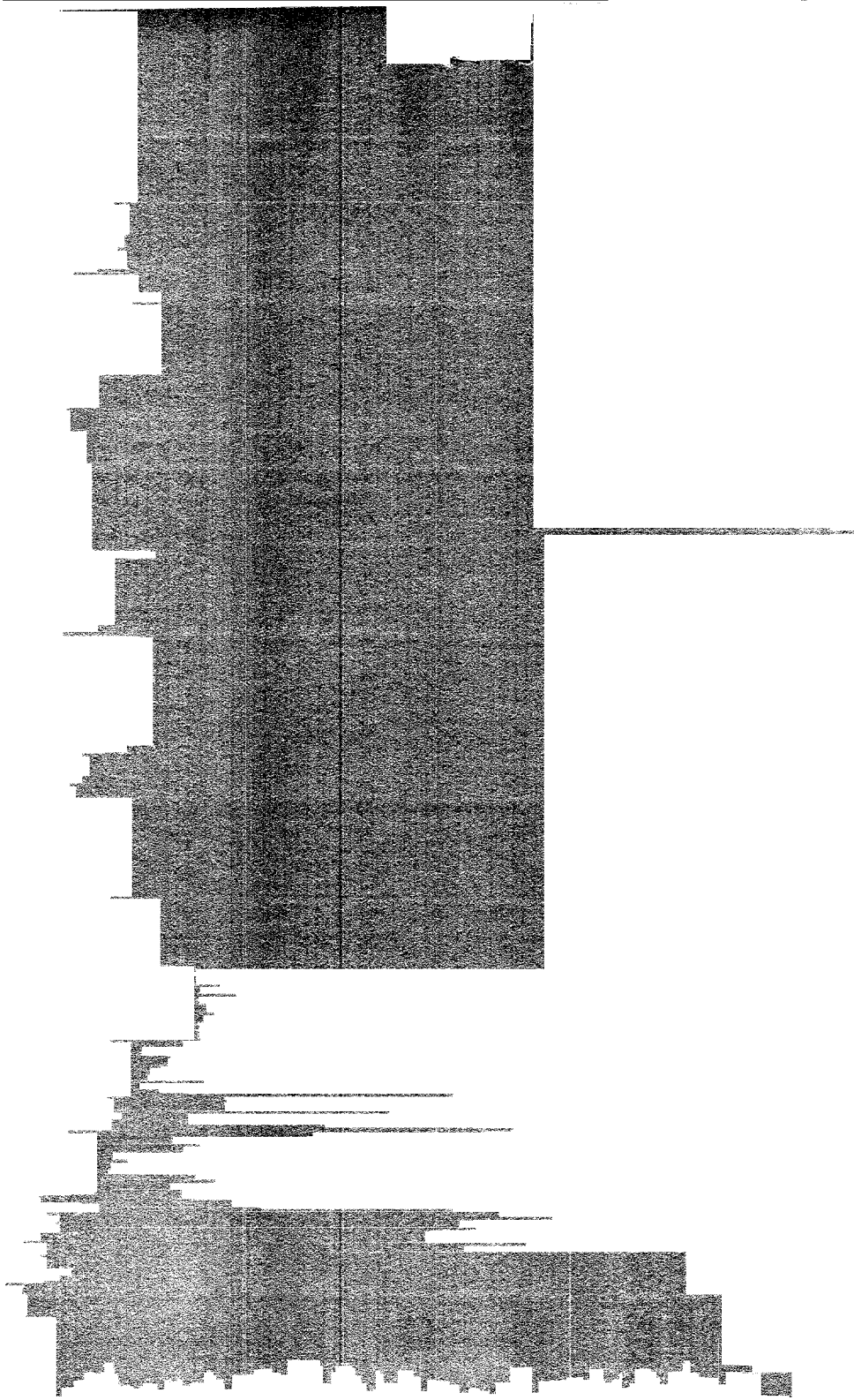
representing

LOCAL 059/001

June 29, 1988

SEP - 9 1988

0625204



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COLLECTIVE BARGAINING AGREEMENT

BETWEEN:

The ALBERTA ALCOHOL AND DRUG ABUSE COMMISSION, a body corporate incorporated as an agency of the Crown under The Alcohol and Drug Abuse Act, R.S.A. 1970, C. 26 hereinafter called "the Employer", of the first part.

- and -

- (R) The ALBERTA UNION OF PROVINCIAL EMPLOYEES, representing Local **059/001**, members of the A.U.P.E., hereinafter called "the Union" of the second part.

,WHEREAS The Public Service Employee Relations Act, S.A. 1977, C. 40, hereinafter called "the Act", applies to the parties to this Agreement.

AND WHEREAS the parties are mutually desirous of entering into a new Agreement, as defined in the Act, containing provisions regarding rates of pay, hours of work, and other terms or conditions of employment providing a procedure for the consideration of grievances and the settlement of differences.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises, the parties hereto mutually covenant as follows:

ARTICLE I

Interpretation

- 1.01 In this Agreement unless the context otherwise requires:
- (a) A word used in the masculine gender applies also in the feminine;
 - (b) A word used in the singular applies also in the plural;
 - (c) "Act" means the Public Service Employee Relations Act;
 - (d) "Union" means the Alberta Union of Provincial Employees;
 - (e) "Local" means Local 059/001 of the Alberta Union of Provincial Employees;
 - (f) "Commission" means the Alberta Alcohol and Drug Abuse Commission; (also referred to as Employer);
 - (g) "Union Steward" means an employee of the Commission who is selected by the Members of the Local to act on their behalf;
 - (h) "Full-Time Permanent Employee" means a person employed in a classification covered by this Agreement and who occupies a full-time permanent position;
 - (i) "Part-time Permanent Employee" means a person employed in a classification covered by this Agreement and who occupies a part-time permanent position;
 - (j) "Temporary Employee" means a person employed in a classification covered by this Agreement and who occupies a temporary position;
 - (k) "Casual Employee" means a person employed in a classification covered by this Agreement, who does not occupy a position, and who is not included in any of the above definitions;
 - (l) "Full-Time Permanent Position" means a full-time position established as such, the duties of which are of an indefinite continuing nature and in which the incumbent is required to work year round;
 - (m) "Part-Time Permanent Position" means a part-time position established as such, the duties of which are of an indefinite continuing nature and in which the incumbent is required to work not less than half-time year round;
 - (n) "Temporary Position" means a position established as such, the duties of which are of limited or uncertain duration and in which the incumbent is required to work full-time for a continuous period of not less than six (6) consecutive months;

- (o) "Casual Employment" is non-permanent employment. When continuous full-time casual employment of an employee exceeds six (6) months, the employee shall be appointed to a temporary position;
- (p) "Work Day" means any day on which an employee is expected to be at his work place of employment.

ARTICLE 2

Application

- 2.01 Full-time permanent employees are entitled to all the terms and conditions of this Agreement.
- 2.02 Part-time permanent employees are entitled, on a pro-rata basis where applicable, to all the terms and conditions of this Agreement.
- 2.03 Temporary employees are entitled to the applicable terms and conditions of this Agreement, except that the following shall not apply:
 - (a) Article 13, Layoff and Recall
 - (b) Article 14, Position Abolishment
 - (c) Article 37, L.T.D. Plan
- 2.04 Casual employees shall be entitled to the applicable terms and conditions of this Agreement except that:
 - (a) in lieu of receiving paid holidays pursuant to Article 33, be allowed, in addition to his regular wage earnings, pay at 4.8% of his regular wage earnings, and for working on a paid holiday, pay at time and one-half his regular hourly rate for all hours worked up to the equivalent of full normal daily hours and double time thereafter; and
 - (b) in lieu of annual vacation leave pursuant to Article 34, be allowed in addition to his regular wage earnings, pay at 6% of his regular wage earnings; and
 - (c) the terms and conditions of the following Articles shall not apply:
 - (i) Article 12 - Probationary and Appointment Qualifications
 - (ii) Article 13 - Layoff and Recall
 - (iii) Article 14 - Position Abolishment

- (iv) Article 21 - Acting Incumbent
 - (v) Article 27 - Call Back Pay
 - (vi) Article 33 - Paid Holidays
 - (vii) Article 34 - Annual Vacation
 - (viii) Article 35 - Casual Illness
 - (ix) Article 35A - General Illness
 - (x) Article 37 - Long Term Disability Plan
 - (xi) Article 38 - Workers' Compensation
 - (xii) Article 39 - Special Leave
 - (xiii) Article 40 - Military Leave
 - (xiv) Article 41 - Maternity Leave
 - (xv) Article 44 - Insurance (except that Accidental Death and Dismemberment coverage for Occupational Accident shall apply)
 - (xvi) Article 45 - Health Plan Benefits
 - (xvii) Article 50 - Grievance Procedure in the case of termination or dismissal
 - (xviii) Supplement I - Dental Plan
- (d) (i) Notwithstanding Clause 2.04(c), an employee who has worked 1450 hours in a twelve (12) month period shall thereafter, in lieu of receiving Casual Illness, General Illness, Long Term Disability Plan, Workers' Compensation, Special Leave, Insurance and Health Plan Benefits, be allowed in addition to his regular wage earnings, pay at two (2) percent of his regular wage earnings.
- (ii) Clause 2.04(d)(i) shall cease to apply to an employee who has incurred a break in service for a period in excess of ninety (90) calendar days, and thereafter the Agreement shall apply to such an employee as set out in Clause 2.04(c) and the employee must requalify in accordance with Clause 2.04(d)(i).

2.05 Notwithstanding any specified or implied provision in this Collective Agreement, there shall be no pyramiding of leaves or benefits or other entitlements.

ARTICLE 3

Future Legislation and the Collective Agreement

- 3.01 In the event that any law passed by the Government of Alberta renders null and void, or alters any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement. The Parties shall meet immediately in accordance with the Act to negotiate any provision that has been rendered null and void as a result of the change in Legislation.

ARTICLE 4

Union Recognition

- 4.01 The Employer recognizes the Union as the exclusive bargaining agent for all employees covered by this Agreement.
- 4.02 The Parties agree that there shall be no discrimination or coercion exercised or practiced with respect to any employee for reason of membership or legitimate activity in the Union.
- 4.03 The Employer will provide specific bulletin board space for use of the Union at locations on the Employer's premises which are accessible to employees. Sites of the bulletin boards are to be determined by the Employer and the Union. Bulletin board space shall be used for the posting of Union information directed to its members and copies of such information shall be cleared by the Employer prior to posting.
- 4.04 An employee shall have the right to wear or display the recognized insignia of the Union, however, no such insignia larger than a lapel pin shall be worn on issue clothing or uniforms, nor shall an insignia be displayed on Employer's equipment or facilities.

ARTICLE 5

Bargaining Agent

- 5.01 The Employer agrees that the Union shall be the sole bargaining agent for the incumbents of those positions which are included in classifications set out in Schedule "A" of this Agreement as defined in Article I except the incumbents of the following positions:

4411-9036	Secretary to Chairman and to Executive Assistant to the Chairman
4412-0024	Secretary to Chief Executive Officer
4412-2080	Secretary to Executive Director, Program Services and Senior Director, Support Services
4411-2075	Executive Assistant to the Chairman
4413-0012	Office Supervisor, Personnel
4413-0019	Personnel Clerk
4413-1022	Personnel Clerk
4413-9087	Personnel Clerk
4413-1009	Secretary to Director of Personnel
4482-0054	Secretary to Director of Institutions and Funded Agencies
4463-1011	Secretary to the Director, Central Alberta Field Services
4473-2010	Secretary to the Director, Southern Alberta Field Services
4453-1048	Secretary to the Director, Northern Alberta Field Services
4482-3005	Secretary to Manager, Henwood Treatment Centre
4482-2020	Treatment Supervisor, A.A.D.A.C. Recovery Centre
4482-4019	Treatment Supervisor, Renfrew Recovery Centre

ARTICLE 6

Management Recognition

- 6.01 The Union recognizes that all functions, rights, powers and authority which the Commission has not specifically abridged, delegated or modified by this Agreement are retained by the Commission.

ARTICLE 7

Agreement Terms

- 7.01 The Employer and the Union agree that:
- (a) Employees shall be paid a salary in accordance with the attached Schedule "A";
 - (b) Terms and conditions of employment, as set out herein, shall not be changed after the effective date hereof save in accordance with the collective bargaining procedure herein provided.
- 7.02 The Employer, during the life of the Agreement may, with the agreement of the Union, alter rates of employee compensation, entitlements, or rights which are contained in the Agreement, and upon such agreement these alterations shall become their rates, entitlements or rights.

ARTICLE 8

Union Membership and Dues Check-off

- 8.01 Every employee covered by this Agreement shall become a member of the Union as a condition of employment.
- 8.02 The Commission will deduct membership dues from every employee covered by this Agreement. The Union shall advise the Commission, in writing, of any change in the amount of dues to be deducted from the employees covered by this Agreement. Such notice shall be communicated to the Commission at least thirty (30) days prior to the effective date of the change.
- 8.03 Any new employee wishing to opt out of membership in the Union may do so, within sixty (60) days after commencement of employment, by submitting a signed statutory declaration to the Union outlining his religious objections to membership, but he shall continue to pay the dues established by the Union.
- 8.04 The Commission shall remit Union dues deducted from the pay of all employees covered by this Agreement, to the Union by the first working day after the fifteenth calendar day in the following month. Where an accounting adjustment is necessary to correct an over or under payment of dues, it shall be effected in the succeeding month. The deductions shall be accompanied by particulars identifying each employee in a printed form or a magnetic file (tape or disc) showing the employee number, starting date, name and last known address, work location code, amount of Union dues deducted, and appropriation numbers and classifications where normally assigned.
- 8.05 The Union agrees to indemnify and save the Commission harmless against any claim or liability arising out of the application of this Article.

ARTICLE 9

Employer - Union Business

- 9.01 The Employer will grant Union Representatives access to its premises when negotiating, pursuant to the Public Service Employee Relations Act, participating in committees with representatives of the Employer, or when investigating a written grievance provided that, in the latter instance, prior approval for appointment with the grieving employee has been obtained through the Personnel Division. Such approval shall not be unreasonably denied. Additional access to the Employer's premises may be granted for such purposes as are approved in advance by the Employer.
- 9.02 The Union agrees to provide the Employer with a current list of Union Representatives.

ARTICLE 10

Union Stewards

- 10.01 The Local, in consultation with the Commission, shall determine the number of Union Stewards and the jurisdiction of each Union Steward, having regard to the plan of organization, the distribution of employees at the work place and the administrative structure implied by the grievance procedure.
- 10.02 The Commission will recognize Union Stewards who are elected or appointed by the Local for those purposes outlined in this Agreement. The Union Steward may, at the request of an employee, accompany or represent him in the processing of a grievance.
- 10.03 A list of Union Stewards shall be supplied to the Personnel Division which shall be advised in writing of any changes in this list.
- 10.04 The Commission recognizes the Union Steward as an official representative of the Union.

ARTICLE 11

Time Off for Union Business

- 11.01 Time off from work without loss of regular earnings will be provided on the following basis:
- (a) Members of the Negotiating Committee, not to exceed two (2) in number, for time spent meeting with representatives of the Commission, during the formal negotiation of a Collective Agreement and for Union preparatory meetings during these negotiations.
- 11.02 Time off from work without pay shall be provided on the following basis:
- (a) to attend Provincial Executive meetings.
 - (b) to attend the Annual Convention of the Alberta Union of Provincial Employees as delegates.
 - (c) to attend Local Council meetings and Union Steward Training Courses.
 - (d) to attend Conventions or Seminars, of the C.L.C., A.F.L. or N.U.P.G.E. when elected or designated to act as delegates or representatives of the Union.

- (e) for two (2) members of the Union Negotiating Committee for time spent meeting with representatives of the Commission, during the formal negotiation of a Collective Agreement and for Union preparatory meetings during these negotiations.
- 11.03 The Local recognizes that members of the Local are employees of the Commission and as such have jobs to perform on behalf of the Commission.
- 11.04 In all of the foregoing provisions, no request for time off shall be considered unless it **is** made sufficiently in advance of the date the time off is required.
- 11.05 The Commission may refuse to grant permission for time off where disruption of work or other difficulty may arise.
- 11.06 No Union business, other than that indicated herein, shall be conducted during working hours, unless authorized by the Commission.
- 11.07 Where leave without pay is granted for Union business, the Commission will pay the employee and invoice the Union for the salary costs incurred; which the Union shall pay promptly.

ARTICLE 12

Probationary and Appointment Qualifications

- 12.01 An employee appointed to a position shall serve an initial probationary period of twelve (12) months, except as provided for in Article 12.02. A probationary period may be extended by mutual written agreement of the Union and the Employer.
- 12.02 The probation period shall be six (6) months for employees employed in the following classifications:
 - Office Support I
 - Office Support II
 - Office Support III
 - Office Support IV
 - Office Support V
 - Client Care Assistant
 - Nurse II
 - Nurse III
- 12.03 Service with the Employer in the twelve (12) calendar months 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. Comparability **shall** only be determined by comparison of duties performed immediately preceding the appointment to a permanent position to the duties of the permanent position.

- 12.04 An employee serving a probationary period shall not have recourse to the grievance procedure in the case of dismissal.
- 12.05 On commencement of employment, an employee shall be provided with a copy of his job description ~~or~~ list of duties.

ARTICLE 13

Layoff and Recall

- 13.01 Layoff is defined as a temporary or prolonged separation from employment as a result of lack of work.
- 13.02 The Employer shall provide thirty (30) work days written notice to any permanent employee to be laid off, or grant ten (10) work days pay in lieu of notice.
- 13.03 In the event of a layoff, permanent employees in the same job classification within a single division and location shall be laid off in reverse order of seniority except when the senior employee is not qualified to do the remaining work.
- 13.04 In the event that such layoff exceeds forty-five (45) working days, the layoff shall be considered to be a position abolishment and the employee shall be entitled to such severance pay as may be applicable in accordance with Article 14.
- 13.05 A position abolishment occurring through the provisions of Article 13.04 shall be deemed to have been enacted with proper notice.
- 13.06 All permanent employees laid off shall be placed on a re-employment list for a period of twelve (12) months. Permanent employees shall be recalled in preference to outside candidates in their order of seniority provided they are qualified to **do** the work. An employee's name shall be removed from the list on his first refusal to return to work in any position comparable to the one last held, subject to 13.07.
- 13.07 If an employee refuses re-employment for reasons acceptable to the Employer, his name shall remain on the re-employment list, and the Employer may fill the vacancy with the next qualified employee on the list if one is available, or if no other qualified employee is on the list, in accordance with Article 16.
- 13.08 The requirement to provide layoff notice shall not apply in the event of a staff **reduction caused** by circumstances beyond the **control** of the Commission **requiring immediate** closure ~~of all or~~ part of the Commission.

ARTICLE 14

Position Abolishment

- 14.01 Subject to 13.05, the Employer shall provide three (3) months written notice to a permanent employee whose position is to be abolished and who cannot be transferred to another position with the Employer during this period. One (1) day's pay shall be paid in lieu of each work day by which the notice is short of three (3) months. The employee shall, in addition to notice or pay in lieu, be paid one (1) week's pay for each full year of employment with the Employer, including any service with a Government Department, to a maximum of twenty (20) weeks' pay as severance pay.
- 14.02 The Employer agrees that in the event it becomes necessary to abolish an existing position, every effort will be made to absorb the employee covered under this Agreement into some other area of the Commission or to obtain a transfer to another Government Department. The Employer's obligation to effect a transfer for an employee to a Government Department under this Clause will be satisfied by the Personnel Director writing to the Public Service Commissioner's Office outlining the affected employee(s)' qualifications and work experience. The employee will be advised of this action. This correspondence shall be sent within five (5) work days of the notice of position abolishment.
- 14.03 Notwithstanding the foregoing provisions, the Parties agree that an employee who is in the following category will not be entitled to severance pay if the employee:
- (a) is dismissed for cause
 - (b) resigns or retires
 - (c) refuses to accept a transfer to another comparable position with no loss in pay.

