

ESSENTIAL SERVICES AGREEMENT
PARTS "A" AND "B"
BETWEEN
THE GOOD SAMARITAN SOCIETY
DR. GERALD ZETTER CARE CENTRE
(The Employer)
AND
THE CANADIAN UNION OF PUBLIC
EMPLOYEES LOCAL 1031
(The Union)

AGREED
MAY 13, 2025

ACCEPTED	
	<i>July 2, 2025</i>
Commissioner 	Date
EA No. <i>ESA00065 - 2025</i>	

PREAMBLE AND PURPOSE

- A. The Parties, in accordance with the *Alberta Labour Relations Code* (the "Code"), acknowledge the requirement of an Essential Services Agreement (Agreement) to ensure the continued provision of Essential Services in the event of a strike or lockout.
- B. The Employer acknowledges the right of employees in the bargaining unit to withhold their labour and strike in accordance with the Agreement and applicable law.
- C. The Union acknowledges the right of the Employer to lockout employees in the bargaining unit in accordance with the Agreement and applicable law.
- D. The Employer has elected to use Designated Essential Services Workers during a strike or lockout.
- E. Both Parties agree the provision of care to ensure the personal safety and health of the Residents of the facility will be paramount and will not be jeopardized.
- F. Both Parties agree the safety of the Employees is of utmost importance.

IN RECOGNITION OF THIS, THE PARTIES AGREE AS FOLLOWS:

PART A - GENERAL PROVISIONS

ARTICLE 1 - STRUCTURE OF THE AGREEMENT

- 1.1 This Agreement consists of two parts, being:
 - (a) Part A, which contains general provisions that apply to the entire Agreement;
 - (b) Part B, which contains schedules with specific provisions related to:
 - (i) Essential Services to be maintained by Bargaining Unit Members during a Work Stoppage;
 - (ii) the positions and the number of employees within each position, required to perform Essential Services during a Work Stoppage;
 - (iii) the number of Capable and Qualified persons able to perform Essential Services during a Work Stoppage.

ARTICLE 2 - DEFINITIONS AND INTERPRETATION

- 2.1 The following terms shall have the meanings ascribed to them:
 - (a) "Agreement" means this Essential Services Agreement;
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- (b) "Bargaining Unit Members" means those employees who are members of CUPE Local 1031 defined by certificate number C-73-86 as issued by the Alberta Labour Relations Board;
 - (c) "Capable and Qualified Person" refers to management, exempted and out of scope employees who have the skills, abilities and current certifications required to perform Essential Services duties during a Work Stoppage;
 - (d) "Collective Agreement" means the collective agreement between the Parties that expired on June 30, 2024;
 - (e) "Code" means the Labour Relations Code RSA 2000, c L-1;
 - (f) "Commissioner" means Alberta's Essential Services Commissioner and has the same meaning as defined in the Code;
 - (g) "Designated Essential Services Worker" means a Bargaining Unit Member who is required to work in accordance with an Essential Services Agreement during those times that they are required to perform Essential Services under the Agreement and has the same meaning as defined in the Code;
 - (h) "Eligibility List" mean the list of the names, position titles, classifications, and contact information for all Bargaining Unit Members who have the qualifications and training to perform the Essential Service duties listed in Part B of this Agreement;
 - (i) "Emergency" means a present or imminent event that, in the opinion of the Employer, requires prompt action, co-ordination of action, and/or special regulation of persons or property to:
 - (i) protect the safety and health of the public;
 - (ii) limit significant damage to property.
 - (j) "Employer" means The Good Samaritan Society, (A Lutheran Social Service Organization)
 - (k) "Employer Designate" means a person designated by the Employer to act in that capacity;
 - (l) "Essential Services" are those services:
 - (i) the interruption of which would endanger the life, personal safety or health of the public; or
 - (ii) necessary to the maintenance and administration of the rule of law or public security.
 - (m) "Lockout" has the same meaning as defined in and permitted by the Code;
 - (n) "Parties" means the Employer and the Union;
 - (o) "Standby" means the employee must be available and able to report to the Employer in accordance with Article 18 - ON CALL of the Collective Agreement.
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- (p) "Strike" has the same meaning as defined in and permitted by the Code;
- (q) "Umpire" means the persons identified in Article 11 of this Agreement and if that person is unavailable, a person appointed by the Commissioner;
- (r) "Union" means the Canadian Union of Public Employees Local 1031;
- (s) "Union Designate" means a person designated by the Union to act in that capacity;
- (t) "Work Stoppage" means a Strike or Lockout permitted under the Code.

2.2 The following interpretive guides apply to this Agreement:

- (a) Whenever the singular is used, it shall be deemed to extend to and include the plural and vice versa;
- (b) The headings in this Agreement have been included for convenience only and they do not define, limit or enlarge the scope or meaning of this Agreement or any part of it;
- (c) References to employees or others are intended to be gender neutral.

ARTICLE 3 – PROCESS FOR NEGOTIATING STAFFING PLANS

- 3.1 The Parties agree to develop staffing plans that set out the classifications and the total number of positions in each classification, required to perform the Essential Services at each site (see Part B).
- 3.2 Prior to any local staffing plan discussions the Employer shall provide employee contact information to the Union.

