

COLLECTIVE AGREEMENT

BETWEEN

SOUTHLAKE REGIONAL HEALTH CORPORATION

- AND -

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1 CANADA
PART-TIME SERVICE UNIT**

EFFECTIVE: JANUARY 1, 2018

EXPIRY: DECEMBER 31, 2021

INDEX

ARTICLE 1 - PURPOSE	5
ARTICLE 2 - SCOPE AND RECOGNITION	5
ARTICLE 3 - MANAGEMENT RIGHTS	5
ARTICLE 4 - DEFINITIONS	5
4.01 TEMPORARY EMPLOYEES	5
4.02 RPN – REGISTERED PRACTICAL NURSE	6
4.03 PN – PRACTICAL NURSE	6
4.04 UNION REPRESENTATIVE	6
ARTICLE 5 - UNION SECURITY	7
5.01 UNION DUES	7
5.02 UNION ORIENTATION	8
5.03 EMPLOYEE LISTS	8
5.04 NO DISCRIMINATION	8
ARTICLE 6 - NO STRIKE/LOCKOUT	9
ARTICLE 7 - UNION REPRESENTATION AND COMMITTEES	9
7.01 GRIEVANCE COMMITTEE	9
7.02 UNION STEWARDS	9
7.03 CENTRAL BARGAINING COMMITTEE	10
7.04 LOCAL NEGOTIATING COMMITTEE	11
7.05 LABOUR-MANAGEMENT COMMITTEE	11
ARTICLE 8 - GRIEVANCE AND ARBITRATION	12
8.05 POLICY GRIEVANCE	13
8.06 GROUP GRIEVANCE	14
8.07 DISCHARGE GRIEVANCE	14
ARTICLE 9 - SENIORITY	16
9.01 PROBATIONARY PERIOD	16
9.02 DEFINITION OF SENIORITY	16
9.03 TRANSFER OF SERVICE AND SENIORITY	16
9.04 LOSS OF SENIORITY	17
9.05 EFFECT OF ABSENCE	17
9.06 SENIORITY LISTS	17
ARTICLE 10 - JOB SECURITY	18
10.02 NOTICE OF LAY OFF	19
10.03 SEVERANCE AND RETIREMENT OPTIONS	20
10.04 REGIONAL STAFF PLANNING COMMITTEE	22
10.05 LAY-OFF AND RECALL	22
ARTICLE 11 - JOB POSTING	24
ARTICLE 12 - NO CONTRACTING OUT	25
ARTICLE 13 - WORK OF THE BARGAINING UNIT	26
13.01 WORK OF THE BARGAINING UNIT	26
13.02 EMPLOYMENT AGENCIES	26
13.03 VOLUNTEERS	26

13.04	RPN UTILIZATION	26
ARTICLE 14 - TECHNOLOGICAL CHANGE		26
ARTICLE 15 - LEAVES OF ABSENCE		27
15.01	BEREAVEMENT LEAVE.....	27
15.02	EDUCATION LEAVE	28
15.03	JURY AND WITNESS DUTY.....	28
15.04	PREGNANCY LEAVE	28
15.05	PARENTAL LEAVE	30
15.06	FULL-TIME UNION OFFICE	31
15.07	UNION LEAVE	32
15.08	PRE-PAID LEAVE PLAN	32
15.08	PERSONAL LEAVE.....	34
15.09	MEDICAL CARE AND EMERGENCY LEAVE	34
15.11	COMPASSIONATE CARE LEAVE.....	35
15.12	MILITARY LEAVE	35
ARTICLE 16 - HOURS OF WORK		35
16.01	DAILY AND WEEKLY HOURS OF WORK	35
16.02	REST PERIODS	36
16.03	CANCELLATION OF SHIFTS	36
ARTICLE 17 - PREMIUM PAYMENT		36
17.01	DEFINITION OF REGULAR STRAIGHT TIME RATE OF PAY.....	36
17.02	OVERTIME PREMIUM	36
17.03	REPORTING PAY.....	37
17.04	STANDBY	37
17.05	CALL BACK	37
17.06	SHIFT PREMIUM.....	38
17.07	RESPONSIBILITY OUTSIDE THE BARGAINING UNIT	38
17.08	PAID TIME TO WORKING TIME.....	38
17.09	WEEKEND PREMIUM	38
ARTICLE 18 - ALLOWANCES.....		39
18.01	MEAL ALLOWANCE.....	39
18.02	UNIFORM ALLOWANCE	39
18.03	TRANSPORTATION ALLOWANCE	39
ARTICLE 19 - HEALTH AND SAFETY		39
19.01	ACCIDENT PREVENTION - HEALTH AND SAFETY COMMITTEE.....	39
19.02	VIOLENCE	40
19.03	PROTECTIVE CLOTHING	40
19.04	INFLUENZA VACCINE	41
19.05	PANDEMIC PLANNING.....	41
ARTICLE 20 - HOLIDAYS.....		42
ARTICLE 21 - VACATIONS		42
21.01	PART-TIME VACATION PAY	42
21.02	CANCELLATION OF VACATION.....	43
ARTICLE 22 - BENEFITS FOR PART-TIME EMPLOYEES		43
ARTICLE 23 - INJURY AND DISABILITY		43

23.01	WORKPLACE INJURY	43
23.02	PAY FOR MEDICAL CERTIFICATES	43
ARTICLE 24 - PROGRESSION ON THE WAGE GRID		43
ARTICLE 25 - COMPENSATION		44
25.01	EXPERIENCE PAY	44
25.02	PROMOTION TO A HIGHER CLASSIFICATION	44
25.03	TEMPORARY TRANSFER	44
25.04	JOB CLASSIFICATION	44
25.05	WAGES AND CLASSIFICATION PREMIUMS	45
25.06	JOB DESCRIPTIONS	45
ARTICLE 26 – RELATIONSHIP		45
ARTICLE 27 – EDUCATION FUND		45
ARTICLE 28 – REGISTERED PRACTICAL NURSES		46
28.01	RPN PROFESSIONAL RESPONSIBILITY	46
28.02	RPN PROFESSIONAL DEVELOPMENT	47
28.03	RPN REGISTRATION RENEWAL	47
28.04	EDUCATION LEAVE	48
28.05	WHISTLE BLOWING PROTECTION	48
28.06	AMBULANCE ESCORT	48
ARTICLE 29 - RENEWAL		50
29.02	TERM	50
29.04	RETROACTIVITY	51
ARTICLE 30 - MISCELLANEOUS		51
ARTICLE 31 - SUPERIOR CONDITIONS		51
LETTER OF UNDERSTANDING		52
RE: LOCAL HEALTH INTEGRATION NETWORKS		52
LETTER OF UNDERSTANDING		53
RE: TRANSFORMATION IN HEALTH CARE		53
LETTER OF INTENT		54
RE: STAFF PLANNING COMMITTEE AND CHARNEY BOARD		54
LETTER OF INTENT		55
RE: INNOVATIVE/FLEXIBLE SCHEDULING		55
MODEL AGREEMENT		56
LETTER OF UNDERSTANDING		59
RE: PART-TIME CALL-IN		59
LETTER OF UNDERSTANDING		60
RE: JOINT HEALTH AND SAFETY INITIATIVES COUNCIL		60
LETTER OF INTENT		61
RE: LIABILITY INSURANCE		61
MEMORANDUM OF AGREEMENT		62

LETTER OF INTENT	64
RE: STANDARDIZATION COMMITTEE	64
LETTER OF UNDERSTANDING	65
RE: VOLUNTARY PART-TIME BENEFITS.....	65
LETTER OF UNDERSTANDING	66
RE: REGIONAL STAFF PLANNING COMMITTEE.....	66
LETTER OF INTENT	67
RE: JOINT NURSING INITIATIVES COUNCIL	67
LETTER OF UNDERSTANDING	69
RE: NURSE GRADUATE GUARANTEE POSITIONS	69
WORKLOAD REVIEW FORM.....	71
LETTER OF UNDERSTANDING	72
RE: WINTER APPAREL	72
LETTER OF UNDERSTANDING	73
RE: UNIFORM ALLOWANCE.....	73
LETTER OF UNDERSTANDING	74
RE: VACATIONS.....	74
RE: PART-TIME SCHEDULING FOR FACILITY OPERATIONS.....	75
LETTER OF UNDERSTANDING	76
RE: WORK OUTSIDE THE BARGAINING UNIT	76
LETTER OF UNDERSTANDING	77
LETTER OF UNDERSTANDING	79
RE: SCHEDULING IN SUPPORT SERVICES	79
LOCAL PROVISIONS APPENDIX	81
ARTICLE L2 - SCOPE AND RECOGNITION.....	81
ARTICLE L3 - MANAGEMENT RIGHTS.....	81
ARTICLE L4 – DEFINITIONS.....	81
ARTICLE L5 – UNION SECURITY	81
ARTICLE L7 - GRIEVANCE COMMITTEES	82
ARTICLE L8 – DISCIPLINARY NOTICES	83
ARTICLE L9 - SENIORITY.....	83
ARTICLE L13 - SKILLS UTILIZATION	83
ARTICLE L15 - UNION LEAVE	84
ARTICLE L16 - HOURS OF WORK.....	84
ARTICLE L18 - ALLOWANCES	84
ARTICLE L19 - HEALTH AND SAFETY	84
ARTICLE L20 - HOLIDAYS.....	85
ARTICLE L21 - VACATIONS	85
ARTICLE L25 – WAGES AND CLASSIFICATIONS	86
ARTICLE L30 - MISCELLANEOUS.....	87
SCHEDULE A	88

COLLECTIVE AGREEMENT

BETWEEN:

**SOUTHLAKE REGIONAL HEALTH HOSPITAL CORPORATION
(hereinafter called the "Hospital")
OF THE FIRST PART**

AND:

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1.0N
(hereinafter called the "Union")
OF THE SECOND PART**

WHEREAS the Ontario Labour Relations Board did on the 15th day of January 1963, certify the Union as the bargaining agent for certain employees of the Hospital.

AND WHEREAS the parties hereto have agreed to enter into a collective bargaining agreement upon the terms hereinafter set forth.

NOW THEREFORE THIS AGREEMENT WITNESSETH:

ARTICLE 1 - PURPOSE

1.01 The purpose of this Agreement is to establish mutually satisfactory relations between the Hospital and the employees concerned, and to provide machinery for the prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for all the employees who are subject to the provisions of this Agreement.

ARTICLE 2 - SCOPE AND RECOGNITION

See Local Provision Appendix L2

ARTICLE 3 - MANAGEMENT RIGHTS

See the Local provisions appendix L3

ARTICLE 4 - DEFINITIONS

4.01 Temporary Employees

Employees may be hired for a specified term, not to exceed six (6) months, to

replace an employee on leave or to perform a special non-recurring task. This term may be extended a further six (6) months on mutual agreement of the Union, employee and Hospital or by the Hospital on its own up to twelve (12) months where the leave of the person being replaced extends that far. The period of employment of such persons will not exceed the absentee's leave. The release or discharge of such persons shall not be the subject of a grievance or arbitration.

This clause would not preclude such employees from using the job posting provision under the Collective Agreement and any successful applicant who has completed his probation period will be credited with the appropriate seniority and service. For clarity, Article 9.01 (probationary period) does not apply to this group of employees during the period of the temporary assignment.

The Hospital will outline to employees selected to fill such temporary vacancies and the Union, the circumstances giving rise to the vacancy, and the special conditions relating to such employment.

4.02 RPN – Registered Practical Nurse

A Registered Practical Nurse (RPN) is a nurse who holds a Certificate of Registration with the College of Nurses of Ontario in accordance with the *Regulated Health Professionals Act*, and the *Nursing Act*.

4.03 PN – Practical Nurse

A Practical Nurse (PN) is a nurse who holds a Temporary Certificate of Registration in accordance with the Nursing Act, 1991 and its Regulations must obtain her or his Certificate of Registration prior to the expiry of her or his Temporary Certificate.

4.04 Union Representative

Union Representative is defined as Staff Representative of the bargaining agent as assigned by the President or designate.

4.05 (a) Regular Part-time Employees

Regular part-time employees shall be those employees who make a written commitment to the Hospital to be available on a predetermined basis, as required and determined by the Hospital, and in respect of whom there is predetermined scheduling.

(b) Casual Part-time Employees

Casual part-time employees shall be those employees who do not make a written commitment shall be employed on relief or replacement basis and are available for call-ins as circumstances demand.

(c) Failure to be available as provided for in the above undertaking may result in the employee not being offered further work and the removal of his/her

name from the part-time roster.

It is understood and agreed that absence due to illness certified by a Doctor's certificate, or any approved leave of absence will not be considered as a failure to meet the commitment given to the Hospital. The Hospital shall establish the on-call list on the basis of the employee's seniority.

ARTICLE 5 - UNION SECURITY

5.01 Union Dues

The Hospital agrees to comply with all dues and assessment deductions as directed by the Secretary Treasurer of SEIU Local 1 Canada.

The following refers to employees represented by SEIU Local 1 Canada covered by this agreement.

- (a) All employees who are in the employ of the Hospital at the signing date of this Agreement and all new employees who enter the employ of the Hospital after the Agreement has been signed, shall as a condition of employment, be subject to regular monthly dues to be deducted from their wages and remitted to the Union. It is understood that dues shall be deducted from all employees beginning in their first month of hire.
- (b) All employees hired into the employ of the Hospital subsequent to the signing of this Agreement shall be subject to a one time initiation fee.
- (c) Monthly deductions shall be made and forwarded to the Secretary Treasurer of the local Union on or before the 15th of the month following which the deductions are made. Any omissions and retroactive deductions shall be submitted with the dues of the month following with the reason why dues were missed. The Hospital will endeavour to provide such monthly dues to the Union in an electronic format on a template provided by the Union.
- (d) The Hospital shall, when remitting such dues, name the employees, their work site (if the bargaining unit covers more than one (1) site) and the employee's social insurance number, highlighting new hires, resignations, terminations, new unpaid leaves of absence of greater than one (1) month and returns from leaves of absence. The Hospital will endeavour to provide such information in an electronic format on a template provided by the Union.
- (e) Union dues are not deducted from SUB plan payments and the Hospital has no responsibility for Union dues while an employee is off on Pregnancy and/or Parental Leave.
- (f) The Hospital will provide each employee with a T4 slip showing the annual union dues and assessments paid by that employee for the year previous.

- (g) The amount of the regular monthly dues shall be those authorized by the Union and the Union shall notify the Hospital of any changes therein and such notification shall be the Hospital's conclusive authority to make the deductions specified.
- (h) In consideration of the deducting of union dues by the Hospital, the Union agrees to indemnify and save harmless the Hospital against any claims or liabilities arising or resulting from the operation of this Article.

5.02 Union Orientation

A new employee will have the opportunity to meet with the representative of the Union in the employ of the Hospital for a period of up to fifteen (15) minutes during the employee's orientation period without loss of regular earnings. The purpose of the meeting would be to acquaint the employee with such representative of the Union and collective agreement. Such meetings may be arranged collectively or individually for employees by the Hospital as part of the orientation program.

The Hospital shall advise the Union on a monthly basis of:

- (a) the names of the new hires for Orientation
- (b) the time and location within the workplace for the Orientation.

5.03 Employee Lists

The Hospital agrees to provide the Union with employee addresses on an annual basis and will endeavour to provide this information in an electronic format on a template provided by the Union. The Union agrees to keep the Hospital harmless from any claims against it by an employee which arise out of any deduction or information provided under this Article.

5.04 No Discrimination

The Hospital and the Union agree that there will be no intimidation, discrimination, interference, or coercion exercised or practiced by either party or their representatives or members because of an employee's membership in the Union or because of his/her activity or lack of activity in the Union.

This agreement shall be interpreted in a manner consistent with the provisions of the *Ontario Human Rights Code* and all other applicable legislation.

5.05 The parties hereto agree that any employee of the Hospital covered by this Agreement may become a member of the Union if he wishes to do so, and may refrain from becoming a member of the Union if he so desires.

5.06 The Union will not engage in Union activities during the working hours or hold meetings at any time on the premises of the Hospital without the permission of the Administrator.

ARTICLE 6 - NO STRIKE/LOCKOUT

- 6.01 The Hospital agrees that during the term of this agreement there will be no lockout.
- 6.02 The Union agrees that during the term of this agreement there will be no strikes.
- 6.03 The terms "strike" and "lock out" shall bear the meaning given them in the *Ontario Labour Relations Act*.

ARTICLE 7 - UNION REPRESENTATION AND COMMITTEES

See Local Appendix Provisions L7 – Number of Stewards and the number of employees and number of employees from the same department/area that can sit on the Grievance Committee.

7.01 Grievance Committee

- (a) The Hospital will recognize a Grievance Committee composed of the Chief Steward and a number of locally determined employees who have completed their probationary period, as set out in the Local Provisions Appendix. A general representative of the Union may be present at any meeting of the Committee. The purpose of the Committee is to deal with complaints or grievances as set out in this Collective Agreement.
- (b) The Union shall keep the Hospital notified in writing of the names of the members of the Grievance Committee appointed or selected under this Article as well as the effective date of their respective appointments.
- (c) A Committee member shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending grievance meetings with the Hospital up to, but not including arbitration. The number of employees on the Grievance Committee shall be determined locally.

7.02 Union Stewards

- (a) The Hospital agrees to recognize Union stewards to be elected or appointed from amongst employees in the bargaining unit who have completed their probationary period for the purpose of dealing with Union business as provided under this Collective Agreement.
- (b) A Chief Steward may be appointed or elected. The Chief Steward may, in the absence of any steward, assist in the presentation of any grievance, or with any steward function.
- (c) The Union shall keep the Hospital notified in writing of the names of Union stewards appointed or selected under this Article as well as the effective date of their respective appointments.

- (d) It is agreed that Union stewards have their regular duties and responsibilities to perform for the Hospital and shall not leave their regular duties without first obtaining permission from their immediate supervisor. If, in the performance of his duties, a Union steward is required to enter an area within the Hospital in which he is not originally employed, he shall report his presence to the supervisor in the area immediately upon entering it. Such permission shall not be unreasonably withheld.