ARTICLE 15

Seniority

- 15.01, In making promotions and filling job vacancies, seniority shall be the deciding factor where the qualifications of candidates are relatively equal.

ARTICLE 16

Job Opportunities

- 16.01 Notice outlining details of available regular full time positions will be maintained on notice boards at suitable locations. Such notices will be posted for a minimum period of ten (10) calendar days, where practical, prior to closing of the competition. Nothing in this Article restricts the Commission from laterally transferring employees who may request a transfer.
- 16.02 Subject to 16.01, positions may be advertised outside the Commission, and all qualified in-service applicants must be interviewed.
- 16.03 Notice to all unsuccessful in-service candidates shall be sent prior to the anticipated first day of duty of the successful applicant. Any unsuccessful in-service candidate who requests an explanation as to why he was unsuccessful shall be provided with same.
- 16.04 (a) The Parties recognize the value of consultation between an employee and his supervisor in the evaluation process.
- (b) The employee's supervisor shall upon request provide an employee with information on how he can better qualify himself for advancement within the Commission.

ARTICLE 17

Rights on Transfer

- 17.01 An employee who has been promoted or transferred to another position and during a trial period, not to exceed the initial probationary period, is found to be unsuitable, will be returned to his former position if available or to another similar position for which he is qualified at his former salary with no ~~loss~~ in seniority.

ARTICLE 18

Transfer of Service

- 18.01 When an employee transfers from the Government of the Province of Alberta, ~~its~~ Boards, Agencies, or Commissions to the staff of A.A.D.A.C., the whole ~~of~~ his Government, Board, Agency or Commission service shall count towards entitlements in respect of annual vacation, severance pay and sick leave.

ARTICLE 19

Classification

- 19.01 The Employer agrees to maintain a Classification Plan and to provide a complete copy of the Classification Manual to the Union along with any subsequent amendments.
- 19.02 The Employer may establish new ~~or~~ altered job classifications. In such event, the Employer shall give written notice to the Union of such new ~~or~~ altered classification and the proposed salary rate. If the Union does not agree with the proposed salary rate, the Union may request a meeting with Employer representatives to discuss the issue. If agreement is not reached the Union may, within twenty (20) working days of receipt of the said notice, refer the difference to a one ~~or~~ three member Board, appointed in accordance with Part 7 of the Act, for determination of the salary rate.
- 19.03 The time limits specified in 19.02 may be extended for a maximum of ten (10) working days by mutual agreement of the Employer and the Union but such agreement shall be in writing.
- 19.04 When the Union fails to process the issue within the time limits specified in this Article, the issue will be deemed to have been abandoned.

ARTICLE 20

Classification Appeal Procedure

- 20.01 An employee may make a request in writing to the Personnel Director to have his position reclassified provided:
- (a) the duties and/or responsibilities of the position have been materially changed since the last review;
 - (b) the last review of the position was completed and, if applicable, an Appeal Board decision was rendered pursuant to Clause 20.05, at least six (6) months prior to the request;
 - (c) the employee has prior discussion with his immediate Supervisor/Manager; and
 - (d) the immediate Supervisor/Manager has not already made a written request to the Personnel Director to have the position reclassified.

- 20.02 A request made by an employee in accordance with Clause 20.01 will be considered by the Personnel Division and a decision in writing will be provided to the employee.
- 20.03 An employee wishing to appeal the decision pursuant to Clause 20.02 shall submit written notification to the Personnel Director within twenty-one (21) days of receipt of the decision. When the employee fails to submit an appeal within the time limit or procedure specified in this Article, he shall be deemed to have abandoned his right to appeal.
- 20.04 The Commission shall establish an Appeal Board comprised of three (3) persons by writing the Local requesting appointment of a Local member to the Appeal Board. Within twenty-one (21) days of receipt of the Local's appointee, the Commission shall designate two (2) management representatives to the Appeal Board, one of which will be the Chairman.
- 20.05 The Appeal Board shall, within thirty (30) days of the appointment of the last member to the Appeal Board, hear the appeal. The Employer, employee and Local shall be advised in writing within fourteen (14) days of the date of the hearing of the Appeal Board's decision. Such decision shall be final and binding.
- 20.06 Notwithstanding any of the foregoing, the Appeal Board shall not create, delete, or alter any classes or class specifications.
- 20.07 Time limits as specified in this Article may be extended by mutual agreement of the Personnel Division and the Local but, such agreement shall be in writing.
- 20.08 An employee who is promoted or whose position is reclassified to a class with a higher salary assignment shall:
- (a) have his anniversary date, for salary purposes, amended; and
 - (b) be paid a rate of pay in the new class which is not less than a full increment higher than his present rate of pay, or if he is less than six (6) months away from his next scheduled salary increment, a minimum of two (2) increments, provided that, in either instance, an employee shall be paid not less than the minimum nor higher than the maximum for the new class.
- 20.09 An employee whose position is reclassified to a lower salary assignment, through no fault of his own, shall not suffer a loss in pay, and the Employer shall assist the employee to relocate to a position assigned to his former classification.

ARTICLE 21

Acting Incumbent

- 21.01 To be eligible for acting incumbency pay, an employee shall be designated, in writing, by the appropriate manager to perform the principal duties of the higher level position for a minimum period of five (5) consecutive work days, during which time he may also be required to perform some of the duties of his regular position. On completion of the minimum five (5) day qualifying period in an acting incumbency position, an employee shall be eligible for acting incumbency pay for the total period of acting incumbency, including the five (5) day qualifying period.
- 21.02 Where an employee qualifies for acting incumbency pay, he shall receive a minimum of five percent (5%) of his current salary in addition to his regular salary, or, subject to the approval of the Executive Director or his designate he may receive the minimum salary for the classification of the higher level position.

ARTICLE 22

Regulations and Personnel Policies

- 22.01 A copy of all Regulations, Personnel Policies and amendments shall be provided to the Local and to the Union as soon as this material is available.
- 22.02 The parties to this Agreement may consult with one another at any time on any matter of mutual interest.
- 22.03 Where a difference arises out of the provisions contained in an Article of the Collective Agreement, and the subject matter is also covered in Employer regulations? guidelines or directives, this collective agreement shall supercede the regulation, guideline or directive.

ARTICLE 23

Travel, Subsistence and Moving Allowances

- 23.01 An employee who is required to travel on Commission business, or who is relocated, or who otherwise incurs expenses on behalf of the Commission, shall be entitled to claim expenses and allowances as established by regulations. Compensation provided by Commission regulations shall not be less than that provided by Regulations Governing The Payment of Subsistence and Travelling Allowances pursuant to The Public Service Act.

ARTICLE 24

Notice of Resignation

- 24.01** An employee is required to provide the Employer with fifteen (15) work days prior written notice of resignation if he wishes to resign in **good** standing.
- 24.02** An employee who absents himself from his employment and who has not informed the Employer shall after four (4) consecutive work days of such unauthorized absence be considered to have abandoned his position and will be deemed to have resigned, unless it is subsequently shown by the employee that special circumstances prevented him from reporting to his place of work.

ARTICLE 25

Hours of Work

- 25.01** 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, five (5) consecutive days, seven and one-quarter (7 1/4) hours per day, or
 - (b) Forty (40) hours per week, five (5) consecutive days, eight (8) hours per day, or
 - (c) The equivalent of (a) or (b) above on a weekly, monthly or annual **basis**.
- 25.02** One (1) fifteen (15) minute rest period with pay shall be granted in each half of the work day.
- 25.03** Except by mutual agreement between an employee and the Employer, shift schedules shall provide for **at** least one (1) shift off duty between a shift change-over.
- 25.04** A meal period of not less than one-half (1/2) hour and, except where opted in "Flextime" operations, not more than one and one-half (1 1/2) hours shall be granted **to** all employees at approximately the mid-point of each work period that exceeds four (4) hours. Such meal period shall be without pay except as provided for in 25.06.
- 25.05** An employee who is absent from duty without prior authorization shall communicate the reasons for his absence to his supervisor at his place of work within the time limits set out below:
- (a) in the case of shift workers, at least two (2) hours prior to the commencement of **a** shift, **or**
 - (b) in the case of non-shift workers, within one (1) hour of starting time.

- 25.06 An employee who is required by his supervisor to remain at his workplace due to a specific work assignment during his meal period shall be paid for such meal period at his regular rate of pay.
- 25.07 Employees required to perform duties in accordance with 25.01(b) herein, shall be paid salary at a rate of four (4) grades higher than their normal rate as set out in "Schedule A".
- 25.08 (a) Except in emergency situations, the Employer shall provide one week's prior notice to any employee whose normal reporting time is to be altered.
- (b) Notwithstanding Clause 25.08(a) and Clause 29.05, employees performing community programming work may adjust their daily reporting times in the event they are required to deliver evening programs. The scheduling of hours of work will be in accordance with the guidelines established by the Employer.
- 25.09 The Parties agree that the Employer may implement a flextime or compressed work week system of work, except that participation by an employee in these systems of hours of work shall be voluntary.
- 25.10 The Employer has the sole right to determine the number of employees who are required to be at work. However, upon entering into a flextime system, the employees are entitled to have the first opportunity to plan their work schedule whereby they may arrange starting times, lunch periods and finishing on a daily basis, in keeping with the Employer's operational requirements. Employees shall have the opportunity to make up their total hourly requirements during the flex period, subject to this Article.
- 25.11 Carry Over - Flextime:
- (a) A ten (10) hour carry over, either in the way of a bank or a deficit will be allowed, and regular monthly salary shall be paid provided the employee's time is within these limitations. An employee may not accumulate a bank in excess of ten (10) hours, and if at the end of any month his deficit is more than ten (10) hours, he shall be deducted for those hours that are in excess of ten (10) hours.
- (b) The banked hours may be taken, as time off with pay in subsequent months; however, the maximum time taken within a two working day period shall not exceed seven and one-quarter (7 1/4) hours. Employee preference in this regard shall be honoured where possible. However, when a full day is required it shall not be taken in conjunction with a statutory holiday.
- (c) Authorized overtime hours worked outside of flex or core times may not be used to cover off deficits pursuant to Clause 25.11 (a).

- 25.12 In the event the flextime or compressed work week system of hours of work does not result in the provision of a satisfactory service to the public, or is deemed by the Employer to be impractical for other reasons, the Employer may require a return to a regular work week, in which case the Employer shall provide advance notice of 30 calendar days of the change to the employees involved.
- 25.13 An employee who is working according to a flexible or compressed work system may opt for regular work week, by providing the Employer advanced notice of one week.
- 25.14 Employees working according to a modified work week system of hours of work will have all benefits and entitlements pro-rated accordingly and there shall be no ~~loss~~ or gain in employee entitlements.

ARTICLE 26

Overtime

- 26.01 It is understood that from time to time employees will be required to work in excess of their regular daily and/or weekly hours. All overtime must be authorized in such manner and by such person(s) as directed by the Employer.
- 26.02 An employee may occasionally be required to work extra time, up to fifteen (15) minutes, immediately following closing time, or to brief an upcoming shift without payment. However, if the extra time exceeds fifteen (15) minutes, a minimum of one-half (1/2) hour overtime compensation will be paid, with compensation thereafter in accordance with clause 26.07.
- 26.03 An employee whose classification is listed in 26.11, and who is authorized to work overtime, shall be compensated as follows:
- (a) at time and one-half his regular hourly salary for the first two (2) hours worked in excess of his regular daily hours and at double his regular hourly salary for hours worked in excess of two (2) hours.
 - (b) at time and one-half his regular hourly salary for all hours worked up to the equivalent of full normal daily hours and double time for additional hours worked thereafter, on a compressed work week day off or his regularly scheduled first day of rest worked.
 - (c) at double his regular hourly salary for all hours worked on his regularly scheduled second and subsequent day(s) of rest.

- (d) for purposes of this subsection, authorized travel on Commission business shall be considered working hours and when authorized outside of normal working hours, or on a regularly scheduled day of rest, the overtime rates of this subsection shall apply, except that an employee shall not be compensated for travel spent proceeding to and from usual place of work and residence.
- 26.04 An employee may request either overtime pay or time off in lieu for hours worked at the time overtime is authorized. Such request shall be subject to approval by the Commission.
- 26.05 An employee who requests for personal reasons, and who as a result of such a request, is authorized to work daily or weekly hours in excess of his normal requirement, shall be compensated for the extra hours worked at straight time rates. It is not the intent of this section to deny normal overtime rights to an employee.
- 26.06 (a) An employee who is required to attend, as a participant, at a training course or seminar on his normal day of work shall be paid at straight time rates for the hours spent on training to a maximum of his normal daily hours of work for that period.
- (b) An employee who is required to attend, as a participant, at a training course or seminar on a regularly scheduled day of rest, shall be granted a day off in lieu at some other time, or if impractical to grant time off, he shall be paid at straight time rates for the hours spent on training to a maximum of his normal daily hours of work for that period.
- (c) An employee who is required to attend, as a participant, at a training course or seminar which necessitates travel to a location further than seventy-five (75) kilometres from his normal place of work shall be compensated at straight time rates for the actual hours spent in travel provided such travel time is in excess of his normal daily or weekly hours of work.
- 26.07 Overtime payment or compensatory time off shall be calculated to the nearest quarter hour and shall not be allowed twice for the same hours.
- 26.08 Overtime pay shall be calculated from the annual salary rate in effect at the time overtime is worked regardless of any subsequent retroactive change in that rate.
- 26.09 Part-time employees working less than the normal hours per day of full time employment and who are required to work longer than their regular working day, shall be paid at the rate of straight time for the hours so worked up to the normal hours for full time employees, in the working day, after which the overtime provisions of Clause 26.03, sub-clause (a) shall apply.

- 26.10 An employee employed in a classification for which premium overtime does not apply shall be granted equal time off for hours worked in excess of daily, weekly, bi-weekly, monthly or yearly hours, including hours spent on authorized travel where such travel is authorized after normal working hours, on a paid holiday, or on a regularly scheduled day of rest. When it is impractical to balance the hours of work by granting equal time off in lieu, compensation at straight time rates shall be authorized for the extra hours worked or spent on authorized travel. Subject to Commission requirements, written employee preference may be considered in respect of the timing of such time off.
- 26.11 Classes eligible for premium overtime:
- | | |
|--------------------------|----------------------------|
| Office Support I | Nurse II |
| Office Support II | Nurse III |
| Office Support III | Recreational Therapist I |
| Office Support IV | Recreational Therapist II |
| Office Support V | Recreational Therapist III |
| Administrative Officer I | Addictions Counsellor I |
| Accountant I | Addictions Counsellor II |
| Accountant II | Addictions Counsellor III |
| Client Care Assistant | Addictions Counsellor IV |
| Information Officer I | Addictions Counsellor V |
| Research Assistant | Funded Agency Consultant |
| Pharmacist | Library Technician I |
| Research Officer I | Library Technician II |
| Research Officer II | Librarian I |
| Community Addictions | Librarian II |
| Services Administrator | Librarian III |
| | Psychologist |

ARTICLE 27

Call Back Pay

- 27.01 Subject to 27.03, when an employee is called back to work by his supervisor for a period in excess of two (2) hours, including time spent traveling directly to and from work, he shall be paid at the applicable overtime rate for hours worked pursuant to Article 26. For such call back on a paid holiday, the rates of pay shall be time and one-half for all hours worked up to the equivalent of full normal daily hours and double time for additional hours worked thereafter.
- 27.02 Subject to 27.03, an employee who is called back to work one or more times within a two hour period and for whom the time worked and the time spent traveling directly to and from work totals two hours or less, shall be paid at straight time for a minimum of three (3) hours.

- 27.03 There shall be no minimum guaranteed compensation nor compensation for time spent traveling if the call back is contiguous with a normal working period.

ARTICLE 28

Standby Pay

- 28.01 When an employee is designated to be immediately available to return to work during a period in which he is not on regular duty, he shall be paid the amount of one-half (1/2) hour's pay at his regular rate for each four (4) hours on standby or major portion thereof on a day that is not a paid holiday. For standby on a paid holiday, the payment shall be one (1) hour's pay at the regular rate for each four (4) hours on standby or major portion thereof.
- 28.02 When an employee, while on standby, is unable to report to work when required, no compensation shall be granted for the total standby period.
- 28.03 When an employee is called back to work during a period in which he was on standby, he shall be compensated pursuant to Clause 28.01 for the hours he was on standby and paid pursuant to Article 27 for the hours worked on call back.
- 28.04 An employee shall not normally be required to standby on two (2) consecutive weekends or two (2) consecutive Paid Holidays, where other qualified staff are available.

ARTICLE 29

Shift Differential

- 29.01 Where, because of operational requirements, an employee is scheduled to work shifts, that employee shall receive seventy-five (75) cents per hour for working a shift where the majority of hours in such shift fall between 4:00 p.m. and 8:00 a.m.
- 29.02 For the purposes of this Article, a shift refers to the daily equivalent of the normal hours of work as set out in Clause 25.01. A casual or part-time employee who works less than the daily equivalent of the normal hours of work shall be paid shift differential if he works a minimum of four (4) hours within the period of 4:00 p.m. and 8:00 a.m.

- 29.03 An employee who works Saturdays or Sundays as part of his regularly scheduled work weeks, shall receive a weekend premium of twenty-five (25) cents for each hour worked from midnight Friday to midnight Sunday. The weekend premium shall not be paid to an employee who is not regularly scheduled to work weekends and receives overtime compensation for working Saturday or Sunday as a day of rest.
- 29.04 At no time shall shift differential or weekend premium be included with the employee's regular rate of pay for purposes of computing overtime payments, other premium payments, or any employee benefits.
- 29.05 The Commission shall post shift schedules for permanent employees not less than four (4) weeks in advance.

ARTICLE 30

Reporting Pay

- 30.01 A casual employee shall be paid a minimum of three (3) hours pay if an expected work period is cancelled and the employee was not notified of cancellation on or before the day prior to the cancelled work period.
- 30.02 An employee employed in a continuous 24 hour operation who reports for a regularly scheduled shift and who is assigned, without prior notification, to an alternate work shift commencing at a later time, shall receive an additional three (3) hours pay at his regular rate.

ARTICLE 31

Northern Allowance Pay

- 31.01 An employee who is required to be employed at a location north of the 57th parallel of north latitude in the Province of Alberta, shall, for each month served, be paid in addition to his basic salary, a Northern Allowance of one-hundred and forty-two (\$142.00).
- 31.02 For partial months of employment an employee eligible for Northern Allowance pursuant to clause 31.01 shall receive payment in accordance with the following formula:

$$\frac{\text{Monthly Northern Allowance}}{21.75} \times \text{number of days worked at straight time rates.}$$

- 31.03 An employee not residing in the Northern Areas specified in clause 31.01 who is on travel status or is in receipt of any subsistence allowance will not be eligible for Northern Allowance Pay.
- 31.04 An employee who otherwise qualifies for the allowance shall continue receiving the allowance for any period of approved leave with pay. However, the allowance shall not be paid to an employee for any period he is on leave without pay.