ARTICLE 4 – PROCESS FOR ASSIGNING DESIGNATED ESSENTIAL SERVICES WORKERS

- 4.1 Within two weeks of receiving a request from the Union in relation to strike vote application, or at the same time as an Employer application for a lockout poll, whichever occurs first, the Employer will provide the Union with:
 - (a) A one-week schedule based on the Essential Service Levels in Part B of the ESA;
 - (b) a list of Bargaining Unit Employees eligible to work as Designated Essential Services Workers for each position identified in Part B. For each Bargaining Unit Employee, the Eligibility List will include:
 - (i) Name;
 - (ii) Worksite location, Unit and Shift Pattern;
 - (iii) Position title;
 - (iv) Classification;
 - (v) Most recent contact information; and

(vi) To the best of the Employer's knowledge, current status (e.g. active, leave of absence) and any known work restrictions.

- 4.2 At the same time that the Employer provides the Union with the information in Article 4.1, the Employer will provide the Union with the following:
- (a) A list of worksite contacts for scheduling purposes;
 - (b) Notification of any acuity level changes at the site that would change the required level of Essential Services;
 - (c) Process for assigning Capable and Qualified persons;
- 4.3 The Union will assign Designated Essential Services Workers to perform Essential Services duties during a Strike or Lockout, and will distribute shifts fairly, to the greatest degree possible, amongst Bargaining Unit Employees eligible to be Designated Essential Services Workers.
- 4.4 No later than 72 hours prior to the commencement of a Strike or Lockout, the Union and the Employer will review the ESA to ensure the conditions and provisions are current, including the Part B Staffing Plans and the number and availability of capable and qualified individuals.
- No later than 48 hours prior to the commencement of a Strike or Lockout, the union will provide the Employer with a seven-day schedule for Designated Essential Services Workers. The Union will provide the Employer with further seven-day schedules 48 hours prior to each subsequent seven-day period.
- 4.5 At the same time that the Union provides the Employer with the information in Article 4.4, the Union will provide the Employer with a list of worksite contacts for each site for scheduling purposes.
- 4.6 The Union will ensure employees designated to perform Essential Service duties during the work stoppage report for all of their scheduled shifts as per the negotiated staffing levels in Part B of this agreement. If a scheduled employee is ill or otherwise unavailable, the employee is to notify the Union Designate at least two (2) hours prior to the scheduled shift. The Union will find a replacement for the worker and update the Employer prior to the start of the shift.
- 4.7 Unless otherwise indicated in Part B of the agreement, a Designated Essential Services Worker will generally be required to work the shift in its entirety to ensure the effective delivery of Essential Services duties. Exceptions may include but are not limited to sudden onset of illness, personal emergency, and completion of Essential Services duties.
- 4.8 Both Parties acknowledge the benefits of having workspace in near proximity to the impacted site(s) that will help facilitate ongoing communication between site leadership and Union Designate who are responsible for assigning Designated Essential Services Workers. In the event of a strike or lockout, the Employer shall provide the Union with an exclusive-use, on site facilities (vacant office or a trailer) available with a telephone line at each impacted Employer site for the duration of the dispute. The Union shall use
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the space solely for the purpose of communicating with the Employer and scheduling work of the Designated Essential Services Workers. The space will not be used as a strike office nor for storage to support picketing.

- 4.9 In the event of a strike or lockout, the Union shall be responsible for the cost and procurement of any equipment, supplies or additional items that may be required to perform its staffing responsibilities under this Agreement.

ARTICLE 5 - PERMITTED CHANGES TO TERMS AND CONDITIONS OF EMPLOYMENT

- 5.1 Wages and all other applicable remuneration for work performed by DESWs and terms of employment pursuant to this Agreement will be in accordance with the last collective agreement in effect, except where outlined in Part B of this Agreement.

The following terms are to apply in conjunction with, in addition or in replacement of the listed Articles:

- (a) Overtime: Overtime shall only occur when specifically approved by the Employer after the Union has sufficiently demonstrated there are no available bargaining unit employees to be assigned as DESWs at straight time.
 - (b) Paid Leaves will not be granted to DESWs except under exceptional circumstances and at the discretion of the Employer.
- 5.2 Those employees who were qualified for and in receipt of benefits prior to the work stoppage will continue to receive benefits during the period of the strike or lockout on the following basis:
- (a) Payment of the premiums will be cost shared as follows;
 - (b) The Employees shall pay their share of the premiums as per the Collective Agreement;
 - (c) The Employer is responsible for the Employer's portion of the premiums cost prorated to the hours worked by each Designated Essential Service Worker during a work stoppage.
 - (d) The Union will reimburse the Employer for its entire share of the health plan premiums costs prorated to account for the hours worked on Essential Services.

The Union's portion of the Employers' associated cost under the Collective Agreement will be billed to the Union monthly, or no later than 60 days following the conclusion of a strike or lockout. The Union shall submit payment no later than 30 days following receipt of the invoice.

ARTICLE 6 - CAPABLE AND QUALIFIED PERSONS

- 6.1(a) The Employer shall utilize the services of its management and excluded personnel, who are capable and qualified, to the fullest extent possible. Unless otherwise agreed to by the Parties, Capable and Qualified persons shall work extended hours of up to one hundred and fifty (150) per cent of their regularly scheduled hours per week, with the focus being on the delivery of Bargaining Unit
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Essential Services work functions for at least 50% of the time. The Parties agree that Out of Scope employees working 150% of their regularly scheduled hours will need, within that percentage, to perform critical, time sensitive managerial functions.

