

EMPLOYMENT AGREEMENT

This Employment Agreement (the "**Agreement**") is made effective the ___ day of September, 2021

BETWEEN:

HER MAJESTY THE QUEEN IN RIGHT OF ALBERTA
as represented by the Minister of Labour and Immigration
(the "**Employer**")

- and -

DOUGLASS TADMAN
(the "**Employee**")

WHEREAS:

The Employer has the authority to employ an individual as the Medical Panels Commissioner pursuant to section 46.2 of the *Workers' Compensation Act* ("**WCA**");

The Employer and the Employee have agreed to enter into a fixed term employment agreement, which replaces any and all previous agreements between the parties.

NOW THEREFORE in consideration of the mutual covenants and agreements contained in this Agreement and for other good and valuable consideration, the receipt and sufficiency of which is acknowledged, the Employer and the Employee agree as follows:

1. POSITION AND TERM

- 1.1 The Employer will employ the Employee in the position of Medical Panels Commissioner on a forty percent (40%) part-time basis (the "**Position**").
- 1.2 The Employee will report to the Chief Appeals Commissioner.
- 1.3 As a condition precedent to this Agreement, and pursuant to section 46.2 of the WCA, the Employee will be appointed by the Lieutenant Governor in Council to the Position pursuant to an Order in Council, which will be attached as **Schedule A** to this Agreement once issued. If the Employee is not appointed to the Position, this Agreement is void.
- 1.4 Employment will start on October 1, 2021 and will continue until the end of the day on September 30, 2024 (the "**Term**") unless terminated earlier in accordance with this Agreement. This Agreement is for a fixed term and will not be combined with any prior employment agreements between the Employer and the Employee to create a contract of indefinite duration.

Version: September 2020

2. SECURITY CLEARANCE

- 2.1 As a condition precedent to this Agreement, the Employee agrees to undertake a security clearance in accordance with the requirements of the Employer and the terms set out in Clause 2.2. If the Employer, in its sole discretion, finds the security screening to be unsatisfactory, this Agreement is void.
- 2.2 The Employee consents to the disclosure and release of personal information by the Employer for the purposes of conducting a security clearance to determine the Employee's suitability for employment. If additional consent is required, the Employee will provide the necessary consent to release personal information to the Employer when requested to enable disclosure to third parties the Employer deems necessary to assist in obtaining the security clearance.

3. CONDUCT

- 3.1 The Employee will perform the duties of the Position as prescribed in the Act and all additional duties prescribed in related legislation to which the Position is subject (collectively, the "**Duties**"). The Employee will perform and discharge the Employee's Duties in a manner that is in the best interests and consistent with the Act.
- 3.2 The Employee agrees to devote the Employee's full attention and energy to the performance of the Duties and to perform the Duties faithfully, diligently and to the best of the Employee's abilities. The Employee will not be involved in any appointment, business, undertaking or employment other than employment under this Agreement ("**Concurrent Employment**") except with the prior written approval of the Employer. The Employer reserves the right to revoke approval for Concurrent Employment in its sole discretion.
- 3.3 The Employee agrees to comply with the *Code of Conduct and Ethics for the Public Service of Alberta*, as amended from time to time, all applicable legislation, and all other directives, guidelines, rules and policies of the Employer respecting the performance of the Duties and the conduct of employees generally, including but not limited to rules governing conflicts of interest and restrictions on Concurrent Employment.
- 3.4 The Employee acknowledges that during the Term, the Employee will comply with all applicable restrictions and obligations outlined in the *Code of Conduct and Ethics for the Public Service of Alberta* and any related regulations, directives, and guidelines, as amended.

4. COMPENSATION

- 4.1 The Employee will be paid biweekly payments of \$2,658.58 (the "**Base Salary**") less required deductions and withholdings, payable in accordance with the Employer's regular payroll services. This represents a part-time 0.40 full-time equivalency.
- 4.2 The Base Salary is subject to review and adjustment during the Term, in accordance with any policies or regulations issued by the Employer, and any related directives and guidelines, as amended.