ARTICLE 32

Salary Increments

- 32.01 Increments will be awarded on the increment due dates in accordance with the salary schedule. In the event that the Employer has just cause to withhold an employee's increment, the employee must be notified no later than five (5) work days before the due date otherwise the increment shall not be withheld. The withheld increment may be awarded at any later date at the discretion of the Employer.
- 32.02 A long service increase of one (1) increment shall be paid to employees two (2) years after reaching their maximum salary providing they have been continuously employed for a total of six (6) years, and have given satisfactory performance.
- 32.03 After the first long service increase has been granted, subsequent long service increases due to promotion, reclassification or demotion, shall be granted one (1) year after the maximum salary is reached, subject to satisfactory performance.

ARTICLE 33

Paid Holidays

- 33.01 Employees are entitled to one day's paid leave for each of the following holidays:
- | | |
|-----------------------|-------------------|
| (a) New Year's Day | Labour Day |
| Good Friday | Thanksgiving Day |
| Easter Monday | Remembrance Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| Civic Holiday (1 day) | Christmas Floater |

- (b) Except in continuous operations, the Christmas float holiday shall be observed to give five (5) consecutive days off including the week-end as follows:
- (i) on December 24th when Christmas Day falls on a Tuesday, a Thursday, a Friday or a Saturday,
 - (ii) on December 27th when Christmas Day falls on a Monday or a Wednesday,
 - (iii) on December 28th when Christmas Day falls on a Sunday.
- (c) Employees employed in continuous operations shall be compensated pursuant to Clause 33.06 for working on the following Paid Holidays on the dates listed:
- | | |
|-----------------|---------------|
| New Year's Day | - January 1 |
| Canada Day | - July 1 |
| Remembrance Day | - November 11 |
| Christmas Day | - December 25 |
| Boxing Day | - December 26 |
- 33.02 If a municipality does not proclaim a Civic Holiday as specified in 33.01, the first Monday in August shall be observed as such holiday.
- 33.03 When a day designated as a holiday under Clause 33.01 falls on an employee's work day and an employee is not required to work, the employee shall be granted holiday leave on that day.
- 33.04 When a day designated as a holiday under Clause 33.01 falls on an employee's regularly scheduled day of rest, and the employee is not required to work, the employee shall be granted holiday leave on the day observed as the holiday and the day of rest shall be rescheduled.
- 33.05 Notwithstanding Clauses 33.03 and 33.04, an employee employed in a continuous operation whose regular day off falls on an observed holiday shall receive another day off in lieu at his regular rate.
- 33.06 When an employee works on one of the holidays listed in 33.01, the employee shall receive at his option, but subject to operational requirements, either:
- (a) his regular salary plus time and one-half for all hours worked up to the equivalent of full normal daily hours and double time for additional hours worked thereafter, or,
 - (b) in lieu of his regular salary, time and one-half for all hours worked up to the equivalent of full normal daily hours and double time for additional hours worked thereafter, plus a day off in lieu with pay.

- When a day off in lieu is granted under Clause 33.06(b) employees not employed in continuous operations shall have the day off scheduled at a time mutually agreeable to the employee and the Employer. Employees employed in continuous operations shall have the opportunity to elect to have the alternate day off schedule in conjunction with their regularly scheduled days of rest, or, subject to Clause 33.08, to take these days in conjunction with their next annual vacation.
- 33.08 Where an employee employed in continuous operations exercises an election under Clause 33.07, he shall advise the Employer of his choice of election for the following year, not later than December 31st, except that a new employee shall make this election prior to the first holiday for which he is eligible.
- 33.09 Requests for leave without pay on religious holidays will be considered provided adequate notice of the request is given.
- 33.10 When an employee is called back to work on a paid holiday, he shall be compensated in accordance with the provisions of Article 27 and Clause 33.06 does not apply.
- 33.11 Authorized travel on government business on a paid holiday shall be compensated at straight time pay or equivalent time off.

ARTICLE 34

Annual Vacation

- 34.01 For the purpose of this Article:
- (a) "Vacation" means annual vacation with pay;
 - (b) "Vacation year" means the twelve month period commencing on the first (1st) day of January in each year and concluding on the thirty-first (31st) day of December.
- 34.02 An employee shall not take vacation leave without prior authorization from the Employer.
- 34.03 An employee shall be entitled to vacation with pay as follows:
- (a) An employee who has completed less than twelve (12) months' service as of December 31st, shall receive one and one-quarter (1 1/4) work days' vacation for each full calendar month worked from the commencement of his service; provided that when employment has commenced prior to the 16th calendar day of the month, that month shall be considered as a full calendar month.

- (b) An employee who has completed twelve (12) full calendar months' service as of December 31st, shall receive fifteen (15) work days' vacation.
 - (c) An employee shall be entitled to twenty (20) work days vacation with pay provided he has completed eight (8) years of service ~~as of~~ December 31st.
 - (d) An employee shall be entitled to twenty-five (25) work days vacation with pay provided he has completed eighteen (18) years of service as of December 31st.
- 34.04 If one or more paid holidays falls during an employee's annual vacation period, another day or days may be added at the end of the vacation period ~~or~~ as may be authorized by the Employer.
- 34.05 Reduction of Entitlement - an employee who is granted leave of absence without pay, except financially assisted staff development leave, or is absent on authorized sick leave or Workers' Compensation shall have his period of vacation leave currently being earned reduced by one and one-quarter (1 1/4) work days from the fifteen (15) work days vacation or by one and two-thirds (1 2/3) work days from the twenty (20) work days vacation, or by two and one-twelfth (2 1/12) work days from the twenty-five (25) work days vacation for each twenty-two (22) work day period or fraction thereof continued absence after:
- (a) the first twenty-two (22) work days of leave of absence, or
 - (b) the first forty-four (44) consecutive work days of sick leave.
- 34.06 As far as is possible employees shall be granted their choice of vacation periods during the vacation year but the right to allot vacation periods is reserved by the Commission in order to ensure efficient operation of the Commission.
- 34.07 Employees may take their vacation all at once or, one or more weeks at a time provided that one week may be taken as single days off. Vacations may be carried over from one vacation period to the next upon approval by the Commission.
- 34.08 Where an employee is allowed to take any leave of absence, other than sick leave in conjunction with a period of vacation leave, the vacation leave shall be deemed to precede the additional leave of absence.
- 34.09 An employee who terminates his service or who is terminated, shall receive vacation pay in lieu of such vacation earned but ~~not~~ taken.
- 34.10 Any previous provincial government service, including any Board, Agency or Commission service where there is reciprocal recognition, shall be counted when calculating vacation entitlement.

ARTICLE 35

Casual Illness

- 35.01** "Casual Illness" means an illness which causes an employee to be absent from duty for a period of three **(3)** consecutive work days or less.
- 35.02** If an employee is ill at work or requires time off for the purposes **of** attending a dental, physiotherapy, optical or medical appointment, provided he has been given prior authorization by the Employer and he is absent for less than two and one-half **(2 1/2)** hours, such absence shall neither be charged against his casual illness entitlement, **nor** shall a deduction in pay be made for the time lost in the half day in which he became ill or attended the appointment. **For** such absences of two and one-half **(2 1/2)** hours or more, illness leave entitlements shall be deducted to the closest half day.
- 35.03** Leave with pay for casual illness shall not be allowed in the first month of employment.
- 35.04** Leave with pay for casual illness may be granted in the second and subsequent months of the first year of employment as follows:
- (a) in the second month - one **(1)** work day,
 - (b) in the third month - two **(2)** work days if no leave with pay for casual illness was granted in the second month.
 - (c) in the subsequent months leave with pay may be granted provided that the total period does not exceed:
 - (i) three **(3)** work days in the first four **(4)** months,
 - (ii) four **(4)** work days in the first five **(5)** months,
 - (iii) five **(5)** work days in the first six **(6)** months,
 - (iv) six **(6)** work days in the first seven **(7)** months,
 - (v) seven **(7)** work days in the first eight **(8)** months,
 - (vi) eight **(8)** work days in the first nine **(9)** months,
 - (vii) nine **(9)** work days in the first ten **(10)** months,
 - (viii) ten **(10)** work days in the first eleven **(11)** months,
 - (ix) ten **(10)** work days in the first twelve **(12)** months,
- 35.05** In the second and subsequent years of employment leave may **be** granted to a maximum of ten **(10)** work days.

- 35.06 Each day or portion of a day, of casual illness used, within a year of service shall be deducted from the remaining casual leave entitlement for that year of service.
- 35.07 This Article is subject to Clause 35B.01 of Article 35B.

ARTICLE 35A

General Illness

- 35A.01 "General Illness" means an illness which causes an employee to be absent from duty for a period of more than three (3) consecutive work days but shall not exceed eighty (80) consecutive work days. General Illness Leave shall be in addition to any Casual Illness Leave entitlements specified in Article 35.
- 35A.02 An employee at the commencement of each year of employment shall be entitled to General Illness Leave at the specified rates of pay in accordance with the following Sub-clauses, and the application of such general illness leave shall be as set out in accordance with Clause 35A.03.
- (a) Illness commencing in the first month within the first year of employment; no salary for each ~~of~~ the first ten (10) work days of illness and thereafter 70% of normal salary for seventy (70) work days ~~of~~ illness.
 - (b) Illness commencing in the first year ~~of~~ employment, but following the first month of employment; 100% of normal salary for each of the first ten (10) work days of illness and 70% of normal salary for each of the next seventy (70) work days of illness.
 - (c) Illness commencing in the second year of employment; 100% of normal salary for each of the first twenty (20) work days of illness and 70% ~~of~~ normal salary for each of the next sixty (60) work days of illness.
 - (d) Illness commencing in the third year of employment; 100% of normal salary for each of the first thirty (30) work days of illness and 70% of normal salary for each of the next fifty (50) work days of illness.
 - (e) Illness commencing in the fourth year of employment; 100% of normal salary for each of the first forty (40) work days of illness and 70% of normal salary for each ~~of~~ the next forty (40) work days of illness.
 - (f) Illness commencing in the fifth year of employment; 100% of normal salary for each of the first fifty-five (55) work days of illness and 70% of normal salary for each of the next twenty-five (25) ~~work~~ days of illness.

- (g) Illness commencing in the sixth or any subsequent years of employment; 100% of normal salary for each of the first seventy (70) work days of illness and 70% of normal salary for each of the next ten (10) work days of illness.
- 35A.03 (a) Subject to Clause 35A.03 (b), an employee upon return to active work after a period of general illness of less than eighty (80) consecutive working days will have any illness leave days used for which normal salary was paid at the rate of 100%, reinstated for future use at the rate of 70% of normal salary, within the same year ~~of~~ employment. General Illness Leave days used for which normal salary was paid at the rate of 70% shall be reinstated for future use within the same year of employment, at the rate of 70% ~~of~~ normal salary.
- (b) Such reinstatement shall only occur where an employee has not taken any ~~general~~ illness leave for the same or related illness during the first ten (10) consecutive work days following the date of return to active work.
- 35A.04 For purposes of this Article, the maximum period of continuous absence recognized shall be eighty (80) consecutive work days. Absences due to illness or disability in excess of that period shall be subject to Article 37.
- 35A.05 Notwithstanding Article 35 or Clause 35A.02 an employee is not eligible to receive sick leave benefits under this Article or Article 35 if:
- (a) the absence is due to an injury while in the employ of any other Employer, nor is he eligible for any sick leave benefits for any subsequent absence caused by that injury, or,
 - (b) the absence is due to an intentional self-inflicted injury.
- 35A.06 When a day designated as a Paid Holiday under Article 33 falls within a period of general illness it shall be counted as a day(s) of general illness and under no circumstances shall an employee receive any additional entitlement in respect of that day.
- 35A.07 The Alberta Alcohol and Drug Abuse Commission, as an Employer, recognizes that alcoholism and behavioural health problems are illnesses which can respond to therapy and treatment and that absence from duty due to such therapy and treatment shall be considered as sick leave.
- 35A.08 This Article is subject to Article 35B.

ARTICLE 35B

Proof of Illness

- 35B.01 The employee may be required to provide proof of illness upon return to work, where reasonable doubt exists in respect to the purpose of an absence claimed to be due to illness. Such proof may take the form of a medical certificate or other satisfactory proof of illness. The Employer may also require the employee to submit proof of attendance at a medical, dental, physiotherapy or optical appointment when time off from work is granted to attend such appointments. Where an employee is required, pursuant to this clause, to provide a medical certificate or proof of attendance at an appointment, he shall be advised prior to his return to work.
- 35B.02 The employee shall provide a medical certificate for any absence under Article 35A (General Illness).
- 35B.03 (a) The Employer may require that an employee be examined by a Medical Board:
- (i) in the case of prolonged or frequent absence due to general illness, or
 - (ii) when it is considered that an employee is unable to satisfactorily perform his duties due to disability or illness.
- (b) The report of the Medical Board to the Employer shall be limited to the conclusions and recommendations of the Board and the medical information leading to those conclusions and recommendations.
- 35B.04 Pursuant to Clause 35B.03, an employee shall be entitled to have his personal physician or other physician of his choice to be a member of the Medical Board or to act as his counsel before the Medical Board. Expenses incurred under this Clause shall be paid by the Employer. A copy of the report of the Medical Board shall be sent to the employee's physician.
- 35B.05 Where an employee has been examined by a Medical Board and is also applying for L.T.D. benefits, a copy of the report of the Board shall be considered as part of the employee's application.
- 35B.06 An employee who does not cooperate fully with the Medical Board pursuant to Clause 35B.03(a) shall not be eligible for any illness leave benefits or Long Term Disability (L.T.D.) benefits until the Medical Board determines that the employee is sick or disabled.

- 35B.07 The Parties agree that Casual and General Illness benefits as provided in Articles 35 and 35A are intended only for the purpose of protecting an employee from **loss** of income when the employee is ill.
- 35B.08 When an employee has been on Illness Leave and wishes to return to work, the employee may be required to provide medical evidence stating that the employee is fit to perform all regular duties.

ARTICLE 36

Unemployment Insurance Premium Reduction ~~or~~ Rebate

- 36.01 The Employer shall retain the full amount of any premium reduction or rebate allowable on unemployment insurance by the Unemployment Insurance Commission which is granted as a result of the benefits covering employees to which this Collective Agreement applies.
- 36.02 The premium reduction or rebate referred to in Clause 36.01 shall be recognized as the employee's contribution towards the benefits provided.

ARTICLE 37

Long Term Disability Plan

- 37.01 The Employer will provide and maintain a Long Term Disability Plan through a policy in the name ~~of~~ the Employer, with a private Insurance Company, to insure all applicable eligible employees covered by this Agreement.
- 37.02 The Employer and eligible employees shall pay fifty percent (50%) of the monthly premium costs for Long Term Disability Benefits.
- 37.03 **A** Permanent employee is eligible to participate in the L.T.D. Plan in accordance with the provision of the Insurance Policy.
- 37.04 An eligible employee who becomes ill or disabled and who, as a result ~~of~~ such illness or disability **is** absent from work for a period of eighty (80) consecutive work days, may apply for long term disability benefits as provided under the L.T.D. Plan. The final ruling as to whether or not the claimant's disability is of a nature which is eligible for benefits within the Insurance Policy shall be made by the Insurance Company's claim's adjudicator.

- 37.05 The maintenance of the L.T.D. Policy and the maintenance of the L.T.D. Benefits applicable to eligible employees covered by this Agreement, shall not be altered except through mutual agreement of the parties to this Agreement.
- 37.06 An employee in receipt of Long Term Disability Plan benefits shall be deemed to have resigned his position when the employee arrives at the 24 month point on the L.T.D. Plan and is unable to return to employment with A.A.D.A.C.

ARTICLE 38

Workers' Compensation

- 38.01 If an employee sustains an injury in the course of his duties with the Employer which causes him to be absent from work and as a result is eligible to receive Workers' Compensation, he shall be paid his regular full salary for the periods outlined hereunder:

<u>Terms of Employment</u>	<u>Eligibility Period</u>
Up to and including five (5) years	60 Days
Six (6) to ten (10) years	90 Days
More than ten (10) years	120 Days

- 38.02 If the employee has not returned to work due to injury when his eligibility period has expired, he shall then be paid according to the rate prescribed by the Worker's Compensation Act.
- 38.03 The eligibility period specified in 38.01 shall not apply in the event of a re-occurrence of a disability due to a previously claimed injury, payable under this supplement, unless the employee has not used the total eligibility period in which case the unexpected period of eligibility may be applied.
- 38.04 When a day designated as a paid holiday or an alternate day off in lieu under Article 33 falls within a period of time an employee is eligible to receive workers' compensation supplement, it shall be counted as a day of workers' compensation supplement, and under no circumstances shall an employee receive any additional entitlement in respect of that day.
- 38.05 An employee who is injured on the job during working hours and is required to leave the job site for treatment, or is sent home as a result of such accident or injury, shall not suffer loss of pay for that day's work, regardless of the time of injury.
- 38.06 The Commission shall notify the Chairman of the Local or his designate as soon as possible following notification of the occurrence of a fatal accident or the serious injury of an employee.

- 38.07 The Parties agree that the Workers' Compensation Supplement is intended only for the purpose of protecting an employee from loss of income while he is unable to work because of injury.

ARTICLE 39

Special Leave

- 39.01 An employee, who requires time off work shall, upon application, be granted special leave without loss of pay. Subject to Clause 39.02, the circumstances under which special leave will be approved by the Employer and the corresponding maximum number of work days per calendar year are as follows:
- (a) illness within the immediate family - up to two (2) days,
 - (b) bereavement - up to three (3) days around the date of the funeral,
 - (c) travel time for illness within the immediate family or bereavement - up to two (2) days,
 - (d) administration of estate - one (1) day,
 - (e) disaster conditions - one (1) day,
 - (f) attend funerals, for persons not listed in Clause 39.02(b), as pall-bearer or mourner - one (1) day,
 - (g) write examination(s) for course(s) approved by the Employer - as required,
 - (h) be present at birth or adoption of the employee's child - one (1) day,
 - (i) attend a formal hearing to become a Canadian Citizen - time off as required not to exceed one (1) day.
- 39.02 For purposes of determining eligibility for special leave under Clause 39.01, the following provisions shall apply:
- (a) illness within the immediate family - leave of absence will be granted for the purpose of making arrangements for the care of the person that is ill. Immediate family shall mean: spouse (including common-law spouse), son, daughter, mother or father;
 - (b) bereavement - leave of absence will be granted in the event of the death of the employee's spouse (including common-law spouse) or any of the following relations of an employee or spouse (including common-law spouse): parents, guardian, parent-in-law, grandparent, grandchild, son, daughter, brother, sister or the husband or wife of any of them;

- (c) travel time for illness within the immediate family or bereavement shall apply only where long distances or isolated areas are involved which requires the employee to travel on a work day;
 - (d) administration of estate shall apply only when an employee has been designated as an executor of the estate for the deceased;
 - (e) disaster conditions shall apply for a critical condition which requires an employee's personal attention in a disaster (flood, fire) which cannot be served by others or attended to by the employee at a time when he is normally off duty;
 - (f) mourner - leave of absence will be granted where operational requirements permit.
- 39.03** The maximum number of work days specified for each type of special leave in Clause **39.01** shall not be exceeded in any calendar year. However, additional special leave may be approved by the Employer beyond the annual maximum work days for family illness (Clause **39.01** (a)) or bereavement leave (Clause **39.01** (b)), provided the total special leave approved by the Employer under this Article does not exceed ten (10) work days per calendar year.
- 39.04** Two weeks notice may be required for leave requested under Clause **39.01**, sub-clause (d), (g) and (i).