- (b) Capable and Qualified person who have corporate responsibilities or are responsible for oversight at more than one site may have limited availability to fulfill the requirements of 6.1(a).
- 6.2 The Employer shall be responsible for assigning Capable and Qualified persons to fill positions for specific shifts. The Employer shall inform the Union of the number of Capable and Qualified persons assigned to any particular shift. These Capable and Qualified persons shall be counted towards the number of positions in each classification in accordance with the staffing plans. For example, if the Parties agree that three positions in a specific classification are essential for a specific shift, and there are two Capable and Qualified persons available, the Union shall be responsible for assigning one Designated Essential Services Worker. To the fullest extent possible, the parties shall indicate the number of capable and qualified person for each shift in the staffing plans in Part B
- 6.3 Where the Employer has previously advised the Union that a Capable and Qualified person is assigned to a particular shift, and that person is unable to report for their assigned shift, the Employer will make every reasonable effort to fill the shift with an alternate.
- 6.4 If the Employer cannot find an alternate, the Union will be informed, with justification, two (2) hours prior to the commencement of the shift and the Union will assign a Designated Essential Services Worker to fill the shift.

ARTICLE 7 – VOLUNTEERS

- 7.1 The Employer shall provide the Union with a list identifying all volunteers who are expected to perform volunteer duties during the dispute, and where they usually perform their volunteer duties.

ARTICLE 8 – PROHIBITION ON REPLACEMENT WORKERS

- 8.1 During a strike or lockout at a site, the Employer shall not:
 - (a) Permit employees in the bargaining unit on strike or lockout to work unless they are a Designated Essential Services Worker;
 - (b) Increase the scope of work performed by volunteers or contracted out services;
 - (c) Assign work that would normally be performed by an employee in the bargaining unit that is on strike or lockout to employees in other bargaining units; or
 - (d) Hire additional persons to perform work normally performed by an employee in the bargaining unit that is on strike or lockout.
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ARTICLE 9 – RESPONDING TO EMERGENCIES

- 9.1 Where an Emergency that cannot be responded to safely by the number of Designated Essential Services Workers and Capable and Qualified persons available as per Part B of this Agreement, the Employer will immediately contact the Union to advise of the number of additional Designated Essential Services Workers that are required to appropriately respond to the situation.
- 9.2 The Employer shall provide the Union with a verbal summary of the situation; in response, the Union shall comply with the request to ensure that the Designated Essential Services Workers arrive as soon as reasonably possible and within any time limits as prescribed on the staffing plan. Within 24 hours of the request, the Employer will provide the Union with written documentation to support the request.
- 9.3 During an Emergency where Bargaining Unit Employees are recalled, the Employer will provide the Union with reasonable updates as to the status of the Emergency, including its anticipated duration.
- 9.4 Where a Strike or Lockout is still in effect and the Employer determines that some or all recalled Bargaining Unit Employees are no longer required to respond to the Emergency, the Employer will release those unrequired Bargaining Unit Employees in an orderly manner as soon as reasonably possible.
- 9.5 In the event of a dispute between the Employer and the Union as to the number of requested staff required to respond to the emergency the Designated Essential Service Workers will perform the work in question immediately and without delay. If such a dispute arises the dispute will be addressed in accordance with Article 11 of this Agreement.

ARTICLE 10 – CHANGES IN CIRCUMSTANCES AND AMENDMENTS TO THIS AGREEMENT

- 10.1 Either Party may, by written notice, propose amendments to this Agreement, including an increase or reduction in the number of Bargaining Unit Employees required to maintain Essential Services.
- 10.2 If the Parties are unable to agree on an amendment proposed under Article 10.1, either Party apply to the Umpire or Commissioner to mediate or settle the proposed amendment.
- 10.3 Despite Articles 10.1 and 10.2, Part B of this agreement may contain more specific provisions to increase or reduce the number of Designated Essential Services Workers needed to maintain Essential Services.

ARTICLE 11 – DISPUTE RESOLUTION AND UMPIRES

- 11.1 The Parties agree to make every reasonable effort to resolve Essential Services Agreement disputes through negotiations between a Union designate and an Employer designate before referring the matter to an Umpire.
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- 11.2 In an effort to resolve a dispute, the Parties may choose to make use of identified worksite contacts during informal resolution of disputes and during the referral to an Umpire. The Parties will exchange lists of worksite representatives 24 hours prior to a Strike or Lockout.
- 11.3 Where the Parties are unable to resolve an Essential Services dispute through negotiations, either Party may refer the dispute to an Umpire for resolution with written notice to the other Party.
- 11.4 When either Party refers a dispute to an Umpire, they may also choose to make an application to the Umpire for an immediate interim order to have the terms of this Agreement enforced until such a time that the Umpire resolves the matter.
- 11.5 Unless otherwise agreed to by the Parties, when a dispute is referred to an Umpire, it will be heard within twenty-four (24) hours of the referral. A decision will be rendered as quickly as possible, but in no event longer than forty-eight (48) hours from the date of referral.
- 11.6 The Parties agree to Michael Hughes as the Umpire for the purpose of this Agreement. The Parties further agree to Cheryl Yingst Bartel as an alternate Umpire for the purpose of this agreement.
- 11.7 If neither Umpire is able to hear an application and resolve the dispute in the aforementioned time period, the Parties may apply to the Commissioner to appoint an Umpire.
- 11.8 If the dispute is not resolved by the Umpire to the satisfaction of either the Employer or the Union, the Parties may, together or separately, apply to the Commissioner for a review of the decision within ten (10) calendar days pursuant to section 95.7 of the Code.

