

COLLECTIVE AGREEMENT

-between-

ST. JOSEPH'S GENERAL HOSPITAL

-and-

SERVICE EMPLOYEES UNION
LOCAL 268

FULL-TIME COLLECTIVE AGREEMENT

~~Term: October 11, 1993 - October 10, 1995~~

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TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NUMBER</u>
	“For Your Information”	
ARTICLE 1	PURPOSE	2
1.01	Purpose of Agreement	2
ARTICLE 2	SCOPE AND RECOGNITION	2
2.01	Scope	2
ARTICLE 3	MANAGEMENT RIGHTS	3
3.01	Right of the Corporation	3
ARTICLE 4	DEFINITIONS	3
4.01	Temporary Employees	3
4.02	Definition of Employee	4
ARTICLE 5	UNION SECURITY	5
5.01	Union Dues	5
5.02	Interview Period	5
5.03	Employee Lists	6
5.04	Dues Check Off	6
5.05	Bulletin Boards	7
5.06	No Discrimination	7
ARTICLE 6	NO STRIKE/LOCKOUT	7
ARTICLE 7	UNION REPRESENTATION AND COMMITTEES	8
7.01	Grievance Committee	8
7.02	Union Stewards	9
7.03	Central Bargaining Committee	10
7.04	Local Negotiating Committee	11
7.05	Union/Management Committee	12
ARTICLE 8	GRIEVANCE AND ARBITRATION	12
8.05	Policy Grievance	15
8.06	Group Grievance	15
8.07	Discharge Grievance	15
ARTICLE 9	SENIORITY	18
9.01	Probationary Period	18
9.02	Definition of Seniority	18
9.03	Transfer of Service and Seniority	19
9.04	Loss of Seniority	19
9.05	Effect of Absence	20
9.06	Transfer to Position Outside the Bargaining Unit	21
9.07	Transfer at Request of Employee	21

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NUMBER</u>
9.08	Transfer at Instance of Corporation	22
ARTICLE 10	JOB SECURITY	22
10.02	Notice of Layoff	24
10.03	Severance and Retirement Options	25
10.04	Regional Staff Planning Committees	27
10.05	Layoff and Recall	27
10.06	Benefits on Layoff	30
ARTICLE 11	JOB POSTING	31
ARTICLE 12	NO CONTRACTING OUT	33
ARTICLE 13	WORK OF THE BARGAINING UNIT	34
13.01	Work of the Bargaining Unit	34
13.02	Employment Agencies-	34
13.03	Volunteers	34
13.04	Ratio of R.N.'s to R.P.N.'s	35
ARTICLE 14	TECHNOLOGICAL CHANGE	35
ARTICLE 15	LEAVES OF ABSENCE	37
15.01	Bereavement Leave	37
15.02	Education Leave	37
15.03	Jury and Witness Duty	38
15.04	Pregnancy Leave	39
15.05	Parental Leave	43
15.06	Full-Time Union Officers	46
15.07	Union Leave	47
ARTICLE 16	HOURS OF WORK	48
16.01	Daily and Weekly Hours of Work	48
16.02	Rest Periods	49
16.03	Time Off Between Shifts	49
16.04	Weekends Off	49
16.05	Scheduling	50
16.06	Exchange of Shifts	51
ARTICLE 17	PREMIUM PAYMENT	52
17.01	Definition of Regular Straight Time Rate of Pay	52
17.02	Definition of Overtime (Overtime Premium)	52
17.03	Reporting Pay	52
17.04	Standby	53
17.05	Call-Back Call-In	53
17.06	Shift Premium	54

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NUMBER</u>
17.07	Responsibility Outside the Bargaining Unit	54
17.08	Overtime - Lieu Time	54
17.09	Paid Time to Working Time	54
17.10	Weekend Premium	54
ARTICLE 18	ALLOWANCES	55
18.01	Meal Allowance	55
18.02	Uniform Allowance	55
18.03	Transportation Allowance	55
ARTICLE 19	HEALTH AND SAFETY	56
19.01	Accident Prevention - Health & Safety Committee	56
19.02	Protective Clothing	57
ARTICLE 20	PAID HOLIDAYS	58
20.09	Lieu Days	61
ARTICLE 21	VACATIONS	61
21.01	Entitlement and Calculation of Payment	61
21.02	Approved Leave of Absence During Vacation	62
21.03	Vacation Scheduling	62
ARTICLE 22	HEALTH AND INSURED BENEFITS	63
22.01	Insured Benefits	63
22.02	Change of Carrier	65
22.03	Pension	65
22.04	Early Retirement	66
ARTICLE 23	INJURY AND DISABILITY	66
23.01	Workers' Compensation Injury	66
23.02	Disabled Employees	66
ARTICLE 24	SICK LEAVE	66
24.01	Sick Leave & Long Term Disability	66
24.02	Workers' Compensation Benefits & Sick Leave	69
ARTICLE 25	COMPENSATION	69
25.01	Experience Pay	69
25.02	Promotion to a Higher Classification	70
25.03	Temporary Transfer	70
25.04	Job Classification	70
25.05	Wages and Classification Premiums	72

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NUMBER</u>
ARTICLE 26	GENERAL ARTICLE	72
26.01	Payment of Wages	72
26.02	Retroactivity	72
26.03	Notice of Termination	73
26.06	Letters of Reprimand	74
26.07	Access to Personnel File	74
ARTICLE 27	DURATION	74
27.01	Renewal	74
27.02	Term	75
	WAGE SCHEDULE "A"	76
	WAGE SCHEDULE "B"	80
	LETTERS OF INTENT	
	RE: LIABILITY INSURANCE	82
	RE: 12-HOUR SHIFTS	83
	MEMORANDUM OF UNDERSTANDING	
	RE: SHIFT PREMIUM	84
	LETTERS OF UNDERSTANDING	
	RE: MODIFIED WORK	85
	RE: ALTERNATE STAFFING	
	PATTERNS	86
	RE: ARTICLES 10.01 AND 10.04	87

FOR YOUR INFORMATION

The International Union has a scholarship programme which offers **10 4-year** scholarships of **\$750.00**. For details of this programme contact the Union **Office**. Please keep the Union **Office** advised **of any change** of address. It is each **member's** responsibility to ensure their due payments are up to date. If the payments are not made within the month they are owing, your Death Gratuity is broken.

The Welfare Fund will function only under the following guidelines for full and part-time employees of their Employer and who are a members **in good** standing:

- a) cards to members who are ill at home;
- b) fruit baskets to members who are ill in hospital, if notified while in hospital;
- b) flowers for deceased members only-not family members.

Responsibility for Payment of Dues: SEIU Constitution and By-Laws Article XIV, Section 7. **The dues of the** Local Union shall be payable on or before the last day of the current month.

The entire responsibility for the payment **of dues** to a Local Union within the time required by the provisions of this Article is the sole obligation of each member individually, and cannot be delegated to the Local Union or any of its representatives or to any other person, whether a delegate, shop steward, or otherwise.

THE INTERNATIONAL DEATH GRATUITY

The gratuity is a payment made by the International Union to the beneficiary of a deceased member. It is a gift from the Union to your family-or anyone you choose, an extra service undertaken by your Union to encourage you to pay dues promptly, that **is, within** the month they are due. The Death Gratuity affects members of the **SEIU** - except those who joined after January **1st, 1951** and who were **65** or older at that time and members who joined **after** September **1, 1994**.

For members of any Local Union who were in good standing in connection with this Article XVIII on September 1, 1984, the Service Employees **International** Union Death Gratuity Program, as amended Effective September 1, 1984, shall be maintained in effect for those members who meet the eligibility and participation requirements set forth in such amended Program. When the International Executive Board in its discretion determines that it is necessary or advisable to abolish, curtail or limit any payments provided for in the Program or to amend to modify any provisions governing such **payments**, it shall have authority to do so. The International Union shall notify each Local Union sixty **(60)** days before the effective date **of any** changes in the provisions of the Program.

This age limit does not apply to members who joined before January 1st, 1951. Gratuity payments are in the amounts of **\$100.00; \$200.00; \$300.00; \$400.00 and \$500.00**. They are computed this way: Counting back from the date **of death**, **\$100.00** is paid for up to 5 years. If you were to die within a year after you failed to pay dues on time in any month, no Gratuity would be paid.

And, of course, members who joined at age **65** after January 1st, 1951 are not affected by the Gratuity. Can the Beneficiary **of every** member receive a **\$500.00** Gratuity? No. There are 2 exceptions.

- 1) **if you** were initiated after January 1st, 1946, and were **55** or over at the time, the maximum Gratuity will be **\$100.00** in any event;
- 2) if you fail to pay dues promptly anytime after you reach **55** the maximum Gratuity possible will be **\$300.00**.