ARTICLE 40

Military Leave

- 40.01** The Employer may grant military leave to an employee:
- (a) where his services are required by the Department of National Defence to meet a civil emergency, for the duration of the emergency,
 - (b) where during a national emergency he volunteers for service or is conscripted into the Armed Forces for the duration of the emergency, and,
 - (c) where he volunteers for military training, special training or special duty, for a period not exceeding six (6) weeks.
- 40.02** Where military leave is approved an employee shall not be required to forfeit any of his vacation entitlements. However, where military leave is not approved, this Article does not preclude the employee from using vacation leave for the purpose of attending military training.

- 40.03 Military leave to attend annual training or summer camp shall not exceed ten (10) working days.
- 40.04 When an employee has been granted military leave in accordance with sub-clause 40.01(c) or 40.03, and that employee produces a letter from National Defence Headquarters to the Commission, stating the amount paid by the Department of National Defence to such employee, that employee shall receive his full rate of pay from the Employer, less the amount he received from the Department of National Defence.

ARTICLE 41

Maternity Leave

- 41.01 An employee shall be granted leave without pay for maternity reasons for a period not exceeding six (6) months from the date of leaving to the date of return provided that she has completed one (1) year of continuous service before commencing leave. A pregnant employee should apply for maternity leave three (3) months prior to her scheduled date of confinement, but in any case shall give the Employer at least two (2) weeks notice in writing of the date on which she intends to commence maternity leave.
- 41.02 Upon reasonable notice being given to the Employer and provided the employee has completed one (1) year of continuous service at the time of application, an employee shall be granted leave of absence without pay for up to six (6) months immediately following the adoption of a child. The employee shall furnish proof of adoption.
- 41.03 Employees granted leave without pay pursuant to Clauses 41.01 or 41.02 shall, upon return to work, be returned to their former position or be placed in another comparable position within the Commission at not less than the same salary that had accrued to them prior to commencing leave, and at the same level of benefits that is applicable to employees in their classification. Employees will be required to give the Employer two (2) weeks notice in writing of their intention to return to work.
- 41.04 The Employer shall determine the date that maternity leave commences, except:
- (a) where the employee presents a medical certificate which indicates that maternity leave must be commenced earlier than the date authorized by the Employer, in which case the maternity leave shall commence on the date indicated on the medical certificate, and
 - (b) where the employee indicates **she** requires leave to conform to the regulations applicable to Unemployment Insurance Benefits.

- 41.05 An employee who has completed one (1) year of continuous service and resigns for maternity reasons and who is re-employed in any capacity within six (6) months from the date of her resignation shall be considered to have been on leave without pay but that for the purpose of vacation leave shall be treated like a new employee.
- 41.06 Illness arising prior to the commencement of maternity leave and which is due to complications resulting from pregnancy, other than normal delivery, shall require a medical certificate in order for the provisions of Article 35 and 35A to apply.

ARTICLE 42

Court Leave

- 42.01 When an employee is summoned or subpoenaed as a witness or a defendant to appear in court in his official capacity to give evidence or to produce Commission records, or is required to serve as a juror under the Jury Act, he shall be allowed leave with pay, but any monies receivable by him shall be paid to the Employer.
- 42.02 When an employee is subpoenaed as a witness in his private capacity:
- (a) at a location within the Province of Alberta, he shall be allowed leave with pay, but any monies receivable by him shall be paid to the Employer.
 - (b) at a location outside the Province of Alberta, he may be allowed leave with pay if authorized by the Employer, but any monies receivable by him shall be paid to the Employer.

ARTICLE 43

Leave Without Pay

- 43.01 Where operational requirements permit and with the approval of the Commission, leave without pay shall be granted to an employee provided he has no outstanding vacation entitlement or outstanding compensatory time *off*. Request for such leave must normally be submitted at least two weeks in advance of the anticipated date of commencement of such leave, before such request can be considered.

ARTICLE 44

Insurance

- 44.01 Group Life, Accidental Death and Dismemberment, Dependent's Life.
- (a) Participation in the plan is a condition of employment for all permanent full-time employees and all permanent part-time employees defined in Article 1.
 - (b) The amount of Basic Group Life Insurance for an eligible employee is equivalent, at the employee's option, to either:
 - (i) 1.0 times basic annual salary, rounded to the next highest \$1,000.00, up to a maximum amount of insurance of \$125,000.00,
or
 - (ii) 2.5 times basic annual salary, rounded to the next highest \$1,000.00, up to a maximum amount of insurance of \$125,000.00.
 - (c) Each employee insured for Basic Group Life Insurance under sub-clause (b), shall also be covered for an additional amount of insurance in the event of accidental death or dismemberment, with a principal sum equivalent to the employee's amount of Basic Group Life Insurance except that if the accidental death or dismemberment results from injury while the insured employee is performing his duties for the Employer, including traveling on Employer business, the principal sum shall be equivalent to four (4) times the employee's basic annual salary up to a maximum of \$125,000.00.
 - (d) The Employer shall pay two-thirds (2/3) and the employee one-third (1/3) of the monthly premium costs where an employee is covered for the insurance pursuant to sub-clauses (b) and (c) above.
 - (e) Where an employee is not covered under sub-clause (b) but is now insured for the single lump sum amount of insurance of \$4,000.00, the employee shall also be covered for an additional amount of insurance in the event of an accidental death or dismemberment with a principal sum of \$4,000.00 except that if the accidental death or dismemberment results from injury while the insured employee is performing his duties for the Employer, including traveling on Employer business, the principal sum shall be equivalent to four (4) times the employee's basic annual salary up to a maximum of \$125,000.00. The Employer shall pay the total monthly premium cost for those eligible employees.
 - (f) **The Employer shall participate in a policy of optional Dependent's Life Insurance and the entire premium shall be paid by each eligible employee opting for such coverage.**

- (g) All insurance coverage specified under Clause 44.01 shall be in accordance with the terms and conditions contained in a policy of insurance of which the Government of the Province of Alberta is the policy holder.

44.02 Accidental Death and Dismemberment Insurance for employees not insured under Clause 44.01:

- (a) The Employer shall participate in a Master Insurance Policy for all employees covered by this Agreement who are not insured for the insurance specified in Clause 44.01, that provides insurance coverage up to a maximum principal sum of \$100,000.00 in the event of accidental death or dismemberment resulting from injury occurring while working for the Employer including traveling on Employer business.
- (b) The total premium cost of participation in this Master Insurance Policy shall be paid by the Employer.
- (c) Coverage provided shall be in accordance with the terms and conditions of the Master Policy of Insurance of which the Government of the Province of Alberta is the policy holder.

44.03 The Employer shall provide general liability insurance coverage for all employees covered by this Agreement while engaged in the scope of their regular work duties. Coverage provided will be in accordance with the terms and conditions of the Master Comprehensive General Liability Policy of which the Government of the Province of Alberta is the policy holder.

44.04 The Commission guarantees a Group Life Policy and Accidental Death and Dismemberment Policy to all eligible employees, as defined in Article 2 of this Collective Agreement. Such policy shall provide benefits equal to those in the General Public Service of the Province of Alberta.

ARTICLE 45

Health Plan Benefits

45.01 Premium cost of the Alberta Health Care Insurance Commission Plan will be borne equally by the Commission and employee.

45.02 Subject to Article 2, the Employer shall share the monthly premium cost of the Government Employees' Group Extended Medical Benefits Plan for participating employees as follows:

- (a) one-half (1/2) the cost of the family premium where the employee and his family are covered under the Plan, or

- (b) one-half (1/2) the cost of the single premium where only the employee is covered under the Plan.
- 45.03 The Dental Plan as described in Supplement I - Dental Plan, will be totally funded by the Employer.

ARTICLE 46

Safety and Health

- 46.01 The Commission and the Local may, by mutual agreement, maintain a joint health and safety committee comprised of equal representation from Management and the Local.

ARTICLE 47

Protective Clothing

- 47.01 Where the Employer requires an employee to wear a uniform or other special wearing apparel, the Employer shall provide, maintain, and clean such apparel at no cost to the employee.
- 47.02 Protective clothing and safety equipment shall be provided by the Employer as required by the Alberta Workers' Compensation Act and the regulations thereto.
- 47.03 Any items provided under this Article shall remain the property of the Employer.

ARTICLE 48

Parking

- 48.01 The Commission shall make parking space available for eligible employees.
- 48.02 An employee whose workplace is not serviced by public transportation shall not be charged a fee for unreserved parking space.

ARTICLE 49

Disciplinary Action

- 49.01 When the Employer takes disciplinary action against an employee, that employee **shall** be informed in writing as to the reason(s) for such action. The employee will be provided with a copy of all written reprimands or written notices of other disciplinary action.
- 49.02 An employee who is to be interviewed on any disciplinary action shall be entitled to have a Union Steward present at the interview. If there is a Union staff representative readily available in the vicinity, the employee may request his presence in place of the Union Steward.
- 49.03 The Employer agrees that access to an employee's Personal Official Confidential File shall be provided to the employee, upon written request, once in each year and in the event of a grievance. He may request a representative of the Union to be present at the time of such examination.
- 49.04 An employee who has been subject to disciplinary action may after thirty (30) months of continuous service from the date the disciplinary action was invoked, request that his official personal file be purged of any record of the disciplinary action. Such request will be granted provided the employee's file does not contain any further record of disciplinary action, during that thirty (30) month period, and the disciplinary action is not the subject of an unresolved grievance.
- 49.05 No employee shall be dismissed, suspended, or demoted without just cause.

ARTICLE 50

Grievance Procedure

- 50.01 A grievance is a complaint regarding:
- (a) Unjust treatment or discrimination;
 - (b) Unfair working conditions;
 - (c) Any disciplinary action involving financial penalty; or the application, interpretation or any alleged violation of this Agreement.

Grievances on (a) and (b) above can be processed through Steps I to III inclusive and grievances on (c) above can be referred to adjudication. The alleged grievance must be dealt with progressively without stoppage of **work** or refusal to perform work, through the steps described below.

50.02 Notwithstanding Clause 50.01, any complaint pertaining to a classification or the classification process, shall not be considered a grievance for the purposes of this Article and shall not be subject to the grievance process.

50.03 Communication

- (a) Any notice or advice which the Commission or members of its administrative staff are required to give to the Union in respect of any matter referred to in this Article shall be sufficient if delivered to the Union and the Secretary of the Local.
- (b) Any notice or advice which the Union is required to give to the Commission in respect of any matter referred to in this Article shall be sufficient if delivered to the Personnel Director.

50.04 Policy Grievances

- (a) Where the Union by way of a grievance signed by the President, or the Employer by way of a grievance signed by the Executive Director, seeks to enforce an obligation which flows from the Employer to the Union or from the Union to the Employer that is alleged to arise out of this Agreement, the dissatisfied party may present the grievance to the other party within fifteen (15) work days of the time the aggrieved party becomes aware of the alleged grievance.
- (b) If the parties fail to settle the grievance within ten (10) work days from the date of its submission in writing to the other party, then the aggrieved party shall, within ten (10) work days of the other Party's last response, refer the grievance to adjudication in accordance with Part 7 of the Public Service Employee Relations Act.

50.05 Final Settlement of Grievances as Defined in Clause 50.01, for Differences Arising Between the Commission and one or more of its employees.

Step I

Within ten (10) work days of the time when the employee first becomes aware that a grievance allegedly had occurred, the employee shall submit the grievance in writing, together with the redress sought and shall discuss the matter with his immediate supervisor with a view to resolving it. A discussion shall take place within ten (10) work days of receipt of the grievance. If the employee so desires, a Union Steward or Union Staff Member may be present during discussions at this step.

Step II

If the grievance is not resolved satisfactorily in Step I and provided the employee has the approval of the Union, the grievance shall then be submitted in writing together with the redress sought to the Personnel Officer or his authorized alternate within ten (10) work days from the date of the discussions at Step I. The decision of the Personnel Officer or his authorized alternate will be made known to the employee, in writing, within ten (10) work days of receipt of the written grievance.

Step III

If the grievance is not resolved satisfactorily in Step II and provided the employee has the approval of the Union, the grievance shall be submitted, in writing together with the redress sought, to the Executive Director of the Commission, or his authorized alternate, within ten (10) work days from the date of the decision by the Personnel Officer or his authorized alternate. The Executive Director of the Commission or his authorized alternate shall render his decision in writing to the employee and the Union within ten (10) work days of receipt of his grievance.

Step IV

If the grievance is not resolved satisfactorily in Step III and provided the employee has the approval of the Union, a grievance as defined in 50.01(c) may be referred to adjudication in accordance with Part 7 of The Public Service Employee Relations Act within ten (10) work days of the reply from the Executive Director of the Commission, or his authorized alternate.

50.06 The Adjudication Board shall not have any power to alter, amend or change in any way the provisions of this Agreement or to substitute any new provision for any existing provisions, but the Board may vary any disciplinary action involving financial penalty imposed on the employee.

50.07 Employee Dismissal, Suspension or Demotion

In the event an employee alleges that he has been dismissed, demoted or suspended without just cause, he may commence his grievance at Step II within ten (10) work days of the written notification of dismissal, suspension or demotion unless such notification states that the employee may appeal the decision commencing at Step III.

50.08 Failure to Process Grievance

If an employee does not submit a grievance to the next highest level within the time limits stipulated, then the grievance shall be deemed to be abandoned and all rights and recourse to the grievance procedure for that particular grievance shall be at an end. If the Employer fails to render a decision within the time limits stipulated, the grievance may be referred to the next applicable Step.

50.09 Extension of Time Limits

Either party may request an extension of the time limits mentioned above provided that such extension **is** requested prior to the expiry of the time allowed. Where such extension is requested, it may not be denied unreasonably and any agreement to extend the time limits shall be in writing.

50.10 Meetings During Grievance Procedure

- (a) A Union Steward shall not leave his place of work to discuss a grievance with the Commission or an employee during working hours without first obtaining permission from his immediate supervisor to do so.
- (b) Where practical, an employee who wishes to discuss his grievance with the Commission at any level **of** the grievance procedure shall obtain the permission of his immediate supervisor before leaving his place of work for this purpose and shall report back to his immediate supervisor before resuming his normal duties.
- (c) An authorized Union representative shall not enter a place **of** work to discuss a grievance with an employee or employees without first obtaining permission from the Commission to do so.
- (d) Permission requested under sub-section (a), (b), or (c) shall not be unreasonably denied.

- 50.11
- (a) The Executive Director or the aggrieved or their delegates may request that a written grievance be discussed at Step II or Step III of the Grievance Procedure. The aggrieved's request for discussion shall not be unreasonably denied. This discussion shall be recognized as the employee's opportunity to clarify the circumstances surrounding his alleged grievance.
 - (b) A Union Steward or a Union Staff Member shall be allowed to be present, if desired, by the aggrieved at any of these discussions.
 - (c) When a request for discussion has been approved, leave with pay shall be allowed to the aggrieved and an accompanying Union Steward and, if travel is involved, reimbursement for travel expenses in accordance with Regulations shall be permitted.

50.12 Variance to Grievance Procedure

A grievance may be initiated at Step II or Step III of the grievance procedure provided there is written agreement between the Commission and the Union.

ARTICLE 51

General

- 51.01 This Agreement shall be effective from the date of execution and shall remain in full force and effect until March 31, 1990 and shall continue in force from year to year until a replacement Agreement is established under the Public Service Employee Relations Act. The date of execution shall be the beginning of the month following the date of signing. However, the regular rates of pay as outlined in Schedule A shall be effective on the date set out in the Schedule. Furthermore, any other provision contained in this Agreement with a specific effective date shall be effective on the date specified therein.
- 51.02 The Parties will bear jointly the cost of providing a copy of this Agreement to all employees.
- 51.03 Any notice hereunder required to be given shall be deemed to have been sufficiently served if personally delivered or mailed in a prepaid registered envelope addressed in the case of the Commission to:

The Personnel Director
Alberta Alcohol and Drug Abuse Commission
2nd Floor, 10909 - Jasper Avenue
EDMONTON, Alberta
T5J 3M9

and in the case of the Local to:

The Secretary
Local 059/001
The Alberta Union of Provincial Employees
c/o The Alberta Union of Provincial Employees
10451 - 170 Street
EDMONTON, Alberta
T5P 4S7

SCHEDULE "A"

		<u>GRID</u>	<u>PAY GRADE</u>
ADMINISTRATIVE SERVICES			
A093	Office Support I	#1	12-14
A094	Office Support II	1	22
A095	Office Support III	1	24
A096	Office Support IV	1	28
A097	Office Support V	1	33
ADMINISTRATIVE AND PROGRAM SERVICES			
A059	Administrative Officer I	#2	54
A051	Accountant I	2	54
A052	Accountant II	2	62
A055	Information Officer I	2	51
A059	Librarian I	2	57
A060	Librarian II	2	61
A061	Librarian III	2	65
A080	Research Assistant	2	51
A081	Research Officer I	2	61
A082	Research Officer II	2	65
SOCIAL SERVICES			
A008	Psychologist	#3	66
A001	Addictions Counsellor I	3	46-50
A002	Addictions Counsellor II	3	50-52
A003	Addictions Counsellor III	3	56
A004	Addictions Counsellor IV	3	58
A005	Addictions Counsellor V	3	62
A018	Funded Agency Consultant	3	64
A019	Assist. Director Funded Agencies	3	66
A011	Community Addictions Services Admin.	3	64
MEDICAL AND REHABILITATIVE SERVICES			
A036	Nurse II	#4A	53
A037	Nurse III	4A	57
A039	Pharmacist	4A	53
A032	Recreation Therapist I	4B	51*2
A033	Recreation Therapist II	4B	55
A034	Recreation Therapist III	4B	59

SCHEDULE "A" (cont'd)

		<u>GRID</u>	<u>PAY GRADE</u>
HEALTH AND THERAPY SUPPORT SERVICES			
A099	Client Care Assistant	#5	37*3
TECHNICAL SERVICES			
A056	Library Technician I	#6	43
A057	Library Technician II	6	47

