

LETTER OF UNDERSTANDING

BETWEEN

ALBERTA HEALTH SERVICES – FORMER CALGARY HEALTH REGION
(hereinafter referred to as the employer)

- and -

HEALTH SCIENCES ASSOCIATION OF ALBERTA
(hereinafter referred to as HSAA)

RE: PHARMACIST I - RECRUITMENT/RETENTION INITIATIVE

The Parties hereby agree that in an attempt to address recruitment/retention issues for the Pharmacist I classification within all positions (including acute care, community care, and rural) in the Calgary Zone of the Alberta Health Services, the Parties agree to the following:

A. Pharmacist I – New Hires

1. All Regular and Temporary Full-time and Regular and Temporary Part-time employees hired into the Pharmacist I classification, following the signing of this Letter of Understanding, will be paid a quarterly lump sum payment. This payment will represent the difference in pay between Step 5 and their placement on the salary grid based on previous experience and FTE at the time of the quarterly calculation. The first (1st) payment will be pro-rated as necessary based on the employees start date in the Pharmacist classification. Periods of unpaid leaves of absence will not be included in the calculation of the quarterly payments.

Example: Step 5 hourly rate – (minus) employee current rate X (times)
2,022.75 X Full-time Equivalent X .25 = quarterly lump sum
payment

All Regular Part-time and Temporary Part-time employees hired into the Pharmacist I classification will be paid as outlined above with the exception that the payment will be based on hours worked.

All Casual employees hired into the Pharmacist I classification will be paid as outlined above with the exception that the payment will be paid semi-annually and will be based on hours worked.

Example: Step 5 hourly rate – (minus) employee current rate X (times)
hours worked within previous six (6) months.

2. Following the signing of this Letter of Understanding, the payment will be made on a quarterly basis on the second (2nd) pay day following the pay period that includes July 1, 2010, October 1, 2010, January 1, 2011 and March 30, 2011 and for all Regular and Temporary Full-time and Regular and Temporary Part-time employees below Step 5.

Casual employees will be paid out on a semi-annual basis on the second (2nd) pay day following the pay period that includes October 1, 2010 and March 30, 2011.

B. Pharmacist I – Currently Employed

1. The Regular and Temporary Full-time and Regular and Temporary Part-time Pharmacist I's that are currently employed by the employer and who have not reached Step 5 will continue to receive this quarterly payment effective on the date of signing of this Letter of Understanding. This payment represents the difference between their current step on the Salaries Appendix to Step 5 for the classification of Pharmacist I, as outlined in Section A, point #1, effective on the date of signing of this Letter of Understanding. Periods of unpaid leaves of absence will not be included in the calculation of the quarterly payments.

All Regular Part-time and Temporary Part-time employees currently employed by the Employer will be paid as outlined above with the exception that the payment will be based on hours worked.

All Casual employees currently employed by the Employer and who have not reached Step 5 will be paid as outlined in section A, point #1 above, effective on the date of signing of this Letter of Understanding.

2. The lump sum payment for current Pharmacist I's who have not reached Step 5 will be paid on a quarterly basis on the second pay day period following the pay period that includes July 1, 2010, October 1, 2010, January 1, 2011 and March 30, 2011.

The Pharmacist I's will receive the payment, as outlined above, until such time as they reach Step 5 of the Pharmacist I classification contained within the Salaries Appendix of the Multi-Employer/HSAA Collective Agreement (April 1, 2008 March 31, 2011) or upon the termination of this Letter of Understanding. At that time the lump sum payments will cease.

C. Professional Fees

For the duration of this Letter of Understanding, Alberta Health Services will reimburse all Regular and Temporary Full-time and Part-time Pharmacists (Pharmacist I and Pharmacist II) for Professional Fees which require payment on or before March 30, 2011. Payment will be paid upon receipt of confirmation of payment by the Pharmacists.

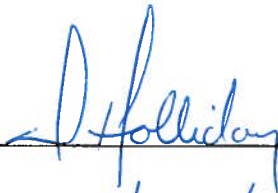
Pharmacists who terminate their employment with Alberta Health Services during the course of the registration year will be required to reimburse the Employer for the cost of the registration prorated based on the date of termination.

For those employees required by the Employer, as part of their job description, to obtain and or maintain the Additional Prescribing Authorization designation, will have the fees associated with this, reimbursed following successful completion of the requirements as outlined by the Alberta College of Pharmacists.

This payment will not apply to casual Pharmacists.

This Letter of Understanding will be in effect until March 30, 2011, and its terms and conditions shall have no force or effect thereafter.

ON BEHALF OF THE EMPLOYER



DATE: May 11/10

ON BEHALF OF THE HEALTH
SCIENCES ASSOCIATION OF
ALBERTA



DATE: May 11/10