The **natural** person or persons you want to receive the Gratuity is your beneficiary. An estate or institution may not be named as your **beneficiary**. **If you do not name** a beneficiary and leave no spouse or children, the Union will pay **\$100.00** towards funeral expenses. You alone are responsible for **the** prompt payment of your dues. There are no exceptions to this -not even if you customarily pay dues through another person and that person fails to pay them on time. For your loved

ones, protect the Gratuity. Always **pay** your dues within the month they **are** due or ahead of time. **If you have** not named your beneficiary do so as soon as possible. Should **your beneficiary** die or should you decide to change beneficiaries, notify your Local Union.

MEETING DATES

GENERAL MEMBERSHIP MEETING
First Monday of Each Month (Excluding July & August)

EXECUTIVE **BOARD** MEETING
Last **Monday** of Each Month

UNION OFFICE

1200 West Walsh Street
Thunder Bay, Ontario
P7E4X4
(807) 475-4217

UNION OFFICE

Suite 407, 123 March Street
Sault Ste. Marie, Ontario
P6A 2Z5
(705) 942-9110

OFFICE STAFF

Richard Armstrong-Vice-President & Local Director

Glen **Oram** Barb **Rankin** Helen Eaton
Union Representative Union Representative Union Representative
(Thunder Bay) (Thunder Bay) (Thunder Bay)

Glen **Chochla** Kathy **Knauff**
Union Representative Union Representative
(Thunder Bay) (Thunder Bay)

Linda **Plante** Brenda Thompson Bonnie Knott
Accountant Executive Secretary Secretary/Receptionist
(Thunder Bay) (Thunder Bay) (Thunder Bay)

Paul Middleton June **Duguay**
(Union Representative) Secretary
(**Sault Ste. Marie**) (**Sault Ste. Marie**)

COLLECTIVE AGREEMENT

made this 27th day of July, 1999.

BETWEEN

ST. JOSEPH'S GENERAL HOSPITAL,
of the City of Thunder Bay in the
District of Thunder Bay,
hereinafter referred to as the "Corporation",

OF THE FIRST PART,

- and -

SERVICE EMPLOYEES' INTERNATIONAL UNION,
A.F. OF L. - C.I.O., C.L.C.,
a voluntary union of employees
representing certain employees of the
Corporation through its Local 268,
hereinafter referred to as the "Union",

OF THE SECOND PART.

PREAMBLE

WHEREAS Christian Charity is an essential, all pervasive and dynamic element in St. Joseph's General Hospital influencing every phase of the **organization**, administration and activity.

The primary purpose and concern of St. Joseph's General Hospital is service to the individual patient, rendered directly through the medical and nursing staffs

and indirectly through its auxiliary corps which comprises all the other workers in the Hospital including employees and management. This service is influenced, inspired and motivated by the love of God for his creatures which all should try to imitate in their service to the patients and to one another.

In the implementing of this Agreement consideration will be given to the welfare of the Corporation as a whole having due regard for the rights and duties of each individual.

ARTICLE 1 PURPOSE

1.01 Purpose of Agreement: The purpose of this Agreement is to establish an orderly, collective bargaining relationship between the Corporation and certain classifications of employees represented by the Union which will not interfere with the successful operation of St. Joseph's General Hospital as a public service institution intended to provide adequate hospital and clinical services to the general public.

ARTICLE 2 SCOPE & RECOGNITION

2.01 Scope:

(a) The Corporation recognizes the Union for the duration of this Agreement as the sole and exclusive collective bargaining agent with respect to wages, hours and working conditions for the employees of the Corporation in the classifications listed on Schedule "A" attached hereto save and except stationary engineers, foremen, foreladies, persons above the rank of foreman or forelady, persons regularly employed for less than twenty-five (25) hours per week,

full-time watchmen, professional help, and members of the Sisters of St. Joseph of Sault Ste. Marie.

(b) The Corporation undertakes that it will not enter into any other agreement or contract with the employees described in the bargaining unit above and represented by the Union either individually or collectively, which will conflict with any of the provisions of this Agreement.

ARTICLE 3 MANAGEMENT RIGHTS

3.01 Rights of the Corporation: The Union acknowledges that it is the exclusive function of the Corporation subject to the provisions of the Collective Agreement:

(a) To maintain order, discipline, and efficiency, and to establish and from time to time alter rules and regulations to be observed by employees after reasonable notice of such alterations in the rules and regulations has been given to the Union Committee; to decide on the number of employees needed by the Corporation at any time; and to decide to use improved or changed methods and equipment.

(b) To hire, transfer, promote, demote, lay-off, recall, assign duties, and to suspend, discipline, or discharge any employee for just cause,, provided that a claim that an employee has been unjustly discharged or disciplined may be the subject of a grievance and dealt with under the Grievance Procedure of this Agreement.

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 the 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.

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 **Definition of Employees:**

(a) **"Employee"** shall include only such persons coming within the scope of the bargaining unit described in Article 2.

(b) **"Steward"** shall mean an employee of the Corporation duly accredited as such by the Union.

(c) **"Executive Director"** shall mean Executive Director of St. Joseph's General Hospital.

ARTICLE 5 UNION SECURITY

5.01 Union Dues: As a condition of employment, the Hospital will deduct from each employee covered by this Agreement an amount equal to the regular monthly Union dues designated by the Union.

Such dues shall be deducted from the first pay of each month for full-time employees, and may be deducted from every pay for part-time employees. In the case of newly hired employees, such deductions shall commence in the month following their date of hire.

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.

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.

Dues deducted by the 15th of the month shall be remitted monthly to the Union, no later than the end of the month in which the dues were deducted.

5.02 Interview Period: On or before the commencement of his employment the Corporation will give to each new employee a copy of the Union Agreement to be supplied by the Union. It is agreed that a representative of the Union who is not on duty will be given an opportunity to interview each new employee during the second month of his or her probationary period for the purpose of ascertain-

ing the wishes of the employee concerning membership in the Union, but no employee will be compelled to present himself or herself for such interview. The Hospital Administration will advise the Union monthly of the names of those who have completed the first one and one-half months of their probationary period, and, on request, will arrange a place and time once each month for the said interview which shall not exceed **fifteen (15)** minutes in duration. There may be a representative of the Hospital Administration present at the interview. Because of this privilege of interview granted in this clause, it is expressly agreed by the Union that there shall be no solicitation for membership at any other time nor collection of dues at any time on the premises of the Corporation. The Corporation Administration will co-operate in scheduling interviews when the employees are on duty.

5.03 Employee Lists: Upon the signing of this Agreement the Corporation will furnish the Union with a copy of the employee's seniority list and revised copies will be **posted and supplied** at six-month intervals thereafter. No objection may **be** taken by the Union or by any employee unless notice of objection is given by the Union or an employee to the Corporation within one month after the Corporation has **posted and furnished** to the Union the seniority list in which the item first appeared.

5.04 Dues Check Off: The remittances of union dues or amounts **equivalent** thereto which were deducted by the Corporation **from** the wages of employees, will be **accompanied** by lists showing the names of those employees from whose wages such deductions have been made and the names of employees from whose wages no such deductions were made and the reasons why no such deductions were made.

5.05 Bulletin Boards:

(a) The Hospital shall provide a Union Bulletin Board in a suitable location.

(b) The Union shall have the right to post notices of meetings and such notices as may be of interest to the employees on such bulletin board provided that all such notices are submitted to the Administrator for approval before posting. All out-dated notices shall be removed by the Union forthwith.

5.06 No Discrimination: The parties agree that there shall be no discrimination within the meaning of the Ontario Human Rights Code against any employee by the Union or the Hospital by reason of race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin, family status, handicap, sexual orientation, political affiliation or activity, or place of residence. The Hospital and the Union further agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practised by either of them or their representatives or members, because of an employee's membership or non-membership in a Union or because of his activity or lack of activity in the Union.

ARTICLE 6 NO STRIKE/LOCKOUT

6.01 (a) The Union agrees that there will be no strike or other collective action by the employees represented by the Union, and if such action should be taken by the employees, the Union will instruct the said employee to return to work and perform their usual duties forthwith and to resort to the grievance procedure established herein for the settlement of any complaint or grievance. Should there

be a violation of this section, there shall be no discussion or negotiation of the matter in dispute between the Corporation and the Union until normal work has been resumed.

(b) The Corporation agrees that there will be no lock out of employees.

ARTICLE 7 UNION REPRESENTATION AND COMMITTEES

7.01 Grievance Committee:

(a) The Hospital will **recognize** a Grievance Committee composed of the Chief Steward and not more than five (5) employees selected by the Union who have completed their probationary period. 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.

(f) The number of stewards and the areas which they represent, are to be determined locally.

(g) Official Service Employees Union steward lapel pins may be worn by Stewards that have been confirmed in writing to the Corporation by the Union.

7.03 Central Bargaining Committee: 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 6 calendar months nor later than 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 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

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. Upon reference to Arbitration, the Negotiating Committee members shall receive unpaid time off for the purpose of attending Arbitration Hearings.