When resuming his regular duties and responsibilities, such steward shall again report to his immediate supervisor. A Union steward shall suffer no loss of earnings for time spent in performing the above duties during his regular scheduled working hours.

- (e) Nothing in this Article shall preclude full-time stewards from representing part-time employees and vice versa in a combined bargaining unit.
- (f) The number of stewards and the areas which they represent, are to be determined locally.

7.03 Central Bargaining Committee

In future central bargaining between the Service Employees International Union and the participating hospitals, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from his normal straight time working hours at his regular rate of pay and without loss of leave credits for attending central negotiating meetings with the Hospitals' Central Negotiating Committee in direct negotiations up to the point of arbitration. In addition, an employee serving on the Union's central Negotiating Committee shall be paid for time lost from his normal straight time working hours at his regular rate of pay and without loss of leave credits for 2 (two) days of preparation time for such central negotiating meetings with the Hospitals' Central Negotiating Committee. Upon reference to arbitration, the Negotiating Committee members shall receive unpaid time off for the purpose of attending arbitration hearings. In addition, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from his normal straight time working hours at his regular rate of pay and without loss of leave credits for 2 (two) days of preparation time for such central negotiating meetings with the Hospital's Central Negotiating Committee.

It is understood and agreed that the maximum number of Union Central Negotiating Committee members entitled to payment under this provision shall be eight (8), and in no case will more than one (1) employee from a hospital be entitled to such payment.

The Union shall advise the Hospitals' Central Negotiating Committee, before negotiations commence, of those employees to be paid under this provision. The Hospitals' Central Negotiating Committee shall advise the eight (8) hospitals accordingly.

Leave for attendance at the central union caucuses shall be subject to the same terms and conditions for leave for attendance at negotiations under the provisions of the Collective Agreement.

It is understood that this clause does not apply to a hospital that is not participating in Central Bargaining.

7.04 Local Negotiating Committee

- (a) The Hospital agrees to recognize a Negotiating Committee to be determined by the Union from amongst employees in the bargaining unit, who have completed their probationary period. The number of union committee members and the number of employees from the same department/area that can sit on the Local Negotiating Committee will be as set out in the Local Provisions Appendix of this agreement.
- (b) Where the Hospital participates in central bargaining, the purpose of the Negotiating Committee shall be to negotiate local issues as defined.
- (c) Where the Hospital does not participate in central bargaining, the purpose of the Negotiating Committee shall be to negotiate a renewal of this Collective Agreement.
- (d) The Hospital agrees that the members of the Negotiating Committee shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending such negotiating meetings with the Hospital up to, but not including, arbitration.
- (e) Nothing in this provision is intended to preclude the Union Negotiating Committee from having the assistance of any representatives of the Union when negotiating with the Hospital.
- (f) The number of employees on the Negotiating Committee shall be determined locally.

7.05 Labour-Management Committee

Where the parties mutually agree that there are matters of mutual concern and interest that would be beneficial if discussed at a Labour-Management Committee Meeting during the term of this Agreement, the following shall apply.

An equal number of representatives of each party as mutually agreed shall meet at a time and place mutually satisfactory. A request for a meeting hereunder will be made in writing prior to the date proposed and accompanied by an agenda of matters proposed to be discussed, which shall not include matters that are properly the subject of grievance or negotiations for the amendment or renewal of this agreement.

Any representative(s) attending such meetings shall be deemed to be at work for which the representative(s) shall be paid by the Hospital at his or her regular or premium rate as may be applicable.

It is understood that joint meetings with other Labour-Management Committees in the Hospital may be scheduled concerning issues of mutual interest if satisfactory to all concerned.

It is agreed that the topic of the utilization of full-time and part-time staff is an appropriate topic for the Labour-Management Committee. The committee shall have access to work schedules and job postings upon request.

Where two or more agreements exist between a Hospital and SEIU the Committee may be a joint one representing employees under both agreements, unless otherwise agreed.

ARTICLE 8 - GRIEVANCE AND ARBITRATION

8.01 For the purposes of this Agreement, a grievance or complaint is defined as a difference arising either between a member of the bargaining unit and the Hospital or between the parties hereto relating to the interpretation, application, administration or alleged violation of the Agreement.

8.02 The grievance shall identify the nature of the grievance, the remedy sought, and should, where possible specify the provisions of the Agreement which are alleged to have been violated.

8.03 (a) At the time formal discipline is imposed or at any stage of the grievance procedure an employee shall have the right to the presence of his/her steward. In the case of suspension or discharge, the Hospital shall notify the employee of his right in advance.

Where the Hospital deems it necessary to suspend or discharge an employee, the Hospital shall notify the Union of such suspension or discharge in writing, within three (3) days.

(b) Discipline

The Hospital agrees that, in considering the imposition of any disciplinary penalty including discharge, no weight will be given to letters of warning in respect of matters which occurred more than one (1) year prior to the date of the matter under current consideration, except in circumstances where disciplinary action on related matters has occurred within one (1) year period.

8.04 It is the mutual desire of the parties hereto that complaints shall be adjusted as quickly as possible, and it is understood that an employee has no grievance until he has first given his immediate supervisor the opportunity of adjusting his

complaint. The grievor may have the assistance of a union steward if he so desires.

Early Resolution

Such complaint shall be discussed between the employee and his or her immediate supervisor within five (5) days after the circumstances giving rise to it have occurred or ought reasonably to have come to the attention of the employee.

Failing settlement within the five (5) days, it shall then be taken up as a grievance within five (5) days following his immediate supervisor's decision in the following manner and sequence.

Step 1

The Union shall submit the grievance, in writing, and signed by him or her, to the immediate supervisor or designate. The employee may be accompanied by a Union steward. The immediate supervisor or designate will deliver his or her decision in writing within five (5) days following the day on which the written grievance was presented to him or her. The Union and the Hospital may meet to discuss the grievance at a time and place suitable to both parties. Failing settlement then:

Step 2

Within five (5) days following the decision in the immediately preceding step the grievance shall be submitted in writing to the Human Resources Department or designate.

A meeting will then be held between the Human Resources Department or designate and the Union Representative who may be accompanied by the Union Steward(s) or Grievance Committee as applicable, within five (5) days of the submission of the grievance at Step 2, unless extended by mutual agreement of the parties.

The decision of the Hospital shall be delivered in writing within ten (10) days following the date of such meeting to the Union Representative.

8.05 Policy Grievance

A complaint or grievance arising directly between the Hospital and the Union concerning the interpretation, application or alleged violation of the Agreement shall be originated at Step 2 within ten (10) days following the circumstances giving rise to the grievance.

It is expressly understood, however, that the provisions of this Article may not be used with respect to a grievance directly affecting an employee which he could have instituted himself and the regular grievance procedure shall not be thereby by-passed.

Where the grievance is a Hospital grievance it shall be filed with the Grievance Committee.

8.06 Group Grievance

Where a number of employees have identical grievances, and each one would be entitled to grieve separately, they may present a group grievance, in writing identifying each employee who is grieving, to the Department Head, or his designate within ten (10) days after the circumstances giving rise to the grievance have occurred. The grievance shall then be treated as being initiated at Step 2 and the applicable provisions of this Article shall then apply with respect to the handling of such grievance.

8.07 Discharge Grievance

If an employee, who has completed his probationary period, claims that he has been unjustly discharged, such claim must be submitted by the employee, who may be accompanied by a union steward, or by the union steward at Step 2 of the grievance procedure to the Hospital within five (5) days following the date the discharge is effective.

Such grievance may be settled under the Grievance and Arbitration procedure by:

- (a) confirming the Hospital's action in discharging the employee, or
- (b) reinstating the employee with up to full seniority for time lost and up to full compensation for time lost,
- (c) any other arrangement which may be deemed just and equitable.

8.08 (a) Failing settlement under the foregoing procedure, any grievance may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within ten (10) days after the decision under Step 2 is given, the grievance shall be deemed to have been abandoned.

- (b) The parties agree that it is their intent to resolve grievances without recourse to arbitration, wherever possible. Therefore, notwithstanding (a) above, the parties may, upon mutual agreement, engage the services of a mediator/arbitrator in an effort to resolve the grievance and may extend the time limits for the request for arbitration. The parties will share equally the fees and expenses, if any, of the mediator/arbitrator.

8.09 All agreements reached, under the grievance procedure, between the representatives of the Hospital and representatives of the Union will be final and binding upon the Hospital, the Union and the employee(s).

8.10 (a) When either party requests that any matter be submitted to Arbitration as provided in this Article, it shall make such request in writing addressed to the other party to this Agreement, and at the same time appoint a nominee. Within five (5) days thereafter, the other party shall appoint its

nominee, provided however, that if such party fails to appoint its nominee as herein required, the Minister of Labour for the Province of Ontario shall have the power to make such appointment upon application thereto by the party invoking the arbitration procedure. The two nominees shall attempt to agree upon a chairman of the Arbitration Board. If they are unsuccessful in agreeing upon such a chairman within a period of ten (10) days of the appointment of the second nominee, they shall then request the Minister of Labour for the Province of Ontario to appoint a chairman.

- (b) Notwithstanding (a) above, the parties may, upon mutual agreement, agree to a sole arbitrator who shall proceed by way of mediation-arbitration. The party making the request shall do so in writing and at the same time, it shall propose the name of a sole arbitrator. Within five (5) calendar days thereafter, the other party shall agree in writing or propose an alternate name(s). If there is no agreement within ten (10) calendar days, the Minister of Labour shall have the power to effect such appointment upon application thereto by the party invoking the arbitration procedure. Once appointed, the sole arbitrator shall have all powers as set out in Section 50 of the Labour Relations Act including the power to impose a settlement and to limit evidence and submissions.
- 8.11 No person may be appointed to the Arbitration Board who has been involved in an attempt to negotiate or settle the grievance.
 - 8.12 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to or amend any part of this Agreement.
 - 8.13 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the Grievance Procedure.
 - 8.14 The proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority, and where there is no majority, the decision of the Chairman, will be final and binding upon the parties hereto and the employee or employees concerned.
 - 8.15 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will share equally the fees and expenses, if any, of the Chairman of the Arbitration Board.
 - 8.16 Saturdays, Sundays and Holidays are not to be counted in the time limits as set out in this Article.
 - 8.17 Wherever Arbitration Board is referred to in the Agreement, the parties hereto may mutually agree in writing, to substitute a single arbitrator for the Arbitration Board at the time of reference to arbitration and the other provisions referring to Arbitration Board shall appropriately apply.

ARTICLE 9 - SENIORITY

9.01 Probationary Period

A new employee will be considered on probation until he has completed 450 hours of work within any twelve (12) calendar months. Upon completion of the probationary period he shall be credited with seniority equal to 450 worked hours. With the written consent of the Hospital, the probationary employee, and the Union Representative, such probationary period may be extended. Such extensions shall not be unreasonably denied. Any extension agreed to will be in writing and will specify the length of the extension. The release or discharge of an employee during the probationary period shall not be the subject of a grievance or arbitration.

9.02 Definition of Seniority

Part-time employees will accumulate seniority on the basis of one (1) year's seniority for each 1725 hours worked in the bargaining unit as of the last date of hire, except as otherwise provided herein.

Seniority will operate on a bargaining unit wide basis.

Notwithstanding the above, employees hired prior to October 10, 1986 will be credited with the seniority they held under the Agreement expiring November 15, 1985 and will thereafter accumulate seniority in accordance with this Article.

For purposes of accumulation of seniority, transfer of seniority and service, progression on the wage grid and progression on the vacation schedule, all part-time employees' service and seniority shall be converted as at October 10, 1986 on the following basis.

$$\frac{\text{Employees' hours of service}}{1950} \times 1725 = \text{Converted hours of service}$$

9.03 Transfer of Service and Seniority

Effective October 10, 1986, and for employees who transfer subsequent to October 10, 1986, an employee whose status is changed from full-time to part-time shall receive credit for his/her full service and seniority. An employee whose status is changed from part-time to full-time shall receive credit for seniority and service on the basis of one (1) year equals 1725 hours worked, and will be enrolled in the employee benefit plans subject to meeting any waiting period or other requirements of those plans.

Employees hired prior to October 10, 1986 will be credited with the service and seniority they held under the Collective Agreement expiring November 15, 1985.

With respect to transfers that occur on or after the date of ratification, seniority will not precede an employee's hire date in the event that the number of hours a part-time employee has obtained causes the employee's seniority to date back beyond their original date of hire within the bargaining unit.

9.04 Loss of Seniority

An employee shall lose all seniority and shall be deemed terminated if:

- (a) employee resigns;
- (b) employee is discharged and the discharge is not reversed through the grievance and arbitration procedure;
- (c) employee is absent from scheduled work without a satisfactory reason for a period of three (3) or more consecutive working days without notifying the Hospital of such absence;
- (d) employee fails to return to work upon the expiration of a leave of absence or utilizes a leave of absence for a purpose other than that for which it was granted;
- (e) employee has been laid off for forty-eight (48) months;
- (f) employee fails upon being notified of a recall to signify his intention to return within five (5) working days after he or she has received the notice of recall, and fails to report to work within ten (10) working days after he or she has received the notice of recall;

Note: The clause shall be interpreted in a manner consistent with the provisions of the Ontario Human Rights Code.

9.05 Effect of Absence

Part-time employees shall accrue seniority for the duration of the absence, if an employee's absence is due to a disability resulting in W.S.I.B. benefits, on the basis of what the employee's average hours of work would have been during the twenty (20) weeks preceding the absence.

Part-time employees shall accrue service for a period of fifteen (15) weeks if absent due to a disability resulting in WSIB benefits, on the basis of what the employee's normal average hours of work would have been during the twenty (20) weeks preceding the absence.

9.06 Seniority Lists

The Employer shall provide the Union electronic copies of the Seniority Lists.

See also Local Provisions Appendix L9 – Seniority Lists

ARTICLE 10 - JOB SECURITY

10.01 (a) With respect to the development of any operating or restructuring plan which may affect the bargaining unit, the Union shall be involved in the planning process as soon as practicable and, in any event, in advance of such plans or proposals being finalized and notices of layoff being issued or other actions taken that would adversely affect the bargaining unit and through to the final phases of the process.

(b) **Staff Planning Committee**

In addition to that, and to any other planning committee in the Hospital of a more broadly representational make-up, there shall be immediately established a Staff Planning Committee for the bargaining unit, which shall meet during the term of this agreement every three months, unless otherwise mutually agreed by the parties.

It shall be the function of the Staff Planning Committee to consider possible ways and means of avoiding or minimizing potential adverse effects upon employees in the bargaining unit, including:

- (i) identifying and proposing possible alternatives to any action that the hospital may propose taking;
- (ii) identifying and seeking ways to address the retraining needs of employees;
- (iii) identifying vacant positions within the Hospital for which surplus members of the bargaining unit might qualify, or such positions which are currently filled but which are expected to become vacant within a twelve (12) month period.

Composition and Meetings

The Committee shall be comprised of equal numbers of representatives of the hospital and from the Union. The number of representatives is to be determined locally, and shall consist of at least two (2) representatives from each party.

Meetings of the Committee shall be held during normal working hours. Representatives attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at his or her regular or premium rate as may be applicable. The Hospital shall make typing and other such clerical assistance available as required.

Each party shall appoint a co-chair for the Committee. Co-chairs shall chair alternate meetings of the Committee and will be jointly responsible for establishing the agenda of the Committee meetings, preparing minutes and

writing such correspondence as the Committee may direct.

Disclosure

To allow the Staff Planning Committee to carry out its mandated role under this Article, the Hospital will provide the Committee with pertinent financial and staffing information and with a copy of any reorganization plans which impact on the bargaining unit.

Accountability

The Committee shall submit its written recommendations to the Chief Executive Officer of the Hospital or designate and the Board of Trustees. Where there is no consensus within the Committee, the individual members of the Committee shall be entitled to submit their own recommendations. Any agreement between the Hospital and the Union resulting from the above review concerning the method of implementation will take precedence over the other provisions of this agreement.

It is understood that all of the above shall be completed in a timely manner.

10.02 Notice of Lay off

- (a) The event of a proposed layoff at the Hospital of a permanent or long term nature or the elimination of a position within the bargaining unit, the Hospital shall:
 - (i) provide the Union with no less than five (5) months' written notice of the proposed layoff or elimination of position; and
 - (ii) provide to the affected employee(s), if any, who will be laid off with no less than five (5) months' written notice of layoff, or pay in lieu thereof.

Note: Where a proposed layoff results in the subsequent displacement of any member(s) of the bargaining unit, the original notice to the Union provided in (i) above shall be considered notice to the Union of any subsequent layoff.

- (b) A layoff shall not include a reassignment of an employee from her or his classification or area of assignment who would otherwise be entitled to notice of layoff provided:
 - (i) reassignments will occur in reverse order of seniority;
 - (ii) the reassignment of the employee is to an appropriate permanent job with the employer having regard to the employee's skills, abilities, qualification and training or training requirements;

- (iii) the reassignment of the employee does not result in a reduction of the employee's wage rate or hours of work;
- (iv) the job to which the employee is reassigned is located at the employee's original work site or at a nearby site in terms of relative accessibility for the employee;
- (v) the job to which the employee is reassigned is on the same or substantially similar shift or shift rotations; and
- (vi) where more than one employee is to be reassigned in accordance with this provision, the reassigned employees shall be entitled to select from the available appropriate vacancies to which they are being reassigned in order of seniority provided no such selection causes or would cause a layoff or bumping.

The Hospital bears the onus of demonstrating that the foregoing conditions have been met in the event of a dispute. The Hospital shall also reasonably accommodate any reassigned employee who may experience a personal hardship arising from being reassigned in accordance with this provision.

- (c) Any vacancy to which an employee is reassigned pursuant to paragraph (b) need not be posted.