ADMINISTRATIVE SERVICES

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
5	15,048	15,504	15,972	16,464	16,968	17,472	18,036
	1,254	1,292	1,331	1,372	1,414	1,456	1,503
6	15,252	15,696	16,212	16,692	17,136	17,688	18,288
	1,271	1,308	1,351	1,391	1,428	1,474	1,524
7	15,504	15,972	16,464	16,968	17,472	18,036	18,660
	1,292	1,331	1,372	1,414	1,456	1,503	1,555
8	15,696	16,212	16,692	17,136	17,688	18,288	18,912
	1,308	1,351	1,391	1,428	1,474	1,524	1,576
9	15,972	16,464	16,968	17,472	18,036	18,660	19,308
	1,331	1,372	1,414	1,456	1,503	1,555	1,609
10	16,212	16,692	17,136	17,688	18,288	18,912	19,572
	1,351	1,391	1,428	1,474	1,524	1,576	1,631
11	16,464	16,968	17,472	18,036	18,660	19,308	19,980
	1,372	1,414	1,456	1,503	1,555	1,609	1,665
12	16,692	17,136	17,688	18,288	18,912	19,572	20,280
	1,391	1,428	1,474	1,524	1,576	1,631	1,690
13	16,968	17,472	18,036	18,660	19,308	19,980	20,700
	1,414	1,456	1,503	1,555	1,609	1,665	1,725
14	17,136	17,688	18,288	18,912	19,572	20,280	21,000
	1,428	1,474	1,524	1,576	1,631	1,690	1,750
15	17,472	18,036	18,660	19,308	19,980	20,700	21,432
	1,456	1,503	1,555	1,609	1,665	1,725	1,786
16	17,688	18,288	18,912	19,572	20,280	21,000	21,744
	1,474	1,524	1,576	1,631	1,690	1,750	1,812
17	18,036	18,660	19,308	19,980	20,700	21,432	22,236
	1,503	1,555	1,609	1,665	1,725	1,786	1,853
18	18,288	18,912	19,572	20,280	21,000	21,744	22,524
	1,524	1,576	1,631	1,690	1,750	1,812	1,877
19	18,660	19,308	19,980	20,700	21,432	22,236	23,004
	1,555	1,609	1,665	1,725	1,786	1,853	1,917
20	18,912	19,572	20,280	21,000	21,744	22,524	23,364
	1,576	1,631	1,690	1,750	1,812	1,877	1,947
21	19,308	19,980	20,700	21,432	22,236	23,004	23,844
	1,609	1,665	1,725	1,786	1,853	1,917	1,987
22	19,572	20,280	21,000	21,744	22,524	23,364	24,228
	1,631	1,690	1,750	1,812	1,877	1,947	2,019
23	19,980	20,700	21,432	22,236	23,004	23,844	24,720
	1,665	1,725	1,786	1,853	1,917	1,987	2,060
24	20,280	21,000	21,744	22,524	23,364	24,228	25,128
	1,690	1,750	1,812	1,877	1,947	2,019	2,094

PAY GRID #1

ADMINISTRATIVE SERVICES (cont'd)

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
25	20,700 1,725	21,432 1,786	22,236 1,853	23,004 1,917	23,844 1,987	24,720 2,060	25,620 2,135
26	21,000 1,750	21,744 1,812	22,524 1,877	23,364 1,947	24,228 2,019	25,128 2,094	26,016 2,168
27	21,432 1,786	22,236 1,853	23,004 1,917	23,844 1,987	24,720 2,060	25,620 2,135	26,580 2,215
28	21,744 1,812	22,524 1,877	23,364 1,947	24,228 2,019	25,128 2,094	26,016 2,168	26,952 2,246
29	22,236 1,853	23,004 1,917	23,844 1,987	24,720 2,060	25,620 2,135	26,580 2,215	27,552 2,296
30	22,524 1,877	23,364 1,947	24,228 2,019	25,128 2,094	26,016 2,168	26,952 2,246	27,972 2,331
31	23,004 1,917	23,844 1,987	24,720 2,060	25,620 2,135	26,580 2,215	27,552 2,296	28,548 2,379
32	23,364 1,947	24,228 2,019	25,128 2,094	26,016 2,168	26,952 2,246	27,972 2,331	29,016 2,418
33	23,844 1,987	24,720 2,060	25,620 2,135	26,580 2,215	27,552 2,296	28,548 2,379	29,604 2,467
34	24,228 2,019	25,128 2,094	26,016 2,168	26,952 2,246	27,972 2,331	29,016 2,418	30,096 2,508

*Indicates Long Service Increment Only

PAY GRID #2

ADMINISTRATIVE AND PROGRAM SERVICES

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
29	15,912	16,476	17,100	17,724	18,408	19,104	19,872
	1,326	1,373	1,425	1,477	1,534	1,592	1,656
30	16,212	16,812	17,472	18,084	18,780	19,500	20,280
	1,351	1,401	1,456	1,507	1,565	1,625	1,690
31	16,476	17,100	17,724	18,408	19,104	19,872	20,676
	1,373	1,425	1,477	1,534	1,592	1,656	1,723
32	16,812	17,472	18,084	18,780	19,500	20,280	21,060
	1,401	1,456	1,507	1,565	1,625	1,690	1,755
33	17,100	17,724	18,408	19,104	19,872	20,676	21,444
	1,425	1,477	1,534	1,592	1,656	1,723	1,787
34	17,472	18,084	18,780	19,500	20,280	21,060	21,912
	1,456	1,507	1,565	1,625	1,690	1,755	1,826
35	17,724	18,408	19,104	19,872	20,676	21,444	22,344
	1,477	1,534	1,592	1,656	1,723	1,787	1,862
36	18,084	18,780	19,500	20,280	21,060	21,912	22,776
	1,507	1,565	1,625	1,690	1,755	1,826	1,898
37	18,408	19,104	19,872	20,676	21,444	22,344	23,220
	1,534	1,592	1,656	1,723	1,787	1,862	1,935
38	18,780	19,500	20,280	21,060	21,912	22,776	23,736
	1,565	1,625	1,690	1,755	1,826	1,898	1,978
39	19,104	19,872	20,676	21,444	22,344	23,220	24,168
	1,592	1,656	1,723	1,787	1,862	1,935	2,014
40	19,500	20,280	21,060	21,912	22,776	23,736	24,624
	1,625	1,690	1,755	1,826	1,898	1,978	2,052
41	19,872	20,676	21,444	22,344	23,220	24,168	25,080
	1,656	1,723	1,787	1,862	1,935	2,014	2,090
42	20,280	21,060	21,912	22,776	23,736	24,624	25,620
	1,690	1,755	1,826	1,898	1,978	2,052	2,135
43	20,676	21,444	22,344	23,220	24,168	25,080	26,136
	1,723	1,787	1,862	1,935	2,014	2,090	2,178
44	21,060	21,912	22,776	23,736	24,624	25,620	26,676
	1,755	1,826	1,898	1,978	2,052	2,135	2,223
45	21,444	22,344	23,220	24,168	25,080	26,136	27,228
	1,787	1,862	1,935	2,014	2,090	2,178	2,269
46	21,912	22,776	23,736	24,624	25,620	26,676	27,780
	1,826	1,898	1,978	2,052	2,135	2,223	2,315
47	22,344	23,220	24,168	25,080	26,136	27,228	28,308
	1,862	1,935	2,014	2,090	2,178	2,269	2,359
48	22,776	23,736	24,624	25,620	26,676	27,780	28,944
	1,898	1,978	2,052	2,135	2,223	2,315	2,412

ADMINISTRATIVE AND PROGRAM SERVICES (cont'd)

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
49	23,220	24,168	25,080	26,136	27,228	28,308	29,520
	1,935	2,014	2,090	2,178	2,269	2,359	2,460
50	23,736	24,624	25,620	26,676	27,780	28,944	30,216
	1,978	2,052	2,135	2,223	2,315	2,412	2,518
51	24,168	25,080	26,136	27,228	28,308	29,520	30,912
	2,014	2,090	2,178	2,269	2,359	2,460	2,576
52	24,624	25,620	26,676	27,780	28,944	30,216	31,608
	2,052	2,135	2,223	2,315	2,412	2,518	2,634
53	25,080	26,136	27,228	28,308	29,520	30,912	32,328
	2,090	2,178	2,269	2,359	2,460	2,576	2,694
54	25,620	26,676	27,780	28,944	30,216	31,608	33,072
	2,135	2,223	2,315	2,412	2,518	2,634	2,756
55	26,136	27,228	28,308	29,520	30,912	32,328	33,792
	2,178	2,269	2,359	2,460	2,576	2,694	2,816
56	26,676	27,780	28,944	30,216	31,608	33,072	34,704
	2,223	2,315	2,412	2,518	2,634	2,756	2,892
57	27,228	28,308	29,520	30,912	32,328	33,792	35,400
	2,269	2,359	2,460	2,576	2,694	2,816	2,950
58	27,780	28,944	30,216	31,608	33,072	34,704	36,264
	2,315	2,412	2,518	2,634	2,756	2,892	3,022
59	28,308	29,520	30,912	32,328	33,792	35,400	36,996
	2,359	2,460	2,576	2,694	2,816	2,950	3,083
60	28,944	30,216	31,608	33,072	34,704	36,264	37,896
	2,412	2,518	2,634	2,756	2,892	3,022	3,158
61	29,520	30,912	32,328	33,792	35,400	36,996	38,724
	2,460	2,576	2,694	2,816	2,950	3,083	3,227
62	30,216	31,608	33,072	34,704	36,264	37,896	39,636
	2,518	2,634	2,756	2,892	3,022	3,158	3,303
63	30,912	32,328	33,792	35,400	36,996	38,724	40,500
	2,576	2,694	2,816	2,950	3,083	3,227	3,375
64	31,608	33,072	34,704	36,264	37,896	39,636	41,472
	2,634	2,756	2,892	3,022	3,158	3,303	3,456
65	32,328	33,792	35,400	36,996	38,724	40,500	42,360
	2,694	2,816	2,950	3,083	3,227	3,375	3,530

*Indicates Long Service Increment Only

SOCIAL SERVICES
EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
36	18,804	19,428	20,124	20,868	21,624	22,356	23,208
	1,567	1,619	1,677	1,739	1,802	1,863	1,934
37	19,092	19,776	20,496	21,216	21,948	22,800	23,616
	1,591	1,648	1,708	1,768	1,829	1,900	1,968
38	19,428	20,124	20,868	21,624	22,356	23,208	24,084
	1,619	1,677	1,739	1,802	1,863	1,934	2,007
39	19,776	20,496	21,216	21,948	22,800	23,616	24,516
	1,648	1,708	1,768	1,829	1,900	1,968	2,043
40	20,124	20,868	21,624	22,356	23,208	24,084	24,984
	1,677	1,739	1,802	1,863	1,934	2,007	2,082
41	20,496	21,216	21,948	22,800	23,616	24,516	25,404
	1,708	1,768	1,829	1,900	1,968	2,043	2,117
42	20,868	21,624	22,356	23,208	24,084	24,984	25,884
	1,739	1,802	1,863	1,934	2,007	2,082	2,157
43	21,216	21,948	22,800	23,616	24,516	25,404	26,340
	1,768	1,829	1,900	1,968	2,043	2,117	2,195
44	21,624	22,356	23,208	24,084	24,984	25,884	26,868
	1,802	1,863	1,934	2,007	2,082	2,157	2,239
45	21,948	22,800	23,616	24,516	25,404	26,340	27,384
	1,829	1,900	1,968	2,043	2,117	2,195	2,282
46	22,356	23,208	24,084	24,984	25,884	26,868	27,924
	1,863	1,934	2,007	2,082	2,157	2,239	2,327
47	22,800	23,616	24,516	25,404	26,340	27,384	28,380
	1,900	1,968	2,043	2,117	2,195	2,282	2,365
48	23,208	24,084	24,984	25,884	26,868	27,924	28,968
	1,934	2,007	2,082	2,157	2,239	2,327	2,414
49	23,616	24,516	25,404	26,340	27,384	28,380	29,544
	1,968	2,043	2,117	2,195	2,282	2,365	2,462
50	24,084	24,984	25,884	26,868	27,924	28,968	30,192
	2,007	2,082	2,157	2,239	2,327	2,414	2,516
51	24,516	25,404	26,340	27,384	28,380	29,544	30,876
	2,043	2,117	2,195	2,282	2,365	2,462	2,573
52	24,984	25,884	26,868	27,924	28,968	30,192	31,476
	2,082	2,157	2,239	2,327	2,414	2,516	2,623
53	25,404	26,340	27,384	28,380	29,544	30,876	32,172
	2,117	2,195	2,282	2,365	2,462	2,573	2,681
54	25,884	26,868	27,924	28,968	30,192	31,476	32,892
	2,157	2,239	2,327	2,414	2,516	2,623	2,741
55	26,340	27,384	28,380	29,544	30,876	32,172	33,564
	2,195	2,282	2,365	2,462	2,573	2,681	2,797

PAY GRID #3

SOCIAL SERVICES (cont'd)

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
56	26,868	27,924	28,968	30,192	31,476	32,892	34,380
	2,239	2,327	2,414	2,516	2,623	2,741	2,865
57	27,384	28,380	29,544	30,876	32,172	33,564	35,076
	2,282	2,365	2,462	2,573	2,681	2,797	2,923
58	27,924	28,968	30,192	31,476	32,892	34,380	35,844
	2,327	2,414	2,516	2,623	2,741	2,865	2,987
59	28,380	29,544	30,876	32,172	33,564	35,076	36,576
	2,365	2,462	2,573	2,681	2,797	2,923	3,048
60	28,968	30,192	31,476	32,892	34,380	35,844	37,368
	2,414	2,516	2,623	2,741	2,865	2,987	3,114
61	29,544	30,876	32,172	33,564	35,076	36,576	38,172
	2,462	2,573	2,681	2,797	2,923	3,048	3,181
62	30,192	31,476	32,892	34,380	35,844	37,368	39,036
	2,516	2,623	2,741	2,865	2,987	3,114	3,253
63	30,876	32,172	33,564	35,076	36,576	38,172	39,816
	2,573	2,681	2,797	2,923	3,048	3,181	3,318
64	31,476	32,892	34,380	35,844	37,368	39,036	40,728
	2,623	2,741	2,865	2,987	3,114	3,253	3,394
65	32,172	33,564	35,076	36,576	38,172	39,816	41,568
	2,681	2,797	2,923	3,048	3,181	3,318	3,464
66	32,892	34,380	35,844	37,368	39,036	40,728	42,492
	2,741	2,865	2,987	3,114	3,253	3,394	3,541

*Indicates Long Service Increment Only

MEDICAL AND REHABILITATIVE SERVICES

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
44	25,140	25,980	26,868	27,768	28,716	29,700	30,756
	2,095	2,165	2,239	2,314	2,393	2,475	2,563
45	25,548	26,424	27,288	28,260	29,172	30,192	31,320
	2,129	2,202	2,274	2,355	2,431	2,516	2,610
46	25,980	26,868	27,768	28,716	29,700	30,756	31,860
	2,165	2,239	2,314	2,393	2,475	2,563	2,655
47	26,424	27,288	28,260	29,172	30,192	31,320	32,340
	2,202	2,274	2,355	2,431	2,516	2,610	2,695
48	26,868	27,768	28,716	29,700	30,756	31,860	32,964
	2,239	2,314	2,393	2,475	2,563	2,655	2,747
49	27,288	28,260	29,172	30,192	31,320	32,340	33,612
	2,274	2,355	2,431	2,516	2,610	2,695	2,801
50	27,768	28,716	29,700	30,756	31,860	32,964	34,356
	2,314	2,393	2,475	2,563	2,655	2,747	2,863
51	28,260	29,172	30,192	31,320	32,340	33,612	34,980
	2,355	2,431	2,516	2,610	2,695	2,801	2,915
52	28,716	29,700	30,756	31,860	32,964	34,356	35,568
	2,393	2,475	2,563	2,655	2,747	2,863	2,964
53	29,172	30,192	31,320	32,340	33,612	34,980	36,312
	2,431	2,516	2,610	2,695	2,801	2,915	3,026
54	29,700	30,756	31,860	32,964	34,356	35,568	37,104
	2,475	2,563	2,655	2,747	2,863	2,964	3,092
55	30,192	31,320	32,340	33,612	34,980	36,312	37,860
	2,516	2,610	2,695	2,801	2,915	3,026	3,155
56	30,756	31,860	32,964	34,356	35,568	37,104	38,664
	2,563	2,655	2,747	2,863	2,964	3,092	3,222
57	31,320	32,340	33,612	34,980	36,312	37,860	39,420
	2,610	2,695	2,801	2,915	3,026	3,155	3,285
58	31,860	32,964	34,356	35,568	37,104	38,664	40,200
	2,655	2,747	2,863	2,964	3,092	3,222	3,350
59	32,340	33,612	34,980	36,312	37,860	39,420	41,004
	2,695	2,801	2,915	3,026	3,155	3,285	3,417
60	32,964	34,356	35,568	37,104	38,664	40,200	41,868
	2,747	2,863	2,964	3,092	3,222	3,350	3,489
61	33,612	34,980	36,312	37,860	39,420	41,004	42,696
	2,801	2,915	3,026	3,155	3,285	3,417	3,558
62	34,356	35,568	37,104	38,664	40,200	41,868	43,608
	2,863	2,964	3,092	3,222	3,350	3,489	3,634
63	34,980	36,312	37,860	39,420	41,004	42,696	44,472
	2,915	3,026	3,155	3,285	3,417	3,558	3,706

PAY GRID #4A

MEDICAL AND REHABILITATIVE SERVICES (cont'd)

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
64	35,568 2,964	37,104 3,092	38,664 3,222	40,200 3,350	41,868 3,489	43,608 3,634	45,396 3,783
65	36,312 3,026	37,860 3,155	39,420 3,285	41,004 3,417	42,696 3,558	44,472 3,706	46,272 3,856

*Indicates Long Service Increment Only

MEDICAL AND REHABILITATIVE SERVICES

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
44	21,744	22,608	23,520	24,432	25,392	26,352	27,444
	1,812	1,884	1,960	2,036	2,116	2,196	2,287
45	22,152	23,052	23,964	24,912	25,836	26,856	27,996
	1,846	1,921	1,997	2,076	2,153	2,238	2,333
46	22,608	23,520	24,432	25,392	26,352	27,444	28,572
	1,884	1,960	2,036	2,116	2,196	2,287	2,381
47	23,052	23,964	24,912	25,836	26,856	27,996	29,076
	1,921	1,997	2,076	2,153	2,238	2,333	2,423
48	23,520	24,432	25,392	26,352	27,444	28,572	29,724
	1,960	2,036	2,116	2,196	2,287	2,381	2,477
49	23,964	24,912	25,836	26,856	27,996	29,076	30,360
	1,997	2,076	2,153	2,238	2,333	2,423	2,530
50	24,432	25,392	26,352	27,444	28,572	29,724	31,032
	2,036	2,116	2,196	2,287	2,381	2,477	2,586
51	24,912	25,836	26,856	27,996	29,076	30,360	31,740
	2,076	2,153	2,238	2,333	2,423	2,530	2,645
52	25,392	26,352	27,444	28,572	29,724	31,032	32,388
	2,116	2,196	2,287	2,381	2,477	2,586	2,699
53	25,836	26,856	27,996	29,076	30,360	31,740	33,120
	2,153	2,238	2,333	2,423	2,530	2,645	2,760
54	26,352	27,444	28,572	29,724	31,032	32,388	33,900
	2,196	2,287	2,381	2,477	2,586	2,699	2,825
55	26,856	27,996	29,076	30,360	31,740	33,120	34,656
	2,238	2,333	2,423	2,530	2,645	2,760	2,888
56	27,444	28,572	29,724	31,032	32,388	33,900	35,496
	2,287	2,381	2,477	2,586	2,699	2,825	2,958
57	27,996	29,076	30,360	31,740	33,120	34,656	36,264
	2,333	2,423	2,530	2,645	2,760	2,888	3,022
58	28,572	29,724	31,032	32,388	33,900	35,496	37,044
	2,381	2,477	2,586	2,699	2,825	2,958	3,087
59	29,076	30,360	31,740	33,120	34,656	36,264	37,872
	2,423	2,530	2,645	2,760	2,888	3,022	3,156
60	29,724	31,032	32,388	33,900	35,496	37,044	38,748
	2,477	2,586	2,699	2,825	2,958	3,087	3,229
61	30,360	31,740	33,120	34,656	36,264	37,872	39,612
	2,530	2,645	2,760	2,888	3,022	3,156	3,301
62	31,032	32,388	33,900	35,496	37,044	38,748	40,512
	2,586	2,699	2,825	2,958	3,087	3,229	3,376
63	31,740	33,120	34,656	36,264	37,872	39,612	41,400
	2,645	2,760	2,888	3,022	3,156	3,301	3,450