It is understood and agreed that the maximum number of Union Central Negotiating Committee members entitled to payment under this provision shall be seven (7) and in no case will more than one 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 7 Hospitals accordingly.

7.04 Local Negotiating Committee:

(a) The Hospital agrees to recognize a Negotiating Committee comprising of three (3) members to be elected, or appointed from amongst employees in the bargaining unit, who have completed their probationary period.

(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.

(g) In the event that Local 268 and participating hospitals decide to voluntarily bargain regionally for future negotiations, then the union negotiating committee will consist of no more than one full-time representative from each hospital and a maximum of two part-time employees representing all part-time units participating in regional negotiations.

7.05 Union/Management Committee: The parties agree that matters of mutual concern should be discussed at a Union/Management Committee meeting. Membership shall consist of equal numbers of representatives and include the Chief Steward and Personnel Director. Meetings will be conducted as necessary with either party requesting a meeting in writing coupled with a proposed agenda.

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 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 this 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.

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.

Such complaint shall be discussed with his 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 ONE The employee shall submit the grievance, in writing, and signed by him, to his immediate supervisor. The employee may be accompanied by a Union steward. The immediate supervisor will deliver his decision in writing within five (5) days following the day on which the written grievance was presented to him. Failing settlement, then:

STEP TWO Within five (5) days following the decision under Step 1 the employee, accompanied by a union steward, or the union steward shall submit the written grievance to his Department Head, who will deliver his decision in writing within five (5) days following the day on which the grievance was presented to him.

This step may be omitted where the employee's immediate supervisor and Department Head are the same person. Failing settlement, then:

zWithin five (5) days following the decision in the immediately preceding step, the grievance shall be submitted in writing to the Chief Executive Officer of the Hospital or the designated Hospital representative.

A meeting will then be held between the Chief Executive Officer or the designated Hospital representative and the designated union representatives who may be accompanied by the general representative of the Union, within five (5) days of the submission of the grievance at Step 3, 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.

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 3 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 3 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 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 3 is given, the grievance shall be deemed to have been abandoned.

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 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.

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 forty-five days of work within any twelve calendar months. Upon completion of the probationary period he shall be credited with seniority equal to forty-five working days. With the written consent of the Corporation, the probationary employee, and the President of the Local Union or designate, such probationary period may be extended. 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 and is at the sole discretion of the Corporation

9.02 Definition of Seniority: Full-time employees will accumulate seniority on the basis of their continuous service in the bargaining unit from 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.

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.

9.04 Loss of Seniority: An employee shall lose all seniority and shall be deemed terminated if:

(a) employee quits;

(b) employee is discharged and the discharge is not reversed through the grievance and arbitration procedure;

(c) employee is absent from scheduled work for a period of three (3) or more consecutive working days without notifying the Hospital of such absence and providing a reason satisfactory to the Hospital;

(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 twenty-four (24) months;

(f) employee fails upon being notified of a recall to signify his intention to return within five (5) working days after he has received the notice of recall, and fails to report to work within ten (10) working days after he has received the notice of recall;

(g) employee is absent due to illness or disability, which absence continues for thirty (30) calendar months from the time the disability or illness commenced.

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

9.05 Effect of Absence: Unless otherwise provided in this Collective Agreement:

(a) It is understood that during an approved unpaid absence not exceeding thirty (30) continuous days or any approved absence paid by the Hospital, both seniority and service will accrue.

(b) During an unpaid absence exceeding thirty (30) continuous calendar days, credit for service for purposes of salary increment, vacation, sick leave, or any other benefits under any provisions of the Collective Agreement or elsewhere, shall be suspended for the period of the absence in excess of thirty (30) continuous calendar days, the benefits concerned appropriately reduced on a pro rata basis and the employee's anniversary date adjusted accordingly. In addition, the employee will become responsible for full payment of subsidized employee benefits in which he/she is participating for the period of absence, except that the

Hospital will continue to pay its share of the premiums for up to eighteen (18) months while an employee is in receipt of W.C.B. benefits. Notwithstanding this provisions, service shall accrue for a period of fifteen (15) weeks if an employee's absence is due to a disability resulting in W.C.B. benefits.

(c) It is further understood that during such unpaid absence, credit for seniority for purposes of promotion, demotion, transfer or layoff shall be suspended and not accrue during the period of absence. Notwithstanding this provision seniority shall accrue for a period of eighteen (18) months if an employee's absence is due to a disability resulting in W.C.B. benefits or LTD benefits or for a period of one (1) year if an employee's unpaid absence is due to an illness.

9.06 Transfer to Positions Outside of the Bargaining Unit: An employee who is transferred to a position outside of the bargaining unit for a period of six (6) months shall retain but not accumulate seniority held at the time of the transfer. In the event the employee is returned to a position in the bargaining unit she shall be credited with the seniority held at the time of transfer and resume accumulation from the date of her return to the bargaining unit.

9.07 Transfer at Request of Employee:

(a) If an employee at his own request or to avoid being laid-off is transferred to another classification, the employee shall immediately be paid the starting rate for the classification to which the employee is transferred and shall progress within the scale for that classification according to the length of service within that classification, subsequent to the date of the transfer.

(b) If an employee, having at least twelve (12) months seniority, at his own request or to avoid being laid off is transferred to another classification of equal or lower pay, the employee will start in the new classification at not less than the one year rate.

9.08 Transfer at Instance of Corporation: If at the instance of the Corporation an employee is transferred to another classification carrying a rate-in a lower range, the employee shall not suffer thereby a reduction in rate of pay.

ARTICLE 10 JOB SECURITY

10.01 (a) With respect to the development of any operating or re-structuring plan which may affect the bargaining unit, the Union shall be involved in the planning process from the early phases 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 the 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 during their regularly-scheduled hours of work shall not lose regular earnings as a result of such attendance. 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 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.

10.02 Notice of Layoff:

(a) Notice: In 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 six (6) months' written notice of the proposed layoff or elimination of position; and
- ii) provide to the affected employee(s), if any, no less than six (6) 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.

10.03 Severance and Retirement Options:

(a) Severance Pay: Within the lesser of thirty (30) days from the date of notice of layoff or the notice provided above an employee with more than twelve (12) months service with the Hospital who has received notice of layoff of a permanent or long-term nature may resign, forfeiting the right to notice. Such employees will receive the balance of the notice as severance pay.

NOTE: In accordance with the Mithnick Board's supplementary award dated February 24, 1997, notwithstanding Article 10.02, notice for the purposes of severance pay under Article 10.03(a) is to be calculated on the basis of two (2) weeks per year of service to a maximum of twelve (12) weeks. Thus the balance of the notice referred to above will be the balance of up to twelve (12) weeks as applicable.

(b) 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 layoff, an employee who has received notice of layoff 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 one (1) week's pay for each year of

service with the Hospital to a maximum of twenty-six (26) weeks on the basis of the employee's normal weekly earnings. In addition, full-time employees will receive a lump sum payment equal to \$1,000.00 for every year less than age 65, to a maximum of \$5,000.00

NOTE: The Hospital may offer any employee a retirement option as provided above, in order to avoid potential layoffs in the unit.

(c) A full-time employee who has completed one year of service and:

- i) whose layoff is permanent, or
- ii) who is laid off for twenty-six (26) weeks in any fifty-two (52) week period, and who has not elected to receive a severance payment under either (a) or (b) of this Article,

shall be entitled to severance pay equal to the greater of two weeks' pay, or one week's pay per year of service to a maximum of twenty-six (26) weeks' pay. This entitlement shall not be in addition to any entitlement to severance pay under the Employment Standards Act, but at the same time, shall not preclude an employee from claiming any greater entitlement which that Act may at some point come to provide.

An employee may elect to defer receipt of this severance payment while his or her recall rights are still in effect. Once an employee does opt to receive the severance payment, he or she shall be deemed to have resigned, and his or her recall rights shall be extinguished.

10.04 Regional Staff Planning Committees: 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 HTAP, 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 Layoff and Recall:

(a) In the event of layoff, 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 layoff shall have the right to either:

- i) accept the layoff; or
- ii) displace an employee who has lesser bargaining unit seniority and who is the least **senior employee in a lower or identical pay-ins classification in the bargaining unit** if the employee originally **subject to layoff** can perform the duties of the lower or identical classification 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 layoff. Employees failing to do so will be deemed to have accepted lay-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 one percent (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 classification where the straight time hourly rate at the level of service corresponding to that

of the laid-off employee is within five percent (5%) of the laid-off employee's straight time hourly rate provided he can perform the duties without training other than orientation. Such employee so displaced shall be laid off.

(c) An employee shall have opportunity of recall from a layoff to an available opening, in order of seniority, provided he has the ability to perform the work before such opening is filled on a regular basis under a job posting procedure. The posting procedure in the collective agreement shall not apply until the recall process has been completed.