10.03 Severance and Retirement Options

(a) Severance Pay

- (i) Where an employee resigns within 30 days after receiving notice of layoff pursuant to article 10.02(a)(ii) that his or her position will be eliminated, he or she shall be entitled to a separation allowance of two (2) weeks' salary for each year of continuous service to a maximum of sixteen (16) weeks' pay, and, on production of receipts from an approved educational program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of three thousand (\$3,000) dollars.
- (ii) Where an employee resigns later than 30 days after receiving notice pursuant to Article 10.02(a) (ii) that his or her position will be eliminated, he or she shall be entitled to a separation allowance of four (4) weeks' salary, and, on production of receipts from an approved educational program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of one thousand, two hundred and fifty (\$1,250) dollars.

(b) Retirement Allowance

Prior to issuing notice of layoff pursuant to Article 10.02(a) (ii) in any classification(s), the Hospital will offer early retirement allowance to a

sufficient number of employees eligible for early retirement under HOOPP within the classification(s) in order of seniority, to the extent that the maximum number of employees within a classification who elect early retirement is equivalent to the number of employees within the classification(s) who would otherwise receive notice of layoff under Article 10.02(a)(ii).

Within thirty (30) days from the date of notice of lay-off, an employee who has received notice of lay-off of a permanent or long-term nature may retire provided that the employee is eligible to retire under the terms of the Hospitals of Ontario Pension Plan. An employee who chooses this option forfeits her right to notice and will receive severance pay on the basis of two (2) week's pay for each year of service with the Hospital to a maximum of fifty-two (52) weeks on the basis of the employee's normal weekly earnings

Note: The Hospital may offer any employee a retirement option as provided above, in order to avoid potential lay-offs in the unit.

(c) Voluntary Exit Option

If after making offers of early retirement, individual layoff notices are still required, prior to issuing those notices the Hospital will offer a voluntary early exit option in accordance with the following conditions:

- (i) The Hospital will first make offers in the classifications within department(s) where layoffs would otherwise occur. If more employees than are required are interested, the Hospital will make its decision based on seniority.
- (ii) If insufficient employees in the department affected accept the offer, the Hospital will then extend the offer to employees in the same classification in other departments. If more employees than are required are interested, the Hospital will make its decision based on seniority.
- (iii) In no case will the Hospital approve an employee's request under (i) and (ii) above for a voluntary early exit option, if the employees remaining are not qualified to perform the available work.
- (iv) The number of voluntary early exit options the Hospital approves will not exceed the number of employees in that classification who would otherwise be laid off. The last day of employment for an employee who accepts a voluntary early exit option will be at the Hospital's discretion and will be no earlier than thirty (30) calendar days immediately following the employee's written acceptance of the offer.

An employee who elects a voluntary early exit option shall receive, following completion of the last day of work, a separation allowance of two (2) weeks' salary for each year of service, to a maximum of fifty-two (52) weeks' pay.

10.04 Regional Staff Planning Committee

The central parties agree to establish Regional Staff Planning Committees to facilitate the redeployment of laid off employees among the Participating Hospitals.

To achieve this objective the Hospital Staff Planning Committee will forward to the Regional Staff Planning Committee a list of the names and addresses of laid off employees who have expressed an interest in working at other Participating Hospitals and who have undertaken skills assessment procedures provided by any government training agency, such as HSTAP, that may be in place.

In filling vacancies not filled by bargaining unit members the Hospitals are encouraged to give first consideration to laid off employees who are on the list and who are qualified to perform the work. For benefit-entitlement purposes, it is recognized that hospitals shall be free to grant to any employees hired through this process full credit for service earned with another hospital.

The size, structure, composition, and activities of each Committee will be mutually determined by the parties, and application will be made to any available funding source for the funding of administrative expenses.

10.05 Lay-off and Recall

- (a) In the event of lay-off, the Hospital shall lay off employees in the reverse order of their seniority within their classification, providing that there remain on the job employees who then have the ability to perform the work.
- (b) An employee who is subject to lay-off shall have the right to either:
 - (i) accept the lay-off; or
 - (ii) displace an employee who has lesser bargaining-unit seniority and who is the least senior employee in a lower or identical paying classification in the bargaining unit if the employee originally subject to lay-off can perform the duties of the lower or identical classification without training other than orientation. Such employee so displaced shall be laid off.

Note: An identical paying classification shall include any classification where the straight time hourly wage rate at the level of service corresponding to that of the laid off employee is within 1% of the laid off employee's straight time hourly wage rate.

In the event that there are no employees with lesser seniority in lower or identical paying classifications as defined in this Article, a laid off employee will have the right to displace an employee with lesser seniority, who is the least senior employee in a higher paying classification provided he can perform the duties without training

other than orientation. Such employee so displaced shall be laid off.

- (iii) The decision of the employee to choose (a) or (b) above shall be given in writing to the designated hospital representative within ten (10) working days (excluding Saturday, Sunday and Holidays) following the notification of lay-off. Employees failing to do will be deemed to have accepted lay-off.
- (c) The Hospital agrees to post vacancies during the recall period, as per the job posting procedure, allowing employees on recall to participate in the posting procedure. Should the position not be filled via the job posting procedure, an employee shall have opportunity of recall from a lay-off to an available opening, in order.
- (d) In determining the ability of an employee to perform the work for the purposes of the paragraphs above, the Hospital shall not act in an arbitrary or unfair manner.
- (e) An employee recalled to work in a different classification from which he was laid off shall have the privilege of returning to the position he held prior to the lay-off should it become vacant within six (6) months of being recalled.
- (f) No new employees shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provision, or have been found unable to perform the work available.
- (g) It is the sole responsibility of the employee who has been laid off to notify the Hospital of his intention to return to work within five (5) working days (exclusive of Saturdays, Sundays and paid holidays) after being notified to do so by registered mail, addressed to the last address on record with the Hospital (which notification shall be deemed to have been received on the second day following the date of mailing) and to return to work within ten (10) working days after being notified. The notification shall state the job to which the employee is eligible to be recalled and the date and time at which the employee shall report for work. The employee is solely responsible for his proper address being on record with the Hospital.
- (h) Employees on lay-off or notice of layoff shall be given preference for temporary vacancies which are expected to exceed (10) working days.
- (i) An employee who has been recalled to such temporary vacancy shall not be required to accept such recall and may instead remain on lay-off.
- (j) No full-time employee within the bargaining unit shall be laid off by reason of his/her duties being assigned to one or more part-time employees.
- (k) In the event that a lay-off commenced on the day immediately following a paid holiday, an employee otherwise entitled for holiday pay shall not be

disentitled thereto solely because of the day on which the lay-off commenced.

- (l) A laid off employee shall retain the rights of recall for a period of forty-eight (48) months from the date of lay-off.

ARTICLE 11 - JOB POSTING

11.01 Where a permanent vacancy occurs in a classification within the bargaining unit or a new position within the bargaining unit is established by the Hospital, such vacancy shall be posted by the Hospital for a period of seven (7) days excluding Saturday, Sunday and holidays. Vacancies created by the filling of an initial permanent vacancy within the bargaining unit shall be posted for a period of five (5) consecutive days excluding Saturday, Sunday, and holidays. All applications are to be made in writing within the posting period.

The hospital agrees that it shall post permanent vacant positions within thirty (30) calendar days of the position becoming vacant, unless the Hospital provides the union notice under Article 10.02 (a) of its' intention to eliminate the position.

11.02 The postings referred to in Article 11.01 shall stipulate the qualifications, classification, rate of pay, worksite, department and shift and a copy shall be provided to the Chief Steward or designate.

11.03 Employees shall be selected for positions under Article .01 on the basis of their ability, experience and qualifications. Where these factors are relatively equal amongst the employees considered, seniority shall govern providing the successful applicant, if any, is qualified to perform the available work. The name of the successful applicant will be posted on the bulletin board for period of seven (7) calendar days and unsuccessful applicants will be notified.

11.04 Where there are no successful applicants from within this bargaining unit for positions referred to in Article .01 and .02 employees in other SEIU service bargaining units at the Hospital will be considered for such positions prior to considering persons not employed by the Hospital. The employees eligible for consideration shall be limited to those employees who have applied for the position in accordance with Article .01 and .02 and selection shall be made in accordance with Article .03 above.

11.05 Vacancies which are not expected to exceed six (6) months will not be posted and may be filled at the discretion of the Hospital. In filling such vacancies consideration shall be given to part-time employees in SEIU service bargaining units who have recorded their interest in writing, prior to considering persons not employed by the Hospital. In considering such part-time employees the criteria for selection in .03 shall apply. Part-time employees selected to fill a vacancy under this Article will continue to maintain their part-time status and upon completion of the assignment the employee will return to his former position.

- 11.06 The Hospital shall have the right to fill any vacancy on an interim basis until the posting procedure provided herein has been complied with, and arrangements have been made to assign the employee selected to fill the vacancy to the job. No grievance may be filed concerning such temporary arrangements.
- 11.07 The successful applicant will be placed in the vacancy for a trial period not exceeding forty-five (45) working days and if the employee proves satisfactory, then he shall be considered permanently assigned to the vacancy. If the employee proves unsatisfactory during that time, or if the employee feels he is unable to perform the duties of the vacancy to which he is posted, the employee will be returned to his former position at his former salary rate of pay, as will any other employee in the Bargaining Unit who was promoted or transferred by reason of such placing. Newly hired employees shall be terminated and such termination shall not be subject to the grievance and arbitration procedure.
- 11.08 Successful applicants and newly hired employees will not be permitted to apply for job postings or any subsequent vacancies for a period of six (6) months, unless otherwise mutually agreed or an opportunity arises which allows the employee to change his or her permanent status, **or post into a permanent position that is in a higher paying classification.**

ARTICLE 12 - NO CONTRACTING OUT

- 12.01 The Hospital shall not contract out any work usually performed by members of the bargaining unit, if as a result of such contracting out, a layoff of any employees other than casual part-time employees results from such contracting out.
- 12.02 Notwithstanding the foregoing, the hospital may contract out work usually performed by members of the bargaining unit without such contracting-out constituting a breach of this provision if the hospital provides in its commercial arrangement contracting out the work that the contractor to whom the work is being contracted, and any subsequent such contractor agrees:
- (1) to employ the employees thus displaced from the hospital; and
 - (2) in doing so to stand, with respect to that work, in the place of the hospital for the purposes of the hospital's collective agreement with the Union, and to execute into an agreement with the Union to that effect.

In order to ensure compliance with this provision, the Hospital agrees that it will withdraw the work from any contractor who has failed to meet the aforesaid terms of the contracting out arrangement.

- 12.03 On request by the Union the Hospital will review contracted services which fall within the work of the bargaining unit. The purpose of the review will be to determine the practicality of increasing the degree to which bargaining unit employees may be utilized to deliver such services in the future. The Hospital further agrees that the results of their review will be submitted to the Staff Planning

Committee for its consideration.

ARTICLE 13 - WORK OF THE BARGAINING UNIT

13.01 Work of the Bargaining Unit

Employees not covered by the terms of this Agreement will not perform duties normally assigned to those employees who are covered by this Agreement, except for the purposes of instruction, experimentation, or in emergencies when regular employees are not readily available.

Note: The purpose of this clause is the protection of the work of the bargaining unit employees and not the broadening of that work to other areas.

13.02 Employment Agencies

Prior to enlisting the services of an employment agency, the Hospital will attempt to contact part-time staff who would normally perform the duties in question.

13.03 Volunteers

The use of volunteers to perform bargaining unit work shall not be expanded beyond the extent of existing practice as of June 1, 1986.

Where a Hospital plans a drive to increase the number of volunteers, the Union must be given at least thirty (30) days' notice of these plans and a special meeting of the local joint job security committee must be convened at least three (3) weeks prior to the initiation of such a drive.

13.04 RPN Utilization

At the request of the Union the Hospital and the Union shall meet to discuss the issues of RPN scope of practice and skill utilization.

See Local Provisions Appendix L13

ARTICLE 14 - TECHNOLOGICAL CHANGE

14.01 Technological change means the automation of equipment, or the mechanization or automation of operations, or the replacement of existing equipment or machinery with new equipment or machinery which results in the displacement of an employee from his/her regular job.

14.02 Where the Hospital has decided to introduce a technological change which will significantly alter the status of an employee within the bargaining unit, the Hospital undertakes to meet with the Union to consider the minimizing of adverse effects (if any) upon the employees concerned.

- 14.03 Where new or greater skills are required than are already possessed by affected employees under the present methods of operation, such employee shall be given a period of training, with due consideration being given to the employee's previous educational background, during which they may perfect or acquire the skills necessitated by the new method of operation. The employer will assume the cost of tuition and travel. There shall be no reduction in wage or salary rates during the training period of any such employee. Training shall be given during the hours of work whenever possible and may extend for up to six (6) months.
- 14.04 Employees with one or more years of continuous service who are subject to lay-off under conditions referred to above, will be given notice of the impending change in employment status at the earliest reasonable time in keeping with the notification to the Union as set out above and the requirements of the applicable legislation.

ARTICLE 15 - LEAVES OF ABSENCE

15.01 Bereavement Leave

Any employee who notifies the Hospital as soon as possible following a death will be granted bereavement leave for up to four (4) consecutive working days off without loss of regular pay from regularly scheduled hours in conjunction with the death of the spouse, child or parent.

Any employee who notifies the Hospital as soon as possible following a death will be granted up to three (3) consecutive working days off, without loss of regular pay for regularly scheduled hours, in conjunction with the death of a member of his immediate family. "Immediate family" means parent, brother, sister, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, guardian or step-parent.

An employee shall be granted one (1) day bereavement leave without loss of regular pay from regularly scheduled hours for the death of his or her aunt or uncle, niece or nephew.

The Hospital, in its discretion, may extend such leave with or without pay.

Where an employee does not qualify under the above-noted conditions, the Hospital may, nevertheless, grant a paid bereavement leave.

For the purpose of bereavement leave, the relationships specified in the preceding clause are deemed to include a common-law spouse and a partner of the same sex.

Notwithstanding the above, individuals will be granted flexibility to distribute their bereavement leave entitlement over two (2) occasions, not exceeding their entitlement above, in order to accommodate religious and cultural diversity.

15.02 Education Leave

- (a) If required by the Hospital, an employee shall be entitled to leave of absence with pay and without loss of seniority and benefits to write examinations to upgrade his or her employment qualifications.
- (b) A leave of absence, without pay, to take further education related to the employee's work with the Hospital may be granted upon written application by the employee to the administration of the Hospital. It is further understood and agreed that the Hospital will, wherever its operational requirements permit, endeavour to arrange the shifts of employees attending courses or seminars to permit such attendance.
- (c) Where employees are required by the Hospital to take courses to upgrade or acquire new employment qualifications, the Hospital shall pay the full costs associated with the courses.
- (d) Subject to operational requirements, the Hospital will make every reasonable effort to grant requests for an employee to take an educational leave without pay and without loss of seniority of up to twelve (12) months for training related to the employee's employment at the Hospital.

15.03 Jury and Witness Duty

If an employee is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Hospital, the employees shall not lose regular pay because of such attendance provided that the employee:

- (a) Notifies the Hospital immediately on the employee's notification that he will be required to attend at court;
- (b) presents proof of service requiring the employee's attendance;
- (c) deposits with the Hospital the full amount of compensation received excluding mileage, travelling and meal allowances and an official receipt thereof.

In addition to the foregoing, where an employee is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Hospital on a day on which he has not been scheduled to work, he shall be paid for all hours actually spent at such hearing at his regular straight time hourly rate subject to the overtime provisions of the Collective Agreement and subject to (a), (b) and (c) above.

15.04 Pregnancy Leave

- (a) Pregnancy leave will be granted in accordance with the provisions of the

Employment Insurance Act, except where amended in this provision. The service requirement for eligibility for pregnancy leave shall be thirteen (13) weeks of continuous service.

- (b) The employee shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return. At such time, she shall also furnish the Hospital with the certificate of a legally qualified medical practitioner stating the expected birth date.
- (c) The employee shall reconfirm her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Hospital at least two (2) weeks in advance thereof.
- (d) An employee who is on pregnancy leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance pregnancy benefits pursuant to Section 22 of the Employment Insurance Act, shall be paid a supplemental benefit. That benefit will be equivalent to the difference between ninety-three percent (93%) of her regular weekly earnings and the sum of her weekly employment Insurance benefits and any other earnings. Such payment shall commence following completion of the **one (1)** week Employment Insurance waiting period, and receipt by the Hospital of the employee's Employment Insurance cheque stub as proof that she is in receipt of Employment Insurance pregnancy benefits, and shall continue while the employee is in receipt of such benefits for a maximum period of fifteen (15) weeks. The employee's regular weekly earnings shall be determined by multiplying her regular hourly rate on her last day worked prior to the commencement of the leave times her normal weekly hours plus any wage increase or salary increment that she would be entitled to if she were not on pregnancy leave.

The Hospital will pay the employee ninety-three percent (93%) of her normal weekly earnings during the **one (1)** week period of the leave while waiting to receive Employment Insurance Benefits

The employee does not have any vested right except to receive payments for the covered employment period. The plan provides that payment in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the plan.

- (e) Credits for service and seniority shall accumulate for a period of up to seventeen (17) weeks while an employee is on pregnancy leave on the basis of what the employee's normal regular hours of work would have been.
- (f) The Hospital will continue to pay its share of the contributions of the pension plan in which the employee is participating for a period of up to seventeen (17) weeks while the employee is on pregnancy leave.

The Hospital will also continue to pay the percentage in lieu of benefits and will register these benefits as part of the Supplemental Unemployment Insurance Benefit Plan with the Canada Employment Insurance Commission.

- (g) Subject to any changes to the employee's status which would have occurred had she not been on pregnancy leave, the employee shall be reinstated to her former duties, on the same shift in the same department, and at the same rate of pay.