ARTICLE 12 – COMMUNICATION

- 12.1 The Employer shall make all reasonable efforts to ensure the public is aware of the impact on services as a result of the strike or lockout.
- 12.2 The Parties agree to develop a joint communication for the purpose of informing all employees of their obligations during a strike or lockout, including but not limited to:
- (a) Reporting for assigned shifts.
 - (b) Reporting to work on time and within the prescribed time limits when placed on-call.
 - (c) Completion of Essential Services duties.
 - (d) Protocol for calling in sick.
 - (e) Protocol for leaves of absence.
 - (f) Protocol for reporting to work when responding to emergencies, unanticipated or foreseeable changes to the Essential Services.
 - (g) Protocol for discussing the strike or lockout while on site.
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ARTICLE 13 – TERM OF THE ESSENTIAL SERVICES AGREEMENT

- 13.1 This Agreement shall be in effect until the Parties have ratified a new collective agreement.

ARTICLE 14 – NOTICE

- 14.1 Where notice is required or permitted to be given under the Agreement, it may be delivered personally, by registered mail, signed receipt courier or facsimile.

- 14.2 Notice to the Employer shall be provided to:

Vice President and Chief Human Resources Officer,
The Good Samaritan Society
8881 75th St NW
Edmonton, AB T6C 4G8
Facsimile: 780-431-4840

- 14.3 Notice to the Union shall be provided to:

President, Local 1031, 1738 Melrose Cres SW, Edmonton, AB T6W 0A3

Copy to National Representative – Unit 300, 10235 124 Street, Edmonton, AB T5N 1P9

ARTICLE 15 – ACCESS AND EGRESS

- 15.1 The Union will provide unrestricted access and egress for emergency vehicles (ambulances, fire trucks, and law enforcement), blood, oxygen, emergency equipment and emergency supplies.

- 15.2 Resident family members, physicians and visitors will not be unreasonably impeded.

- 15.3 Vehicles delivering food supplies and any other person or delivery required for the continued operations of the care homes and essential services will not be unreasonably impeded.

- 15.4 No employees (bargaining unit or out of scope) shall threaten or intimidate anyone nor will they intentionally damage property.

- 15.5 The parties agree to append to this agreement a map of the Employer's site, including:

- (a) Facilities located on each site.
 - (b) Main entrance.
 - (c) Parking areas.
 - (d) Areas for deliveries.
 - (e) Picket line areas.
 - (f) Any other items the parties deem necessary.
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15.6 The Alberta Labour Relations Board has the power under section 84 of the Code to regulate lawful picketing. Where a determination is made under section 84 of the Code and a picketing protocol is established:

- (a) The Union shall notify its members, representatives and employees and other persons engaging in any picketing activities of the picketing protocol and the obligation to comply with it;
- (b) The Employer shall notify its staff working at the site of the picketing protocol and the obligation to comply with it.

IN WITNESS WHEREOF the Parties have executed this Essential Services Agreement by affixing hereto their signatures.

ON BEHALF OF THE EMPLOYER

ON BEHALF OF THE UNION

[Redacted Signature]

Scott Wiggs, Negotiator

[Redacted Signature]

James Yang, National Representative
Local president Local 1031

Date: February 24/2025

Date: February 24/2025

[Redacted]

Site:	Dr. Gerald Zetter Care Centre	Managers	Philemon (Bright) Uzzi, Clinical Services, Prasanth Manukonda, Hospitality, Lyle Borody, Maintenance
Unit:		Bargaining Unit:	CUPE Local 1031

Group	Total Hours	Group	Total Hours
HCA	2298.50	Maint.	38.75
LPN		Admin	231.25
Hskp	454.75	Laundry	341.50
Kitchen	548.50		
Therapy	184.00		

Group	Total Hours	Group	Total Hours
HCA	2144.50	Maint.	28.00
LPN		Admin	128.00
Hskp	454.75	Laundry	287.75
Kitchen	590.25		
Therapy	184.00		

Regular Staffing	Essential Services Staffing	
Daily Tot.	824.75	Daily Tot. 610.75
Week Tot.	4197.25	Week Tot. 3761.25

Total Weekly Percentage:	89.61%
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The Staffing plans herein shall be reviewed by the parties on the third day of job action, and weekly thereafter. Where the parties mutually agree to changes, the changes shall be applied and a revised staffing plan and a new schedule shall be produced. Where the parties do not agree, the matter shall be addressed through Article 11 of Part "A" of this agreement.

For the Employer:	Initial	Date
		6-Jun-25
For the Union:	Initial	Date:
		10-Jun-25

Site:	DGZCC	Manager:	Philemon (Bright) Uzzi
Unit:	2 North	Bargaining Unit:	CUPE Local 1031

Normal Daily Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs	Days	Days/week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs
7.00	HCA	D	0700-1515	2	7.75	15.50	108.50		7.00	HCA	D	0700-1515	2	7.75	15.50	108.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50
2.00	HCA	D7	0700-1400	2	6.50	13.00	26.00		2.00	HCA	D7	0700-1400	2	6.50	13.00	26.00
7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50		7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50
7.00	HCA	E	1500-2315	2	7.75	15.50	108.50		7.00	HCA	E	1500-2315	2	7.75	15.50	108.50
7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00		7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00
7.00	HCA	N	2300-0715	2	7.75	15.50	108.50		7.00	HCA	N	2300-0715	2	7.75	15.50	108.50