(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 positions he held prior to the layoff 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 provisions, 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 layoff or notice of layoff shall be given preference for temporary vacancies which are expected to exceed ten (10) working days. An employee who has been recalled to such temporary vacancy shall not be required to accept such recall and may instead remain on layoff.

(i) 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.

(j) In the event that a layoff commenced on the day immediately following a paid holiday, an employee otherwise qualified for holiday pay shall not be disentitled thereto solely because of the day on which the layoff commenced.

(k) A laid-off employee shall retain the rights of recall for a period of twenty-four (24) months from the date of layoff.

10.06 Benefits on Layoff: In the event of a layoff of a full-time employee, the Hospital shall pay its share of insured benefits premium up to three (3) months from the end of the month in which the layoff occurs or until the laid-off employee is employed elsewhere, whichever occurs first.

ARTICLE 11 JOB POSTING

11.01 Where a permanent vacancy occurs in a classification within the bargaining unit or anew 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 three (3) consecutive days excluding Saturday, Sunday and holidays. All applications are to be made in writing within the posting period.

11.02 The postings referred to in Article .01 shall stipulate the qualifications, classification, rate of pay, department and shift and a copy shall be provided to the Chief Steward.

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 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, employees in other S.E.I.U. 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 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 S.E.I.U. 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 or the Request for Transfer 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 or 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.

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 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 undertake to 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:

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

(b) Volunteer Drive: 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 Ratio of R.N.'s to R.P.N.'s: At the time of considering whether or not to alter the ratio of R.N.'s to R.P.N.'s in any department, the Hospital agrees to consult with the Union in advance of any decision being made and, again in advance of any decision being made, the senior administrator of the Hospital agrees to meet with and to entertain submissions from the Union with respect to the merits of maintaining the existing ratio.

In addition to the above process and apart from it where a change in the ratio is planned by the Hospital and it does not arise because of employee retirement, resignation or death then it can only be carried out following a full and complete disclosure to the Union of the plan of the Hospital and the reasons for it. After full and complete disclosure to the Union the Hospital and Union are to meet and discuss the plan and the reasons with a view to possibly modifying them including maintaining the existing ratio. The planned change in the ratio cannot be implemented by the Hospital for a period of forty-five (45) days from the date of full and complete disclosure to the Union; and only implemented if there has been the consultative process required by this clause carried out in good faith by the Hospital.

ARTICLE 14 TECHNOLOGICAL CHANGE

14.01 Technological Change means the automation of equipment, or the mechanization or automation of opera-

tions, 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 employees shall be given a period of training, with due consideration being given to the employee's age and 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 (1) or more years of continuous service who are subject to layoff 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.

14.05 Employees who are pregnant shall not be required to operate VDTs. At their request, the Employer shall temporarily relocate such employees to other appropriate work without loss of employment benefits, but at the wage rate of the job in which the employee is relocated. The determination of the appropriate alternative work shall be at

the discretion of the Employer and such discretion shall not be exercised in an arbitrary or discriminatory manner. If such work is not available or if the employee does not wish to accept the alternative work, the employee may be placed on unpaid leave of absence.

14.06 Each employee required to use a VDT more than four (4) hours per day, shall be given eye examinations at the beginning of employment or assignment to VDT's and every twelve (12) months thereafter. The eye examinations shall be paid for by the Hospital where not covered by OHIP.

ARTICLE 15 LEAVES OF ABSENCE

15.01 Bereavement Leave: An employee who notifies the Hospital as soon as possible following a bereavement shall be granted up to three (3) consecutive days off, without loss of his regular pay for his scheduled hours from the date of death up to and including the date of the funeral of a member of his immediate family. "Immediate family" means parent, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, guardian or step-parent.

15.02 Education Leave:

(a) If required by the Employer, 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 Employer 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 Employer shall pay the full costs associated with the courses.

15.03 Jury and Witness Duty:

(a) 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 employee shall not lose regular pay because of such attendance provided that the employee:

- i) notifies the Hospital immediately on the employee's notification that he will be required to attend at court;
- ii) Presents proof of service requiring the employee's attendance'
- iii) Deposits with the hospital the full amount of compensation received excluding mileage, travelling and meal allowances and an official receipt thereof.

(b) 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 his regularly scheduled day off, the hospital will attempt to reschedule the employee's regular day off, it being understood that any rescheduling shall not result in the payment of any premium pay. Where the hospital is unable to reschedule the employee and, as a result, he is required to attend on a regular day off, he shall be paid for all hours actually spent at such hearings at the rate of time and one-half his regular straight time hourly rate subject to (a) (b) and (c) above.

Where the employee's attendance is required during a different shift than he is scheduled to work that day, the Hospital will attempt to reschedule the shift to include the time spent at such hearing. It is understood that any rescheduling shall not result in the payment of any premium pay.

Where the Hospital is unable to reschedule the employee and, as a result, he is required to attend during other than his regularly scheduled paid hours, he shall be paid for all hours actually spent at such hearing at his straight time hourly rate 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 Standards 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) The following applies only to employees whose earnings (as defined in the Toronto Humber Memorial Hospital settlement are less than \$30,000 (LICO) for the calendar year, or such other locally agreed annual period for determine LICO status.

Effective February **28, 1995** an employee who is on pregnancy leave as provided under this Agreement who has applied for and is in receipt of Unemployment Insurance Pregnancy benefits pursuant to Section 18 of the Unemployment 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 Unemployment Insurance Benefits and any other earnings. Such payment shall commence following completion of the two-week Unemployment Insurance cheque stub as proof that she is in receipt of Unemployment 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 first two (2) week period of the leave while waiting to receive Unemployment Insurance Benefits.

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

The following applies only to "non-LICO" employees as defined by the Social Contract Act, 1993.

Effective on confirmation by the Unemployment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) Plan, an employee who is on pregnancy leave as provided under this Agreement who has applied for and is in receipt of Unemployment Insurance pregnancy benefits pursuant to Section 18 of the Unemployment Insurance Act, shall be paid a supplemental unemployment benefit. That benefit will be equivalent to the difference between seventy-five percent (75%) of her regular weekly earnings and the sum of her weekly Unemployment Insurance benefits and any other earnings. Such payment shall commence following completion of the two-week Unemployment Insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance cheque stub as proof that she is in receipt of Unemployment 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 employee does not have any vested right except to receive payments for the covered unemployment 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 accumulated for a period of up to seventeen (17) weeks while an employee is on pregnancy leave.

(f) The Hospital will continue to pay its share of the contributions of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to seventeen (17) weeks while the employee is on pregnancy leave.

(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 Standards 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 qualified 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 may be 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) *The following applies only to employees whose earnings (as defined in the Toronto Humber Memorial Hospital settlement) are less than \$30,000 (LICO) for the calendar year, or such other locally agreed annual period for determining LICO status.*

Effective February 28, 1995 any employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Unemployment Insurance parental benefits pursuant to Section 20 of the Unemployment 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 Unemployment Insurance benefits and any other earnings. Such payment shall commence following completion of the two-week Unemployment Insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance cheque stub as proof that she is in receipt of Unemployment Insurance parental benefits and shall continue while the employee is in receipt of such benefits for a maximum period of ten (10) 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 parental leave.

The Hospital will pay the employee ninety-three percent (93%) of her normal weekly earnings during the first two (2) week period of the leave while waiting to receive Unemployment Insurance Benefits.

The employee does not have any vested right except to receive payments for the covered unemployment

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.

The following applies to "non-LICO" employees as defined by the Social Contract Act, 1993.

Effective on confirmation by the Unemployment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) Plan, any employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Unemployment Insurance parental benefits pursuant to Section 20 of the Unemployment Insurance Act, shall be paid a supplemental unemployment benefit. That benefit will be equivalent to the difference between seventy-five percent (75%) of her regular weekly earnings and the sum of her weekly Unemployment Insurance benefits and any other earnings. Such payment shall commence following completion of the two (2) week Unemployment Insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance cheque stub as proof that she is in receipt of Unemployment Insurance parental benefits and shall continue while the employee is in receipt of such benefits for a maximum period of ten (10) 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 parental leave.

The employee does not have any vested right except to receive payments for the covered unemployment period. The plan provides that payment in respect of guar-

anteed 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 eighteen (18) weeks while an employee is on parental leave.

(g) The Hospital will continue to pay its share of the premiums of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to eighteen (18) weeks while the employee is on parental leave.

(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 Officers: 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 no 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 twenty-one (21) days clear notice in writing to the Hospital.

(c) The cumulative total leave of absence, the number of employees that may be absent at any one time from any one area, and the number of days of absence shall be as provided elsewhere in the current local sections of the Agreement (unless altered by local negotiations).