PAY GRID #4B

MEDICAL AND REHABILITATIVE SERVICES (cont'd)

EFFECTIVE APRIL 1, 1988

GRADE	I	2	3	4	5	6	*LSI
64	32,388 2,699	33,900 2,825	35,496 2,958	37,044 3,087	38,748 3,229	40,512 3,376	42,336 3,528
65	33,120 2,760	34,656 2,888	36,264 3,022	37,872 3,156	39,612 3,301	41,400 3,450	43,236 3,603

*Indicates Long Service Increment Only

PAY GRID #5

HEALTH AND THERAPY SUPPORT SERVICES

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
35	8,324 1,527	18,888 1,574	19,584 1,632	20,304 1,692	21,024 1,752	1,780 1,815	22,584 1,882
36	18,612 1,551	19,272 1,606	19,956 1,663	20,676 1,723	21,408 1,784	22,164 1,847	23,004 1,917
37	18,888 1,574	19,584 1,632	20,304 1,692	21,024 1,752	21,780 1,815	22,584 1,882	23,436 1,953
38	19,272 1,606	19,956 1,663	20,676 1,723	21,408 1,784	22,164 1,847	23,004 1,917	23,856 1,988
39	19,584 1,632	20,304 1,692	21,024 1,752	21,780 1,815	22,584 1,882	23,436 1,953	24,300 2,025
40	19,956 1,663	20,676 1,723	21,408 1,784	22,164 1,847	23,004 1,917	23,856 1,988	24,756 2,063

*Indicates Long Service Increment Only

PAY GRID #6

TECHNICAL SERVICES

EFFECTIVE APRIL 1, 1988

GRADE	1	2	3	4	5	6	*LSI
40	19,500	20,256	21,096	21,900	22,800	23,748	24,672
	1,625	1,688	1,758	1,825	1,900	1,979	2,056
41	19,872	20,700	21,492	22,356	23,268	24,240	25,176
	1,656	1,725	1,791	1,863	1,939	2,020	2,098
42	20,256	21,096	21,900	22,800	23,748	24,672	25,716
	1,688	1,758	1,825	1,900	1,979	2,056	2,143
43	20,700	21,492	22,356	23,268	24,240	25,176	26,184
	1,725	1,791	1,863	1,939	2,020	2,098	2,182
44	21,096	21,900	22,800	23,748	24,672	25,716	26,748
	1,758	1,825	1,900	1,979	2,056	2,143	2,229
45	21,492	22,356	23,268	24,240	25,176	26,184	27,360
	1,791	1,863	1,939	2,020	2,098	2,182	2,280
46	21,900	22,800	23,748	24,672	25,716	26,748	27,912
	1,825	1,900	1,979	2,056	2,143	2,229	2,326
47	22,356	23,268	24,240	25,176	26,184	27,360	28,404
	1,863	1,939	2,020	2,098	2,182	2,280	2,367
48	22,800	23,748	24,672	25,716	26,748	27,912	29,052
	1,900	1,979	2,056	2,143	2,229	2,326	2,421
49	23,268	24,240	25,176	26,184	27,360	28,404	29,676
	1,939	2,020	2,098	2,182	2,280	2,367	2,473
50	23,748	24,672	25,716	26,748	27,912	29,052	30,372
	1,979	2,056	2,143	2,229	2,326	2,421	2,531
51	24,240	25,176	26,184	27,360	28,404	29,676	31,092
	2,020	2,098	2,182	2,280	2,367	2,473	2,591

*Indicates Long Service Increment Only

PAY GRID #1

ADMINISTRATIVE SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
5	15,504	5,972	16,452	16,956	7,472	18,000	18,576
	1,292	1,331	1,371	1,413	1,456	1,500	1,548
6	15,708	6,164	16,704	17,196	7,652	18,216	18,840
	1,309	1,347	1,392	1,433	1,471	1,518	1,570
7	15,972	6,452	16,956	17,472	8,000	18,576	19,224
	1,331	1,371	1,413	1,456	1,500	1,548	1,602
8	16,164	6,704	17,196	17,652	8,216	18,840	19,476
	1,347	1,392	1,433	1,471	1,518	1,570	1,623
9	16,452	6,956	17,472	18,000	8,576	19,224	19,884
	1,371	1,413	1,456	1,500	1,548	1,602	1,657
10	16,704	7,196	17,652	18,216	8,840	19,476	20,160
	1,392	1,433	1,471	1,518	1,570	1,623	1,680
11	16,956	7,472	18,000	18,576	9,224	19,884	20,580
	1,413	1,456	1,500	1,548	1,602	1,657	1,715
12	17,196	7,652	18,216	18,840	9,476	20,160	20,892
	1,433	1,471	1,518	1,570	1,623	1,680	1,741
13	17,472	8,000	18,576	19,224	9,884	20,580	21,324
	1,456	1,500	1,548	1,602	1,657	1,715	1,777
14	17,652	8,216	18,840	19,476	20,160	20,892	21,636
	1,471	1,518	1,570	1,623	1,680	1,741	1,803
15	18,000	8,576	19,224	19,884	20,580	21,324	22,080
	1,500	1,548	1,602	1,657	1,715	1,777	1,840
16	18,216	8,840	19,476	20,160	20,892	21,636	22,392
	1,518	1,570	1,623	1,680	1,741	1,803	1,866
17	18,576	9,224	19,884	20,580	21,324	22,080	22,908
	1,548	1,602	1,657	1,715	1,777	1,840	1,909
18	18,840	19,476	20,160	20,892	21,636	22,392	23,196
	1,570	1,623	1,680	1,741	1,803	1,866	1,933
19	19,224	19,884	20,580	21,324	22,080	22,908	23,700
	1,602	1,657	1,715	1,777	1,840	1,909	1,975
20	19,476	20,160	20,892	21,636	22,392	23,196	24,060
	1,623	1,680	1,741	1,803	1,866	1,933	2,005
21	19,884	20,580	21,324	22,080	22,908	23,700	24,564
	1,657	1,715	1,777	1,840	1,909	1,975	2,047
22	20,160	20,892	21,636	22,392	23,196	24,060	24,960
	1,680	1,741	1,803	1,866	1,933	2,005	2,080
23	20,580	21,324	22,080	22,908	23,700	24,564	25,464
	1,715	1,777	1,840	1,909	1,975	2,047	2,122
24	20,892	21,636	22,392	23,196	24,060	24,960	25,884
	1,741	1,803	1,866	1,933	2,005	2,080	2,157

PAY GRID #1

ADMINISTRATIVE SERVICES (cont'd)

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
25	21,324 1,777	22,080 1,840	22,908 1,909	23,700 1,975	24,564 2,047	25,464 2,122	26,388 2,199
26	21,636 1,803	22,392 1,866	23,196 1,933	24,060 2,005	24,960 2,080	25,884 2,157	26,796 2,233
27	22,080 1,840	22,908 1,909	23,700 1,975	24,564 2,047	25,464 2,122	26,388 2,199	27,372 2,281
28	22,392 1,866	23,196 1,933	24,060 2,005	24,960 2,080	25,884 2,157	26,796 2,233	27,756 2,313
29	22,908 1,909	23,700 1,975	24,564 2,047	25,464 2,122	26,388 2,199	27,372 2,281	28,380 2,365
30	23,196 1,933	24,060 2,005	24,960 2,080	25,884 2,157	26,796 2,233	27,756 2,313	28,812 2,401
31	23,700 1,975	24,564 2,047	25,464 2,122	26,388 2,199	27,372 2,281	28,380 2,365	29,400 2,450
32	24,060 2,005	24,960 2,080	25,884 2,157	26,796 2,233	27,756 2,313	28,812 2,401	29,892 2,491
33	24,564 2,047	25,464 2,122	26,388 2,199	27,372 2,281	28,380 2,365	29,400 2,450	30,492 2,541
34	24,960 2,080	25,884 2,157	26,796 2,233	27,756 2,313	28,812 2,401	29,892 2,491	30,996 2,583

*Indicates **Long** Service Increment Only

PAY GRID #2

ADMINISTRATIVE AND PROGRAM SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	I	2	3	4	5	6	*LSI
29	16,392	16,968	17,616	18,252	18,960	19,680	20,472
	1,366	1,414	1,468	1,521	1,580	1,640	1,706
30	16,704	17,316	18,000	18,624	19,344	20,088	20,892
	1,392	1,443	1,500	1,552	1,612	1,674	1,741
31	16,968	17,616	18,252	18,960	19,680	20,472	21,300
	1,414	1,468	1,521	1,580	1,640	1,706	1,775
32	17,316	18,000	18,624	19,344	20,088	20,892	21,696
	1,443	1,500	1,552	1,612	1,674	1,741	1,808
33	17,616	18,252	18,960	19,680	20,472	21,300	22,092
	1,468	1,521	1,580	1,640	1,706	1,775	1,841
34	18,000	18,624	19,344	20,088	20,892	21,696	22,572
	1,500	1,552	1,612	1,674	1,741	1,808	1,881
35	18,252	18,960	19,680	20,472	21,300	22,092	23,016
	1,521	1,580	1,640	1,706	1,775	1,841	1,918
36	18,624	19,344	20,088	20,892	21,696	22,572	23,460
	1,552	1,612	1,674	1,741	1,808	1,881	1,955
37	18,960	19,680	20,472	21,300	22,092	23,016	23,916
	1,580	1,640	1,706	1,775	1,841	1,918	1,993
38	19,344	20,088	20,892	21,696	22,572	23,460	24,444
	1,612	1,674	1,741	1,808	1,881	1,955	2,037
39	19,680	20,472	21,300	22,092	23,016	23,916	24,888
	1,640	1,706	1,775	1,841	1,918	1,993	2,074
40	20,088	20,892	21,696	22,572	23,460	24,444	25,368
	1,674	1,741	1,808	1,881	1,955	2,037	2,114
41	20,472	21,300	22,092	23,016	23,916	24,888	25,836
	1,706	1,775	1,841	1,918	1,993	2,074	2,153
42	20,892	21,696	22,572	23,460	24,444	25,368	26,388
	1,741	1,808	1,881	1,955	2,037	2,114	2,199
43	21,300	22,092	23,016	23,916	24,888	25,836	26,916
	1,775	1,841	1,918	1,993	2,074	2,153	2,243
44	21,696	22,572	23,460	24,444	25,368	26,388	27,480
	1,808	1,881	1,955	2,037	2,114	2,199	2,290
45	22,092	23,016	23,916	24,888	25,836	26,916	28,044
	1,841	1,918	1,993	2,074	2,153	2,243	2,337
46	22,572	23,460	24,444	25,368	26,388	27,480	28,608
	1,881	1,955	2,037	2,114	2,199	2,290	2,384
47	23,016	23,916	24,888	25,836	26,916	28,044	29,160
	1,918	1,993	2,074	2,153	2,243	2,337	2,430
48	23,460	24,444	25,368	26,388	27,480	28,608	29,808
	1,955	2,037	2,114	2,199	2,290	2,384	2,484

PAY GRID #2

ADMINISTRATIVE AND PROGRAM SERVICES (cont'd)

EFFECTIVE APRIL 1, 1989

GRADE	I	2	3	4	5	6	*LSI
49	23,916	24,888	25,836	26,916	28,044	29,160	30,408
	1,993	2,074	2,153	2,243	2,337	2,430	2,534
50	24,444	25,368	26,388	27,480	28,608	29,808	31,128
	2,037	2,114	2,199	2,290	2,384	2,484	2,594
51	24,888	25,836	26,916	28,044	29,160	30,408	31,836
	2,074	2,153	2,243	2,337	2,430	2,534	2,653
52	25,368	26,388	27,480	28,608	29,808	31,128	32,556
	2,114	2,199	2,290	2,384	2,484	2,594	2,713
53	25,836	26,916	28,044	29,160	30,408	31,836	33,300
	2,153	2,243	2,337	2,430	2,534	2,653	2,775
54	26,388	27,480	28,608	29,808	31,128	32,556	34,068
	2,199	2,290	2,384	2,484	2,594	2,713	2,839
55	26,916	28,044	29,160	30,408	31,836	33,300	34,800
	2,243	2,337	2,430	2,534	2,653	2,775	2,900
56	27,480	28,608	29,808	31,128	32,556	34,068	35,748
	2,290	2,384	2,484	2,594	2,713	2,839	2,979
57	28,044	29,160	30,408	31,836	33,300	34,800	36,468
	2,337	2,430	2,534	2,653	2,775	2,900	3,039
58	28,608	29,808	31,128	32,556	34,068	35,748	37,356
	2,384	2,484	2,594	2,713	2,839	2,979	3,113
59	29,160	30,408	31,836	33,300	34,800	36,468	38,100
	2,430	2,534	2,653	2,775	2,900	3,039	3,175
60	29,808	31,128	32,556	34,068	35,748	37,356	39,036
	2,484	2,594	2,713	2,839	2,979	3,113	3,253
61	30,408	31,836	33,300	34,800	36,468	38,100	39,888
	2,534	2,653	2,775	2,900	3,039	3,175	3,324
62	31,128	32,556	34,068	35,748	37,356	39,036	40,824
	2,594	2,713	2,839	2,979	3,113	3,253	3,402
63	31,836	33,300	34,800	36,468	38,100	39,888	41,712
	2,653	2,775	2,900	3,039	3,175	3,324	3,476
64	32,556	34,068	35,748	37,356	39,036	40,824	42,720
	2,713	2,839	2,979	3,113	3,253	3,402	3,560
65	33,300	34,800	36,468	38,100	39,888	41,712	43,632
	2,775	2,900	3,039	3,175	3,324	3,476	3,636

*Indicates Long Service Increment Only

PAY GRID #3

SOCIAL SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
36	19,368	20,016	20,724	21,492	22,272	23,028	23,904
	1,614	1,668	1,727	1,791	1,856	1,919	1,992
37	19,668	20,364	21,108	21,852	22,608	23,484	24,324
	1,639	1,697	1,759	1,821	1,884	1,957	2,027
38	20,016	20,724	21,492	22,272	23,028	23,904	24,804
	1,668	1,727	1,791	1,856	1,919	1,992	2,067
39	20,364	21,108	21,852	22,608	23,484	24,324	25,248
	1,697	1,759	1,821	1,884	1,957	2,027	2,104
40	20,724	21,492	22,272	23,028	23,904	24,804	25,728
	1,727	1,791	1,856	1,919	1,992	2,067	2,144
41	21,108	21,852	22,608	23,484	24,324	25,248	26,172
	1,759	1,821	1,884	1,957	2,027	2,104	2,181
42	21,492	22,272	23,028	23,904	24,804	25,728	26,664
	1,791	1,856	1,919	1,992	2,067	2,144	2,222
43	21,852	22,608	23,484	24,324	25,248	26,172	27,132
	1,821	1,884	1,957	2,027	2,104	2,181	2,261
44	22,272	23,028	23,904	24,804	25,728	26,664	27,672
	1,856	1,919	1,992	2,067	2,144	2,222	2,306
45	22,608	23,484	24,324	25,248	26,172	27,132	28,200
	1,884	1,957	2,027	2,104	2,181	2,261	2,350
46	23,028	23,904	24,804	25,728	26,664	27,672	28,764
	1,919	1,992	2,067	2,144	2,222	2,306	2,397
47	23,484	24,324	25,248	26,172	27,132	28,200	29,232
	1,957	2,027	2,104	2,181	2,261	2,350	2,436
48	23,904	24,804	25,728	26,664	27,672	28,764	29,832
	1,992	2,067	2,144	2,222	2,306	2,397	2,486
49	24,324	25,248	26,172	27,132	28,200	29,232	30,432
	2,027	2,104	2,181	2,261	2,350	2,436	2,536
50	24,804	25,728	26,664	27,672	28,764	29,832	31,092
	2,067	2,144	2,222	2,306	2,397	2,486	2,591
51	25,248	26,172	27,132	28,200	29,232	30,432	31,800
	2,104	2,181	2,261	2,350	2,436	2,536	2,650
52	25,728	26,664	27,672	28,764	29,832	31,092	32,424
	2,144	2,222	2,306	2,397	2,486	2,591	2,702
53	26,172	27,132	28,200	29,232	30,432	31,800	33,132
	2,181	2,261	2,350	2,436	2,536	2,650	2,761
54	26,664	27,672	28,764	29,832	31,092	32,424	33,876
	2,222	2,306	2,397	2,486	2,591	2,702	2,823
55	27,132	28,200	29,232	30,432	31,800	33,132	34,572
	2,261	2,350	2,436	2,536	2,650	2,761	2,881

PAY GRID #3

SOCIAL SERVICES (cont'd)

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
56	27,672 2,306	28,764 2,397	29,832 2,486	31,092 2,591	32,424 2,702	33,876 2,823	35,412 2,951
57	28,200 2,350	29,232 2,436	30,432 2,536	31,800 2,650	33,132 2,761	34,572 2,881	36,132 3,011
58	28,764 2,397	29,832 2,486	31,092 2,591	32,424 2,702	33,876 2,823	35,412 2,951	36,924 3,077
59	29,232 2,436	30,432 2,536	31,800 2,650	33,132 2,761	34,572 2,881	36,132 3,011	37,668 3,139
60	29,832 2,486	31,092 2,591	32,424 2,702	33,876 2,823	35,412 2,951	36,924 3,077	38,484 3,207
61	30,432 2,536	31,800 2,650	33,132 2,761	34,572 2,881	36,132 3,011	37,668 3,139	39,312 3,276
62	31,092 2,591	32,424 2,702	33,876 2,823	35,412 2,951	36,924 3,077	38,484 3,207	40,212 3,351
63	31,800 2,650	33,132 2,761	34,572 2,881	36,132 3,011	37,668 3,139	39,312 3,276	41,016 3,418
64	32,424 2,702	33,876 2,823	35,412 2,951	36,924 3,077	38,484 3,207	40,212 3,351	41,952 3,496
65	33,132 2,761	34,572 2,881	36,132 3,011	37,668 3,139	39,312 3,276	41,016 3,418	42,816 3,568
66	33,876 2,823	35,412 2,951	36,924 3,077	38,484 3,207	40,212 3,351	41,952 3,496	43,764 3,647

