

LETTER OF UNDERSTANDING #22

BETWEEN

**ALBERTA HEALTH SERVICES
ASSISTED LIVING ALBERTA
CANCER CARE ALBERTA
EMERGENCY HEALTH SERVICES
HEALTH SHARED SERVICES
PRIMARY CARE ALBERTA
RECOVERY ALBERTA**

- and -

ALBERTA UNION OF PROVINCIAL EMPLOYEES

RE: RURAL CAPACITY INVESTMENT FUND

1. The Parties agree to continue a Rural Capacity Investment Fund (“the Fund”). The Fund will be used for the purposes of recruitment and retention incentives and for relocation assistance. The Fund will allocate the following amounts per fiscal year as follows:
 - April 1, 2024: \$4,368,000
 - April 1, 2025: \$12,600,000
 - April 1, 2026: \$12,600,000
 - April 1, 2027: \$12,600,000
2. **Purpose of the Fund**
 - (a) The Fund will be used to support initiatives aimed at addressing recruitment and retention challenges experienced by sites/programs/positions, deemed by the Employer to be “difficult to recruit to” in the North, Central, and South Zones. The parties may mutually agree to target initiatives to “difficult to recruit to” rural sites that fall within the Edmonton and Calgary Zones.

“Difficult to recruit to” may be determined by indicators such as:

 - high vacancy rates;
 - vacancies that remain unfilled for longer than ninety (90) days;
 - high turnover.
 - (b) All initiatives approved under the Fund will focus on producing a stable workforce and sustaining that stability over the longer term. Funded initiatives may target new Employees, may focus on site/program-specific concerns, or may address broader recruitment and retention challenges for the Employer. The Parties agree that the recruitment and retention initiatives may vary, depending on the identified needs.
 - (c) The Parties agree that payment of recruitment and retention incentives or

reimbursement for relocation expenses under this Fund will be conditional upon completion of a return-for-service agreement.

3. Operation of the Fund

- (a) A Rural Capacity Investment Fund Committee (“the Committee”) shall be established within thirty (30) days of ratification.
 - (b) The Committee shall be comprised of six (6) Employer and six (6) Union representatives, representing North, Central and South Zones. One of the six (6) Union representatives shall be a member of the current bargaining committee as selected by the current bargaining committee. The Parties may mutually agree to add additional representatives as necessary.
 - (c) The Committee will be facilitated by a third party. The Facilitator’s fees shall be paid from the Fund.
 - (d) The Committee shall meet within sixty (60) days of ratification and thereafter on a quarterly basis until the end of the term of the Collective Agreement.
 - (e) The purpose of the Committee meetings is as follows:
 - to share information on the sites/programs/positions the Employer deems to be “difficult to recruit to” based on the indicators listed above;
 - to bring forward for consideration and discussion recruitment and retention initiatives;
 - to assess the effectiveness of previous allocations of the Fund.
4. The Employer will endeavor to use the entire Fund within each fiscal year. At the end of the fiscal year, the Employer will provide the Committee with a breakdown of how the funds have been allocated in that fiscal year to address rural and remote recruitment and retention challenges in North, Central and South Zone.
 5. Administration of the Fund shall be in compliance with AHS Finance and Audit requirements and Employer Policies.
 6. This Letter of Understanding shall expire on March 30, 2028.

ON BEHALF OF THE EMPLOYERS

ON BEHALF OF THE UNION

DATE: _____

DATE: _____