15.05 Parental Leave

- (a) Parental leaves will be granted in accordance with the provisions of the Employment Insurance Act, except where amended in this provision. The service requirement for eligibility for parental leave shall be thirteen (13) weeks of continuous service.
- (b) An employee, who qualifies for parental leave, other than an adoptive parent, shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return.
- (c) An employee who is an adoptive parent shall advise the Hospital as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request maybe made verbally and subsequently verified in writing.

An employee who is an adoptive parent may extend the parental leave for such greater time as may be required by the adoption agency concerned up to a maximum aggregate of six (6) months. Written notice by the employee for such extension will be given at least two (2) weeks prior to the termination of the initially approved leave.

- (d) An employee shall reconfirm his or her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Hospital at least two (2) weeks in advance thereof.
- (e) An employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 23 of the Employment Insurance Act, shall be paid a supplemental unemployment benefit. That benefit will be equivalent to the difference between ninety-three percent (93%) of her regular weekly earnings and the sum of her weekly Employment Insurance benefits and any other earnings. Such payment shall commence following completion of the **one** week Employment Insurance waiting period, and receipt by the Hospital of the employee's Employment Insurance cheque stub as proof that she is in receipt of Employment Insurance parental benefits, and shall continue while the employee is in receipt of such benefits for a maximum

period of **eleven (11)** weeks. The employee's regular weekly earnings shall be determined by multiplying her regular hourly rate on her last day worked prior to the commencement of the leave times her normal weekly hours plus any wage increase of salary increment that she would be entitled to if she were not on parental leave.

Where an employee elects to receive parental leave benefits pursuant to Section 12(3)(b)(ii) of the Employment Insurance Act, the amount of any supplemental unemployment benefit payable by the Hospital will be equal to what would have been payable had the employee elected to receive parental leave benefits pursuant to Section 12(3)(b)(i) of the Employment Insurance Act.

The Hospital will pay the employee ninety-three percent (93%) of her normal weekly earnings during the **one (1)** week period of the leave while waiting to receive Employment Insurance Benefits.

The employee does not have any vested right except to receive payments for the covered employment period. The plan provides that payment in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the plan.

- (f) Credits for service and seniority shall accumulate for a period of up to **sixty-one (61)** weeks after the parental leave began, if the employee also took pregnancy leave, and **sixty-three (63)** weeks after the parental leave began otherwise, while an employee is on parental leave on the basis of what the employee's normal regular hours of work would have been.
- (g) The Hospital will continue to pay its share of the contributions of the pension plan in which the employee is participating, for a period of eighteen (18) weeks while the employee is on parental leave.

The Hospital will also continue to pay the percentage in lieu of benefits for a period of up to **eleven (11)** weeks. The Hospital will register these benefits as part of the Supplemental Unemployment Insurance Benefit Plan with the Canada Employment Insurance Commission.

- (h) Subject to any changes to the employee's status which would have occurred had he or she not been on parental leave, the employee shall be reinstated to his or her former duties, on the same shift in the same department, and at the same rate of pay.

15.06 Full-time Union Office

Upon application by the Union, in writing, the Hospital will give reasonable consideration to a request for leave of absence, without pay, to an employee elected or appointed to full-time Union office. It is understood that not more than one (1) employee in the bargaining unit may be on such leave at the same

time. Such leave, if granted, shall be for a period of one (1) calendar year (in the case of the Union President, two (2) calendar years) from the date of appointment unless extended for a further specific period by agreement of the parties. Seniority and service shall accumulate during such leave to the maximum provided, if any, under the provisions of the Collective Agreement. It will become the responsibility of the employee for full payment of any applicable benefits in which the employee is participating during such leave of absence.

15.07 Union Leave

- (a) The Hospital shall grant leave of absence without pay to employees to attend Union conventions, seminars, education classes or other Union business provided that such leave will not interfere with the efficient operation of the Hospital.
- (b) In requesting such leave of absence for an employee or employees, the Union must give at least fourteen (14) days clear notice in writing to the Hospital. If for unforeseeable circumstances less than fourteen (14) days' notice is provided, leave may be granted at the discretion of the Hospital.

See Local Provisions Appendix L15

- (c) In addition to the leave of absence set out above, members of the Union Executive Board and/or Council employed by the Hospital will be entitled to an additional cumulative leave of absence, without pay, not to exceed ten (10) days per contract year, subject to the conditions set out above, for the purpose of attending Executive and/or Council meetings.

15.08 Pre-Paid Leave Plan

The Hospital agrees to introduce a pre-paid leave program, funded solely by the employee subject to the following terms and conditions:

- (a) The plan is available to employees wishing to spread four (4) years' salary over a five (5) year period, in accordance with Part LXVIII of the Income Tax Act Regulations, Section 6801, to enable them to take a one (1) year leave of absence following the four (4) years of salary deferral.
- (b) The employee must make written application to the Hospital at least six (6) months prior to the intended commencement date of the program (i.e. the salary deferral portion), stating the intended purpose of the leave.
- (c) The number of employees that may be absent at any one time shall be determined between the local parties. The year for purposes of the program shall be September 1 of one year to August 31 the following year or such other twelve (12) month period as may be agreed upon by the employee, the local Union and the Hospital.

- (d) Where there are more applications than spaces allotted, seniority shall govern.
- (e) During the four (4) year of salary deferral, 20% of the employee's gross annual earnings will be deducted and held for the employee and will not be accessible to the employee until the year of the leave or upon withdrawal from the plan.
- (f) The manner in which the deferred salary is held shall be at the discretion of the Hospital.
- (g) All deferred salary, plus accrued interest, if any, shall be paid to the employee at the commencement of the leave or in accordance with such other payment schedule as may be agreed upon between the Hospital and the employee.
- (h) During the year of the leave, seniority shall accumulate. Service for the purpose of vacation and salary progression and other benefits will be retained but will not accumulate during the period of the leave. The employee shall become responsible for the full payment of premiums for any health and welfare benefits in which the employee is participating. Contributions to the Hospitals of Ontario Pension Plan will be in accordance with the Plan. The employee will not be eligible to participate in the disability income plan during the year of the leave.
- (i) An employee may withdraw from the plan at any time during the deferral portion provided three (3) months' notice is given to the Hospital. Deferred salary, plus accrued interest, if any, will be returned to the employee within a reasonable period of time.
- (j) If the employee terminates employment, the deferred salary held by the Hospital plus accrued interest, if any, will be returned to the employee within a reasonable period of time. In case of the employee's death, the funds will be paid to the employee's estate.
- (k) The Hospital will endeavour to find a temporary replacement for the employee as far in advance as practicable. If the Hospital is unable to find a suitable replacement, it may postpone the leave. The Hospital will give the employee as much notice as is reasonably possible. The employee will have the option of remaining in the Plan and rearranging the leave at a mutually agreeable time or of withdrawing from the plan and having the deferred salary, plus accrued interest, if any, paid out to the employee within a reasonable period of time.
- (l) The employee will be reinstated to his or her former position unless the position has been discontinued, in which case the employee shall be given a comparable job.

- (m) Final approval for entry into the pre-paid leave program will be subject to the employee entering into a formal agreement with the Hospital in order to authorize the Hospital to make the appropriate deductions from the employee's pay. Such agreement will include
- (i) A statement that the employee is entering the pre-paid leave program in accordance with this Article of the collective agreement.
 - (ii) The period of salary deferral and the period for which the leave is requested.
 - (iii) The manner in which the deferred salary is to be held.

The letter of application from the employee to the Hospital to enter the prepaid leave program will be appended to and form part of the written agreement.

15.08 Personal Leave

Employees needing unpaid personal leave days for appointments with medical practitioners may utilize the personal leave language, and such leave will not be unreasonably withheld.

15.09 Medical Care and Emergency Leave

An employee is entitled to a leave of absence without pay because of any of the following:

1. A personal illness, injury or medical emergency.
2. The death, illness, injury or medical emergency of an individual described in this Article.
3. An urgent matter that concerns an individual described in this Article.

For the purposes of this Article, the individuals referred to in this Article are:

- the employee's spouse
- a parent, step-parent or foster parent of the employee or the employee's spouse
- a child, step-child or foster child of the employee or the employee's spouse
- a grandparent, step-grandparent, grandchild or step-grandchild of the employee or of the employee's spouse
- the spouse of a child of the employee
- the employee's brother or sister
- a relative of the employee who is dependent on the employee for care or assistance

An employee who wishes to take leave under this section shall advise his or her Hospital that he or she will be doing so. If the employee must begin the leave before advising the Hospital, the employee shall advise the Hospital of the leave

as soon as possible after beginning it.

An employee is entitled to take a total of 10 days' leave under this section each year. If an employee takes any part of a day as leave under this section, the Hospital may deem the employee to have taken one day's leave on that day for the purposes of this Article. The hospital may require an employee who takes leave under this section to provide evidence reasonable in the circumstances that the employee is entitled to the leave.

Upon the conclusion of an employee's leave under this Article, the Hospital shall reinstate the employee to the position the employee most recently held with the Hospital, if it still exists, or to a comparable position, if it does not.

15.11 Compassionate Care Leave

The employee and the Hospital will continue to pay their respective shares of the benefits and pension premiums.

- (a) Compassionate care leave will be granted to an employee for up to eight (8) weeks within a twenty-six (26) week period to provide care or support to a family member who is at risk of dying within that 26 week period in accordance with section 49.1 of the *Employment Standards Act*.
- (b) An employee who is on compassionate care leave shall continue to accumulate seniority and service.

Subject to any changes to the employee's status which would have occurred had he or she not been on compassionate care leave, the employee shall be reinstated to her former duties, on the same shift in the same department, and at the same rate of pay.

15.12 Military Leave

The parties agree that Section 50.2 of the Employment Standards Act, as amended from time to time, will apply.

ARTICLE 16 - HOURS OF WORK

16.01 Daily and Weekly Hours of Work

- (a) The following provisions designating regular hours on a daily shift and regular daily shifts over the Hospital's working schedule shall not be construed to be a guarantee of the hours of work to be done on each shift or during each shift schedule.
- (b) The normal work day shall consist of seven and one-half (7 ½) hours not including a one-half (½) hour unpaid meal break. Such hours shall be worked in accordance with schedules and shifts as determined by the

Hospital.

16.02 Rest Periods

- (a) Part-time employees shall be entitled to a paid rest period of fifteen (15) minutes for each three and three-quarter ($3\frac{3}{4}$) hours of work during their shift.
- (b) When an employee performs authorized overtime work of at least three (3) hours duration, the Hospital will schedule a rest period of fifteen (15) minutes duration.

16.03 Cancellation of Shifts

Where less than twenty-four (24) hours' notice is given to a part-time employee that their shift is cancelled, time and one-half ($1\frac{1}{2}$) of the employee's regular straight time hourly rate will be paid for all hours worked on the employee's next shift worked. Such changes will not be considered a layoff.

16.04 See Local Provisions Appendix L16 – Work Schedules

ARTICLE 17 - PREMIUM PAYMENT

17.01 Definition of Regular Straight Time Rate of Pay

For the purposes of calculating any benefit or money payment under this Agreement to which an employee is entitled, the regular straight time rate of pay is that prescribed in Wage Schedule "A" of this Agreement.

17.02 Overtime Premium

Employees shall be entitled to payment of time and one-half ($1\frac{1}{2}$) the employee's basic straight time hourly rate for all authorized overtime work in excess of seven and one-half ($7\frac{1}{2}$) hours in a tour of duty or in excess of the average full-time hours of work over the period scheduled by the Hospital. Such period for this purpose shall not exceed two (2) weeks.

It is understood and acknowledged that the Hospital has the right to require employees to perform reasonable authorized overtime work.

Call-back shall not be considered as hours worked for purposes of this Article.

Overtime premium will not be duplicated nor pyramided nor shall other premiums be duplicated nor pyramided nor shall the same hours worked be counted as part of the normal work week and also as hours for which the overtime premium is paid.

Where an employee is required to work additional overtime contiguous to an overtime shift within a twenty-four (24) hour period, the employee will be

compensated at the rate of double time his or her straight time hourly rate for all additional contiguous overtime hours worked.

17.03 Reporting Pay

Employees who report for any scheduled shift shall be guaranteed at least four (4) hours of work or, if no work is available, shall be paid at least four (4) hours except when work is not available due to conditions beyond the control of the Hospital. The Reporting Allowance outlined herein shall not apply whenever an employee has received not less than one (1) hour's prior notice not to report for work. Part-time employees scheduled to work less than seven and one-half (7 ½) hours per day will receive a pro-rated amount of reporting pay.

17.04 Standby

An employee who is required to remain available for duty on standby, outside the normal working hours for that particular employee, shall receive standby pay in the amount of \$3.20 per hour for all hours on standby. Effective December 6, 2013, increase to \$3.30 per hour.

Effective October 11, 2016, where such standby duty falls on a paid holiday, as set out in the Appendix of Local Provisions, the employee shall receive standby pay in the amount of \$4.90 per hour.

Standby pay shall, however, cease where an employee is called in to work, and works during the period of standby.

17.05 Call Back

- (a) Where employees are called back to work after having completed a regular shift and prior to the commencement of their next regular shift they shall receive a minimum of four (4) hours of work or four (4) hours pay at the rate of time and one-half their regular hourly earnings. Where call-back is immediately prior to the commencement of their regular shift the call-back pay will only apply to the point of commencement of their regular shift at the rate of time and one-half after which they shall revert back to the regular shift.
- (b) Call-back pay shall cover all calls within the minimum four (4) hour period provided for under (a). If a second call takes place after four (4) hours have elapsed from the time of the first call, it shall be subject to a second call-back premium, but in no case shall an employee collect two call back premiums within one such four (4) hour period, and to the extent that a call-back overlaps and extends into the hours of their regular shift, (a) shall apply.
- (c) Notwithstanding the foregoing an employee who has worked his full shift on a holiday and is called back shall receive the greater of 2 1/2 times his regular straight time hourly rate for all hours actually worked on such call-back or four (4) hours pay at time and one-half his straight time hourly

rate, subject to the other provisions set out above.

17.06 Shift Premium

Employees shall be paid a shift premium of one dollar and five cents (\$1.10) per hour for all hours worked where the majority of their scheduled hours fall between 1500 hours and 0700 hours.

Effective January 1, 2014 employees shall be paid a shift premium of one dollar and twenty cents (\$1.20) per hour for all hours worked where the majority of her or his scheduled hours fall between 1500 and 0700 hours.

17.07 Responsibility Outside the Bargaining Unit

When the Hospital temporarily assigns an employee to carry out the assigned responsibilities of a higher paying classification outside of the bargaining unit the employee shall receive an allowance of four dollars (\$4.00) for each shift from the time of the assignment.

17.08 Paid Time to Working Time

- (a) Employees' absent on approved leave, paid by the Hospital or by the Workplace Safety and Insurance Board, shall for the purposes of computing overtime pay during the work schedule in which the absence occurred, be considered as having worked their regularly scheduled hours during such leave of absence. No pyramiding shall result from the application of this provision.
- (b) The foregoing shall also apply in cases of short term leaves of absence for Union business approved by the Hospital under the applicable provisions of the Collective Agreement where payment is made to the employee by the Union.

17.09 Weekend Premium

An employee shall be paid a weekend premium of one dollar and five cents (\$1.10) per hour for each hour worked between 2400 hours Friday to 2400 hours Sunday or such other forty-eight (48) hour period that the Hospital may establish. If an employee is receiving premium pay pursuant to a local scheduling regulation with respect to consecutive weekends worked, he/she will not receive weekend premium under this provision.

17.10 Overtime payment for hours worked will not apply as a result of the following:

- (a) An exchange of shifts by two (2) employees and which exchange must first have the approval of the Department Head or designate;
- (b) a change from standard time to daylight saving time and vice versa.

- 17.11 Changes to the posted work schedule shall be brought to the attention of the employee. Where less than sixteen (16) hours' notice is given personally to the employee, time and one-half (1 ½) of the employee's regular straight time hourly rate will be paid for all hours worked on the first shift of the new schedule.

ARTICLE 18 - ALLOWANCES

18.01 Meal Allowance

When an employee is required to and does work for three (3) or more hours of overtime after his normal shift he shall be provided with a hot meal or six dollars (\$6.00) if the Hospital is unable to provide the meal or has been unable to schedule a meal break during the overtime period.

Notwithstanding the foregoing, where the overtime assignment is for a period of three (3) hours, no more or less, the employee is not required to take a hot meal, if available, and may claim the six dollars (\$6.00) payment.

18.02 Uniform Allowance

See the Local Provisions Appendix L 18

18.03 Transportation Allowance

When an employee is required to travel to the Hospital or to return to her home as a result of reporting to or off work between the hours of 2400-0600 hours, (other than reporting to or off work for her regular shift) or at any time while on standby, the Hospital will pay transportation costs either by taxi or by her own vehicle at the rate of thirty-five cents (35 cents) per kilometre (to a maximum of fourteen dollars (\$14.00)) or such greater amount as the Hospital may in its discretion determine for each trip between the aforementioned hours. The employee will provide to the Hospital satisfactory proof of payment of such taxi fare. Where the Hospital requires the employee to travel between sites the Hospital will pay for transportation costs of thirty-five (35) cents per kilometre unless the Hospital provides transportation between sites.

- 18.04 An employee shall be provided with meal allowance of six (\$6.00) dollars to reimburse him/her for meal expenses incurred while travelling in an ambulance, provided the travel time covers a meal period.

ARTICLE 19 - HEALTH AND SAFETY

19.01 Accident Prevention - Health and Safety Committee

See the Local Provisions Appendix L 19

19.02 Violence

The hospital and the union agree that they have a shared goal of a workplace free of violence.