(d) Leave of absence will not be granted to more than four (4) employees at one time, nor to more than one (1) employee from a Department, not for more than three periods in each calendar year of a maximum duration of two (2) consecutive weeks.

(e) In addition to the leave of absence set out above, members of the Union Executive Board and/or Council employed by the Corporation 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.

ARTICLE 16 HOURS OF WORK

16.01 Daily & Weekly Hours of Work:

(a) The following paragraphs and sections are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week or of days of work per week.

(b) The normal working hours shall be seven and one-half (7 1/2) hours per day, seventy-five (75) hours for every two week period, being an average of thirty-seven and one-half (37 1/2) hours per week exclusive of meal periods.

For the purposes of this Agreement, the Corporation work week commences at 00.01 a.m. on Sunday. The work day shall be a period of twenty-four hours commencing at 00.01 a.m. of the operation as scheduled by the Corporation.

Attendance at any in-service classes outside of regular working hours is voluntary on the part of the employee and non-compensable.

(c) It is understood normal hours include those required to accommodate the change from Daylight Saving Time to Standard Time and vice versa to which the other provisions of the Articles dealing with Hours of Work and Overtime do not apply. It is further understood that the amount of regular pay for a full normal shift worked shall not be affected by reason of the change in the number of normal hours worked in consequence of such change from Daylight Saving Time to Standard Time and vice versa. The provisions of this Article are intended only to provide a basis for calculating time worked and shall not constitute a guarantee

of hours of work per shift or per week or for any period whatsoever nor a guarantee of working schedules.

16.02 Rest Periods:

(a) All employees shall be entitled to a fifteen minute rest period, one (1) in each full half scheduled 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 Time Off Between Shifts: In the case of departments where employees are required to rotate on the day, evening and/or night shifts, the Corporation will endeavour to arrange shifts such that there will be a minimum of twenty-three (23) hours between the beginning of shifts and change-over of shifts and of thirty-nine (39) hours if there is one (1) day off and of sixty-three (63) hours if there are two (2) days off between the change-over of shifts except where the Corporation accedes to the wishes of employees in any department of the Hospital and alters this scheduling of hours with the consent of the Union.

16.04 Weekends Off: In scheduling shifts the Hospital will endeavour to arrange schedules so as to provide for a minimum of eight weekends off in every twenty-four week period, and, in any event, at least one weekend off in each three week period. Where a weekend off is not granted within a three week period, time worked on such third weekend but not subsequent weekends shall be paid at the rate of time and one-half unless the Hospital, notwithstanding its

best efforts, was unable to meet this standard. This standard shall not apply where:

- i) Such weekend work was performed by the employee to satisfy specific days off requested by such employee; or
- ii) such employee has requested weekend work, or was advised at the time of hire or when the job was posted that the regular schedule normally requires continuous weekend work; or
- iii) such weekend is worked as a result of an exchange of shifts with another employee; or
- iv) the Hospital is unable to comply due to a prohibition against scheduling split days off.

It is understood and agreed that there shall be no pyramiding of overtime premiums under the provisions of the Collective Agreement arising out of the foregoing undertaking.

The foregoing shall have no application where other scheduling arrangements are provided acceptable to the Employer and the employees affected and approved by the Union.

16.05 Scheduling: A schedule may be established to provide for more than five (5) consecutive days of work but not more than seven (7) consecutive days of work without two (2) days off and as long as ten (10) days off are

scheduled in a five week rotation period, except in cases of emergency or requested for the convenience of the employee with the approval of the Department Head.

Schedules showing days on and days off in a four week schedule will be posted at least two (2) weeks in advance of the commencement of the schedule. Requests for specific days off are to be submitted in writing at least two (2) weeks in advance of posting. Requests for change in posted time schedules must be submitted in writing and co-signed by an employee willing to exchange days off with the employee in the same classification requesting the change. Any such change in a scheduled shift initiated by the employees and approved by the Corporation shall not result in overtime payment.

Employees will be notified in advance of changes to the schedule.

16.06 Exchange of Shifts: Requests for change in posted time schedules must be submitted in writing and co-signed by an employee willing to exchange days off with the employee in the same classification requesting the change. Any such change in a scheduled shift initiated by the employees and approved by the Corporation shall not result in overtime payment.

The Corporation may allow an exchange of shifts at the request of two (2) employees provided that its approval is obtained in advance and that no additional cost of the Corporation results from such exchange of shifts.

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 Definition of Overtime:

(a) Time worked (but requested and authorized by the Corporation) in excess of seven and one-half (7 1/2) hours per day or in excess of seventy-five (75) hours in a two-week period will be counted as overtime work and will be compensated on the basis of time and one-half (1 1/2) off or at the option of the Corporation on the basis of time and one-half (1 1/2) of the current salary for the classification, provided no overtime premium will be paid for overtime on an exchange of shifts mutually agreed to between two (2) employees where approved by the Corporation.

(b) It is understood and acknowledged that the Corporation has the right to require employees to perform reasonable authorized overtime work. 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.

17.03 Reporting Pay: Full-time employees who report for any scheduled shift will be guaranteed at least four (4) hours of-work, or if no work is available, will be paid at least four (4) hours except when work is not available due to conditions beyond the control of the Corporation. The reporting allowance outlined as herein shall not apply when-

ever an employee has received not less than one hour's prior notice not to report for work.

17.04 ~~Standby~~ Standby 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 \$2.10 per hour for all hours on standby.

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

17.05 Call-Back. Call-In:

(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 a 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) hours 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 his 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 two and one-half (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 retroactive to October 11, 1987 a shift premium of forty-five cents (45¢) per hour for all hours worked where the majority of their scheduled hours fall between 1500 and 0700 hours.

17.07 Responsibility Outside the Bargaining Unit: When an employer temporarily assigns an employee to carry out the assigned responsibilities of a higher paying classification outside of the bargaining unit for a period in excess of one-half of one (1) shift, the employee shall receive an allowance of three dollars (\$3.00) for each shift from the time of the assignment.

17.08 Overtime - Lieu Time: Employees who work overtime will not be required to take time off during regular hours to offset overtime work.

17.09 Paid Time to Working Time: Time paid by the Corporation for bereavement leave, sickness, paid holidays and paid vacations, is to be recognized as time worked for the purpose of calculation of overtime.

17.10 Weekend Premium: An employee shall be paid a weekend premium of forty-five cents (\$0.45) 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.

ARTICLE 18 ALLOWANCES

18.01 Meal Allowance: It shall be a matter of individual agreement between the employee and the Corporation as to whether the employee occupies a room at the Hospital or purchases meals at the Hospital.

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 five dollars (\$5.00) if the Corporation 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 five dollars (\$5.00) payment.

18.02 Uniform Allowance: Where uniforms are required, the Hospital shall either supply and launder uniforms or provide a uniform allowance of \$70.00 per year in a lump sum payment in the first pay period of November of each year.

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¢) per mile [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.

ARTICLE 19 HEALTH AND SAFETY

19.01 Accident Prevention - Health and Safety Committee:

(a) The Employer 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 & 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 any 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.

19.02 Protective Clothing: The Hospital agrees to continue its present practices with respect to the provision of protective clothing and safety devices to employees, subject to the provision set out below with respect to safety

footwear. The Hospital further agrees to meet directly with representative of the Union or through the Accident Prevention Committee to discuss the need for any protective clothing or safety equipment in addition to that which the Hospital is presently providing.

Effective September 1, 1988 and on that date for each subsequent year, the Hospital will provide \$35.00 per year to each full-time employee who is required by the Hospital to wear safety footwear during the course of his duties.

Employees eligible for footwear allowance must wear safety footwear while on duty.

ARTICLE 20 PAID HOLIDAYS

20.01 The Corporation recognizes the following days as paid holidays:

New Year's Day	Civic Holiday
Good Friday	(first Monday in August)
Easter Monday	Labour Day
Victoria Day	Thanksgiving Day
Dominion Day	Christmas Day
Boxing Day (December 26)	

An employee's birthday shall be a paid holiday.

In order to qualify for each paid holiday, the employee must work the last scheduled shift immediately prior to and the first scheduled shift immediately following the paid holiday.

20.02 An employee who works his regularly scheduled day immediately prior to and following any of the above

paid holidays and who is required to work on such paid holidays shall, at the option of the Corporation, be paid on any of the following alternate basis:

(a) Upon supervisory scheduling, employees of all departments may be allowed to accumulate five (5) paid holidays, namely Good Friday, Victoria Day, Dominion Day, Civic Holiday and Easter Monday. These five (5) accumulated days may be taken by the employee in conjunction with the employee's annual vacation, thereby giving the employee an additional one week's vacation.

(b) Where supervisory scheduling does not permit employees to accumulate the above-noted paid holidays and for any and all paid holidays worked and not accumulated, the employee shall be paid time and one-half for all hours worked in addition to the regular daily rate.

(c) The employee may be assigned the paid holiday off.