5. NO OTHER RIGHTS OR BENEFITS

5.1 The Employee will not be entitled to any of the rights or benefits afforded to employees of the public service of Alberta, except as provided in this Agreement.

6. BENEFITS

6.1 The Employee is eligible for pay in lieu of vacation paid in bi-weekly installments of \$110.77. If the Employee would like to take vacation it will be as a leave of absence without pay. The Employee must seek and obtain approval from his supervisor prior to taking vacation (leave of absence without pay) and he commits to reporting to the Employer if he is mistakenly paid for any days he takes as vacation (leave of absence without pay). The Employee agrees that if he is paid in error he consents to the Employer setting the amount he owes to the Employer off against any amounts he is entitled to from the Employer.

6.2 The Employee is eligible for the following benefits in accordance with the *Public Service Employment Regulation*. The Employee's eligibility for the benefits described in clauses 6.1, 6.2.1, 6.2.2, 6.2.3, 6.2.4, 6.2.5, 6.2.6 shall be administered pursuant to section 9, Entitlements for Part-Time Salaried Employees, of the *Public Service Employment Regulation*:

6.2.1. Paid holidays;

6.2.2. Special leave;

6.2.3. Casual illness;

6.2.4. General illness;

6.2.5. Approved leaves of absence; and

6.2.6. Christmas closure.

6.3 The Employee may participate in the 1st *Choice* Benefits Program in accordance with the formal plan documents and applicable policies. All eligibility and coverage issues relating to this plan will be determined by the administrator of the plan. Neither the Employer nor the Agency will have any liability in respect of eligibility or coverage decisions. The Employer will have the right to make changes to this plan or obtain different coverage without providing the Employee with prior reasonable notice.

7. BUSINESS EXPENSES

7.1 The Employee may be reimbursed for reasonable expenses incurred while performing the Duties. Reimbursement of expenses will be in accordance with the Treasury Board *Travel, Meal and Hospitality Expenses Directive* (with the exception of section 3(2) of the Directive) and the *Public Service Relocation and Employment Expenses Regulation*, as amended. Such expenses are subject to the Treasury Board *Public Disclosure of Travel and Expenses Directive*, as amended.

8. TERMINATION FOR JUST CAUSE

- 8.1 The Employer may terminate this Agreement and the Employee's employment under this Agreement for just cause at any time during the Term. For the purposes of this Agreement, just cause includes but is not limited to: theft, fraud, dishonesty, failure to disclose requested information, breach of fiduciary duties, conduct contrary to or in breach of any obligation under Clause 3 (Conduct), Clause 12 (Notice of Criminal Charge), or Clause 15 (Confidential Information), or any matter that would constitute just cause for termination of employment at common law ("**Just Cause**").
- 8.2 In the event of termination for Just Cause, no notice or pay in lieu of notice will be provided to the Employee.

9. TERMINATION WITHOUT JUST CAUSE

- 9.1 The Employer may terminate this Agreement and the Employee's employment under this Agreement without Just Cause at any time during the Term. In the event of termination without Just Cause, the Employee will receive four (4) weeks' written notice for each full year of continuous service, calculated in accordance with section 7 of the Regulation, to a maximum of fifty-two (52) weeks (the "**Notice Period**"). The parties agree that the start date for determining continuous service is October 1, 2021.
- 9.2 In lieu of notice, the Employer may, in its sole discretion, pay the Employee an amount equal to the Base Salary for the Notice Period or provide a combination of notice and pay in lieu of notice.
- 9.3 In exchange for pay in lieu of notice, or any combination of notice and pay in lieu of notice, the Employee agrees to sign a release acceptable to the Employer, upon which the Employee will have no further claim against the Employer for termination whether pursuant to contract, common law, statute, regulation or otherwise.
- 9.4 The Employee acknowledges and agrees that if, during the Notice Period, the Employee is employed or retained, directly or indirectly, on a fee for service basis by the Crown, a public agency as defined in RABCCA, then the Employee will repay the Employer forthwith at the completion of the Notice Period a portion of the amount paid pursuant to Clauses 9.2 equal to the gross compensation paid by the Crown, public agency, or other entity during the Notice Period.