Essential Services Daily Staffing

Group	Total Hours	Group	Total Hours
HCA	565.00	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	90.00
Week Tot.	565.00

For the Employer: Initial Date

6-Jun-25

For the Union: Initial Date:

10-Jun-25

Group	Total Hours	Group	Total Hours
HCA	526.50	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	84.50
Week Tot.	526.50

Total Weekly Percentage:	93.19%
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Site:	DQZCC	Manager:	Philemon (Bright) Uzal
Unit:	2 South	Bargaining Unit:	CUPE Local 1031

Normal Daily Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs	Days	Days/week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs
7.00	HCA	D	0700-1515	2	7.75	15.50	108.50		7.00	HCA	D	0700-1515	2	7.75	15.50	108.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	0	0.00	0.00	0.00
2.00	HCA	D7	0700-1400	2	6.50	13.00	28.00		2.00	HCA	D7	0700-1400	2	6.50	13.00	28.00
7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50		7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50
7.00	HCA	E	1500-2315	2	7.75	15.50	108.50		7.00	HCA	E	1500-2315	2	7.75	15.50	108.50
7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00		7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00
7.00	HCA	N	2300-0715	2	7.75	15.50	108.50		7.00	HCA	N	2300-0715	2	7.75	15.50	108.50

Essential Services Daily Staffing

Group	Total Hours	Group	Total Hours
HCA	585.00	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

For the Employer:

Daily Tot.	90.00
Week Tot.	585.00

Initial Date:

6-Jun-25

For the Union:

Initial Date:

10-Jun-25

Group	Total Hours	Group	Total Hours
HCA	525.50	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	84.50
Week Tot.	525.50

Total Weekly Percentage:	93.19%
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Site:	DGZCC	Manager	Philemon (Bright) Uzzl
Unit:	3north	Bargaining Unit:	CUPE Local 1031

Normal Daily Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly HRs	Days	Days/ week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly HRs
7.00	HCA	D	0700-1515	2	7.75	15.50	108.50		7.00	HCA	D	0700-1515	2	7.75	15.50	108.50
7.00	HCA	D6TR	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D6TR	0700-1300	1	5.50	5.50	38.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	0	0.00	0.00	0.00
2.00	HCA	D7	0700-1400	2	6.50	13.00	26.00		2.00	HCA	D7	0700-1400	2	6.50	13.00	26.00
7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50		7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50
7.00	HCA	E	1500-2315	2	7.75	15.50	108.50		7.00	HCA	E	1500-2315	2	7.75	15.50	108.50
7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00		7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00
7.00	HCA	N	2300-0715	2	7.75	15.50	108.50		7.00	HCA	N	2300-0715	2	7.75	15.50	108.50

Essential Services Daily Staffing

Group	Total Hours	Group	Total Hours
HCA	603.50	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	95.50
Week Tot.	603.50

For the Employer:	Initial	Date
		6-Jun-25
For the Union:	Initial	Date:
		10-Jun-25

Tracheotomy HCA

Group	Total Hours	Group	Total Hours
HCA	565.00	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	90.00
Week Tot.	565.00

Total Weekly Percentage:	93.62%
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Site:	DQZCC	Manager	Philamon (Bright) Uzal
Unit:	Seouth	Bargaining Unit:	CUPE Local 1031

Normal Daily Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs	Days	Days/ week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs
7.00	HCA	D	0700-1515	2	7.75	15.50	108.50		7.00	HCA	D	0700-1515	2	7.75	15.50	108.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50
7.00	HCA	D55	0700-1300	1	5.50	5.50	38.50		7.00	HCA	D55	0700-1300	0	0.00	0.00	0.00
2.00	HCA	D7	0700-1400	2	8.50	13.00	26.00		2.00	HCA	D7	0700-1400	2	8.50	13.00	26.00
7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50		7.00	HCA	E713	1300-2000	1	6.50	6.50	45.50
7.00	HCA	E	1500-2315	2	7.75	15.50	108.50		7.00	HCA	E	1500-2315	2	7.75	15.50	108.50
7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00		7.00	HCA	E715	1500-2200	2	6.50	13.00	91.00
7.00	HCA	N	2300-0715	2	7.75	15.50	108.50		7.00	HCA	N	2300-0715	2	7.75	15.50	108.50

Essential Services Daily Staffing

Group	Total Hours	Group	Total Hours
HCA	565.00	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	96.00
Week Tot.	565.00

For the Employer:	Initial	Date
		6-Jun-25
For the Union:	Initial	Date:
		10-Jun-25

Group	Total Hours	Group	Total Hours
HCA	526.50	Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	84.50
Week Tot.	526.50

Total Weekly Percentage:	93.19%
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Site:	DGZCC	Manager	Philemon (Bright) Uzzi
Unit:	OTA/PTA	Bargaining Unit:	CUPE Local 1031