20.03 (a) Where a paid holiday falls on an employee's regularly scheduled day off, it shall be deemed to be a paid holiday and the employee will be given another day off at a mutually agreed time.

(b) Where an employee's birthday falls on a non-occurring February 29 in non-leap years, March 1st will be substituted as the birthday.

(c) Where an employee's birthday falls on another paid holiday, another day will be substituted as the birthday holiday at a mutually agreed time.

(d) When an employee has been assigned a day off in lieu of his birthday and is required to work on such assigned day off, he shall be paid at the rate of time and one-half plus his daily rate.

20.04 An employee who is absent on a paid holiday after being posted to work forfeits all pay for that day.

20.05 If one of the above-mentioned paid holidays occurs during an employee's vacation period, the employee will receive an additional day off in lieu thereof.

20.06 The Corporation will schedule employees off work for not less than three (3) consecutive days at either Christmas or New Year's. The Corporation will endeavour to give Christmas Eve off with Christmas Day and New Year's Eve off with New Year's Day. However, this does not apply to employees regularly scheduled Monday to Friday who will normally take the stats off on the day they fall.

20.07 Each employee who has completed his probationary period shall be entitled to one floating holiday (which is not a premium day) with regular pay. In the event that some other day is proclaimed as a statutory holiday by the Government of Ontario (other than those listed in paragraph 20.01 above) such day shall be substituted for the floating holiday.

20.08 Where an employee is required to work authorized overtime in excess of his regularly scheduled hours on a paid holiday (but not including hours on a subsequently regularly scheduled shift) such employee shall receive two and one-half (2.2) times his regular straight time hourly rate for such additional authorized overtime.

20.09 Lieu Days: Lieu days will be assigned on mutual agreement between the Hospital and the employee. Failing agreement to schedule the lieu day within the sixty (60) day period, having earned such lieu day, the Hospital at its discretion shall assign the lieu day off.

ARTICLE 21 VACATIONS

21.01 Entitlement and Calculation of Payment: An employee who has completed less than one (1) year of continuous service as of June 30 shall be entitled to two (2) weeks' annual vacation. Payment for such vacation shall be prorated in accordance with his/her service.

An employee who has completed one (1) year but less than two (2) years of continuous service as of June 30 shall be entitled to two (2) weeks' annual vacation with pay.

An employee who has completed two (2) years but less than five (5) years of continuous service as of June 30 shall be entitled to three (3) weeks' annual vacation with pay.

An employee who has completed five (5) years but less than fifteen (15) years of continuous service as of June 30 shall be entitled to four (4) weeks' annual vacation with pay.

An employee who has completed fifteen (15) years but less than twenty-five (25) years of continuous service as of June 30 shall be entitled to five (5) weeks' annual vacation with pay.

An employee who has completed twenty-five (25) years or more of continuous service as of June 30 shall be entitled to six (6) weeks annual vacation with pay.

Vacation pay shall be calculated on the basis of the employees' regular straight time rate of pay times their normal weekly hours of work, subject to the application of the Effect of Absence provision.

21.02 Approved Leave of Absence During

Waiver: an employee's scheduled vacation is interrupted due to serious illness which commenced prior to and continues into the scheduled vacation period, the period of such illness shall be considered sick leave.

Where an employee's scheduled vacation is interrupted due to a serious illness requiring the employee to be an in-patient in a hospital, the period of such hospitalization shall be considered sick leave.

The portion of the employee's vacation which is deemed to be sick leave under the above provision will not be counted against the employee's vacation credits.

21.03 Vacation Scheduling: Vacation credits accrue between the twelve month period beginning July 1st and ending June 30th. All vacation credits earned must be taken within the twelve month period following the accrual period. Carry-overs will not be allowed.

To ensure that an equitable opportunity exists for all employees to enjoy a vacation during prime time, the following restrictions will apply:

(a) no more than 15 consecutive vacation days may be scheduled at one time;

(b) a minimum of 5 consecutive vacation days must be scheduled at one time.

Scheduling

(a) Employees will not be permitted by the Corporation to schedule vacations during the period December 15 to January 15: For the purposes of future vacation scheduling, the parties agree that the Employer will post a list requesting vacation preference from employees. This list will be posted by February 1st each year and remain posted until March 15th of each year, and a finalized list will be posted by the employer by March 30th of each year. Scheduling conflicts will be resolved on the basis of seniority in either the full-time or part-time bargaining units.

(b) Failure of an employee to enter his/her preferred vacation dates by March 15th of each year will result in the employee concerned not being able to exercise seniority in the choice of vacation dates.

(c) If possible, and by mutual agreement between the employee concerned and the employer, a change in vacation schedule can be made after final posting.

ARTICLE 22 HEALTH AND INSURED BENEFITS

22.01 Insured Benefits: The Hospital agrees, during the term of the Collective Agreement, to contribute towards the premium coverage of participating eligible employees in the active employ of the Hospital under the

insurance plans set out below subject to their respective terms and conditions including any enrolment requirements.

(a) The Hospital agrees to pay one hundred percent (100%) of the billed premium towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross Semi-Private Plan or comparable coverage with another carrier.

(b) The Hospital agrees to contribute seventy-five percent (75%) of the billed premiums towards coverage of eligible employees in the active employ of the Hospital under the amended Blue Cross Extended Health Care benefits or comparable coverage with another carrier providing for \$10.00 (single) and \$20.00 (family) deductible, providing the balance of monthly premiums are paid by the employee through payroll deductions. Effective one month following the date of the award/ratification coverage will include vision care (maximum \$90.00 every 24 months) as well as a hearing aid allowance (lifetime maximum \$500.00/per individual) and the deductible will be \$15.00 (single) and \$25.00 (family).

Existing provisions for private duty nursing services contained in present extended health care plans will be amended to reflect that this benefit is limited to a maximum of ninety (90) eight-hour shifts in any calendar year.

(c) The Hospital agrees to pay one hundred percent (100%) of the billed premium towards coverage of eligible employees in the active employ of the Hospital under HOOGLIP or such other group life insurance plan currently in effect providing the balance of the monthly premium is paid by the employee through payroll deduction.

(d) The Hospital agrees to contribute fifty percent (50%) of the billed premiums towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross #9 Dental Plan or comparable coverage with another carrier (based on the current ODA fee schedule as it may be updated from time to time) providing the balance of the monthly premium is paid by the employee through payroll deduction. Effective one month following the date of the award/ratification, the Hospital's contribution to the Dental Plan will be 75%.

22.02 Change of Carrier: The Hospital may at any time substitute another carrier for any Plan (other than O.H.I.P.) provided that the benefits provided thereby are substantially the same.

22.03 Pension: All present employees enrolled in the Hospital's pension plan shall maintain their enrollment in the plan subject to its terms and conditions. New employees and employees not yet eligible for membership in the Plan shall, as a condition of employment, enroll in the Plan when eligible in accordance with its terms and conditions.

The Corporation will contribute for regular full-time employees as follows:

(a) to the Hospitals of Ontario Pension Plan on such basis as may be, from time to time, determined by that Plan;

(b) to the Canada Pension Plan an amount required by law.

22.04 Early Retirement: The Hospital will provide equivalent coverage to all employees who retire early and have not reached age 65 and who are in receipt of the Hospital's pension plan benefits on the same basis as is provided to active employees for semi-private, extended health care and dental benefits. The Hospital will contribute the same portion towards the billed premiums of these benefit plans as is currently contributed by the Hospital to the billed premiums of active employees. The early-retired employee's share towards the billed premium of the insured benefit plans will be deducted from his or her monthly pension cheque.

ARTICLE 23 INJURY & DISABILITY

23.01 Workers' Compensation Injury: In the case of an accident which will be compensated by the Workers' Compensation Board, the Corporation will pay the employee's wages for the day of the accident.

The Hospital shall provide the Union with a copy of the WCB Form 7 filed with the Workers' Compensation Board.

23.02 Disabled Employees: If an employee becomes disabled with the result that he is unable to carry out the regular functions of his position, the Hospital may establish a special classification and salary with the hope of providing an opportunity of continued employment.

ARTICLE 24 SICK LEAVE

24.01 (a) Sick Leave and Lone Term Disability: The Hospital will assume total responsibility for providing and funding a short-term sick leave plan at least equivalent to

that described in the 1987 Hospitals of Ontario Disability Plan (HOODIP) brochure.

(b) The Hospital will pay seventy-five percent (75%) of the billed premium towards coverage of eligible employees under the long-term disability portion of the plan (HOODIP or an equivalent plan), the employee paying the balance of the billed premium through payroll deduction. For the purpose of transfer to the short-term portion of the disability program, employees on the payroll as of the effective date of the transfer with three (3) months or more of service shall be deemed to have three (3) months of service. For the purpose of transfer to the long-term portion of the disability program, employees will be credited with their actual service.