10. TERMINATION BY EMPLOYEE

- 10.1 The Employee may terminate this Agreement and the Employee's employment under this Agreement by providing at least eight (8) weeks' written notice to the Employer. If the Employee gives notice in accordance with this Clause, the Employer reserves the right to waive all or part of the notice provided by the Employee, in which case the Employee will be paid the Base Salary during the waived period.
- 10.2 This Agreement will automatically end on the death of the Employee and no notice or pay in lieu of notice will apply.

11. NEW AGREEMENT

- 11.1 The Employer will advise the Employee two (2) weeks prior to the end of the Term regarding its intentions to reappoint the Employee to the Position. In the event the Employee is reappointed to the Position, the Employee will be subject to a new agreement.

12. NOTICE OF CRIMINAL CHARGE

- 12.1 The Employee will immediately notify the Employer if the Employee is charged with any offence under the *Criminal Code (Canada)* or the *Controlled Drugs and Substances Act (Canada)*, as amended. In addition, the Employee will immediately notify the Employer if the Employee is charged with any offence under any other federal legislation, provincial legislation or municipal bylaws, if the existence of the charge may adversely affect the reputation of the Employer, the conduct of the Agency's programs or services, or the ability of the Employee to perform their Duties.

13. EMPLOYER POLICIES AND PROCEDURES

- 13.1 The Employee will be subject to the policies and procedures of the Employer currently in place, or as may be established from time to time, except to the extent of any conflict with the provisions of this Agreement. In the event of a conflict between this Agreement and the policies and procedures of the Employer, this Agreement will govern.

14. MATERIALS

- 14.1 All documents, records, manuals, software, and other materials pertaining to or used in connection with the business of the Position, regardless of form, other than publicly available materials, (the "**Materials**") that come into the Employee's possession or control during the Employee's employment will, at all times, be and remain the property of the Employer.
- 14.2 The Employee will not make copies or reproductions of the Materials for the Employee's own use, or for the use of a third party. Upon termination or expiry of this Agreement, or upon request of the Employer, the Employee will immediately return all Materials to the Employer.

15. CONFIDENTIAL INFORMATION

- 15.1 Confidential Information includes any information, regardless of form, acquired, developed or produced by the Employee in connection with the performance of the Duties under this Agreement or any prior employment agreement with the Employer, that is not generally known to the public, and which could, if used or disclosed, cause damage, embarrassment, loss of reputation, or other harm to the Employer or the Employer's public agencies ("**Confidential Information**"). The Employee will not use or disclose any Confidential Information unless specifically approved by the Employer or expressly permitted or required by law.

- 15.2 This duty not to disclose Confidential Information is in addition to the common law duty of confidentiality.
- 15.3 The Employee acknowledges and agrees that the Employee's obligations of confidentiality owed to the Employer will survive the termination of this Agreement.

16. INJUNCTIVE RELIEF

- 16.1 The Employee acknowledges the value of Confidential Information to the Employer. The Employee further acknowledges that any material breach or threatened breach of any of the provisions contained in Clause 15 by the Employee may cause material and irreparable harm to the Employer that may not be reasonably or adequately compensated for by damages in an action at law.
- 16.2 The Employee agrees that in the event of a breach or threatened breach of any of the provisions of Clause 15, the Employer will be entitled to an injunction, in addition to any other remedies it may be entitled to at law or in equity.