To that end, the local parties will determine appropriate solutions to promote health and safety in workplaces, including, but not limited to:

- **Violence in the Workplace (include Verbal Abuse)**
- **In particular, the local parties will consider appropriate measures to address violence in the workplace, which may include, among other remedies:**
 - i) **Electronic and visual flagging;**
 - ii) **Properly trained security who can de-escalate, immobilize and detain / restrain;**
 - iii) **Appropriate personal alarms;**
 - iv) **Organizational wide risk assessments assessing environment, risk from patient population, acuity, communication, and work flow and individual client assessments; and**
 - v) **Training in de-escalation, “break-free” and safe immobilization / detainment / restraint.**

“Workplace violence” means,

- (a) **The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,**
- (b) **An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker, and**
- (c) **A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in workplace, that could cause physical injury to the worker.**

19.03 Protective Clothing

The Hospital agrees to continue its present practices with respect to the provision of protective clothing and safety devices to employees. At the same time, the Hospital agrees to meet directly with a representative of the Union or through the Accident

Prevention Committee to discuss the need for any additional protective clothing or equipment.

Effective September 1, 2014 and on that date for each subsequent calendar - year, the Hospital will provide one hundred twenty (\$120.00) per year to each regular part-time employee who is required by the Hospital to wear safety footwear during the course of his duties.

19.04 Influenza Vaccine

The parties agree that influenza vaccinations may be beneficial for patients and hospital employees. Upon a recommendation pertaining to a facility or a specifically designated area(s) thereof from the Medical Officer of Health or in compliance with applicable provincial legislation, the following rules will apply:

- (i) Hospitals recognize that employees have the right to refuse any recommended or required vaccination.
- (ii) If an employee refuses to take the recommended or required vaccine required under this provision, she or he will be reassigned during the outbreak period, unless reassignment is not possible, in which case he or she will be placed on unpaid leave. If an employee is placed on unpaid leave, she or he can use banked lieu time or vacation credits in order to keep her or his pay whole. It is further agreed that any such reassignment will not adversely impact the scheduled hours of other employees.
- (iii) If an employee refuses to take the recommended or required vaccine because it is medically contra-indicated, and where a medical certificate is provided to this effect, she or he will be reassigned during the outbreak period, unless reassignment is not possible, in which case the employee will be placed on paid leave. It is further agreed that any such reassignment will not adversely impact the scheduled hours of other employees.
- (iv) If an employee gets sick as a result of the vaccination, and applies for WSIB, the Hospital will not oppose the claim.
- (v) If the full cost of such medication is not covered by some other source, the Hospital will pay the full or incremental cost for the vaccine and will endeavour to offer vaccinations during an employee's working hours. In addition, employees will be provided with information, including risks and side effects, regarding the vaccine.
- (vi) This letter shall be interpreted in a manner consistent with the Ontario Human Rights Code.

19.05 Pandemic Planning

In the event there are reasonable indications of the emergence of a pandemic any employee working at more than one health care facility will, upon the request of

the hospital, provide information of such employment to the hospital. No consequence will flow from such disclosure, other than as strictly necessary to prevent the spread of infection.

ARTICLE 20 - HOLIDAYS

20.01 If a part-time employee works on any of the designated holidays listed in Article 20 of the Full-time Agreement, the employee shall be paid at the rate of time and one-half (1 ½) her regular straight time hourly rate for all hours worked on such holiday.

See Local Provisions Appendix L20 for designation of Holidays.

ARTICLE 21 - VACATIONS

21.01 Part-time Vacation Pay

Subject to maintaining any superior conditions concerning vacation entitlement, vacation entitlement shall be as follows:

A part-time employee who has completed less than 3,450 hours of continuous service as of June 30 in any year shall receive 4% of gross earnings.

A part-time employee who has completed 3,450 hours but less than 8,625 hours of continuous service as of June 30 in any year shall receive 6% of gross earnings.

A part-time employee who has completed 8,625 hours but less than 20,700 hours of continuous service as of June 30 in any year shall receive 8% of gross earnings.

An employee who has completed 20,700 hours but less than 34,500 hours of continuous service as of June 30th in any year shall receive 10% of gross earnings.

An employee who has completed 34,500 hours but less than 48,300 hours or more of continuous service as of June 30th in any year shall receive 12% of gross earnings.

A part-time employee who has completed 48,300 hours of continuous service or more as of (the date for determining vacation entitlement in each Hospital) shall receive 14% vacation pay. For clarification, an employee who has received an additional 2% of gross earnings as a result of completing 51,750 hours or 60,375 hours in the vacation year that this agreement is effective shall not be eligible to receive 14% vacation pay until the following year.

For the purpose of this Article, gross earnings include, in part, percentage in lieu of benefits and exclude vacation pay.

Employees hired prior to October 10, 1986 will be credited with the service they held under the Agreement expiring November 15, 1985.

21.02 Cancellation of Vacation

Confirmed vacation requests shall not be rescinded by the Employer without mutual consent.

See Local Provisions Appendix L21 - Vacations

ARTICLE 22 - BENEFITS FOR PART-TIME EMPLOYEES

22.01 A part-time employee shall receive in lieu of all fringe benefits (being those benefits to an employee, paid in whole or part by the Hospital, as part of direct compensation or otherwise, including holiday pay save and except salary, vacation pay, standby pay, call back pay, reporting pay, responsibility allowance, jury and witness duty, bereavement pay, and pregnancy and parental supplemental unemployment benefits) an amount equal to 14% of his/her regular straight time hourly rate for all straight time hours paid.

ARTICLE 23 - INJURY AND DISABILITY

23.01 Workplace Injury

In the case of an accident which will be compensated by the Workplace Safety and Insurance Board, the Hospital will pay the employee's wages for the remainder of his or her shift on the day of the accident.

23.02 Pay for Medical Certificates

The Hospital shall pay the full cost of any medical certificates required of an employee.

ARTICLE 24 - PROGRESSION ON THE WAGE GRID

24.01 Collective Agreements currently containing a part-time wage grid shall continue such wage grids in effect. Effective October 10, 1986 employees shall progress on such grid on the basis that 1725 hours worked equals one (1) year of service.

Where, however, part-time employees are on a single rate structure, the full-time wage grid shall apply and progression through the grid shall be in accordance with the foregoing.

Employees hired prior to October 10, 1986 will be credited with the service they held under the Collective Agreement expiring November 15, 1985.

ARTICLE 25 - COMPENSATION

25.01 Experience Pay

An employee hired by the Hospital with recent and related experience, may claim at the time of hiring on a form supplied by the Hospital consideration for such experience. Any such claim shall be accompanied by verification of previously related experience. The Hospital shall then evaluate such experience during the probationary period. Where, in the Hospital's opinion such experience is relevant, the employee shall be slotted in that step of the wage progression consistent with one (1) years' service for every one (1) years of related experience in the classification on the completion of the employee's probationary period. It is understood and agreed that this shall not constitute a violation of the wage schedule of the Collective Agreement.

25.02 Promotion to a Higher Classification

An employee who is promoted to a higher rated classification within the bargaining unit will be placed in the range of the higher rated classification so that he shall receive no less an increase in wage rate than the equivalent of one step in the wage rate of his previous classification (provided that he does not exceed the wage rate of the classification to which he has been promoted).

25.03 Temporary Transfer

When an employee is assigned temporarily to perform the duties and assume the responsibilities of a higher paying position in the bargaining unit for a period in excess of one half of a shift, he shall be paid the rate immediately above his current rate in the higher classification to which he was assigned from the commencement of the shift on which he was assigned the job.

25.04 Job Classification

- (a) When a new classification (which is covered by the terms of this Collective Agreement) is established by the Hospital, the Hospital shall determine the rate of pay for such new classification and notify the local Union of the same and provide details at least fourteen (14) days prior to posting. If the local Union challenges the rate, it shall have the right to request a meeting with the Hospital to endeavour to negotiate a mutually satisfactory rate. Such request will be made within ten (10) days after the receipt of notice from the Hospital of such new occupational classification and rate. Any change mutually agreed to resulting from such meeting shall be retroactive to the date that notice of the new rate was given by the Hospital. If the parties are unable to agree, the dispute concerning the new rate may be submitted to arbitration as provided in the Agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the requirements of such classifications.

- (b) When the Hospital makes a substantial change during the term of this Agreement in the job content of an existing classification which in reality causes such classification to become a new classification, the Hospital agrees to meet with the Union if requested to permit the Union to make representation with respect to the appropriate rate of pay.
- (c) If the matter is not resolved following the meeting with the Union the matter may be referred to arbitration as provided in the Agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the requirements of such classifications.
- (d) The parties further agree that any change mutually agreed to or awarded as a result of arbitration shall be retroactive only to the date that the Union raised the issue with the Hospital.

25.05 Wages and Classification Premiums

See the Local Provisions Appendix L25

25.06 Job Descriptions

A copy of the current job description for a bargaining unit position shall be made available to the Union upon request.

ARTICLE 26 – RELATIONSHIP

- 26.01 Each of the parties hereto agrees that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practised by either of them or their representatives or members, upon any employee because of her membership, or lack of membership, activity or lack of activity in the Union.
- 26.02 The Union further agrees that there will be no solicitation of membership, or collection of dues, or other Union activities on the premises of the Hospital, save as specifically permitted by this Agreement, or authorized in writing by the Hospital.
- 26.03 In accordance with the provisions of the Ontario Human Rights Code, the Hospital and the Union agree that there shall be no discrimination against any employee by reason of race, creed, colour, age, marital status, sex, nationality, ancestry or place or origin.

ARTICLE 27 – EDUCATION FUND

- 27.01 If the local union indicates to the Hospital that a special assessment of \$0.03 per hour for union education applies to all bargaining unit members, the Hospital

agrees to deduct this assessment.

Such assessment along with a listing of employees will be paid on a quarterly basis into a trust fund established and administered by the applicable SEIU Local Union for this purpose.

ARTICLE 28 – REGISTERED PRACTICAL NURSES

Full-Time and Part-Time

28.01 RPN Professional Responsibility

The parties agree that patient care is enhanced if concerns relating to workloads arising from patient acuity and volumes, are resolved in a timely and manner using a problem solving approach.

Communication between the parties shall be:

- Professional;
- Courteous;
- Collegial;
- Respectful;
- Focused on resolving the issue, not on the individual.

In the event that the Hospital assigns a number of patients or a workload to an individual nurse or group of nurses such that they have reasonable grounds that they are being asked to perform more work than is consistent with proper patient care, they shall:

- At the time the workload issue occurs, discuss the issue within the unit/program to resolve the concern using current resources.
- If necessary, using established lines of communication, seek immediate assistance from an individual(s) identified by the Hospital (who could be within the bargaining unit) who has responsibility for timely resolution of workload issues.
- Failing resolution of the workload issue at the time of occurrence, the nurse(s) will complete a workload review form and discuss the issue with their Manager or designate on the next day that the Manager (or designate) and the nurse are both working or within five (5) calendar days, whichever is sooner. The Manager will provide a written response to the complainant(s), with a copy to the RPN Steward and Union Representative.

Note: The parties will meet within 60 days following ratification to develop the workload review form which will then be appended to the collective agreement.

28.02 RPN Professional Development

Continuous professional development is a hallmark of professional nursing practice and a self-regulating profession nurses are required to maintain competency. The parties jointly recognize the importance of maintaining a dynamic practice environment which may include ongoing learning, career development, career counselling and succession planning. The parties agree that professional development includes a diverse range of activities, including but not limited to formal academic programs; short-term continuing education activities; certification programs; independent learning committee participation. The parties recognize their joint responsibility in and commitment to active participation in the area of professional development.

The Hospital will work jointly with RPNs to:

Promote Professional Development

Promote access to professional development opportunities for RPNs

Acknowledge that responsibilities for professional development are shared between the individual and the Hospital

Review and make recommendations regarding professional development initiatives, including but not limited to mentorship and internship

Review and make recommendations regarding the existing nursing continuing education programs; and on the use of technology to enhance access.

Where a professional practice council/committee exists within the hospital, an RPN representative(s) chosen by the Union will be invited to participate in such meetings.

28.03 RPN Registration Renewal

(The following Article is applicable to RPNs only)

A nurse is required to renew her or his registration by December 31 of each year evidence that her or his Certificate of Registration is in good standing and currently in effect. Such time will be extended for reasons where the College of Nurses of Ontario permits the nurse's certificate of Registration to remain in effect. If the nurse's Certificate of Registration is suspended by the College of Nurses of Ontario for non-payment of the annual fee, the nurse will be placed on non-disciplinary suspension without pay. If the nurse presents evidence that her or his Certificate of Registration has been reinstated, she or he shall be reinstated to her or his position effective upon presenting such evidence. Failure to provide evidence within 90 calendar days of the nurse being placed on non-disciplinary suspension by the hospital will result in the nurse being deemed to be no longer qualified and the nurse shall be terminated from the employ of the Hospital. Such termination shall not be the subject of a grievance or arbitration.

28.04 Education Leave

The parties acknowledge that the responsibility for professional development is shared between the RPN and the Hospital. In this regard, the local parties will endeavour to provide flexible work schedules to accommodate the RPN's time off requirements.

- (a) Leaves of absence, without pay, for the purposes of furthering professional nursing career development may be granted, subject to the operations of the hospital, on written application by the RPN to the Chief Nursing Officer, Supervisor or designate. Requests for such leave shall be done in accordance with local policies dealing with discretionary leave (where applicable) and will not be unreasonably denied.
- (b) A full-time or regular part-time RPN shall be entitled to leave of absence without loss of earnings from her or his regularly scheduled working hours for the purpose of taking examinations required by an accredited course that has been approved in advance by the Hospital in which RPNs are enrolled to enhance their nursing qualifications.

For greater clarity, the period of the leave shall include the night shift prior to and any scheduled shifts commencing on the day of the examination as long as payment under this clause does not result in payment for more than one regularly scheduled shift.

- (c) Leave of absence without loss of regular earnings from regularly scheduled hours for the purpose of attending short courses, workshops or seminars to further professional nursing career development may be granted at the discretion of the Hospital upon written application by the RPN to the Chief Nursing Officer, Supervisor or designate.
- (d) Professional leave with pay will be granted to full-time and regular part-time RPNs who are elected to the College of Nurses to attend regularly scheduled meetings of the College of Nurses, provided that this leave has been approved in advance of the schedule being posted.

28.05 Whistle Blowing Protection

Provided an RPN has followed reasonable policies or procedures issued by the Hospital concerned to protect the Hospital's entitlement to investigate and address any allegation of wrongdoing, RPNs will not be subject to discipline or reprisal for the reasonable exercise of their professional obligations, including those related to patient advocacy.

28.06 Ambulance Escort

Where a nurse is assigned to provide patient care for a patient in transit, the following provisions shall apply:

- (a) Where a full-time nurse performs such duties during her or his regular shift, the full-time nurse shall be paid her or his regular rate of pay. Where a full-time nurse performs such duties outside her or his regular shift or on a day off, she or he shall be paid the appropriate overtime rate.

Where a part-time nurse performs such duties during an assigned shift, she or he shall be paid her or his regular rate of pay. Where a part-time nurse continues to perform such duties in excess of her or his assigned shift, she or he shall be paid the appropriate overtime rate.

- (b) Where such duties extend beyond the nurse's regular shift, the Hospital will not require the nurse to return to regular duties at the Hospital without at least eight (8) hours of time off. Where such time off extends into the nurse's next regularly scheduled shift she or he will maintain her or his regular earnings for that full shift.
- (c) Hours spent between the time the nurse is relieved of patient care responsibilities and the time the nurse returns to the Hospital or to such other location agreed upon between the Hospital and the nurse will be paid at straight time or at appropriate overtime rates, if applicable under Article 17.02. It is understood that the nurse shall return to the Hospital or to such other location agreed upon between the Hospital and the nurse at the earliest opportunity. Prior to the nurse's departure on escort duty, or at such other time as may be mutually agreed upon between the Hospital and the nurse, the Hospital will establish with the nurse arrangements for return travel.
- (d) The nurse shall be reimbursed for reasonable out of pocket expenses including room, board and return transportation and consideration will be given to any special circumstances not dealt with under the foregoing provisions.

28.07 RPN Mentorship (Effective January 1, 2014)

RPNs may, from time to time, be assigned a formal mentorship role for a designated nurse. Mentorship is a formal supportive relationship between two (2) nurses, which results in the professional growth and development of an individual practitioner to maximize her or his clinical practice. The relationship is time limited and focused on goal achievement. Orientation to the organization or general functioning of the unit does not constitute mentorship.

After consultation with the nurse being mentored and the mentor, the Hospital will identify the experiences required to meet her or his learning needs, will determine the duration of the mentorship assignment and expectations of the mentor, and appropriate training. During the consultation process, the Hospital will review the mentor's workload with the mentor and the nurse being mentored to facilitate successful completion of the mentoring assignment.

The Hospital will provide on a regular basis, as required by the hospital based on need, all RPNs with an opportunity to indicate their interest in assuming a mentorship role, through a mechanism determined by the local parties. The Hospital selects and assigns the mentor for a given mentoring relationship. At the request of any unsuccessful applicant, the Hospital will discuss with him or her any ways in which he or she may be successful for future opportunities. The final decision in selection of RPN mentors lies solely with the Hospital.

The Hospital will pay the RPN for this assigned additional responsibility a premium of \$0.60 per hour, in addition to his or her regular salary and applicable premium allowance.

ARTICLE 29 - RENEWAL

29.01 Notwithstanding the foregoing provisions, in the event the parties to this agreement agree to negotiate for its renewal through the process of central bargaining, either party to this agreement may give notice to the other party of its desire to bargain for amendments on local matters proposed for incorporation in the renewal of this agreement not earlier than six (6) calendar months nor later than three (3) calendar months prior to the normal termination date of this agreement. Upon receipt of such notice by one party from the other, both parties will meet within fifteen (15) days thereafter for the purpose of bargaining on local matters.

It is understood and agreed that "local matters" means those matters which have been determined by mutual agreement between the Central Negotiating Committees respectively representing each of the parties to this agreement as being subjects for local bargaining directly between the parties to this agreement. It is also agreed that local bargaining shall be subject to such procedures as may be determined by mutual agreement between the Central Negotiating Committees referred to above.