(c) Effective December 31, 1982 the existing accumulating sick leave plan shall be terminated and any provisions relating to such plan shall be null and void except as to those provisions relating to payout of unused sick leave benefits which are specifically dealt with hereinafter.

Existing sick leave credits for each employee shall be converted to a sick leave bank to the credit of the employee at the then current per diem rate of pay based on his regular straight time hourly rate. The "sick leave bank" shall be utilized to supplement payment for sick leave days under the new program or paragraph (e) below which would otherwise be at less than full wages.

(d) There shall be no pay deduction from an employee's regular scheduled shift when the employee has completed any portion of the shift prior to going on sick leave benefits or Workers' Compensation benefits.

(e) The Hospital further agrees to pay employees an amount equal to any loss of benefits under HOODIP for the first two days of the fourth and subsequent period of absence in any calendar year.

(f) Absences due to pregnancy related illness shall be considered as sick leave under the sick leave plan.

(g) Unemployment Insurance Rebate: The short-term sick leave plan shall be registered with the Unemployment Insurance Commission (UIC). The employee's share of the Employer's unemployment insurance premium reduction will be retained by the Hospital towards offsetting the cost of the benefit improvements contained in this Agreement.

(h) Employees on sick leave shall maintain an ongoing liason with the Hospital and confirm their date of return to work from such sick leave with the Hospital to the extent necessary to accommodate scheduling arrangements.

(i) Lieu Days While on Paid Sick Leave: Where an employee is on paid sick leave the Hospital will not schedule a lieu day. A lieu day scheduled prior to the commencement of the paid sick leave shall remain as scheduled.

(j) When sick pay is claimed, proof of disability sickness or accident will be furnished by a certificate from a duly qualified medical practitioner unless waived by the Corporation.

24.02 Workers' Compensation Benefits and Sick Leave: An employee who is absent from work as a result of an illness or injury sustained at work and who has been awaiting approval of a claim for Workers' Compensation for a period longer than one complete pay period may apply to the Hospital for payment equivalent to the lesser of the benefit she would receive from Workers' Compensation if her claim was approved, or the benefit to which she would be entitled under the short term sick portion of the disability income plan (HOODIP or equivalent plan). Payment will be provided only if the employee provides evidence of disability satisfactory to the Hospital and a written undertaking satisfactory to the Hospital that any payments will be refunded to the Hospital following final determination of the claim by the Workers' Compensation Board. If the claim for workers' compensation is not approved, the monies paid as an advance will be applied towards the benefits to which the employee would be entitled under the short term portion of the disability income plan. Any payment under this provision will continue for a maximum of fifteen (15) weeks.

24.03 Any dispute which may arise concerning an employee's entitlement to long-term disability benefits, and which is not covered by the appeal mechanism provided for under the policy of insurance, may be the subject of grievance and arbitration under the provisions of this agreement.

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

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) year's service for every one (1) year 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 anew 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 within *seven (7)* days. 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 classification.

(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 & 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: An employee who regularly assists a Pathologist in the performance of autopsies will receive an extra allowance of \$20.00 per month.

ARTICLE 26 GENERAL ARTICLE

26.01 Payment of Wages: The Corporation agrees that wages shall be paid by cheque on a regular bi-weekly pay-day, except when interfered with by the occurrence of a paid holiday in which case the regular pay-day may be delayed one day.

In computing the bi-weekly pay from the monthly rate, the monthly rate shall be multiplied by 12 and divided by 26.

The employees will be paid during working hours and employees on the night shift will be paid on pay-day at the conclusion of their shift.

Where the employees have voted in favour of instituting a direct deposit system, the employees will be providing a detailed statement of earnings and deductions in place of receiving a cheque.

26.02 Retroactivity:

(a) Retroactivity 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 will supply the employee with a detailed explanation of the retroactive pay calculations.

(b) Retroactivity will be paid for all hours paid by the Employer to all eligible employees on the payroll as of the expiry date of the Agreement and to all new such employees hired since that date. Retroactivity will be paid within 60 days of the Employer being notified of ratification/arbitration award.

(c) If an eligible employee shall have terminated his/her employment since the expiry date of the Agreement, the Employer shall advise the employee within 30 days by notice in writing by registered mail to the last known address on the records of the Employer and the employee shall have sixty (60) days from the posting within which to claim any payment due to him/her. Retroactivity will be paid within two pay periods (bi-weekly) of the employee making such claim.

26.03 Notice of Termination: Every employee shall give at least one week's notice of termination or he shall pay two (2) days' earnings for failure to give such notice of termination, and subject to the provisions of The Employment Standards Act the Corporation shall give one week's notice of termination of employment or shall pay one week's wages in lieu of notice, except in cases of dismissal for cause or of termination during probationary period. The Corporation may compulsorily retire an employee in accordance with the Ontario Hospital Association Pension Plan and no grievance may be lodged in connection therewith.

26.04 The Corporation will continue to establish and maintain conditions of employment superior to mini-

imum conditions established herein whenever possible, and will continue to reward employees for ability and faithful service by the payment of salaries in excess of the minimum established herein if possible.

26.05 A job classification will not be changed for the purpose of evading payment of the minimum rates hereinafter set out.

26.06 Letters of Reprimand: 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 two years prior to the date of the matters under current consideration, except in circumstances where disciplinary action on related matters has occurred within the two year period.

26.07 Access to Personnel File: Each employee shall have reasonable access to their file in the Human Resources Department for the purpose of reviewing contents. Access will be in the presence of an employee from the Human Resources Department.

ARTICLE 27 DURATION

27.01 Renewal: If either party desires to terminate this Agreement as of midnight on the 10th day of October, 1995 it shall, not less than thirty days, and not more than ninety days prior to such date, give written notice to the other of such notice of termination.

If neither party shall so give notice to terminate this Agreement, it shall continue in effect from year to year after the 10th day of October, 1995 subject to termination by either party on written notice to the other, given not

less than thirty (30) days and not more than ninety (90) days prior to the 10th day of October of any subsequent year.

In the event of such notification being given, negotiations between the parties shall begin within fifteen (15) days following such notification.

All negotiations for renewal or amendment to this Agreement shall be subject to the terms of the Ontario Labour Relations Act, 1970 and amendments thereto.

27.02 Term: This Agreement shall continue in effect until October 10, 1995 and shall remain in effect from year to year thereafter unless either party gives the other party written notice of termination or desire to amend the Agreement.

IN WITNESS WHEREOF the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

DATED THIS 27th DAY OF July, 1999.

WITNESS:

ST. JOSEPH'S GENERAL HOSPITAL

PER: Merrick Bryson

SERVICE EMPLOYEES' INTERNATIONAL UNION,
LOCAL 268

PER: Helen Eaton

ST. JOSEPH'S GENERAL HOSPITAL
SCHEDULE "A" (LICO Employees)
Effective Oct. 1 1/93 to Oct. 1 0/95

Schedule "A" shall be the basic wages for the classifications named therein during the life of this Agreement.

Wage Implementation Note: In order to comply with the requirements of the Social Contract Act, 1993 and the award, employees eligible to be paid as per Wage Schedule "A" are those employees whose earnings (as defined in the Toronto Humber Memorial Hospital settlement) are less than \$30,000 (LICO) for the calendar year, or such other locally agreed annual period for determine LICO status. Employees determined as "non-LICO" will be paid as per Wage Schedule "B".

If, at the end of the calendar year it is determined that a "non-LICO" employee's earnings as per the LICO definition were less than \$30,000 annually, the employee shall receive a retroactive wage payment to the extent that the total of the items included for the purposes of earnings under the LICO definition, including wages, does not exceed \$30,000 for the calendar year.

If, at the end of the calendar year it is determined that a "LICO" employee's earnings as per the LICO definition were greater than \$30,000 annually, such employee shall repay to the Hospital the overpayment of wages received in the calendar year to the extent that to do so does not reduce annual LICO earnings below \$30,000. The Hospital may recover the money by payroll deduction, and the employee and the Union agree that this repayment is hereby consented to, for the purposes of the Employment Standards Act.