17. INTELLECTUAL PROPERTY

- 17.1 Intellectual property means any work, information, records or materials, regardless of form, and all intellectual property rights therein, including copyright, patents, patent applications, industrial designs and trademarks that are developed, produced or acquired by the Employee in connection with the performance of the Duties (the "**Intellectual Property**"). All rights, title and interest in and to all Intellectual Property will belong solely to the Employer.
- 17.2 The Employee waives all moral rights in any copyrighted works authored or coauthored by the Employee in the performance of the Duties and the Employee's obligations under this Agreement. The Employee will execute a written waiver of moral rights in any copyrighted works authored or coauthored by the Employee immediately upon the request of the Employer.
- 17.3 The Employee will execute such assignment and other documents as are required by the Employer to transfer all right, title and interest in and to all Intellectual Property to the Employer. In the event that the Employee fails to execute such assignment and other documents within ten (10) business days after a written request from the Employer, the Employee appoints the Employer as the Employee's attorney to execute such assignment and other documents on behalf of the Employee.
- 17.4 The Employee will cooperate and render all assistance as may be reasonably requested by the Employer with respect to any applications, filings, or actions in relation to the Intellectual Property, including any applications for letters patent or for copyright or trademark registration, and any legal action or potential legal action that relates to the Intellectual Property. The Employer will reimburse the Employee for all reasonable expenses for such cooperation and assistance.

18. NOTICE OF PUBLICATION

- 18.1 The Employee acknowledges and agrees that this Agreement and any records and information created or collected pursuant to the Employee's employment (including but not limited to the Employee's name, classification, salary, benefits and employment responsibilities) may be disclosed by the Employer or one of the Employer's public agencies on behalf of the Employer. Decisions about disclosure are in the Employer's sole discretion and are subject to the law and any applicable policies of the Government of Alberta including, but not limited to, the *Public Sector Compensation Transparency Act*, and any related regulations, directives and guidelines, as amended.

19. ENTIRE AGREEMENT

- 19.1 Subject to Clause 19.2, this Agreement, including any schedules, is the entire agreement between the parties with respect to its subject matter and supersedes all previous agreements, negotiations or arrangements. There are no terms, conditions, commitments, representations or warranties except as contained in this Agreement.
- 19.2 The parties acknowledge and agree that there may be other enactments, administrative directives and Orders in Council that also impose rights, duties and obligations on the parties and that may be amended from time to time without notice to the Employee. In the event of a conflict between this Agreement and any enactments, administrative directives or Orders in Council, the enactments, administrative directives and Orders in Council govern.
- 19.3 Acts, regulations, directives, codes, policies, authorities and guidelines referred to in this Agreement may be amended, repealed or replaced from time to time without notice to the Employee.

20. SURVIVAL OF TERMS

- 20.1 Despite any other provision of this Agreement, those clauses that by their nature continue after the termination or expiry of this Agreement will continue after such termination or expiry, including:
- 20.1.1. Clause 3 Conduct
 - 20.1.2. Clause 9 Termination without Just Cause
 - 20.1.3. Clause 14 Materials
 - 20.1.4. Clause 15 Confidential Information
 - 20.1.5. Clause 16 Injunctive Relief
 - 20.1.6. Clause 17 Intellectual Property
 - 20.1.7. Clause 18 Notice of Publication
 - 20.1.8. Clause 22 Severability

20.1.9. Clause 23 Waiver

21. AMENDMENT

21.1 The parties may by mutual agreement make written amendments to this Agreement.

22. SEVERABILITY

22.1 If a term or condition of this Agreement is found to be invalid, illegal or unenforceable by a court of competent jurisdiction, that term or condition is deemed to be severed and the remaining terms and conditions of this Agreement continue to operate.

23. WAIVER

23.1 The failure of either party to enforce any provisions in this Agreement will not be construed as a waiver or limitation of that party's right to subsequently enforce or compel strict compliance with every provision of this Agreement. Waiver by either party of any breach by the other party of any terms or conditions of this Agreement will not operate as a waiver of any other breach or default.