29.02 Term

This agreement shall continue in effect until **December 31, 2021** and shall continue automatically thereafter from year to year unless either party gives notice in writing to the other party within 90 days prior to the expiration date that it desires to amend or terminate this agreement.

29.03 If, pursuant to such negotiations, an agreement on the renewal or amendment is not reached prior to the current expiration date, this Agreement shall automatically be extended until consummation of a new agreement or completion of the proceedings prescribed under the Labour Relations Act, R.S.O. 1970, c.232 of the Province of Ontario as amended, and the Hospital Labour Disputes Arbitration Act, R.S.O. 1970, c.208 as amended.

29.04 Retroactivity

Retroactivity, if any, will be paid within four full pay periods of the date of ratification or award on the basis of hours paid. Retroactive pay will be paid on a separate cheque where the existing payroll system allows. Where the existing payroll system does not allow for such separate cheque, the Hospital may pay retroactivity as part of the regular pay.

The Hospital will contact former employees at their last known address on record with the Hospital, with a copy to the Union, within 30 days of the date of ratification or award to advise them of their entitlement to retroactivity.

Such employees will have a period of 60 days from the date of notice to claim such retroactivity and, if they fail to make a claim within the 60-day period, their claim will be deemed to be abandoned.

ARTICLE 30 - MISCELLANEOUS

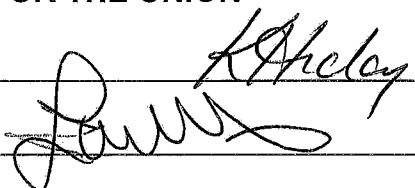
See Local Provisions Appendix L30

ARTICLE 31 - SUPERIOR CONDITIONS

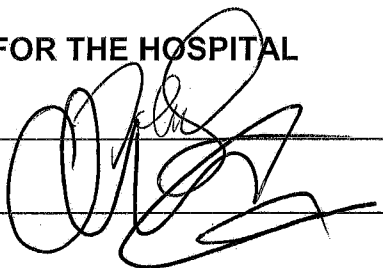
The parties agree that current Superior Conditions shall be maintained.

Dated at Newmarket, this 29 day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



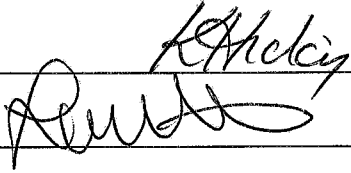
LETTER OF UNDERSTANDING

Re: Local Health Integration Networks (Full-time and Part-time)

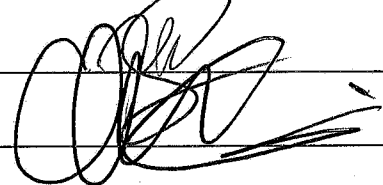
The parties agree that any LHIN initiative that will have a direct impact on the members of the bargaining unit may be raised through the Staff Planning committee, in accordance with Article 10.

SIGNED AT Toronto, this 20th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Re: Transformation in Health Care

Seniority Recognition

Without prejudice to the Union's or the Hospital's rights under the collective agreement or the Labour Relations Act, the parties agree that non-unionized employees who are affected (via relocation/transfer) shall, when entering the bargaining unit, be afforded seniority and service in accordance with the anniversary of their date of hire (or hours worked) from their original Hospital. Such anniversary date shall be calculated in accordance with the relevant provisions of the relevant collective agreement.

Right to Return on Transfer

Employees who are relocated/transferred to another employer by the Hospital will retain their seniority and service at their original Hospital for a 24 month period.

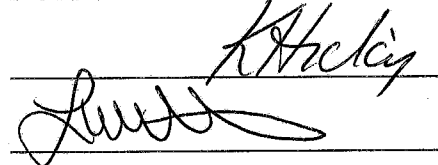
Without prejudice to the Union's or Hospital's rights under the collective agreement or the Labour Relations Act, employees relocated/transferred shall have the right to post for vacancies that arise, prior to or subsequent to the relocation/transfer at their originating Hospital for that 24-month period.

If they are the successful applicant, they will return to the employ of the hospital with seniority accrued, and service intact but not accrued, for the period that the employee was relocated/transferred to another employer.

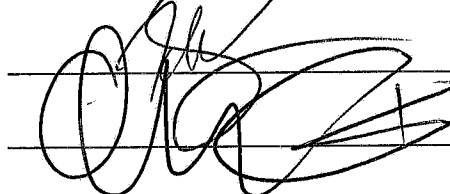
- Pursuant to a "Sale of Business" under Section 69 of the Labour Relations Act, 1995, as it may be amended from time to time.

SIGNED AT Toronto, this 29th day of October 2019.

FOR THE UNION



FOR THE HOSPITAL



Letter of Intent

Re: Staff Planning Committee and Charney Board

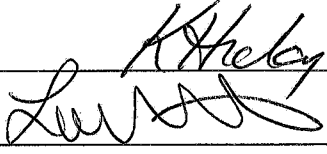
The parties agree that in the event of a dispute between the parties regarding the implementation of Article 10.01 and 10.04, the matter may be submitted to a Board of Arbitration chaired by one of L. Davie, or G. Charney, S. Raymond, F. Briggs or such others as determined by the committee referenced below. The Chair shall be appointed on a rotating basis giving due consideration to availability.

The parties agree that in order to address process and implementation issues regarding the application of Article 10.01 and 10.04, a joint Committee will be established between the Union and the participating hospitals to discuss and reach agreement on improvements to the existing process. In reviewing the existing process the Committee will be giving consideration to the interest of both parties in a timely resolution to disputes.

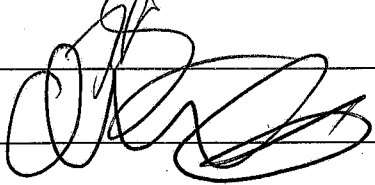
The Committee will meet within 90 days of ratification to commence discussions and it is understood that the work of the Committee will be completed within 120 days of the ratification date.

SIGNED AT Toronto, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF INTENT

Re: Innovative/Flexible Scheduling

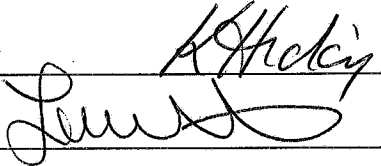
Where the local parties agree, arrangements regarding innovative/flexible scheduling may be entered into between the parties at the local level.

Such innovative schedules may be subject to the following principles:

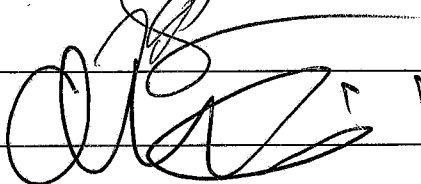
- (a) These schedules may pertain to full-time and/or part-time employees.
- (b) Such arrangements shall be established by mutual agreement between the Hospital and the Union.

SIGNED AT Toronto, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



MODEL AGREEMENT
EXTENDED SHIFT ARRANGEMENTS
BETWEEN
SOUTHLAKE REGIONAL HEALTH CENTRE
AND
SERVICE EMPLOYEES INTERNATIONAL UNION

The local parties hereby agree, subject to the approval of the Ministry of Labor, that extended shifts will be implemented under the following terms and conditions. In all other respects the Collective Agreement shall apply.

All eligible **scheduled** full-time and regular part-time staff **working in the affected** unit/department that is considering extended shift schedules will be given an opportunity to vote on the proposed schedule. **The parties may use the following to promote voter turnout:**

- **Electronic voting;**
- **Voting by proxy;**
- **Length of the voting period; or**
- **Such other methods as the parties agree to.**

The parties will jointly supervise such vote, which shall be held by secret ballot.

Where 75% of those employees **who participated in the** vote have voted in favour of extended shifts, the new schedule will be implemented on (6) a six-month trial basis and will be reviewed by both parties. This Model Agreement shall form part of the Collective Agreement between the parties herein, and shall apply to the employees described in Article 1 of the Model Agreement.

Article 1 - Work Unit and Employees Covered

(Detailed and specific description of department and employees covered)

Article 2 – Probation

- 2.1 It is understood that a new employee working extended shifts will be considered on probation until he/she has completed **four hundred fifty (450)** hours of work (**60 x 7.5hours =450**).

In all other respects the terms of probation will be in accordance with the collective agreement.

Article 3 – Hours of Work

3.1 The normal or standard extended workday shall be _____ hours per day.

(Detailed description with an attached schedule where appropriate.)

3.2 (Where applicable)

Failure to provide _____ hours between the end of an employee's scheduled shift and the commencement of such employee's next scheduled shift shall result in payment of one and one-half (1 ½) times the employee's regular straight time hourly rate for only those hours which reduce the _____ hour period.

Where the _____ hour period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

Article 4 – Scheduling

(Scheduling conditions to be determined locally (i.e. weekends off, consecutive shifts worked, etc.)

Article 5 – Overtime

5.1 Overtime shall be defined as being all hours worked in excess of the normal or standard extended workday, as set out in Article 3.1 of the Model Agreement.

5.2 For purposes of overtime the hours of work per week shall be averaged over _____ (weekly/pay-periods).

Article 6 – Rest and Meal Periods

6.1 Employees shall be entitled to relief periods during the shift on the basis of fifteen (15) minutes for each 3.75 hours worked.

6.2 (The length of the meal period to be determined locally).

Article 7 – Sick Leave and Long-Term Disability

The short-term sick plan will provide payment for the number of hours of absence according to the scheduled shift up to a fifteen (15) week total of 562.5 hours. All other provisions of the existing plan shall be maintained.

Article 8 – Paid Holidays

(Applicable to Full-time Employees Only)

8.1 Holiday pay will be computed on the basis of the employee's regular straight time hourly rate of pay times the normal or standard work day as set out in the "Daily and Weekly Hours of Work" provision of the Local collective agreement (Article 16).

- 8.2 An employee required to work on any of the designated holidays listed in the collective agreement shall be paid at the rate of time and one-half (1 ½) his regular straight time rate of pay for all hours worked on such holiday (0001h to 2400h of the holiday). In addition, he will receive a lieu day off with pay in the amount of his regular straight time hourly rate of pay times seven and one-half (7 ½) hours, except in those hospitals which have a different standard work day in which case holiday pay will be based on the standard or normal daily hours in that hospital.

Article 9 – Vacation

- 9.1 (Applicable to Full-time only)

Vacation entitlement as set out in the collective agreement will be converted to hours on the basis of the employee's normal work week.

- 9.2 (Applicable to Part-time only)

As set out in the collective agreement.

Article 10 – Temporary Transfers

- 10.1 In Article 25.03 of the collective agreement, replace "for a period in excess of one-half a shift" with "in excess of 3.75 hours" for extended tours.

Article 11 – Responsibility Allowance Outside the Bargaining Unit

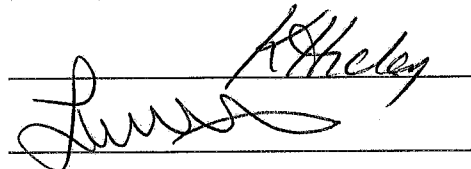
In Article 17.07 of the collective agreement replace "in excess of one-half of a shift" with "after 3.75 hours" for extended hours.

Article 12 – Termination

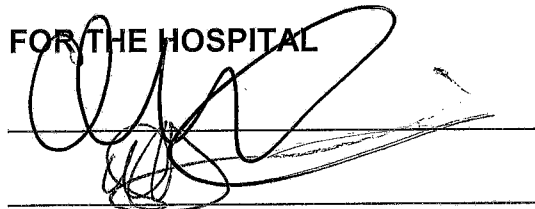
- 12.1 Either party may, on written notice of _____ (days/weeks) to the other party, terminate the Agreement for and reason.

Dated at Newmarket, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



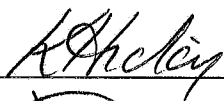
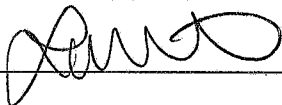
LETTER OF UNDERSTANDING

Re: Part-time Call-In

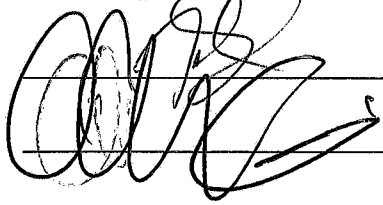
Where the parties agree at the local level, part-time call-in for non-scheduled, non-overtime shifts will be offered on a rotating basis. For clarity, the purpose of this letter is to ensure that all part-time employees are offered shifts in a fair and equitable manner by seniority.

SIGNED AT Toronto, this 29th day of October, 2019.

FOR THE UNION

FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Re: Joint Health and Safety Initiatives Council

In recognition of the shared interest by Hospitals and SEIU in employee health, safety and wellness, the parties will establish a Joint Council to gather information, discuss and make recommendations on the health, safety and wellness of SEIU represented employees in the workplace. The council will be comprised of equal representation from the OHA and SEIU.



The parties will invest in this Council the authority and, on a cost shared basis, the funds it needs to fulfil its mandate. Specifically, the mandate of the Council may include, but is not limited to, the following:

- The council will identify, gather and analyze the information they require to discuss the health and safety risks to employees in the workplace, which may include the commissioning of a study.
- The use of experts in employee health, safety and wellness, if required.
- Make recommendations to the OHA's Health and Safety Advisory Committee on industry health and safety initiatives (e.g. training programs, best practices, etc.).
- For the purposes of this council, items may include, but are not limited to, discussions on promoting and maintaining healthy workplace initiatives, healthy lifestyles, ergonomics, and early/safe return to work.
- The Council will consist of two members from each party (not including staff members) for a total of four members and will meet on a quarterly basis.
- The parties agree that the Union members on the committee shall suffer no loss of earnings for time spent during their regularly scheduled working hours in attending meetings.

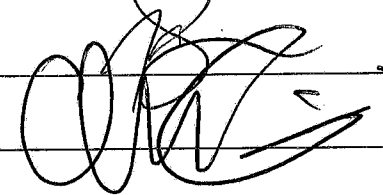
The parties will meet within 90 days of the ratification of the Memorandum of Settlement to agree on the work of the Council, including costs, and other items as deemed appropriate.

SIGNED AT Toronto, this 29 day of October, 2019.

FOR THE UNION

FOR THE HOSPITAL



Letter of Intent

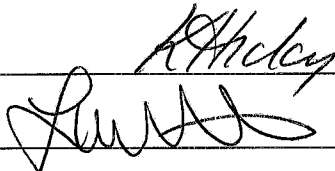
Full-Time and Part-Time

RE: Liability Insurance


Upon request of the Local Union, and with reasonable notice, the Hospital will provide a union representative the opportunity to read the provisions of the insurance policy or policies as to employee liability insurance coverage for the classifications of employees represented by the Union.

SIGNED AT Toronto, this 29 day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



Memorandum of Agreement

Between:

The participating Hospitals/OHA

-and-

Service Employees International Union, Local 1 Canada

Whereas the current collective agreement makes reference to the Blue Cross Plans and whereas the semi-private, extended health care and dental benefits are now being provided by various carriers at the different hospitals;

And whereas the Participating Hospitals ("the Hospitals") and the Service Employees International Union, Local 1 Canada ("the Union") wish to ensure that the collective agreement entitlements to semi-private, extended health care and dental benefits are comparable;

And whereas the Hospitals and the Union are desirous of considering whether, without reducing the level of benefits provided at each individual participating hospital, savings can be achieved in the provision of semi-private, extended health care and dental benefits;

And whereas the Hospitals and the Union wish to ensure that eligible employees receive comprehensive and accurate information about their coverage and entitlements;

And whereas the Hospitals and the Union recognize the importance of working collaboratively to achieve the objectives outlined above, it is agreed as follows:

1. Within thirty days of the ratification by the Hospitals and the Union of the collective agreement, a provincial Joint Benefits Committee ("the Committee") will be established.
2. Both the Hospitals and the Union will nominate three members of the Committee and appoint co-chairs. The Committee will meet and mutually select a third party facilitator. Failing to do so, William Kaplan will appoint the facilitator.
3. The Hospitals and the Union will be responsible for their own expenses, but they will share equally in the fees of the expenses of the facilitator.
4. The Committee will meet monthly or as otherwise agreed by the parties or directed by the facilitator.
5. The Committee will immediately request from all participating hospitals a copy of their current benefit plan master policies as they pertain exclusively to SEIU Local 1 Canada and booklets to be provided within 90 days of the request.
6. The Committee will review those plans and determine what, if any, variations exist

among the plans.


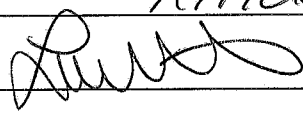
7. The Committee will also consider whether, without reducing the level of benefits provided at each individual participating hospital, there are cost saving mechanisms available to the parties.

8. The Committee may retain expert assistance, the cost of which shall be borne equally by the Hospitals and the Union. Should the Hospitals and the Union not agree on retaining expert assistance, the decision of the facilitator shall be binding.

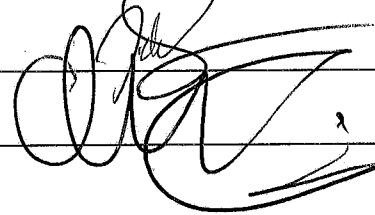
9. The Committee shall complete its work and prepare a final report within eighteen months, unless the parties agree otherwise. The parties agree that this memorandum of agreement and the report of the Committee shall not be introduced or relied upon by either party in any proceedings whatsoever. However, it is agreed and understood that the data collected may be relied upon by either party for any purpose in any proceeding.

SIGNED AT Toronto, this 29 day of October, 2019.

FOR THE UNION

FOR THE HOSPITAL



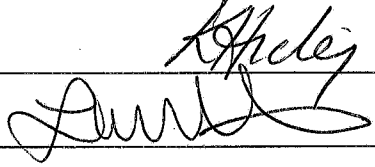
Letter of Intent

RE: Standardization Committee

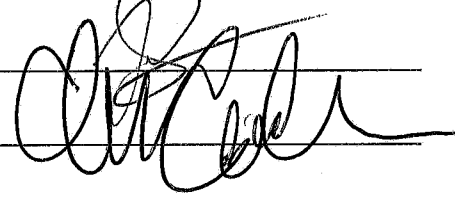
The central parties agree to establish a committee that will meet and confirm the contents of a standard format within 90 days of ratification. Where the parties are unable to reach agreement on any issue regarding standardization, the parties shall seek the assistance of a mediator.