*Indicates Long Service Increment Only

PAY GRID #4A

MEDICAL AND REHABILITATIVE SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
44	25,896	26,760	27,672	28,596	29,580	30,588	31,680
	2,158	2,230	2,306	2,383	2,465	2,549	2,640
45	26,316	27,216	28,104	29,112	30,048	31,092	32,256
	2,193	2,268	2,342	2,426	2,504	2,591	2,688
46	26,760	27,672	28,596	29,580	30,588	31,680	32,820
	2,230	2,306	2,383	2,465	2,549	2,640	2,735
47	27,216	28,104	29,112	30,048	31,092	32,256	33,312
	2,268	2,342	2,426	2,504	2,591	2,688	2,776
48	27,672	28,596	29,580	30,588	31,680	32,820	33,948
	2,306	2,383	2,465	2,549	2,640	2,735	2,829
49	28,104	29,112	30,048	31,092	32,256	33,312	34,620
	2,342	2,426	2,504	2,591	2,688	2,776	2,885
50	28,596	29,580	30,588	31,680	32,820	33,948	35,388
	2,383	2,465	2,549	2,640	2,735	2,829	2,949
51	29,112	30,048	31,092	32,256	33,312	34,620	36,024
	2,426	2,504	2,591	2,688	2,776	2,885	3,002
52	29,580	30,588	31,680	32,820	33,948	35,388	36,636
	2,465	2,549	2,640	2,735	2,829	2,949	3,053
53	30,048	31,092	32,256	33,312	34,620	36,024	37,404
	2,504	2,591	2,688	2,776	2,885	3,002	3,117
54	30,588	31,680	32,820	33,948	35,388	36,636	38,220
	2,549	2,640	2,735	2,829	2,949	3,053	3,185
55	31,092	32,256	33,312	34,620	36,024	37,404	39,000
	2,591	2,688	2,776	2,885	3,002	3,117	3,250
56	31,680	32,820	33,948	35,388	36,636	38,220	39,828
	2,640	2,735	2,829	2,949	3,053	3,185	3,319
57	32,256	33,312	34,620	36,024	37,404	39,000	40,608
	2,688	2,776	2,885	3,002	3,117	3,250	3,384
58	32,820	33,948	35,388	36,636	38,220	39,828	41,412
	2,735	2,829	2,949	3,053	3,185	3,319	3,451
59	33,312	34,620	36,024	37,404	39,000	40,608	42,240
	2,776	2,885	3,002	3,117	3,250	3,384	3,520
60	33,948	35,388	36,636	38,220	39,828	41,412	43,128
	2,829	2,949	3,053	3,185	3,319	3,451	3,594
61	34,620	36,024	37,404	39,000	40,608	42,240	43,980
	2,885	3,002	3,117	3,250	3,384	3,520	3,665
62	35,388	36,636	38,220	39,828	41,412	43,128	44,916
	2,949	3,053	3,185	3,319	3,451	3,594	3,743
63	36,024	37,404	39,000	40,608	42,240	43,980	45,804
	3,002	3,117	3,250	3,384	3,520	3,665	3,817

PAY GRID #4A

MEDICAL AND REHABILITATIVE SERVICES (cont'd)

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
64	36,636 3,053	38,220 3,185	39,828 3,319	41,412 3,451	43,128 3,594	44,916 3,743	46,752 3,896
65	37,404 3,117	39,000 3,250	40,608 3,384	42,240 3,520	43,980 3,665	45,804 3,817	47,664 3,972

*Indicates Long **Service** Increment Only

MEDICAL AND REHABILITATIVE SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
44	22,392	23,292	24,228	25,164	26,148	27,144	28,272
	1,866	1,941	2,019	2,097	2,179	2,262	2,356
45	22,812	23,748	24,684	25,656	26,616	27,660	28,836
	1,901	1,979	2,057	2,138	2,218	2,305	2,403
46	23,292	24,228	25,164	26,148	27,144	28,272	29,424
	1,941	2,019	2,097	2,179	2,262	2,356	2,452
47	23,748	24,684	25,656	26,616	27,660	28,836	29,952
	1,979	2,057	2,138	2,218	2,305	2,403	2,496
48	24,228	25,164	26,148	27,144	28,272	29,424	30,612
	2,019	2,097	2,179	2,262	2,356	2,452	2,551
49	24,684	25,656	26,616	27,660	28,836	29,952	31,272
	2,057	2,138	2,218	2,305	2,403	2,496	2,606
50	25,164	26,148	27,144	28,272	29,424	30,612	31,968
	2,097	2,179	2,262	2,356	2,452	2,551	2,664
51	25,656	26,616	27,660	28,836	29,952	31,272	32,688
	2,138	2,218	2,305	2,403	2,496	2,606	2,724
52	26,148	27,144	28,272	29,424	30,612	31,968	33,360
	2,179	2,262	2,356	2,452	2,551	2,664	2,780
53	26,616	27,660	28,836	29,952	31,272	32,688	34,116
	2,218	2,305	2,403	2,496	2,606	2,724	2,843
54	27,144	28,272	29,424	30,612	31,968	33,360	34,920
	2,262	2,356	2,452	2,551	2,664	2,780	2,910
55	27,660	28,836	29,952	31,272	32,688	34,116	35,700
	2,305	2,403	2,496	2,606	2,724	2,843	2,975
56	28,272	29,424	30,612	31,968	33,360	34,920	36,564
	2,356	2,452	2,551	2,664	2,780	2,910	3,047
57	28,836	29,952	31,272	32,688	34,116	35,700	37,356
	2,403	2,496	2,606	2,724	2,843	2,975	3,113
58	29,424	30,612	31,968	33,360	34,920	36,564	38,160
	2,452	2,551	2,664	2,780	2,910	3,047	3,180
59	29,952	31,272	32,688	34,116	35,700	37,356	39,012
	2,496	2,606	2,724	2,843	2,975	3,113	3,251
60	30,612	31,968	33,360	34,920	36,564	38,160	39,912
	2,551	2,664	2,780	2,910	3,047	3,180	3,326
61	31,272	32,688	34,116	35,700	37,356	39,012	40,800
	2,606	2,724	2,843	2,975	3,113	3,251	3,400
62	31,968	33,360	34,920	36,564	38,160	39,912	41,724
	2,664	2,780	2,910	3,047	3,180	3,326	3,477
63	32,688	34,116	35,700	37,356	39,012	40,800	42,648
	2,724	2,843	2,975	3,113	3,251	3,400	3,554

MEDICAL AND REHABILITATIVE SERVICES (cont'd)

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
64	33,360 2,780	34,920 2,910	36,564 3,047	38,160 3,180	39,912 3,326	41,724 3,477	43,608 3,634
65	34,116 2,843	35,700 2,975	37,356 3,113	39,012 3,251	40,800 3,400	42,648 3,554	44,532 3,711

*Indicates Long Service Increment Only

PAY GRID #5

HEALTH AND THERAPY SUPPORT SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
35	18,876	19,452	20,172	20,916	21,660	22,428	23,256
	1,573	1,621	1,681	1,743	1,805	1,869	1,938
36	19,176	19,848	20,556	21,300	22,056	22,824	23,700
	1,598	1,654	1,713	1,775	1,838	1,902	1,975
37	19,452	20,172	20,916	21,660	22,428	23,256	24,144
	1,621	1,681	1,743	1,805	1,869	1,938	2,012
38	19,848	20,556	21,300	22,056	22,824	23,700	24,576
	1,654	1,713	1,775	1,838	1,902	1,975	2,048
39	20,172	20,916	21,660	22,428	23,256	24,144	25,032
	1,681	1,743	1,805	1,869	1,938	2,012	2,086
40	20,556	21,300	22,056	22,824	23,700	24,576	25,500
	1,713	1,775	1,838	1,902	1,975	2,048	2,125

*Indicates Long Service Increment Only

PAY GRID #6

TECHNICAL SERVICES

EFFECTIVE APRIL 1, 1989

GRADE	1	2	3	4	5	6	*LSI
40	20,088 1,674	20,868 1,739	21,732 1,811	22,560 1,880	23,484 1,957	24,456 2,038	25,416 2,118
41	20,472 1,706	21,324 1,777	22,140 1,845	23,028 1,919	23,964 1,997	24,972 2,081	25,932 2,161
42	20,868 1,739	21,732 1,811	22,560 1,880	23,484 1,957	24,456 2,038	25,416 2,118	26,484 2,207
43	21,324 1,777	22,140 1,845	23,028 1,919	23,964 1,997	24,972 2,081	25,932 2,161	26,964 2,247
44	21,732 1,811	22,560 1,880	23,484 1,957	24,456 2,038	25,416 2,118	26,484 2,207	27,552 2,296
45	22,140 1,845	23,028 1,919	23,964 1,997	24,972 2,081	25,932 2,161	26,964 2,247	28,176 2,348
46	22,560 1,880	23,484 1,957	24,456 2,038	25,416 2,118	26,484 2,207	27,552 2,296	28,752 2,396
47	23,028 1,919	23,964 1,997	24,972 2,081	25,932 2,161	26,964 2,247	28,176 2,348	29,256 2,438
48	23,484 1,957	24,456 2,038	25,416 2,118	26,484 2,207	27,552 2,296	28,752 2,396	29,928 2,494
49	23,964 1,997	24,972 2,081	25,932 2,161	26,964 2,247	28,176 2,348	29,256 2,438	30,564 2,547
50	24,456 2,038	25,416 2,118	26,484 2,207	27,552 2,296	28,752 2,396	29,928 2,494	31,284 2,607
51	24,972 2,081	25,932 2,161	26,964 2,247	28,176 2,348	29,256 2,438	30,564 2,547	32,028 2,669

*Indicates Long Service Increment Only

PAY GRID #1

ADMINISTRATIVE SERVICES
EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
5	15,660	16,128	16,620	17,124	17,652	18,180	18,756
	1,305	1,344	1,385	1,427	1,471	1,515	1,563
6	15,864	16,320	6,872	17,364	7,832	18,396	19,032
	1,322	1,360	1,406	1,447	1,486	1,533	1,586
7	16,128	16,620	7,124	17,652	8,180	18,756	19,416
	1,344	1,385	1,427	1,471	1,515	1,563	1,618
8	16,320	16,872	7,364	17,832	8,396	19,032	19,668
	1,360	1,406	1,447	1,486	1,533	1,586	1,639
9	16,620	17,124	7,652	18,180	8,756	19,416	20,088
	1,385	1,427	1,471	1,515	1,563	1,618	1,674
10	16,872	17,364	7,832	18,396	19,032	19,668	20,364
	1,406	1,447	1,486	1,533	1,586	1,639	1,697
11	17,124	17,652	8,180	18,756	19,416	20,088	20,784
	1,427	1,471	1,515	1,563	1,618	1,674	1,732
12	17,364	17,832	8,396	19,032	19,668	20,364	21,096
	1,447	1,486	1,533	1,586	1,639	1,697	1,758
13	17,652	18,180	8,756	19,416	20,088	20,784	21,540
	1,471	1,515	1,563	1,618	1,674	1,732	1,795
14	17,832	18,396	19,032	19,668	20,364	21,096	21,852
	1,486	1,533	1,586	1,639	1,697	1,758	1,821
15	18,180	18,756	19,416	20,088	20,784	21,540	22,296
	1,515	1,563	1,618	1,674	1,732	1,795	1,858
16	18,396	19,032	19,668	20,364	21,096	21,852	22,620
	1,533	1,586	1,639	1,697	1,758	1,821	1,885
17	18,756	19,416	20,088	20,784	21,540	22,296	23,136
	1,563	1,618	1,674	1,732	1,795	1,858	1,928
18	19,032	19,668	20,364	21,096	21,852	22,620	23,424
	1,586	1,639	1,697	1,758	1,821	1,885	1,952
19	19,416	20,088	20,784	21,540	22,296	23,136	23,940
	1,618	1,674	1,732	1,795	1,858	1,928	1,995
20	19,668	20,364	21,096	21,852	22,620	23,424	24,300
	1,639	1,697	1,758	1,821	1,885	1,952	2,025
21	20,088	20,784	21,540	22,296	23,136	23,940	24,804
	1,674	1,732	1,795	1,858	1,928	1,995	2,067
22	20,364	21,096	21,852	22,620	23,424	24,300	25,212
	1,697	1,758	1,821	1,885	1,952	2,025	2,101
23	20,784	21,540	22,296	23,136	23,940	24,804	25,716
	1,732	1,795	1,858	1,928	1,995	2,067	2,143
24	21,096	21,852	22,620	23,424	24,300	25,212	26,148
	1,758	1,821	1,885	1,952	2,025	2,101	2,179

PAY GRID #1

ADMINISTRATIVE SERVICES (cont'd)

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
25	21,540	22,296	23,136	23,940	24,804	25,716	26,652
	1,795	1,858	1,928	1,995	2,067	2,143	2,221
26	21,852	22,620	23,424	24,300	25,212	26,148	27,060
	1,821	1,885	1,952	2,025	2,101	2,179	2,255
27	22,296	23,136	23,940	24,804	25,716	26,652	27,648
	1,858	1,928	1,995	2,067	2,143	2,221	2,304
28	22,620	23,424	24,300	25,212	26,148	27,060	28,032
	1,885	1,952	2,025	2,101	2,179	2,255	2,336
29	23,136	23,940	24,804	25,716	26,652	27,648	28,668
	1,928	1,995	2,067	2,143	2,221	2,304	2,389
30	23,424	24,300	25,212	26,148	27,060	28,032	29,100
	1,952	2,025	2,101	2,179	2,255	2,336	2,425
31	23,940	24,804	25,716	26,652	27,648	28,668	29,700
	1,995	2,067	2,143	2,221	2,304	2,389	2,475
32	24,300	25,212	26,148	27,060	28,032	29,100	30,192
	2,025	2,101	2,179	2,255	2,336	2,425	2,516
33	24,804	25,716	26,652	27,648	28,668	29,700	30,792
	2,067	2,143	2,221	2,304	2,389	2,475	2,566
34	25,212	26,148	27,060	28,032	29,100	30,192	31,308
	2,101	2,179	2,255	2,336	2,425	2,516	2,609

*Indicates Long Service Increment Only

ADMINISTRATIVE AND PROGRAM SERVICES

EFFECTIVE OCTOBER 1, 1989

GRADE	I	2	3	4	5	6	*LSI
29	16,560	17,136	17,796	18,432	19,152	19,872	20,676
	1,380	1,428	1,483	1,536	1,596	1,656	1,723
30	16,872	17,484	18,180	18,816	19,536	20,292	21,096
	1,406	1,457	1,515	1,568	1,628	1,691	1,758
31	17,136	17,796	18,432	19,152	19,872	20,676	21,516
	1,428	1,483	1,536	1,596	1,656	1,723	1,793
32	17,484	18,180	18,816	19,536	20,292	21,096	21,912
	1,457	1,515	1,568	1,628	1,691	1,758	1,826
33	17,796	18,432	19,152	19,872	20,676	21,516	22,308
	1,483	1,536	1,596	1,656	1,723	1,793	1,859
34	18,180	18,816	19,536	20,292	21,096	21,912	22,800
	1,515	1,568	1,628	1,691	1,758	1,826	1,900
35	18,432	19,152	19,872	20,676	21,516	22,308	23,244
	1,536	1,596	1,656	1,723	1,793	1,859	1,937
36	18,816	19,536	20,292	21,096	21,912	22,800	23,700
	1,568	1,628	1,691	1,758	1,826	1,900	1,975
37	19,152	19,872	20,676	21,516	22,308	23,244	24,156
	1,596	1,656	1,723	1,793	1,859	1,937	2,013
38	19,536	20,292	21,096	21,912	22,800	23,700	24,684
	1,628	1,691	1,758	1,826	1,900	1,975	2,057
39	19,872	20,676	21,516	22,308	23,244	24,156	25,140
	1,656	1,723	1,793	1,859	1,937	2,013	2,095
40	20,292	21,096	21,912	22,800	23,700	24,684	25,620
	1,691	1,758	1,826	1,900	1,975	2,057	2,135
41	20,676	21,516	22,308	23,244	24,156	25,140	26,100
	1,723	1,793	1,859	1,937	2,013	2,095	2,175
42	21,096	21,912	22,800	23,700	24,684	25,620	26,652
	1,758	1,826	1,900	1,975	2,057	2,135	2,221
43	21,516	22,308	23,244	24,156	25,140	26,100	27,180
	1,793	1,859	1,937	2,013	2,095	2,175	2,265
44	21,912	22,800	23,700	24,684	25,620	26,652	27,756
	1,826	1,900	1,975	2,057	2,135	2,221	2,313
45	22,308	23,244	24,156	25,140	26,100	27,180	28,320
	1,859	1,937	2,013	2,095	2,175	2,265	2,360
46	22,800	23,700	24,684	25,620	26,652	27,756	28,896
	1,900	1,975	2,057	2,135	2,221	2,313	2,408
47	23,244	24,156	25,140	26,100	27,180	28,320	29,448
	1,937	2,013	2,095	2,175	2,265	2,360	2,454
48	23,700	24,684	25,620	26,652	27,756	28,896	30,108
	1,975	2,057	2,135	2,221	2,313	2,408	2,509

PAY GRID #2

ADMINISTRATIVE AND PROGRAM SERVICES (cont'd)

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
49	24,156	25,140	26,100	27,180	28,320	29,448	30,708
	2,013	2,095	2,175	2,265	2,360	2,454	2,559
50	24,684	25,620	26,652	27,756	28,896	30,108	31,440
	2,057	2,135	2,221	2,313	2,408	2,509	2,620
51	25,140	26,100	27,180	28,320	29,448	30,708	32,160
	2,095	2,175	2,265	2,360	2,454	2,559	2,680
52	25,620	26,652	27,756	28,896	30,108	31,440	32,880
	2,135	2,221	2,313	2,408	2,509	2,620	2,740
53	26,100	27,180	28,320	29,448	30,708	32,160	33,636
	2,175	2,265	2,360	2,454	2,559	2,680	2,803
54	26,652	27,756	28,896	30,108	31,440	32,880	34,404
	2,221	2,313	2,408	2,509	2,620	2,740	2,867
55	27,180	28,320	29,448	30,708	32,160	33,636	35,148
	2,265	2,360	2,454	2,559	2,680	2,803	2,929
56	27,756	28,896	30,108	31,440	32,880	34,404	36,108
	2,313	2,408	2,509	2,620	2,740	2,867	3,009
57	28,320	29,448	30,708	32,160	33,636	35,148	36,828
	2,360	2,454	2,559	2,680	2,803	2,929	3,069
58	28,896	30,108	31,440	32,880	34,404	36,108	37,728
	2,408	2,509	2,620	2,740	2,867	3,009	3,144
59	29,448	30,708	32,160	33,636	35,148	36,828	38,484
	2,454	2,559	2,680	2,803	2,929	3,069	3,207
60	30,108	31,440	32,880	34,404	36,108	37,728	39,432
	2,509	2,620	2,740	2,867	3,009	3,144	3,286
61	30,708	32,160	33,636	35,148	36,828	38,484	40,284
	2,559	2,680	2,803	2,929	3,069	3,207	3,357
62	31,440	32,880	34,404	36,108	37,728	39,432	41,232
	2,620	2,740	2,867	3,009	3,144	3,286	3,436
63	32,160	33,636	35,148	36,828	38,484	40,284	42,132
	2,680	2,803	2,929	3,069	3,207	3,357	3,511
64	32,880	34,404	36,108	37,728	39,432	41,232	43,152
	2,740	2,867	3,009	3,144	3,286	3,436	3,596
65	33,636	35,148	36,828	38,484	40,284	42,132	44,064
	2,803	2,929	3,069	3,207	3,357	3,511	3,672