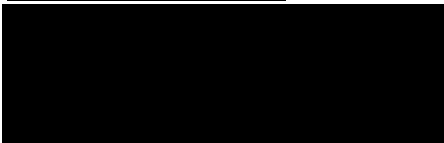
24. NOTICES, APPROVALS AND REQUESTS

24.1 Notices, approvals and requests referred to in this Agreement will be in writing and, if under Clauses 8, 9 and 10 will be personally delivered or sent by recorded mail to the Employer or Employee at the address provided below:

TO THE EMPLOYER:

Department of Labour and Immigration
3rd Floor, Labour Building
10808 99 Avenue NW
Edmonton, AB T5K 0G5
Attention: Ms. Mary Jane Graham, Governance Director
Email: LBR.Governance@gov.ab.ca

TO THE EMPLOYEE:



Notices, approvals and requests personally delivered or sent by registered mail are deemed to have been provided upon delivery.

- 24.2 Notices, approvals and requests other than those listed in Clause 24.1 may be provided in accordance with Clause 24.1 or by email. If provided by email, notices, approvals and requests are deemed to have been provided seventy-two (72) hours after the time of sending.
- 24.3 The contact information for notices, approvals and requests may be changed by notice to the other party in accordance with Clause 24.2.

25. JURISDICTION

- 25.1 This Agreement will be interpreted in accordance with the laws in force in the Province of Alberta. The parties agree to submit to the jurisdiction of the courts of the Province of Alberta.

26. HEADINGS

- 26.1 The headings in this Agreement have been included for convenience only and do not define, limit or enlarge the scope or meaning of this Agreement or any part of it.

27. SINGULAR/PLURAL

- 27.1 In this Agreement, words in the singular include the plural and words in the plural include the singular.

28. BINDING

- 28.1 This Agreement will be binding on and will enure to the benefit of the parties and their respective successors, assigns, heirs and legal representatives.

29. INDEPENDENT LEGAL ADVICE

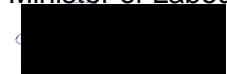
- 29.1 The Employee acknowledges and agrees that the Employee was advised by the Employer to obtain independent legal or other professional advice. By signing this Agreement, the Employee agrees the Employee had the opportunity to seek independent legal or other professional advice and has either obtained such advice or has waived the right to obtain such advice.

30. COUNTERPARTS

30.1 This Agreement may be executed in counterparts, in which case the counterparts together constitute one agreement, and in which case communication of execution by emailed PDF will constitute delivery.

This Agreement is signed by the parties and is effective as of the date at the beginning of this Agreement.

HER MAJESTY THE QUEEN IN RIGHT OF ALBERTA, as represented by the Minister of Labour and Immigration



Signature

Shawn McLeod

Name

Deputy Minister

Title

October 14, 2021

Date

EMPLOYEE

Signature

Douglass Tadman

Name

Date

WITNESS

Signature

Name

Date



Province of Alberta
Order in Council

O.C. 278/2021

SEP 29 2021

ORDER IN COUNCIL

Approved and ordered:

Lieutenant Governor
or
Administrator

The Lieutenant Governor in Council, effective October 1, 2021,

- 1 appoints Douglass Tadman as the Medical Panels Commissioner for a term to expire on September 30, 2024;
- 2 determines that Douglass Tadman receive remuneration in the amount of \$2 769.35 bi-weekly, including pay in lieu of vacation and less any applicable deductions, subject to review;
- 3 prescribes that Douglass Tadman is entitled to be paid expenses in accordance with any directive issued by the Treasury Board respecting travel, meal and hospitality expenses, as though he were an employee as defined in the Public Service Act;
- 4 rescinds Order in Council numbered O.C. 80/2021.

CHAIR

For Information only

Recommended by: Minister of Labour and Immigration

Authority: Workers' Compensation Act
(section 46.2)