SIGNED AT Toronto, this 29 day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

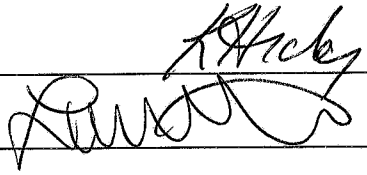
Re: Voluntary Part-time Benefits

If the local parties agree, the Hospital will provide part-time employees with the option of voluntary participation in any and all of the group health and welfare benefit programs set out in Article 22.01. It is understood and agreed that the part-time employees would pay the Employer the full amount of the monthly premiums, in advance.

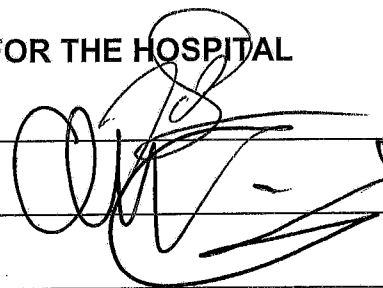
Note: Part-time voluntary benefits are not arbitrable in local negotiations.

SIGNED AT Toronto, this 29 day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Re: Regional Staff Planning Committee

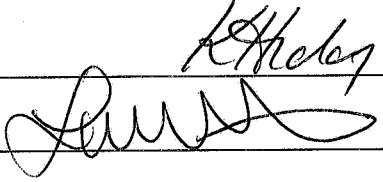
The central parties will meet during the term of the Collective Agreement to discuss changes to the Regional Staff Planning Committee language.

The changes to be discussed include:


- ♦ Process for applying to jobs at other Participating Hospitals
- ♦ Transfer of seniority and service
- ♦ Dispute resolution process.

SIGNED AT Toronto, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF INTENT

Re: Joint Nursing Initiatives Council

The parties agree to participate in a joint provincial nursing initiatives council. The nursing council will be composed of representatives of the Service Employees International Union Local 1.0n and the Participating Hospitals and Ontario Hospital Association. The nursing council will make its decisions by consensus.

The Committee will consist of three members from each party (not including staff members). The cost to participate in this Committee will be at the expense of the respective parties.

The mandate of the nursing initiatives council will be:

- Provide a forum to identify and share areas of Best Practice in enhanced RPN scope of practice and increased utilization;
- To have meaningful consultation regarding RPN/RN ratios as it relates to skill mix and interprofessional practice in the best interest of patient care.
- To recognize, acknowledge and support RPNs as their profession evolves.
- To promote and expand nursing education and lifelong learning as it relates to the College of Nurses of Ontario professional standard.

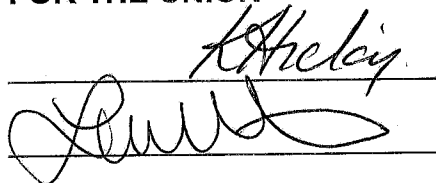
The nursing initiatives council will:

- Meet within sixty (60) days following ratification of the Memorandum of Settlement.
- Seek advice and participation from such professional practice researchers and others (e.g. College of Nurses) as the Nursing council deems appropriate.
- Work collaboratively on the issues with key stakeholders such as RPNAO, CNO, MOHLTC, Nursing Secretariat, and others as the Nursing Council deems appropriate.
- Identify resources required by the nursing council to carry out the mandate including exploring jointly any funding required for these resources.
- Make recommendations on enhancing the RPN specific articles in the Collective Agreement for future rounds of bargaining.
- The nursing council will be co-chaired by a hospital representative and a representative from SEIU.
- The nursing council recommendations will be presented in the form of a report to the participating hospitals and SEIU Local 1.0n RPN division.

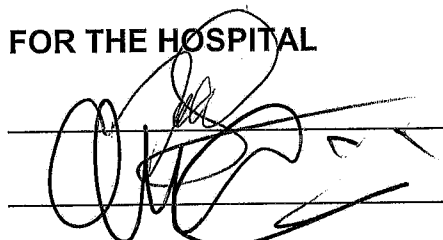
- The final recommendations from the joint nursing council will be presented to the Participating Hospitals.
- Nothing in this Letter of Understanding should be construed as precluding the local parties from entering into discussions with respect to RPN concerns and initiatives.

SIGNED AT Toronto, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

RE: NURSE GRADUATE GUARANTEE POSITIONS

The parties to this agreement expressly understand that all of the terms and provisions of the collective agreement not specifically referenced in this document remain in force.

Where government funding is received for the nursing new graduate guarantee, the Hospital may introduce as many supernumerary positions to be offered to newly graduated registered practical nurses as provided by the funding. Where such positions are introduced, the following will apply:

Newly graduated nurses are defined as those nurses who have graduated from a nursing program or refresher program within the last six months, as per the MOHLTC Nursing Graduate Guarantee;

Discussion will occur with the Local Bargaining Unit with regard to where the supernumerary positions will be assigned and the expectations before an appointment is made;

Such positions will not be subject to internal postings or request for transfer processes outlined in Article 11;

Such nurses will be considered temporary full-time as defined under Article 4.01, except as modified by this letter. Supernumerary nurses shall receive 14% of their regular straight time hourly rate for all straight time hours paid in lieu of all fringe benefits, in accordance with Article 22.04.

These supernumerary nurses may be hired for a specified term not to exceed the length of funding or such other period as the local parties may agree.

For the purpose of job posting, supernumerary nurses will be deemed to have no seniority within the bargaining unit. If they are the successful applicant in a job competition they will then be credited with service and seniority credits equal to all hours worked in their supernumerary position.

If the nurse has not successfully posted into a permanent position by the end of the supernumerary appointment, her/his employment will be deemed to have ended without recourse to layoff, and the release of such persons shall not be the subject of a grievance or arbitration. Notwithstanding the foregoing, a nurse who has not successfully posted into a permanent position by the end of the supernumerary appointment will be placed in an unscheduled part-time position if available.

The Hospital bears the onus of demonstrating that such positions are supernumerary and are not used as baseline staffing;

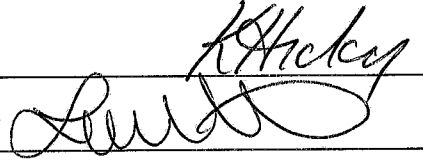
The Union will be provided with such written information as it may reasonably require regarding each supernumerary position;

In the event of a layoff in the area of assignment of the supernumerary nurse, the Hospital and the Local Union may mutually agree that the supernumerary nurse shall be first laid off.

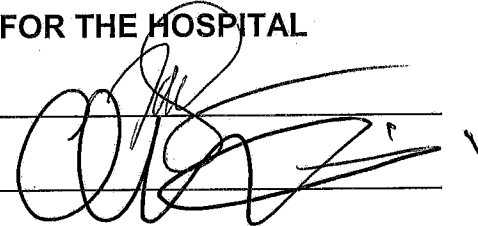
SEIU will provide the name of the RPN Union signatory as per the requirement of Health Force Ontario report submission.

Dated at Newmarket, this 29th day of October 2019.

FOR THE UNION



FOR THE HOSPITAL



WORKLOAD REVIEW FORM

Employees to complete every section

Date/Time of Occurrence _____

Date Form Submitted to Employer _____

Site/Location _____ Department/Unit _____

Type of Work Being Performed

Number of Staff on Duty _____ Usual Number of Staff on Duty _____

I/We the undersigned, believe that I was/we were given an assignment that was excessive or inconsistent with quality patient care and/or created an unsafe working environment for the following reasons. (Provide brief description of problem/assignment below):

To correct this problem, I/we recommended:

Name/Title of Immediate Supervisor Notified

Date/Time of Notification _____

Response _____

Signature of Employee(s) & Printed Name(s) on Line Below:

I/we do not agree with the resolution of my concern.

LETTER OF UNDERSTANDING

Re: Winter Apparel

Parka and Gloves

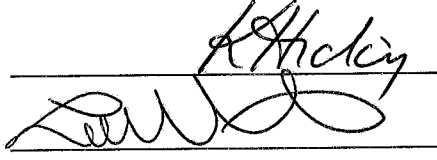
The Employer will provide a parka with a hood and a pair of gloves to all employees who require such in the course of their duties.

Full-time staff will receive their own parka and gloves. Part-time employees and full time food service workers will share pooled items.

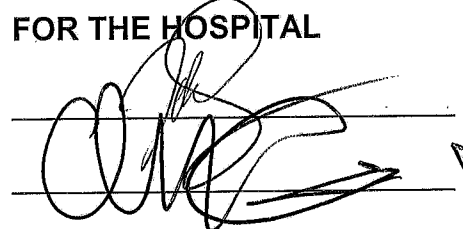
Items will be replaced on an as needed basis, but not more often than once a year.

SIGNED AT Toronto, this 29 day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Re: Uniform Allowance

This Letter of Understanding is attached to and forms part of the Collective Agreement.

A uniform allowance pro-rated on the amount paid to full-time employees on the basis of the number of hours worked in the 12 month period ending November 30 will be paid to all part-time R.P.N.'s (1950 hours = 100%).

All other Service members who are required to wear a uniform by the Hospital will be supplied with up to five uniforms as needed. Service members will launder their own uniforms.

Dated at Newmarket, this 29th day of October 2019.

FOR THE UNION

R. Hickey
L. Smith

FOR THE HOSPITAL

[Signature]

LETTER OF UNDERSTANDING

Re: Vacations

1. Vacation requests for current vacation year:

Should be submitted by March 15 and will be approved or denied by April 15th, with the schedule posted by May 15th.

2. Vacation carry over:

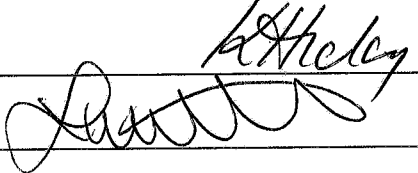
There will be no carry over of vacation past June 30th of the current vacation year. However, requests can be submitted in writing to the manager for consideration and approval not to be unreasonably withheld.

Carry over request not to exceed 2 weeks and will not be used between June 30th and September 15th, or during periods surrounding Christmas, New Year's or March Break.


Approval will be granted as per the Collective Agreement requirements of the vacation year in which the vacation is intended to be taken.

SIGNED AT Newmarket, this 22nd day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Re: Part-time Scheduling for Facility Operations

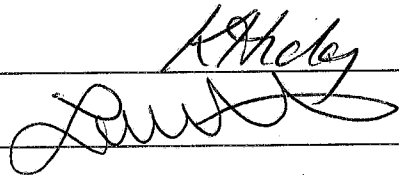
1. The Hospital and the Union agree that a schedule will be created that has dedicated lines for regular part-time staff. The staff will choose these lines by seniority.
2. The dedicated part time lines will consist of type A & B.
3. A Lines will be 2 shifts every weekend as required and assigned by the Hospital.
4. B Lines will be 2 shifts every other weekend as required and assigned by the Hospital.

The Hospital and the Union will agree that working every weekend will not result in overtime premiums.

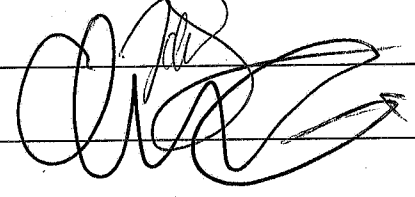
The Hospital and the Union may discontinue this LOU with the provision on thirty (30) days written notice to the other party. Upon receipt of such notice a meeting shall be held between the parties within fifteen (15) days to discuss the discontinuation of the LOU. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary.

SIGNED AT Newmarket, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

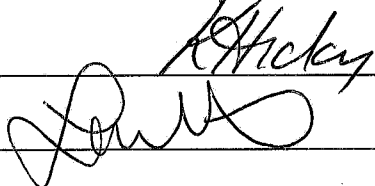
RE: WORK OUTSIDE THE BARGAINING UNIT

Employees temporarily promoted or assigned to a position at Southlake outside the SEIU Bargaining Unit will have their name on the seniority list red circled immediately and will continue to pay Union dues but will not continue to accrue seniority in the bargaining unit.

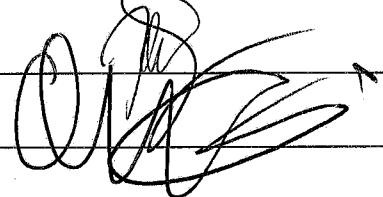
After an employee(s) has been outside the SEIU bargaining unit for a period of twelve (12) months, cumulative or consecutive, that employee(s) name will be removed from the SEIU Seniority List. An employee can request an extension of up to six (6) months to this provision and that extension will not reasonably be denied, in consultation with the Union.

SIGNED AT Newmarket, this 20th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Between:

SEIU LOCAL 1 CANADA
(Hereinafter referred to as the "Union")

And:

SOUTHLAKE REGIONAL HEALTH CENTRE
(Hereinafter referred to as the "Hospital")

Part Time Service Scheduling

This letter applies to Part Time Service employees excluding RPN's. Both parties agree this letter of understanding will take precedence over any conflicting local articles and existing letter of understanding relative to scheduling objectives.

The Hospital will schedule Part Time employees for work in accordance with operational requirements (including days, afternoons, and nights) and will be guided by the following:

- a. Employees will be available for a minimum of five (5) shifts per pay period.
- b. Employees will be available at least every other weekend;
- c. Employees will be available at least four (4) designated holidays per year, one of which will be Christmas or New Year's, on a rotating basis. Due to the nature of services necessary in a Hospital, employees may be required and scheduled to work on either December 24th and 25th or December 31st and January 1st.
- d. The schedule will be posted at least two (2) weeks in advance of going into effect and will cover at least a four (4) week period.
- e. Availability is to be submitted at least two (2) weeks in advance of posting. Availability can be updated after posting for any non-scheduled days but must still meet the criteria above. Employees are responsible for keeping their availability updated on a regular basis.
- f. Work shall be offered in accordance with the employee's seniority and stated availability for all scheduled and call-in shifts. Work shall be distributed as equitably as possible.
- g. If the employee does not answer when called for work based on above, a message will be left where possible. The employee is expected to call back.
- h. The employee may refuse one (1) shift within the pay period prior to meeting their pay period commitment. Sick or Personal Emergency Leave time is not considered a refusal but regular part-time must follow the agreed sick time and HR policies.

i. Employees requesting to exchange a shift within a posted schedule must complete a shift exchange form and it must be co-signed by another employee of same classification willing to the exchange shift for one of their posted scheduled shifts. It is understood that all shift exchange requests are subject to approval by the Hospital and shall not result in overtime payment to the employees affected.

j. Wherever possible, the Hospital agrees that employees hired as summer relief will not be pre-booked to perform work for which regular part-time employees in that department are available.

k. It is understood that if a part-timer is scheduled for a holiday weekend, it would include the premium shift, unless it is being filled by a full-time employee.

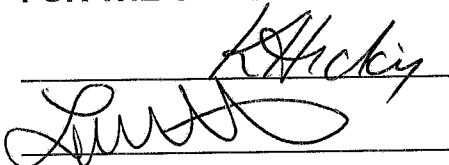
The Hospital and the Union may discontinue this LOU with the provision of thirty (30) days written notice to the other party.

Upon receipt of such notice, a meeting shall be convened within fifteen (15) days to discuss the discontinuation of this LOU. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary.

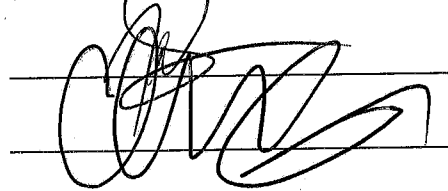
This letter of Understanding is on a without precedent and prejudice basis to any position either party may take in the future.

SIGNED AT Newmarket, this 29th day of October, 2019.

FOR THE UNION



FOR THE HOSPITAL



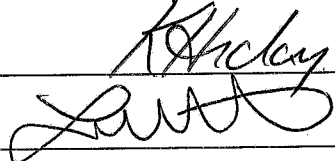
LETTER OF UNDERSTANDING

Re: Scheduling in Support Services

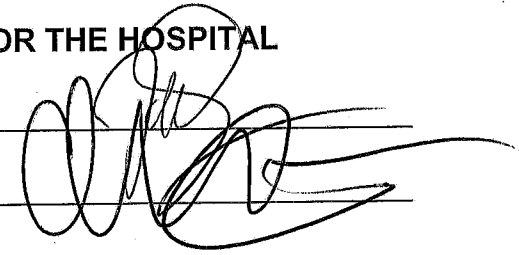
1. The Hospital and the Union agree that scheduling of Casual employees can occur during peak vacation time. This would occur after the Regular Part Time staff has been offered work in accordance with their seniority and stated availability. Casuals will not be scheduled at any other time of the year.
2. The Union and the Hospital have begun discussions around schedule changes which will affect both Full and Part-time staff. Full time staff had chosen the areas they work in by seniority and will remain in those areas/units. Therefore the new schedule will affect scheduled hours of work only, not the area/unit for which the work is performed (i.e. fewer weekends) but will not result in Full time staff moving from their current assignment.
3. The Hospital and the Union will create dedicated lines for the part time staff. This will result in consistent coverage when the full time staff is on days off.

SIGNED AT Newmarket, this 29th day of October 2019.

FOR THE UNION



FOR THE HOSPITAL



LETTER OF UNDERSTANDING

Between:

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

And:

SOUTHLAKE REGIONAL HEALTH CENTRE

Hospitality Services Associate, Food Services Associate, Transport Services Associate and Linen Services Associate Recruitment & Selection Process

PREAMBLE: The SEIU Service roles, Hospitality Services Associate (HSA), Food Services Associate (FSA), Transport Services Associate (TSA) and Linen Services Associate (LSA) are considered entry level positions at Southlake Regional Health Centre and require the same level of education and qualifications. This Letter of Understanding will serve to clarify the interview section of the Recruitment & Selection process for these Service roles.