*Indicates Long Service Increment Only

PAY GRID #3

SOCIAL SERVICES

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
36	19,560	20,220	20,928	21,708	22,500	23,256	24,144
	1,630	1,685	1,744	1,809	1,875	1,938	2,012
37	19,860	20,568	21,324	22,068	22,836	23,724	24,564
	1,655	1,714	1,777	1,839	1,903	1,977	2,047
38	20,220	20,928	21,708	22,500	23,256	24,144	25,056
	1,685	1,744	1,809	1,875	1,938	2,012	2,088
39	20,568	21,324	22,068	22,836	23,724	24,564	25,500
	1,714	1,777	1,839	1,903	1,977	2,047	2,125
40	20,928	21,708	22,500	23,256	24,144	25,056	25,980
	1,744	1,809	1,875	1,938	2,012	2,088	2,165
41	21,324	22,068	22,836	23,724	24,564	25,500	26,436
	1,777	1,839	1,903	1,977	2,047	2,125	2,203
42	21,708	22,500	23,256	24,144	25,056	25,980	26,928
	1,809	1,875	1,938	2,012	2,088	2,165	2,244
43	22,068	22,836	23,724	24,564	25,500	26,436	27,408
	1,839	1,903	1,977	2,047	2,125	2,203	2,284
44	22,500	23,256	24,144	25,056	25,980	26,928	27,948
	1,875	1,938	2,012	2,088	2,165	2,244	2,329
45	22,836	23,724	24,564	25,500	26,436	27,408	28,488
	1,903	1,977	2,047	2,125	2,203	2,284	2,374
46	23,256	24,144	25,056	25,980	26,928	27,948	29,052
	1,938	2,012	2,088	2,165	2,244	2,329	2,421
47	23,724	24,564	25,500	26,436	27,408	28,488	29,520
	1,977	2,047	2,125	2,203	2,284	2,374	2,460
48	24,144	25,056	25,980	26,928	27,948	29,052	30,132
	2,012	2,088	2,165	2,244	2,329	2,421	2,511
49	24,564	25,500	26,436	27,408	28,488	29,520	30,732
	2,047	2,125	2,203	2,284	2,374	2,460	2,561
50	25,056	25,980	26,928	27,948	29,052	30,132	31,404
	2,088	2,165	2,244	2,329	2,421	2,511	2,617
51	25,500	26,436	27,408	28,488	29,520	30,732	32,124
	2,125	2,203	2,284	2,374	2,460	2,561	2,677
52	25,980	26,928	27,948	29,052	30,132	31,404	32,748
	2,165	2,244	2,329	2,421	2,511	2,617	2,729
53	26,436	27,408	28,488	29,520	30,732	32,124	33,468
	2,203	2,284	2,374	2,460	2,561	2,677	2,789
54	26,928	27,948	29,052	30,132	31,404	32,748	34,212
	2,244	2,329	2,421	2,511	2,617	2,729	2,851
55	27,408	28,488	29,520	30,732	32,124	33,468	34,920
	2,284	2,374	2,460	2,561	2,677	2,789	2,910

SOCIAL SERVICES (cont'd)

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
56	27,948	29,052	30,132	31,404	32,748	34,212	35,772
	2,329	2,421	2,511	2,617	2,729	2,851	2,981
57	28,488	29,520	30,732	32,124	33,468	34,920	36,492
	2,374	2,460	2,561	2,677	2,789	2,910	3,041
58	29,052	30,132	31,404	32,748	34,212	35,772	37,296
	2,421	2,511	2,617	2,729	2,851	2,981	3,108
59	29,520	30,732	32,124	33,468	34,920	36,492	38,040
	2,460	2,561	2,677	2,789	2,910	3,041	3,170
60	30,132	31,404	32,748	34,212	35,772	37,296	38,868
	2,511	2,617	2,729	2,851	2,981	3,108	3,239
61	30,732	32,124	33,468	34,920	36,492	38,040	39,708
	2,561	2,677	2,789	2,910	3,041	3,170	3,309
62	31,404	32,748	34,212	35,772	37,296	38,868	40,620
	2,617	2,729	2,851	2,981	3,108	3,239	3,385
63	32,124	33,468	34,920	36,492	38,040	39,708	41,424
	2,677	2,789	2,910	3,041	3,170	3,309	3,452
64	32,748	34,212	35,772	37,296	38,868	40,620	42,372
	2,729	2,851	2,981	3,108	3,239	3,385	3,531
65	33,468	34,920	36,492	38,040	39,708	41,424	43,248
	2,789	2,910	3,041	3,170	3,309	3,452	3,604
66	34,212	35,772	37,296	38,868	40,620	42,372	44,196
	2,851	2,981	3,108	3,239	3,385	3,531	3,683

*Indicates Long Service Increment Only

PAY GRID #4A

MEDICAL AND REHABILITATIVE SERVICES

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
44	26,160	27,024	27,948	28,884	29,880	30,888	31,992
	2,180	2,252	2,329	2,407	2,490	2,574	2,666
45	26,580	27,492	28,380	29,400	30,348	31,404	32,580
	2,215	2,291	2,365	2,450	2,529	2,617	2,715
46	27,024	27,948	28,884	29,880	30,888	31,992	33,144
	2,252	2,329	2,407	2,490	2,574	2,666	2,762
47	27,492	28,380	29,400	30,348	31,404	32,580	33,648
	2,291	2,365	2,450	2,529	2,617	2,715	2,804
48	27,948	28,884	29,880	30,888	31,992	33,144	34,284
	2,329	2,407	2,490	2,574	2,666	2,762	2,857
49	28,380	29,400	30,348	31,404	32,580	33,648	34,968
	2,365	2,450	2,529	2,617	2,715	2,804	2,914
50	28,884	29,880	30,888	31,992	33,144	34,284	35,736
	2,407	2,490	2,574	2,666	2,762	2,857	2,978
51	29,400	30,348	31,404	32,580	33,648	34,968	36,384
	2,450	2,529	2,617	2,715	2,804	2,914	3,032
52	29,880	30,888	31,992	33,144	34,284	35,736	37,008
	2,490	2,574	2,666	2,762	2,857	2,978	3,084
53	30,348	31,404	32,580	33,648	34,968	36,384	37,776
	2,529	2,617	2,715	2,804	2,914	3,032	3,148
54	30,888	31,992	33,144	34,284	35,736	37,008	38,604
	2,574	2,666	2,762	2,857	2,978	3,084	3,217
55	31,404	32,580	33,648	34,968	36,384	37,776	39,396
	2,617	2,715	2,804	2,914	3,032	3,148	3,283
56	31,992	33,144	34,284	35,736	37,008	38,604	40,224
	2,666	2,762	2,857	2,978	3,084	3,217	3,352
57	32,580	33,648	34,968	36,384	37,776	39,396	41,016
	2,715	2,804	2,914	3,032	3,148	3,283	3,418
58	33,144	34,284	35,736	37,008	38,604	40,224	41,832
	2,762	2,857	2,978	3,084	3,217	3,352	3,486
59	33,648	34,968	36,384	37,776	39,396	41,016	42,660
	2,804	2,914	3,032	3,148	3,283	3,418	3,555
60	34,284	35,736	37,008	38,604	40,224	41,832	43,560
	2,857	2,978	3,084	3,217	3,352	3,486	3,630
61	34,968	36,384	37,776	39,396	41,016	42,660	44,424
	2,914	3,032	3,148	3,283	3,418	3,555	3,702
62	35,736	37,008	38,604	40,224	41,832	43,560	45,360
	2,978	3,084	3,217	3,352	3,486	3,630	3,780
63	36,384	37,776	39,396	41,016	42,660	44,424	46,260
	3,032	3,148	3,283	3,418	3,555	3,702	3,855

PAY GRID #4A

MEDICAL AND REHABILITATIVE SERVICES (cont'd)

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
64	37,008 3,084	38,604 3,217	40,224 3,352	41,832 3,486	43,560 3,630	45,360 3,780	47,220 3,935
65	37,776 3,148	39,396 3,283	41,016 3,418	42,660 3,555	44,424 3,702	46,260 3,855	48,144 4,012

*Indicates Long Service Increment Only

MEDICAL AND REHABILITATIVE SERVICES

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
44	22,620	23,520	24,468	25,416	26,412	27,420	28,560
	1,885	1,960	2,039	2,118	2,201	2,285	2,380
45	23,040	23,988	24,936	25,908	26,880	27,936	29,124
	1,920	1,999	2,078	2,159	2,240	2,328	2,427
46	23,520	24,468	25,416	26,412	27,420	28,560	29,724
	1,960	2,039	2,118	2,201	2,285	2,380	2,477
47	23,988	24,936	25,908	26,880	27,936	29,124	30,252
	1,999	2,078	2,159	2,240	2,328	2,427	2,521
48	24,468	25,416	26,412	27,420	28,560	29,724	30,924
	2,039	2,118	2,201	2,285	2,380	2,477	2,577
49	24,936	25,908	26,880	27,936	29,124	30,252	31,584
	2,078	2,159	2,240	2,328	2,427	2,521	2,632
50	25,416	26,412	27,420	28,560	29,724	30,924	32,292
	2,118	2,201	2,285	2,380	2,477	2,577	2,691
51	25,908	26,880	27,936	29,124	30,252	31,584	33,012
	2,159	2,240	2,328	2,427	2,521	2,632	2,751
52	26,412	27,420	28,560	29,724	30,924	32,292	33,696
	2,201	2,285	2,380	2,477	2,577	2,691	2,808
53	26,880	27,936	29,124	30,252	31,584	33,012	34,452
	2,240	2,328	2,427	2,521	2,632	2,751	2,871
54	27,420	28,560	29,724	30,924	32,292	33,696	35,268
	2,285	2,380	2,477	2,577	2,691	2,808	2,939
55	27,936	29,124	30,252	31,584	33,012	34,452	36,060
	2,328	2,427	2,521	2,632	2,751	2,871	3,005
56	28,560	29,724	30,924	32,292	33,696	35,268	36,924
	2,380	2,477	2,577	2,691	2,808	2,939	3,077
57	29,124	30,252	31,584	33,012	34,452	36,060	37,728
	2,427	2,521	2,632	2,751	2,871	3,005	3,144
58	29,724	30,924	32,292	33,696	35,268	36,924	38,544
	2,477	2,577	2,691	2,808	2,939	3,077	3,212
59	30,252	31,584	33,012	34,452	36,060	37,728	39,408
	2,521	2,632	2,751	2,871	3,005	3,144	3,284
60	30,924	32,292	33,696	35,268	36,924	38,544	40,308
	2,577	2,691	2,808	2,939	3,077	3,212	3,359
61	31,584	33,012	34,452	36,060	37,728	39,408	41,208
	2,632	2,751	2,871	3,005	3,144	3,284	3,434
62	32,292	33,696	35,268	36,924	38,544	40,308	42,144
	2,691	2,808	2,939	3,077	3,212	3,359	3,512
63	33,012	34,452	36,060	37,728	39,408	41,208	43,080
	2,751	2,871	3,005	3,144	3,284	3,434	3,590

PAY GRID #4B

MEDICAL AND REHABILITATIVE SERVICES (cont'd)

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
64	33,696 2,808	35,268 2,939	36,924 3,077	38,544 3,212	40,308 3,359	42,144 3,512	44,040 3,670
65	34,452 2,871	36,060 3,005	37,728 3,144	39,408 3,284	41,208 3,434	43,080 3,590	44,976 3,748

*Indicates Long Service Increment Only

HEALTH AND THERAPY SUPPORT SERVICES

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
35	19,068	19,644	20,376	21,120	21,876	22,656	23,484
	1,589	1,637	1,698	1,760	1,823	1,888	1,957
36	19,368	20,052	20,760	21,516	22,272	23,052	23,940
	1,614	1,671	1,730	1,793	1,856	1,921	1,995
37	19,644	20,376	21,120	21,876	22,656	23,484	24,384
	1,637	1,698	1,760	1,823	1,888	1,957	2,032
38	20,052	20,760	21,516	22,272	23,052	23,940	24,816
	1,671	1,730	1,793	1,856	1,921	1,995	2,068
39	20,376	21,120	21,876	22,656	23,484	24,384	25,284
	1,698	1,760	1,823	1,888	1,957	2,032	2,107
40	20,760	21,516	22,272	23,052	23,940	24,816	25,752
	1,730	1,793	1,856	1,921	1,995	2,068	2,146

*Indicates Long Service Increment Only

TECHNICAL SERVICES

EFFECTIVE OCTOBER 1, 1989

GRADE	1	2	3	4	5	6	*LSI
40	20,292	21,072	21,948	22,788	23,724	24,696	25,668
	1,691	1,756	1,829	1,899	1,977	2,058	2,139
41	20,676	21,540	22,356	23,256	24,204	25,224	26,196
	1,723	1,795	1,863	1,938	2,017	2,102	2,183
42	21,072	21,948	22,788	23,724	24,696	25,668	26,748
	1,756	1,829	1,899	1,977	2,058	2,139	2,229
43	21,540	22,356	23,256	24,204	25,224	26,196	27,228
	1,795	1,863	1,938	2,017	2,102	2,183	2,269
44	21,948	22,788	23,724	24,696	25,668	26,748	27,828
	1,829	1,899	1,977	2,058	2,139	2,229	2,319
45	22,356	23,256	24,204	25,224	26,196	27,228	28,452
	1,863	1,938	2,017	2,102	2,183	2,269	2,371
46	22,788	23,724	24,696	25,668	26,748	27,828	29,040
	1,899	1,977	2,058	2,139	2,229	2,319	2,420
47	23,256	24,204	25,224	26,196	27,228	28,452	29,544
	1,938	2,017	2,102	2,183	2,269	2,371	2,462
48	23,724	24,696	25,668	26,748	27,828	29,040	30,228
	1,977	2,058	2,139	2,229	2,319	2,420	2,519
49	24,204	25,224	26,196	27,228	28,452	29,544	30,864
	2,017	2,102	2,183	2,269	2,371	2,462	2,572
50	24,696	25,668	26,748	27,828	29,040	30,228	31,596
	2,058	2,139	2,229	2,319	2,420	2,519	2,633
51	25,224	26,196	27,228	28,452	29,544	30,864	32,352
	2,102	2,183	2,269	2,371	2,462	2,572	2,696

*Indicates Long Service Increment Only

SUPPLEMENT I - DENTAL PLAN

The Parties agree to the following terms in respect of a Dental Plan for eligible bargaining unit employees of the Alberta Alcohol and ~~Drug~~ Abuse Commission and their eligible dependents.

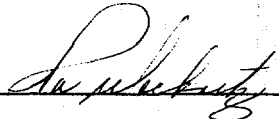
1. The Plan will be totally funded by the Employer.
2. The eligibility of an employee to participate in the Dental Plan is subject to Article 2 and the following conditions apply:
 - (a) an employee is covered and may participate in the Plan from the first day of the calendar month following completion of twelve continuous full calendar months of employment in a permanent or temporary position with the Employer, and
 - (b) coverage **is** a condition of employment for all employees upon completing the twelve month period specified in Clause 2(a), and
 - (c) coverage ceases on the date of termination from employment or the date the employee attains age 65, whichever occurs first.
3. An eligible employee's dependent shall be covered under the Dental Plan while the employee is covered and the dependent person is:
 - (a) the employee's legal spouse, or
 - (b) the employee's common-law spouse who is a person of the opposite sex and has cohabited with the employee for at least five consecutive years or for at least two consecutive years where there is a child born of such common-law relationship provided that the employee does not have a dependent spouse to whom he or ~~she~~ is legally married and common-law spouse has been a dependent of the employee and is known in the community in which they live as the employee's consort, or
 - (c) an unmarried child of the employee and/or the employee's spouse, including any step-child or adopted child, who is
 - (1) under 18 years of age, or
 - (2) 18 or over but less than age 25 and is a registered student in full-time attendance in the public school system or at a University or similar institute of learning, or
 - (3) of any age and incapable of self-sustaining employment by reasons of mental retardation or physical handicap, and in all cases is chiefly dependent on the employee for financial support and maintenance.

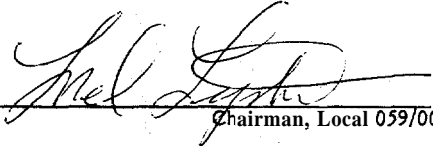
4. The Plan will reimburse an employee, for dental services provided on and after May 1, 1983 to each employee while covered and each eligible dependent, as follows:
 - (a) 80% of the cost of Basic Dental Services and 50% of the cost of Major Dental Services up to a maximum of \$1,500.00 for each covered person in a benefit year, and
 - (b) 50% of the cost of the Orthodontic Dental Services up to a lifetime maximum of \$1,500.00 for each covered person.
5. Benefit year means the period of the 12 months beginning on May 1 in one year and ending on April 30 in the next year.
6. The dental services reimbursed under Section 4 shall not exceed the amounts specified in the Alberta Dental Association Fee Guide in force on the date the dental services were provided.
7. Basic Dental Services covered under the Dental Plan include:
 - (a) Each of the following five procedures is covered twice in a benefit year:
 - (1) oral examination;
 - (2) oral hygiene instructions;
 - (3) prophylaxis (the cleaning and scaling of teeth);
 - (4) bite-wing x-rays;
 - (5) topical application of fluoride solutions.
 - (b) Full mouth series of x-rays, provided that a period of at least 24 consecutive months has elapsed since this service was last rendered.
 - (c) Tooth extractions and related procedures.
 - (d) Tooth fillings - amalgam, silicate, acrylic and composite.
 - (e) Dental surgery, including diagnostic, laboratory and general anaesthesia required in relation to the dental surgery.
 - (f) Necessary treatment for relief of dental pain.
 - (g) The cost of medication and its administration when provided by injection in the dentist's office.
 - (h) Space maintainers for missing primary teeth and habit breaking appliances.
 - (i) Consultations required by the attending dentist.

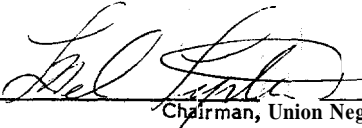
- (j) Endodontic treatment (root canal therapy).
 - (k) Periodontic treatment (treatment and prevention of diseases and/or conditions of the gums).
 - (l) Relining, rebasing, adjusting or repairing of existing dentures.
8. Major Dental Services under the Dental Plan include:
- (a) Provision of crowns and inlays.
 - (b) Provision of initial prosthodontic appliance (for example: fixed bridge restorations, removable partial ~~or~~ complete dentures).
 - (c) Replacement of an existing prosthodontic appliance under the following conditions:
 - (1) the existing appliance is at least 5 years old and cannot be made serviceable, ~~or~~
 - (2) the replacement is required to replace a temporary bridge or denture with a permanent bridge or denture, or
 - (3) the replacement is necessitated by the extraction of additional natural teeth and the extraction occurred while the claimant was covered under this Plan.
 - (d) Procedures involving the use of gold only if treatment could not have been carried out with the use of a reasonable substitute consistent with generally accepted dental practice. If such treatment could have been rendered at a lower cost by means of a reasonable substitute, only the expense that would have been incurred for treatment by means of the reasonable substitute shall be covered.
9. Orthodontic Dental Services under the Dental Plan include: oral examination, diagnostic procedures, surgery, extractions, adjustments and appliances all in respect ~~of~~ orthodontic procedures.
10. A claim must be submitted within 6 months following the date the dental services are provided to the employee and his or her eligible dependents in order for the expenses to be reimbursed from the Plan.
11. An employee information brochure on the Dental Plan will be available to each eligible employee.
12. The Employer shall determine the claims and administration procedures for the Plan including associated independent third party administrative services.
13. This Supplement provides a general description of the Dental Plan. The Plan will be governed by the Dental Plan document which contains all the terms of the Dental Plan. The Employer shall provide the Union with a copy of the Dental Plan.

Signed this 29th day of June, 1988, A.D.

The Alberta Union of Provincial Employees

Per: 
President

Per: 
Chairman, Local 059/001

Per: 
Chairman, Union Negotiating Committee

The Alberta Alcohol and Drug Abuse Commission

Per: 
Executive Director, A.A.D.A.C.

Per: 
Witness