Normal Daily Staffing

Days/week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs		Days/week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs
5.00	OTA	D	0800-1600	1	7.50	7.50	37.50	M-F	5	OTA	D	0800-1300	1	5.00	5.00	25.00
5.00	OTA	D	0800-1600	1	6.50	6.50	32.50	M-F	5	OTA	D	1100-1600	1	5.00	5.00	25.00
2.00	OTA	D	0930-1415	1	4.50	4.50	9.00	Tues/Thur	0	OTA	D	0930-1415	0	0.00	0.00	0.00
															0.00	0.00
5.00	PTA	D	0800-1545	2	7.25	14.50	72.50	M-F	5	PTA	D	0800-1300	1	5.00	5.00	25.00
5.00	PTA	D	0800-1500	1	6.50	6.50	32.50	M-F	5	PTA	D	1200-1500	1	3.00	3.00	15.00
2.00	PTA	D	0800-0930	1	1.50	1.50	3.00	Tues/Thu	2	PTA	D	0600-0930	0	0.00	0.00	0.00
2.00	PTA	D	0800-1415	1	5.75	5.75	11.50	W/F	2	PTA	D	0800-1300	1	5.00	5.00	10.00
															0.00	0.00
1.00	Rec Aid	D	1000-1600	3	7.50	22.50	22.50	Mon	1	Rec Aid	D	1200-1600	3	4.00	12.00	12.00
4.00	Rec Aid	D	1000-1600	4	7.50	30.00	120.00	Tue-Fri	4	Rec Aid	D	1200-1600	3	4.00	12.00	48.00
1.00	Rec Aid	D	1000-1600	1	7.60	7.60	7.60	Sat	1	Rec Aid	D	1000-1600	0	0.00	0.00	0.00

Essential Services Daily Staffing

Group	Total Hours	Group	Total Hours
HCA		Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy	184.00		

Daily Tot.	168.75
Week Tot.	184.00

For the Employer:	Initial	Date
		6-Jun-25
For the Union:	Initial	Date:
		10-Jun-25

Group	Total Hours	Group	Total Hours
HCA		Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen			
Therapy	60.60		

Daily Tot.	47.60
Week Tot.	90.00

Total Weekly Percentage:	48.91%
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Site:	DOZCC	Manager	Philemon (Bright) Uzzi
Unit:	Unit Clerks	Bargaining Unit:	CUPE Local 1031

Normal Daily Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs	Days	Days/week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs
8.00	UC	D	0630-1615	1	8.25	8.25	31.25	M-F	5.00	UC	D	0630-1615	1	8.25	8.25	31.25
5.00	UC	D	0600-1600	1	6.50	6.50	32.50	M-F	5.00	UC	D	0600-1600	0	6.50	0.00	0.00
5.00	UC	D	0600-1615	1	7.75	7.75	38.75	M-F	5.00	UC	D	0600-1615	1	7.75	7.75	38.75
5.00	UC	D	0630-1630	1	6.50	6.50	32.50	M-F	5.00	UC	D	0630-1630	0	6.50	0.00	0.00
7.00	Sched	D	0500-1300	1	7.75	7.75	54.25		5.00	Sched	D	0500-0800	1	4.00	4.00	20.00
7.00	Sched	E	1300-2100	1	8.00	8.00	42.00		5.00	Sched	E	1300-2100	1	6.00	6.00	30.00

Essential Services Daily Staffing

Group	Total Hours	Group	Total Hours
HCA		Maint.	
LPN		Admin	231.25
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	40.75
Week Tot.	231.25

For the Employer:	Initial	Date
		6-Jun-25
For the Union:	Initial	Date:
		10-Jun-25

Group	Total Hours	Group	Total Hours
HCA		Maint.	
LPN		Admin	120.00
Hskp		Laundry	
Kitchen			
Therapy			

Daily Tot.	24.00
Week Tot.	120.00

Total Weekly Percentage:	51.69%
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Site:	OGZCC	Manager	Prashanth Manukonda
Unit:	Hospitality	Bargaining Unit:	CUPE Local 1031

Normal Staffing

Essential Services Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly HRs	Days	Days/ week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly HRs
3.00	Cook 2	D	0915-1730	1	7.75	7.75	23.25		3.00	Cook 2	D	0915-1730	1	7.75	7.75	23.25
1.00	Cook 2	D SF1	0915-1730	1	7.75	7.75	7.75		1.00	Cook 2	D SF1	0915-1730	1	7.75	7.75	7.75
1.00	Cook 2	D SF2	1130-1945	1	7.75	7.75	7.75		1.00	Cook 2	D SF2	1130-1945	1	4.00	4.00	4.00
7.00	Cook 1	D	06:00-14:15	1	7.75	7.75	54.25		7.00	Cook 1	D	06:00-14:15	1	7.75	7.75	54.25
7.00	Cook 1	D	0915-1730	1	7.75	7.75	54.25		7.00	Cook 1	D	0915-1730	1	7.75	7.75	54.25
7.00	FSA	D	07:30-1530	4	7.50	30.00	210.00		7.00	FSA	D	07:30-1530	4	6.50	26.00	182.00
7.00	FSA	D S7	0630-1330	1	6.50	6.50	45.50		7.00	FSA	D S7	0630-1330	1	6.50	6.50	45.50
6.00	FSA	DKSCH	0815-1300	1	4.75	4.75	23.75		6.00	FSA	DKSCH	0815-1300	1	4.75	4.75	23.75
7.00	FSA	DN5	0800-1300	1	5.00	5.00	35.00		7.00	FSA	DN5	0800-1300	1	5.00	5.00	35.00
7.00	FSA	DCA	1030-1515	1	6.25	6.25	43.75		7.00	FSA	DCA	1030-1515	1	3.00	3.00	21.00
7.00	FSA	E	1545-1945	3	4.00	12.00	84.00		7.00	FSA	E	1545-1945	3	4.00	12.00	84.00
7.00	FSA	EP6	1345-1945	1	6.25	6.25	43.75		7.00	FSA	EP6	1345-1945	1	6.00	6.00	42.00
2.00	FSA	DG6	0900-1730	1	7.75	7.75	15.50		2.00	FSA	DG6	0900-1730	1	6.75	6.75	13.50