<u>Classification</u>	<u>Effective Date</u>	<u>Start</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Years</u>
Presser	Oct. 11/93	13.602	13.668	13.733	13.797
	Oct. 11/94	13.738	13.805	13.870	13.935
Kitchen Helper Houseperson	Oct. 11/93	13.606	13.671	13.737	13.802
	Oct. 11/94	13.742	13.808	13.874	13.940
Dietary Aide Housekeeping Aide Laundry/Linen Aide Resp.Tech.Aide	Oct. 11/93	13.607	13.669	13.737	13.802
	Oct. 11/94	13.743	13.806	13.874	13.941
Third Cook	Oct. 11/93	13.539	13.639	13.737	13.834
	Oct. 11/94	13.674	13.775	13.874	13.972
Radiology Aide	Oct. 11/93	14.301	14.363	14.431	14.497
	Oct. 11/94	14.445	14.507	14.575	14.642
Sewer	Oct. 11/93	14.396	14.463	14.535	14.595
	Oct. 11/94	14.540	14.608	14.680	14.741
Cook's Assistant	Oct. 11/93	14.168	14.232	14.325	14.364
	Oct. 11/94	14.310	14.374	14.468	15.508
Dietary Porter Linen Porter Radiology Porter	Oct. 11/93	14.128	14.209	14.292	14.373
	Oct. 11/94	14.269	14.351	14.435	14.517
Assistant Washer Cleaner Printer/Stores Helper	Oct. 11/93	14.259	14.339	14.421	14.505
	Oct. 11/94	14.401	14.482	14.565	14.650

<u>Classification</u>	<u>Effective Date</u>	<u>Start</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Years</u>
C.S.S.U.operator	Oct. 11/93	14.357	14.438	14.521	14.603
O.R. Aides	Oct. 11/94	14.500	14.582	14.666	14.749
Physio Attendant stores Potter Washer					
Second Cook	Oct. 11/93	14.512	14.610	14.709	14.805
Pastry Cook	Oct. 11/94	14.657	14.756	14.856	14.953
First Cook	Oct. 11/93	15.134	15.233	15.331	15.429
Baker	Oct. 11/94	15.285	15.385	15.484	15.583
Non-Registered Nursing Assistant	Oct. 11/93	14.990	15.103	15.233	15.334
	Oct. 11/94	15.140	15.254	15.385	15.487
Orderly	Oct. 11/93	14.677	14.794	14.910	15.025
	Oct. 11/94	14.824	14.942	15.059	15.175
Maintenance Helper	Oct. 11/93	14.784	14.868	14.953	15.036
	Oct. 11/94	14.932	15.017	15.102	15.186
Addictions Crisis Worker	Oct. 11/93	15.246	15.364	15.480	15.594
	Nov. 18/94	15.399	15.517	15.635	15.754
Shipper/Receiver	Oct. 11/93	14.822	14.940	15.056	15.170
	Oct. 11/94	14.970	15.089	15.201	15.322
Rehab Assistants	Oct. 11/93	14.965	—	15.105	15.260
O.T. Assistants	Oct. 11/94	15.115	—	15.256	15.413
Recreationists/ Smith Clinic					
Orthopedic Technicians	Oct. 11/93	14.916	15.033	15.152	15.267
	Oct. 11/94	15.065	15.183	15.304	15.420

<u>Classification</u>	<u>Effective Date</u>	<u>Start</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Years</u>
Physio Assistants	Oct. 11/93	14.976	—	15.116	15.270
	Oct. 11/94	15.126	—	15.267	15.423
Maintenance Worker	Oct. 11/93	15.020	15.122	15.221	15.322
	Oct. 11/94	15.170	15.273	15.373	15.475
Storekeeper	Oct. 11/93	14.945	15.109	15.285	15.448
	Oct. 11/94	15.094	15.260	15.438	15.602
R.P.N. Recreationists/ Patient Porter	Oct. 11/93	16.062	—	16.200	16.352
	Oct. 11/94	16.223	—	16.362	16.516
Painter	Oct. 11/93	16.262	16.504	—	—
	Oct. 11/94	16.425	16.669	—	—

ST. JOSEPH'S GENERALHOSPITAL
SCHEDULE "B" (Non- LICO Employees)
Effective Oct. 11/93 to Oct.10/95

Schedule "A" shall be the basic wages for the classifications named therein during the life of this Agreement.

Wage Implementation Note: In order to comply with the requirements of the Social Contract Act, 1993 and the award, employees eligible to be paid as per Wage Schedule "A" are those employees whose earnings (as defined in the Toronto Humber Memorial Hospital settlement) are less than \$30,000 (LICO) for the calendar year, or such other locally agreed annual period for determine LICO status. Employees determined as "non-LICO" will be paid as per Wage Schedule "B".

If, at the end of the calendar year it is determined that a "non-LICO" employee's earnings as per the LICO definition were less than \$30,000 annually, the employee shall receive a retroactive wage payment to the extent that the total of the items included for the purposes of earnings under the LICO definition, including wages, does not exceed \$30,000 for the calendar year.

If, at the end of the calendar year it is determined that a "LICO" employee's earnings as per the LICO definition were greater than \$30,000 annually, such employee shall repay to the Hospital the overpayment of wages received in the calendar year to the extent that to do so does not reduce annual LICO earnings below \$30,000. The Hospital may recover the money by payroll deduction, and the employee and the Union agree that this repayment is hereby consented to, for the purposes of the Employment Standards Act.

<u>Classification</u>	<u>Effective</u> <u>Date</u>	<u>start</u>	<u>6</u> <u>Months</u>	<u>1</u> <u>Years</u>		
First Cook	Oct. 11/93	15.134	15.233	15.331	15.385	
Baker	Oct. 11/94	15.285	15.385	15.385	15.385	
Non-Registered Nursing Assistant	Oct. 11/93	14.990	15.103	15.233	15.334	
	Oct. 11/94	15.140	15.254	15.385	15.385	
Addictions Crisis Worker	Oct. 11/93	15.246	15.364	15.385	15.385	
	Nov. 18/94	15.385	15.385	15.385	15.385	
Rehab Assistants	Oct. 11/93	14.965	--	15.105	15.260	
O.T. Assistants	Oct. 11/94	15.115	--	15.256	15.385	
Orthopedic Technicians	Oct. 11/93	14.916	15.033	15.152	15.267	
	Oct. 11/94	15.065	15.183	15.304	15.385	
Physio Assistants	Oct. 11/93	14.976	--	15.116	15.270	
	Oct. 11/94	15.126	--	15.267	15.385	
Maintenance Worker	Oct. 11/93	15.020	15.122	15.221	15.322	
	Oct. 11/94	15.170	15.273	15.373	15.385	
Storekeeper	Oct. 11/93	14.945	15.109	15.285	15.385	
	Oct. 11/94	15.094	15.260	15.385	15.385	
R.P.N. Recreationists/ Patient Porter	Oct. 11/93	15.903	--	16.040	16.195	
Painter	Oct. 11/93	16.101	16.341	--	--	

LETTER OF INTENT

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.

LETTER OF INTENT

RE: 12-HOUR SHIFTS

The parties agree to research with the intent to implement twelve hour shifts for the R.P.N. groups.

Dated this 27th day of July, 1999.

FOR THE HOSPITAL:

Merrick Bryson

FOR THE UNION:

Helen Eaton

MEMORANDUM OF UNDERSTANDING

RE: SHIFT PREMIUM

This letter shall be attached to and form part of the collective agreement.

This Letter is to confirm the parties understanding that:

1. The 11:00 a.m. to 7:00 p.m. shift would not be eligible for shift premium payments.
2. In the event that a Hospital is continuing to pay a shift premium for the 11:00 a.m. to 7:00 p.m. shift, the practice will terminate on May 2, 1989.
3. Hospitals who were paying a shift premium on the 11:00 a.m. to 7:00 p.m. shift under a former provision will not make any retroactive deduction from the date of effecting the change to October 11, 1987.

Signed at Thunder Bay this 27th day of July, 1999

For The Participating
Local Unions

Helen Eaton

For The Participating
Local Hospitals

Met-rick Bryson

LETTER OF UNDERSTANDING

- between -

ST. JOSEPH'S GENERAL HOSPITAL

- and -

SERVICE EMPLOYEES UNION LOCAL 268

Re: Modified Work

When it has been medically determined that an employee is unable to return to the full duties of their position due to a disability, the Hospital and the Union have a mutual commitment toward early intervention and assessment.

Dated this 27th day of July, 1999.

FOR THE HOSPITAL: FOR THE UNION:

Merrick Bryson

Helen Eaton

LETTER OF UNDERSTANDING

- between -

ST. JOSEPH'S GENERAL HOSPITAL

- and -

SERVICE EMPLOYEES UNION LOCAL 268

Re: Alternate Staffing Patterns

The Hospital and the Union agree to establish Ad Hoc Committees in each of CRA, CSU and Dietary departments to explore alternate staffing patterns including vacation and holiday scheduling and schedule rotations.

Dated this 27th day of July, 1999.

FOR THE HOSPITAL:

Merrick Bryson

FOR THE UNION:

Helen Eaton

LETTER OF UNDERSTANDING

- between -

ST. JOSEPH'S GENERAL HOSPITAL

- and -

SERVICE EMPLOYEES UNION LOCAL 268

Pursuant to the award of the Mitchnick Board dated November 18, 1992, the Board will remain seized of any dispute between the parties regarding the implementation of Article 10.01 and 10.04 while the terms of this collective agreement remain in effect.

Dated this 27th day of July , 1999.

FOR THE HOSPITAL:

Met-rick Bryson

FOR THE UNION:

Helen Eaton