1. The Hospital will continue to conduct interviews as part of the recruitment and selection process when considering external candidates for job competitions in any of the above noted Service roles at Southlake Regional Health Centre.
2. In a job competition where an internal SEIU Service employee in a role as noted above applies to another SEIU Service vacancy (roles noted above) an interview is not required and the position shall be granted to the most senior candidate. However, the Manager reserves the right to conduct a meet and greet with the candidate by way of introduction and to communicate expectations of the role.
3. Where a SEIU candidate in a role noted above applies to a position which would result in a status change from within the same classification i.e. part time TSA to full time TSA, there is no requirement for an interview. Candidates will be selected on the basis of seniority.
4. This Letter of Understanding shall be reviewed twelve (12) months from the date of signing and subsequently on an annual basis.

FOR THE UNION

DATE

Brian Kelly
Carrie Lawson

Aug 3/2017

FOR THE HOSPITAL DATE

McKenna Aug 3/2017
Donnelly Aug 3/2017

LOCAL PROVISIONS APPENDIX

ARTICLE L2 - SCOPE AND RECOGNITION

- 2.01 The Hospital recognizes the Union as the sole collective bargaining agent for all its employees at Newmarket, Ontario, save and except professional medical staff, registered nurses, graduate nurses and undergraduate nurses (R.N.), graduate pharmacists, undergraduate pharmacists, graduate dieticians, student dieticians, technical personnel, supervisors, foremen, persons above the rank of supervisor or foreman, chief engineer, office staff and persons regularly employed for not more than twenty-four hours per week.

ARTICLE L3 - MANAGEMENT RIGHTS

- 3.01 The Union acknowledges that it is the exclusive function of the Hospital to hire, promote, demote, transfer and suspend employees and also the right of the Hospital to discipline or discharge any employee for cause, provided that a claim by an Hospital also has the right to make and alter from time to time rules and regulations to be observed by the employees, but before altering any such rules, the Hospital will discuss same with the Union Grievance Committee and give them an opportunity of making representations with regard to such proposed alterations. The Hospital agrees that any such rules shall not conflict with the provisions of this Agreement.

ARTICLE L4 – DEFINITIONS

g) Master Schedule Rotation

The Master schedule shall outline the baseline staffing hours within each department.

Revised Posted Schedule

The posted schedule shall include all changes to the master rotation including vacation, sick time, statutory holidays, leaves of absence and any other approved changes.

ARTICLE L5 – UNION SECURITY

L5.05 Electronic Bulletin Board

The Hospital has agreed that SEIU can have their own area on the Hospital Intranet. An IT person from SEIU will meet with Corporate Communications in facilitating this project. The cost if any for set up will be SEIU's responsibility. All material to be posted will be sent to Human Resources for editorial content.

5.06 Onsite Union Office

The Employer shall supply an office equally shared with ONA bargaining units in the facility. The Employer shall provide a sufficient number of desks, filing cabinets, tables, chairs, fax machine with fax number, computers with unrestricted internet access and a telephone with an unrestricted line for local and long distance calls (as per the Hospitals Service provider plan), voicemail and a published union extension. The Employer will provide each Steward with an email address if they do not already have one. The office shall meet all health and safety standards and accommodate proper working conditions. On alternate days and upon request and upon request and availability, SEIU can book and utilize vacant meeting rooms.

ARTICLE L7 - GRIEVANCE COMMITTEES

- (g) Not more than three (3) members of the Grievance Committee shall meet with Management at any one time.
- (h) All members of the Grievance Committee shall be employees of the Hospital who have acquired seniority.
- (i) The Hospital will recognize stewards from the following departments of the Hospital:

Nursing Services - 2
General Services - 2

Each steward shall be an employee of the Hospital who has acquired seniority.

- (j) The Hospital agrees to permit stewards to wear an approved stewards' identification badge while on duty.
- (k) Should the parties agree to renegotiate this agreement concurrently with the agreement for full-time employees the Union's Negotiating Committees shall be combined. Payment for lost wages will be limited to six (6) employees in total.

The Chief Steward will be allowed 7.5 hours per week to conduct union business. This time can be utilized by other stewards on an as needed basis, and/or used by the Chief Steward in its entirety. Time off is to be prearranged with the Stewards' Supervisor. The Hospital will provide a swipe code for the Stewards.

7.02 (f) Union Stewards

The Hospital acknowledges the right of the Union to appoint or otherwise select twenty Union Stewards.

ARTICLE L8 – DISCIPLINARY NOTICES

All letters of discipline shall be removed from the employee's file after twelve (12) months provided that the employee's record remains discipline free for the twelve (12) months. The Hospital agrees that in considering the imposition of any disciplinary penalty including discharge, no weight will be given to letters of warning in respect of matters which occurred more than twelve (12) months prior to the date of the matters under current consideration, except in circumstances where disciplinary action on related matters has occurred within the twelve (12) month period.

A copy of any completed performance evaluation which is to be placed in an employee's file shall be first reviewed with the employee. The employee shall then have the opportunity to add their views to such evaluation prior to it being placed in their file. It is understood that such evaluations do not constitute disciplinary action by the hospital against the employee.

Each employee shall have access to their Personnel file for the purpose of reviewing evaluations, discipline, and counselling letters in the presence of a Human Resources representative. An employee is entitled to have the assistance of a union steward when reviewing the file. A copy of the evaluation will be provided to the employee at their request. A request by an employee for other documents in their file will not be unreasonably denied. Upon review of their employee, should the employee believe that any disciplinary letter is no longer applicable, they may request that such documentation be removed. Such request shall not be unreasonably denied.

ARTICLE L9 - SENIORITY

Seniority Lists

Seniority lists will be revised every six (6) months and a copy will be provided to the Chief Steward and the Union Office. Employees will be permitted to examine the seniority list in the Personnel Office at any reasonable time.

An employee who wishes to challenge the seniority list must do so pursuant with the terms and conditions of Article 9.06.

ARTICLE L13 - SKILLS UTILIZATION

Utilization of RPN skills:

- (i) the Hospital supports utilizing RPN's for the skills which the Hospital requires them to perform in the areas involved.
- (ii) the Hospital agrees to provide education for current RPN's for the additional skills which the Hospital required them to perform.

ARTICLE L15 - UNION LEAVE

This leave of absence shall be for not more than two (2) employees at any one time and will be limited to one employee from any one Department. No such leaves of absence shall be for a period in excess of one week each, and total a period of more than three weeks in any Agreement year.

- (e) In addition to the leave of absence set out above, members of the Union Executive Board and/or Council employed by the Employer will be entitled to an additional cumulative leave of absence, without pay, not to exceed ten (10) days per contract year unless extended by mutual agreement, subject to the conditions set out above.

ARTICLE L16 - HOURS OF WORK

16.01 Daily and Weekly Hours of Work

- ii) Night shift will be considered the first shift of the day.

16.04 Scheduling Objectives

See Letter of Understanding - Part Time Service Scheduling

Cancellation of Shifts

Where less than twenty-four (24) hours' notice is given to an employee that their scheduled shift is cancelled, time and one-half (1 ½) of the employee's regular straight time hourly rate will be paid for all hours worked on the employee's next shift worked.

ARTICLE L18 - ALLOWANCES

Where uniforms are required, the Hospital shall either supply and launder uniforms or provide a uniform allowance of \$100 per year in a lump sum payment in the first pay period of November of each year.

ARTICLE L19 - HEALTH AND SAFETY

- (a) The Hospital and the Union agree that they mutually desire to maintain standards of safety and health in the Hospital in order to prevent accidents, injury and illness.
- (b) Recognizing its responsibilities under the applicable legislation, the Hospital agrees to accept as a member of its Accident Prevention - Health and Safety Committee at least one (1) representative selected or appointed by the Union from amongst bargaining unit employees.
- (c) Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programs and recommend actions to

be taken to improve conditions related to safety and health.

- (d) The Hospital agrees to co-operate reasonably in providing necessary information to enable the Committee to fulfill its functions.
- (e) Meetings shall be held every second month or more frequently at the call of the Chair if required. The Committee shall maintain minutes of all meetings and make the same available for review.
- (f) Any representative appointed or selected in accordance with (b) hereof shall serve for a term of one (1) calendar year from the date of appointment which may be renewed for further periods of one (1) year. Time off for such representative(s) to attend meetings of the Accident Prevention - Health & Safety Committee in accordance with the foregoing shall be granted and time so spent attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at his regular or premium rate as may be applicable.
- (g) The Union agrees to endeavour to obtain the full co-operation of its membership in the observation of all safety rules and practices.
- (h) Pregnant employees may request to be transferred from their current duties if, in the professional opinion of the employee's physician, the pregnancy may be at risk.

If such a transfer is not feasible, the pregnant employee, if she so requests, will be granted an unpaid leave of absence before commencement of the maternity leave referred to in Article 15.04.

- (i) Where the Hospital identifies high risk areas where employees are exposed to Hepatitis B, the Hospital will provide, at no cost to the employees, a Hepatitis B vaccine.

ARTICLE L20 - HOLIDAYS

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Family Day (2nd Monday in February)
Float Day	
First Monday in June	

ARTICLE L21 - VACATIONS

21.02 All vacation periods will be arranged with an employee's Department Head with consideration being given to the employee's wishes on a seniority basis and the

needs of the department and may not necessarily be taken in one continuous period. Vacation preferences shall be made by April 15 and vacation schedules posted by May 15 of each year.

Vacation may not be accumulated from one (1) year to the next and in any event all vacations must be taken by June 30 of the year following which it became due.

Vacation periods, calculation of pay and service for this purpose will be based on a vacation year which will be from July 1 to June 30.

21.03 Vacation Scheduling

- a) All vacations will be scheduled on the basis of seniority.
- b) Confirmed vacation requests will not be rescinded by the Employer. Approved vacations will not be changed unless mutually agreed.

ARTICLE L25 – WAGES AND CLASSIFICATIONS

- (a) During the lifetime of this Agreement the Hospital agrees to pay and the Union agrees to accept the scale of wages as set out in Schedule "A" attached hereto, which is hereby made a part of this Agreement.
- .02
- (a) Each employee shall conform to the time-keeping requirements of the Hospital. Failure to do so may be the cause for disciplinary action.
 - (b) Employees desiring to leave the Hospital premises prior to the normal quitting time, exclusive of meal periods must obtain permission from the Department Head before leaving their work. Employees arriving late will be penalized.
 - (c) Employees must report to their respective supervisors in uniform, at the commencement of their shifts, and remain in uniform for the full working shift.
- .03
- (a) The Hospital undertakes to instruct all members of its supervisory staff to co-operate with the stewards in carrying out of the terms and requirements of this Agreement.
 - (b) The Union undertakes to secure from its officers, stewards and members their co-operation with the Hospital and with all persons representing the Hospital in any supervisory capacity.
- .04
- (a) The Hospital agrees that wages shall be paid on the regular pay day every two (2) weeks except when interfered with by the occurrence of a statutory or civic holiday. In this case the regular pay day shall be advanced one day. For the purposes of calculating any benefit or money payment under this Agreement to which an employee is entitled, the regular straight time rate of pay is that prescribed in Schedule "A" of this Agreement.

- (b) Employees will be paid during working hours and usually during the last shift worked on the regular pay day. Any alleged shortage in an employee's pay cheque will be corrected within one (1) payroll working day after it has been reported and substantiated.

ARTICLE L30 - MISCELLANEOUS

.01 Bulletin Boards

The Hospital will provide bulletin boards in mutually satisfactory locations for the convenience of the Union in posting notices of Union activity. All such notices must be signed by the proper officer of the Local Union and be submitted to the Administrator, or his authorized representative for approval before being posted. Keys to the board or boards are to be in the custody of the Administrator.

It is understood and agreed that the bulletin board referred to herein is the same as the ones set out in the collective agreement for full-time employees.

- .02 (a) Each employee shall conform to the time-keeping requirements of the Hospital. Failure to do so may be the cause for disciplinary action.

.05 Printing of Agreement

The Hospital will pay fifty per cent (50%) of the cost of printing the Collective Agreement. Arrangements for the printing will be made jointly by the Hospital and the Union.

- .06 Accurate job descriptions will be made available to each employee.

SCHEDULE A

CLASSIFICATION	Effective Date	Start	6 months	1 Year	2 Years	3 Years	4 Years
Dietary Aide	Current Rate	21.56		21.79	21.97		
	01-Jan-18	21.86		22.10	22.28		
	01-Jan-19	22.17		22.41	22.59		
	01-Jan-20	22.52		22.77	22.95		
	01-Jan-21	22.89		23.15	23.33		
Storesman Linen Serv Assoc	Current Rate	22.49		22.79	22.95		
	01-Jan-18	22.80		23.11	23.27		
	01-Jan-19	23.12		23.43	23.60		
	01-Jan-20	23.49		23.80	23.98		
	01-Jan-21	23.88		24.19	24.38		
Maintenance Painter/Handyperson	Current Rate	27.66	28.11				
	01-Jan-18	28.05	28.50				
	01-Jan-19	28.44	28.90				
	01-Jan-20	28.90	29.36				
	01-Jan-21	29.38	29.84				
RPN Non- Reg.	Current Rate	26.01					
	01-Jan-18	26.37					
	01-Jan-19	26.74					
	01-Jan-20	27.17					
	01-Jan-21	27.62					
RPN	Current Rate	28.87		29.07	29.35		
	01-Jan-18	29.27		29.48	29.76		
	01-Jan-19	29.68		29.89	30.18		
	01-Jan-20	30.15		30.37	30.66		
	01-Jan-21	30.65		30.87	31.17		
Maint Mechanic	Current Rate	25.58	26.03				
	01-Jan-18	25.94	26.39				
	01-Jan-19	26.30	26.76				
	01-Jan-20	26.72	27.19				
	01-Jan-21	27.16	27.64				

Hosp. Service Assoc Transp. Serv. Assoc	Current Rate	22.09		22.32	22.51		
	01-Jan-18	22.40		22.63	22.83		
	01-Jan-19	22.71		22.95	23.15		
	01-Jan-20	23.07		23.32	23.52		
	01-Jan-21	23.45		23.70	23.91		
Inventory Tech	Current Rate	25.05		25.55	26.07	26.60	27.18
	01-Jan-18	25.40		25.91	26.43	26.97	27.56
	01-Jan-19	25.76		26.27	26.80	27.35	27.95
	01-Jan-20	26.17		26.69	27.23	27.79	28.40
	01-Jan-21	26.60		27.13	27.68	28.25	28.87
Biomed Tech	Current Rate	35.23		36.31	37.40	38.47	39.69
	01-Jan-18	35.72		36.82	37.92	39.01	40.25
	01-Jan-19	36.22		37.34	38.45	39.56	40.81
	01-Jan-20	36.80		37.94	39.07	40.19	41.46
	01-Jan-21	37.41		38.57	39.71	40.85	42.14
Journey person/Maintenance	Current Rate	28.48	29.53				
	01-Jan-18	28.88	29.94				
	01-Jan-19	29.28	30.36				
	01-Jan-20	29.75	30.85				
	01-Jan-21	30.24	31.36				
Procedure Attendant Operating Room Attendant	Current Rate	23.54		23.77	24.03		
	01-Jan-18	23.87		24.10	24.37		
	01-Jan-19	24.20		24.44	24.71		
	01-Jan-20	24.59		24.83	25.11		
	01-Jan-21	25.00		25.24	25.52		
Sr. Ortho Tech.	Current Rate	31.40		32.42	33.45		
	01-Jan-18	31.84		32.87	33.92		
	01-Jan-19	32.29		33.33	34.39		
	01-Jan-20	32.81		33.86	34.94		
	01-Jan-21	33.35		34.42	35.52		
Ortho Tech.	Current Rate	27.18		28.32	29.50		
	01-Jan-18	27.56		28.72	29.91		
	01-Jan-19	27.95		29.12	30.33		

	01-Jan-20	28.40		29.59	30.82		
	01-Jan-21	28.87		30.08	31.33		
SPD Technician	Current Rate	22.81		23.54	23.77	24.03	
	01-Jan-18	23.13		23.87	24.10	24.37	
	01-Jan-19	23.45		24.20	24.44	24.71	
	01-Jan-20	23.83		24.59	24.83	25.11	
	01-Jan-21	24.22		25.00	25.24	25.52	
Sr. Biomed Tech.	Current Rate	39.80		40.88	42.11		
	01-Jan-18	40.36		41.45	42.70		
	01-Jan-19	40.93		42.03	43.30		
	01-Jan-20	41.58		42.70	43.99		
	01-Jan-21	42.27		43.40	44.72		
Sr. Maintenance Person	Current Rate	29.96					
	01-Jan-18	30.38					
	01-Jan-19	30.81					
	01-Jan-20	31.30					
	01-Jan-21	31.82					
Non-Reg Ortho Tech	Current Rate	25.16					
	01-Jan-18	25.51					
	01-Jan-19	25.87					
	01-Jan-20	26.28					
	01-Jan-21	26.71					
Maintenance Painter/Printer	Current Rate	26.67	27.12				
	01-Jan-18	27.04	27.50				
	01-Jan-19	27.42	27.89				
	01-Jan-20	27.86	28.34				
	01-Jan-21	28.32	28.81				
Sr. Eng. HVAC	Current Rate	31.88		33.04	34.23		
	01-Jan-18	32.33		33.50	34.71		
	01-Jan-19	32.78		33.97	35.20		
	01-Jan-20	33.30		34.51	35.76		
	01-Jan-21	33.85		35.08	36.35		

Notes:

1. Porters who may be required to transport cash and/or collecting laboratory samples by truck from other institutions will be paid twenty (0.20) cents an hour for the time spent in the performance of such duties.
2. RPN hired without their registration will be paid eighteen (0.18) cents per hour less than the RPN start rate until they receive their registration.