

**ASSOCIATED AMBULANCE - TENTATIVE AGREEMENT SUBSTANTIVE CHANGES/HIGHLIGHT SUMMARY  
BY ARTICLE (June 2026)**

ARTICLE #	TITLE	SUBSTANTIVE CHANGES (GAINS NOTED IN GREEN)
PREAMBLE		<ul style="list-style-type: none"> <li>No changes</li> </ul>
1	Term of Collective Agreement	<ul style="list-style-type: none"> <li>Four Year Term April 1, 2025 to March 31, 2029</li> <li>Language added that ensures employees who have left the company prior to the signing of the collective agreement receive any increases to the basic rate of pay retroactively. Former Employees have 60 days from date of ratification to get in contact with the employer in writing, requesting the payment.</li> </ul>
2	Definitions	<ul style="list-style-type: none"> <li>Updated with new definitions added</li> </ul>
3	Recognition of Union Business	<ul style="list-style-type: none"> <li>No Change</li> </ul>
4	Membership & Dues	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
5	Management Rights	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
6	Respect in the Workplace	<ul style="list-style-type: none"> <li>No Change</li> </ul>
7	No Strike or Lockout	<ul style="list-style-type: none"> <li>No Change</li> </ul>
8	Probationary Period	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
9	Hours of Work and Shift Schedules	<ul style="list-style-type: none"> <li>NEW - Break language added: If break is denied or interrupted and not reassigned, employee will be credited additional 30 min at Basic Rate of Pay</li> <li>Updated Language</li> </ul>
10	Overtime	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
11	On Call Duty	<ul style="list-style-type: none"> <li>Increase to On-Call pay from \$3.50 to \$7.00 per hour and Updated Language</li> </ul>
12	Special Assignments	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
13	Promotions, Transfer, Vacancies	<ul style="list-style-type: none"> <li>When an employee has a change to their classification to which is assigned a higher salary scale, the salary of the employee will be advanced to the step in the new scale which is at least ten (10%) percent higher than the step on the scale of the classification held prior to the change.</li> <li>Updated language</li> </ul>
14	Responsibility Pay	<ul style="list-style-type: none"> <li>NEW- Mentorship Pay \$2.00 per hour when assigned by the employer to mentor a new employee</li> <li>NEW – Preceptor Pay- \$2.00 per hour for an Employee to act as a preceptor for students in a post-secondary program recognized by the employer or a specialized education, practice or training program recognized by the employer. Preceptor shall mean an Employee who is assigned to supervise, educate and evaluate students and only the primary preceptor will be eligible for preceptor pay</li> </ul>
15	Vacations with Pay	<ul style="list-style-type: none"> <li>No Change</li> </ul>

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16	Named Holidays	<ul style="list-style-type: none"> <li>Change made to when a Named Holiday is paid. New language states that when an employee is obliged to <b>start a shift</b> on the Named Holiday, all regular hours will be paid at 2X in addition to their basic rate of pay. This addressed issues in the current CA that resulted from changing start times at different stations and made it the same regardless of shift start time.</li> </ul>
17	Sick Leave	<ul style="list-style-type: none"> <li>Improvement on when members can apply for STD – Two Tours vs 1 Tour before going to STD</li> </ul>
18	Workers Compensation	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
19	Employee Benefit Plans	<ul style="list-style-type: none"> <li>6% RRSP Increase Matching as of 6 years of employment</li> <li>Long Service Program for 15, 20 and 25 years of service - \$10,000 each</li> <li>30 years and every 5 years after \$15,000 each (prorated for part-time staff)</li> <li>Memorandum of Agreement provides for a one-time allotment for members over 15 years \$5000 each and for 20 years (+) = \$10,000 each.</li> <li>Additional \$500 available for Massage Therapy on date of ratification (not shown in this Article but addressed in a Memorandum of Agreement at end of CA)</li> <li>Additional updated language</li> </ul>
20	Leaves of Absences	<ul style="list-style-type: none"> <li>Updated Language on Education Leave</li> </ul>
21	Bulletin Boards Space	<ul style="list-style-type: none"> <li>No Changes</li> </ul>
22	Evaluations and Personnel Files	<ul style="list-style-type: none"> <li>No Changes</li> </ul>
23	Discipline & Dismissal	<ul style="list-style-type: none"> <li>No Changes</li> </ul>
24	Resignation/Termination	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
25	Job Descriptions	<ul style="list-style-type: none"> <li>No Changes</li> </ul>
26	Layoff and Recall	<ul style="list-style-type: none"> <li>No Changes</li> </ul>
27	Salaries & Recognition of Previous Experience	<ul style="list-style-type: none"> <li>Updated language</li> </ul>
28	Court Appearance	<ul style="list-style-type: none"> <li>No Changes</li> </ul>
29	Uniform and Clothing	<ul style="list-style-type: none"> <li>Extra pair of pants (now 4 in total)</li> <li>Ball cap on request</li> <li>Casuals- all season jacket; on request: ball cap, additional pair of pant and shirt</li> <li>Update Language</li> </ul>
30	Occupational Workplace Health Safety and Wellness	<ul style="list-style-type: none"> <li>Updated Language around psychological health</li> </ul>

