

LETTER OF UNDERSTANDING

BETWEEN

CALGARY LABORATORY SERVICES (CLS)

AND

**THE HEALTH SCIENCES ASSOCIATION OF ALBERTA
PARMEDICAL TECHNICAL EMPLOYEES (HSAA)**

(hereinafter referred to as the "Parties")

RE: SOUTH HEALTH CAMPUS

WHEREAS the Parties agree that it is mutually beneficial to ensure understanding for decisions with respect to staffing the South Health Campus (SHC) laboratory, and the resultant staffing within the organization, the parties agree to the following exceptions to Article 12.0 Promotions, Transfers, and Vacancies:

1. Article 12.3 will not apply and consideration will be given to all bargaining unit employees in accordance with Article 12.8 for bargaining vacancies posted for the SHC worksite. Article 12.3 will apply to the vacancy that arises from the SHC competitions.
2. Where circumstances require CLS to balance the operational staffing requirements of departments, CLS may postpone transferring successful applicants to vacancies at the SHC and/or the backfill that arises from the SHC competition. The Parties agree to discuss the impact of such circumstances when they occur.
3. Further to Article 12.7, and for transfers longer than six (6) weeks from the date the successful candidate accepts and, therefore, commits to the position, the four hundred and sixty five (465) hours will commence four (4) weeks prior to the anticipated start date of the SHC position and the backfills that arise from the SHC competitions.
4. The Parties agree to discuss unforeseen circumstances as they occur.
5. CLS will create a system in which new SHC positions and the backfills that arise from SHC competitions will be tracked. This Letter of Understanding will expire at the conclusion of such competitions being filled.

AGREED TO BY THE PARTIES ON THE DATES INDICATED BELOW

For HSAA



DATE: Nov 29, 2011

For CLS



DATE: NOV 28, 2011