Group	Total Hours	Group	Total Hours
HCA		Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen	648.50		
Therapy			

Daily Tot.	117.25
Week Tot.	648.50

For the Employer:	Initial	Date
		6-Jun-25

For the Union:	Initial	Date:
		10-Jun-25

Group	Total Hours	Group	Total Hours
HCA		Maint.	
LPN		Admin	
Hskp		Laundry	
Kitchen	590.25		
Therapy			

Daily Tot.	105.80
Week Tot.	590.25

Total Weekly Percentage:	91.02%
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Site:	DQZCC	Manager:	Prashanth Manukonda/ Lyfe Borody
Unit:	Hospitality	Bargaining Unit:	CUPE Local 1031

Normal Staffing

Essential Services Staffing

Days per week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs	Days	Days/ week	Class	D/E/N	Shift Hours	Number	Daily Hrs	Total	Weekly Hrs
5.00	HKLD	D	0700-1515	1	7.75	7.75	38.75		5.00	HKLD	D	0700-1515	1	5.75	5.75	28.75
5.00	HKAT	D	0700-1515	2	7.75	15.50	77.50		5.00	HKAT	D	0700-1515	2	5.75	13.50	67.50
2.00	HKAT	D-22A	0800-1200	1	4.00	4.00	8.00		2.00	HKAT	D-22A	0800-1200	1	4.00	4.00	8.00
5.00	HKAT	E	1400-2215	2	7.75	15.50	77.50		5.00	HKAT	E	1400-2215	2	5.75	13.50	67.50
1.00	HKAT	ESMN	16:15-22:15	2	5.50	11.00	11.00		1.00	HKAT	ESMN	16:15-22:15	2	5.50	11.00	11.00
2.00	HKAT	E	1300-2215	1	7.75	7.75	15.50		2.00	HKAT	E	1300-2215	1	7.75	7.75	15.50
5.00	HKAD	D	0700-1515	4	7.75	31.00	155.00		5.00	HKAD	D	0700-1515	4	5.75	27.00	135.00
2.00	HKAD	DMF	0700-1515	3	7.75	23.25	46.50		2.00	HKAD	DMF	0700-1515	3	7.75	23.25	46.50
5.00	HKAD	E	1530-2100	1	5.00	5.00	25.00		5.00	HKAD	E	1530-2100	1	5.00	5.00	25.00
5.00	LW1	D	0700-1515	1	7.75	7.75	38.75		5.00	LW1	D	0700-1515	1	7.75	7.75	38.75
4.00	LW1	D	0800-1200	1	4.00	4.00	16.00		4.00	LW1	D	0800-1200	1	4.00	4.00	16.00
5.00	LW1	D L1/HP	0700-1515	1	7.75	7.75	38.75		5.00	LW1	D L1/HP	0700-1515	1	5.00	5.00	25.00
5.00	LW1	D-CL	0700-1515	4	7.75	31.00	155.00		5.00	LW1	D-CL	0700-1515	4	5.75	27.00	135.00
5.00	LW1	E-CL	1400-2215	2	7.75	15.50	77.50		5.00	LW1	E-CL	1400-2215	2	5.75	13.50	67.50
2.00	LW1	D WK	0700-1515	1	7.75	7.75	15.50		2.00	LW1	D WK	0700-1515	1	7.75	7.75	15.50
5.00	MW III	D	0800-1600	1	7.75	7.75	38.75	M-F	5.00	MW III	D	0800-1200	1	4.00	4.00	20.00
5.00	MW I	D	0600-1600	1	7.75	7.75	38.75		5.00	MW I	D	0600-1600	1	0.00	0.00	0.00

Group	Total Hours	Group	Total Hours	Daily Tot. 194.50	
HCA		Maint.	77.50	Week Tot. 873.75	
LPN		Admin		For the Employer:	Initial Date
Hskp	454.75	Laundry	341.50		
Kitchen					6-Jun-25
Therapy				For the Union:	Initial Date:
					10-Jun-25

Group	Total Hours	Group	Total Hours	Daily Tot.	176.75
HCA		Maint.	20.00	Week Tot.	722.50
HKAT		Admin			
Hskp	404.75	Laundry	297.75		
Kitchen					
Therapy					
				Total Weekly Percentage:	82.69%

Plus on Call for duration of remaining normal shift

Essential Services Negotiations

Between

**The Good Samaritan Society
(the "Employer" or "GSS")**

And

**The Canadian Union of Public
Employees, Local 1031
(The "Union")**

June 13, 2025

Employer Disclosure Document

1. Background of the Employer:

The Good Samaritan Society (GSS) is a faith-based, not-for-profit, registered charity in Alberta that provides quality accommodations, health, and community care services and programs.

This application applies to Good Samaritan Dr. Gerald Zetter Care Centre (DGZCC), subject to Certificate C-73-96 in Edmonton Alberta.

The GSS has been operating in Alberta for over 75 years.

This document is included in this Application as background information for the Employer and specifically, DGZCC.