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<b>31</b>	Duty Incurred Expenses	<ul style="list-style-type: none"> <li>• Increased meal allowance to \$15/\$30/\$45</li> <li>• Redeployed employees receive max daily amount each day of redeployment, not eligible for additional meal expense</li> </ul>
<b>32</b>	Grievance Procedure	<ul style="list-style-type: none"> <li>• No Changes</li> </ul>
<b>33</b>	Grievance Arbitration	<ul style="list-style-type: none"> <li>• No Changes</li> </ul>
<b>34</b>	New Classifications	<ul style="list-style-type: none"> <li>• No Changes</li> </ul>
<b>35</b>	Casual Employees	<ul style="list-style-type: none"> <li>• Casuals now receive 5% of their regular wages on every pay cheque (average daily wage for payment of the Named Holiday) instead of only when a Named Holiday occurs.</li> <li>• Clean up of language to make it clear that casuals who work on a Named Holidays receive the new average daily wage as well as double time for working on that day.</li> <li>• Casual employees are not eligible for shift giveaways but can drop shifts</li> <li>• Casual employees are exempt from Mandatory Training LOU. However, if they only work for Associated Ambulance, they can take training offered by offered by them. They will be paid their basic rate of pay but not mileage.</li> </ul>
<b>36</b>	Union Stewards	<ul style="list-style-type: none"> <li>• No Changes</li> </ul>
<b>37</b>	Over-Under Payments	<ul style="list-style-type: none"> <li>• No Changes</li> </ul>
<b>38</b>	Premiums & Inconvenience Pay	<ul style="list-style-type: none"> <li>• Increase to Weekend Premium from \$3.15/hour to \$3.50/hour</li> <li>• NEW - Night Shift Premium of \$5.00 per hour of active duty between 1900 hours &amp; 0700 hours (core-flex only)</li> </ul>
<b>39</b>	Taxable Spending Account	<ul style="list-style-type: none"> <li>• Taxable Spending changed to Flexible Spending Account (FSA). Allocation of funds will be required and will take effect in 2027 if CA is ratified. Employees will be notified 60 days prior to the end of the calendar year that their allocation of funds needs to occur and will be allocated to either their Health Spending Account (HSA) or their Personal Spending Account (PSA) or both.</li> <li>• Increase of \$400 to the current Taxable Spending Account effective date of ratification.</li> <li>• Thereafter, FSA will be \$3200 per year.</li> <li>• Part time entitled to prorated FSA</li> </ul>
<b>40</b>	Critical Event Responses	<ul style="list-style-type: none"> <li>• Updated Language</li> </ul>
<b>41</b>	EMAC	<ul style="list-style-type: none"> <li>• No change</li> </ul>
<b>42</b>	Seniority	<ul style="list-style-type: none"> <li>• Updated Language</li> </ul>
<b>43</b>	Severance	<ul style="list-style-type: none"> <li>• No Change</li> </ul>

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<b>44</b>	Job Share	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
<b>45</b>	Copies of CBA	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
<b>Letters of Understanding</b>		<b>LOU's will be renumbered</b>
<b>LOU #1</b>	BECE	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
<b>LOU # 2</b>	Duty to Accommodate	<ul style="list-style-type: none"> <li>No Change</li> </ul>
<b>LOU # 3</b>	Transitional Provision for Employees moving into HSAA Bargaining Unit	<ul style="list-style-type: none"> <li>No Change</li> </ul>
<b>LOU # 4</b>	Local Conditions – RMH	<ul style="list-style-type: none"> <li>Removed</li> </ul>
<b>LOU #5</b>	Mandatory Training	<ul style="list-style-type: none"> <li>Updated Language</li> </ul>
<b>LOU #6</b>	Power Lift Stretchers	<ul style="list-style-type: none"> <li>Removed</li> </ul>
<b>LOU #7</b>	Covid Lump Sum	<ul style="list-style-type: none"> <li>Removed</li> </ul>
<b>LOU # 8</b>	Cold Lake Ambulance Service (CLAS) Former Employees	<ul style="list-style-type: none"> <li>No Change</li> </ul>
<b>NEW LOU</b>	Part Time Employees	<ul style="list-style-type: none"> <li>Addition of Part Time language in CA</li> <li>These are TPT - Temp part-time positions; full time employees will have their positions to return to if wanting to return or if the Employer decides to end the TPT</li> <li>Entitled to all benefits and conditions in the Collective Agreement on a pro-rated basis</li> </ul>
<b>NEW LOU</b>	Psychological Benefit Pilot	<ul style="list-style-type: none"> <li>NEW - \$3000 per employee (additional gain of \$2500)</li> </ul>
<b>NEW MOA</b>	Long Service Program	<ul style="list-style-type: none"> <li>One-time allotments for members over 15 years \$5000.00 each</li> <li>One-time allotments for members with 20 years (+) = \$10,000.00 each</li> <li>Part-time employees who qualify will receive a one-time pro-rated long service payment of \$2500</li> </ul>
<b>NEW MOA</b>	Increase to Massage Therapy	<ul style="list-style-type: none"> <li>\$500 increase will take effect on the date of ratification. As of January 1, 2027, Employees will have access to \$1000 per year for massage therapy.</li> </ul>
<b>APPENDIX</b>	<b>TITLE</b>	<b>SUBSTANTIVE CHANGES (GAINS NOTED IN GREEN)</b>
<b>SALARY APPENDIX</b>		<ul style="list-style-type: none"> <li>Collapse of the salary grid from 12 steps to 9 steps. This <b>may</b> result in an increase in members' hourly rate, depending on where they are currently located on the wage grid. All wage increases are built on the new step the member is placed on.</li> <li>3% April 1, 2025, Retro</li> <li>3% April 1, 2026, Retro</li> </ul>

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		<ul style="list-style-type: none"><li>• Date of Ratification: ACP 4% increase PCP 8.44% increase, <b>No Retro</b></li><li>• 3% April 1, 2027</li><li>• 3% April 1, 2028</li><li>• Removal of Casual ACP from Salary Scale (now part of 9 step salary scale)</li><li>• Removal of Division ACP and PCP Supervisors from Salary Scale (classification no longer exists)</li></ul>
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