2. Dr. Gerald Zetter Care Centre: (Edmonton)

DGZCC has 200 Long Term Care (LTC) beds. The site is organized with beds on two floors, with 4 pods of 25 beds on each floor. There are 6 semi private suites (12 beds) and 13 private suites in each pod.

Long Term Care beds include:

- 91 traditional LTC beds;
- 100 LTC Dementia Beds;
- Eight (8) beds for tracheostomy care; and
- Two Trans Parental Nutrition (intravenous nutrition) beds.

The average occupancy in the facility is 96-98%.

DGZCC also operates a regional laundry service where residents' personal laundry and GSS owned linens are transported to/from the Northern Alberta sites. The laundry employees are bargaining unit employees.

3. Request for Essential Services Agreement:

On January 24, 2025, the parties ratified a collective agreement ending on June 30, 2024.

As part of the ratification, the Union was deemed to have served the Notice to Bargain to replace the Collective Agreement ending June 30, 2024. Following a discussion between negotiators, the parties also mutually agreed that a Notice to negotiate an Essential Services Agreement (ESA) was also deemed to have occurred. Negotiations included Part A of the Agreement, setting out the process for negotiating Part B, the Staffing Plans as well as other administrative and practical terms for each site.

4. Bargaining Unit:

The Union holds a certificate for "General Support Services" at DGZCC as described in Certificate C-73-96;

"All employees at the Good Samaritan Auxiliary Hospital when employed in general support services and in auxiliary nursing care except licensed practical nurses"¹

General Support employees working at DGZCC are covered by the collective agreement which expired June 30, 2024.

Job Classifications in the General Support bargaining unit include:

1. Health Care Aides (HCAs) — provide general care including but not limited to bathing, feeding, ambulation, skin care, bowel care, positioning, communication, etc. HCAs pass routine medications. As noted above, most of the residents have mobility impairment requiring two person-lifts and turning.
2. Cook II — do some cooking, order supplies and food, and take leadership role in the preparation and service of food.

¹ For clarification, the certificate includes Health Care Aids (HCA).

3. Cook I — Cooks lunch and dinner and plates the meals in accordance with dietary orders/care plan; also responsible for ordering food and supplies if the Cook II is absent.
4. Food Service Aides - prep food, assist with serving meals, set up and clean up tables, do dishes.
5. Housekeeping Attendant — clean common areas and public spaces, offices.
6. Housekeeping Aides —clean residents' rooms.
7. Laundry Worker I - Do personal laundry for residents and linens for the DGZCC and Northern Alberta sites.
8. Therapy Aides — there are Occupation and Physical Therapy Aides at this site. The Therapy Aides deliver therapies that are planned and set by therapists in another bargaining unit (HSAA).
9. Recreation Aides — implement the activities and programs for the residents set by the Rec Therapist, who are in HSAA.
10. Scheduler — books casuals and fill vacant shifts, does advance booking of people, vacation and sick coverage. Does payroll entry.
11. Unit clerk — order supplies, manages and sends out invoices, does accounts payable, book transportation - ie DATS, assists with booking medical appointments, enters resident information on lab or other test requisitions, whenever necessary, looks after banking information , also has reception duties, answers phones, directs visitor, generally work 5 days per week. Do administrative work for DGZCC.
12. Maintenance Worker 1 — responsible for statutory water and boiler checks, day-to-day maintenance and oversees any onsite contractors.
13. Maintenance Worker 3 — responsible for the day-to-day maintenance and custodial duties as assigned by the Site Manager including performing maintenance operations for exterior and interior of facility. Duties will also include major mechanical, electrical, plumbing, painting, and carpentry.

There are some personal services done at DGZCC but the residents' contract and pay the providers directly, e.g. Hairdressing.

In addition, there are periodic contractors who provide services not able to be provided by the maintenance worker, including heating, plumbing or electrical work, snow removal and lawn cutting.

Daily Scheduling and shift patterns:

Employees work various hours. See staffing plans for details. Unless otherwise noted, care and services are 7 days per week and 24 hours per day. For DGZCC, which provides long term care services, there is at least one Registered Nurse in the building 24 hours per day.

Volunteers:

There are a limited number of Volunteers who attend at DGZCC. They are in attendance sporadically and do things like visit with residents and portering them from place to place.

Out-of-Scope and Exempt staff:

There are some out-of-scope (exempt) staff at DGZCC, specifically:

- Site and Clinical Services Manager
- Hospitality Manager (covers multiple sites)
- Maintenance Manager (covers multiple sites)
- Clinical Service Leads (3)

Labour Relations Exempt:

- Business Office Clerk clerk (1)

Other Bargaining Units:

AUPE

- Licensed Practical Nurses

UNA:

- Registered Nurses

HSAA:

- Physiotherapist
- Occupational Therapist
- Social Worker
- Recreation Therapist
- Dietician
- Respiratory Tech

In addition to the care services provided to residents at the care home, there are Corporate Services which provide support to DGZCC. The employees who work

in these areas are not located on the Site, but in the Corporate Office and are management exempt.

Services include:

- Abilities Management
- Control, Communications
- Contracts Management Service
- Finance
- Fund Development
- Health Information Management
- Human Resources
- Infection Prevention
- IT
- Payroll, Professional Development,
- Procurement
- Quality

Respectfully submitted,

A black rectangular box redacting the signature of Scott Wiggs.

Scott Wiggs
Negotiator, Good Samaritan Society
Good Samaritan Head Office
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