

# COLLECTIVE AGREEMENT

SOURCE	Centre		
Wages	91	10	11
EFF.	93	10	10
NO. OF EMPLOYEES	500		
NO. OF EMPLOYEES	88		

between

**SUNNYBROOK HOSPITAL**  
(Service Part-Time)

and

**SUNNYBROOK HOSPITAL**  
**EMPLOYEES' UNION LOCAL 777**  
**A.F.L.-CIO-CLC**

From October 11, 1991 - October 10, 1993

JAN 10 1994

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INCH. IN 09606 COUNT. 05759 (OS)\*

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**LOCAL 777 - SERVICE PART-TIME**  
**October 11, 1991 - October 10, 1993**

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SERVICE - PART-TIME  
THIS AGREEMENT ENTERED INTO AT  
TORONTO, ONTARIO, **THIS 18TH DAY OF**  
NOVEMBER, 1992

by and between:

SUNNYBROOK **HOSPITAL** (hereinafter called  
"The Employer" or "The Hospital")

and

SUNNYBROOK HOSPITAL EMPLOYEES' UNION  
LOCAL 777, a voluntary Union of Employees  
affiliated with the Service Employees' International  
Union AFL-CIO-CLC (hereinafter called  
"The Union")

NOW THIS AGREEMENT THEREFORE  
**WITNESSETH:**

### **Article 1** **GENERAL PURPOSE**

1.01 The purpose of this agreement is to establish an orderly collective bargaining relationship between the Employer and the certain classification of employees represented by the *Union* which will not interfere with the operation of **Sunnybrook** Hospital.

### **Article 2** **RECOGNITION & BARGAINING UNIT**

2.01 The Employer recognizes the *Union* as the exclusive collective bargaining agent with respect to all employees regularly employed for not more than twenty-four (**24**) hours per week and students employed during the school vacation period save and except for supervisor, medical,

professional, administrative and paramedical staff. students taking formal courses leading to their certification, **students employed during** school vacation period, and employees covered by other existing collective agreements.

2.02 The word “employee” or “employees” wherever used in this agreement shall mean any **or** all of the employees in the bargaining unit as defined above except where the context otherwise provides.

2.03 Where the masculine pronoun **is** used it shall mean and include the feminine pronoun where the context **so** applies.

2.04 A Registered Nursing Assistant is defined as a person who is registered by the College of Nurses in Ontario in accordance with Part IV of the Health Disciplines Act, S.O. 1974, c.47, as amended. **A** Registered Nursing Assistant **is** required to present to the Director of Nursing **by** February 15 **of** each year, his current registration certificate.

### **Article 3**

#### **RESERVATION OF MANAGEMENT FUNCTIONS**

3.01 The Union acknowledges that it **is** the exclusive function of the Employer to:

- (i) maintain order, discipline and efficiency;
- (ii) hire, discharge, direct, classify, transfer, promote, demote, layoff, suspend or otherwise discipline employees for just and sufficient cause;
- (iii) establish and enforce Rules and Regulations not inconsistent with the provisions of this agreement, governing the conduct of the employees, and;
- (iv) generally to manage and operate Sunnybrook Hospi-

tal and without restricting the generality of the foregoing to determine the kinds and location of equipment, machines and tools to be used, the allocation **and** number of **employees required by** the Employer from time to time, and to operate and maintain the Hospital and premises of the Employer in a manner consistent with the complete maintenance and efficient operation of the Hospital.

**3.02** The Employer agrees that these functions will be exercised in a manner consistent with the provisions of this agreement.

#### **Article 4 RELATIONSHIP**

**4.01** It is agreed that there will be no discrimination, interference, restraint or coercion or intimidation exercised or practiced upon any employee by the Employer **or** the Union because **of** membership or non-membership in the Union.

**4.02** The Employer agrees that a representative of the Union shall be given the opportunity of interviewing each employee once, on completion of 337.5 hours' employment for the purpose of informing such employee of the existence of the Union at Sunnybrook Hospital and of ascertaining if the employee desires to become a member. The Employer shall advise the Union from time to time as to the names of the persons to be interviewed and the time and place for such interview, the duration of which shall not exceed fifteen (15) minutes.

**4.03** **An** employee who offends any of the provisions of this Article may be *appropriately* dealt with by the Employer under the provisions of Article 3, subject to the provisions of the Grievance Procedure.

**Article 5**  
**UNION MEMBERSHIP AND CHECK-OFF DUES**

5.01 **As** a condition of employment, the Hospital **will** deduct from each employee covered by this agreement an amount equal to the regular monthly 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 The Employer will, at the time of making such remittance, hereunder to the Union, furnish it with a statement showing the names and Social Insurance Numbers of the employees from whose pay such deductions have been made together with a **list** showing those employees for whom deductions have not been made and the reason for the absence of any deductions.



## **Article 6**

### **STRIKES AND LOCK-OUTS**

6.01 The Union agrees that there will be no strike, sit down, slow down, picketing or other interference which will **stop**, curtail or interfere with work and in the event of any such action taking place, it will instruct employees involved to return to work and perform their usual duties, as well as to resort to the Grievance Procedure, established herein. The Employer agrees that there will **be** no lock-out of employees during the term **of this** agreement.

## **Article 7**

### **UNION REPRESENTATION**

7.01 The Employer acknowledges the right of the Union to **appoint** or otherwise select not more than seven (7) Shop Stewards. **All** stewards shall have acquired seniority in the bargaining unit (337.5 hours).

7.02 The Union acknowledges that the steward has his **regular** duties to perform on behalf of the Employer and that **he** will not leave his regular duties without first receiving permission from his supervisor or his deputy, it being understood that such permission will not be unreasonably withheld. He shall state his destination to his **supervisor** and report again to him at the time **of** his return to work. In accordance with this understanding, the Employer will compensate the steward for the time spent **during** regular working hours by him in handling grievances of employees. The functions **of** the steward are **to** investigate and attempt to settle grievances which arise in the department for which he has been appointed as steward. If **a** departmental steward is unavailable, an employee for the purposes set out in Clause 9.02 may request of his immediate supervisor, that the Chief Steward be permitted to assist the employee with his complaint.

7.03 Full-time stewards may act as Stewards of the Part-time Bargaining Unit should the need arise

7.04

(a) It is mutually agreed that the Union has the right to elect or otherwise select a Negotiating Committee consisting of four (4) representatives, one (1) of whom shall be the Chief Steward. Should the Hospital agree to negotiate jointly with other hospitals, a maximum of two (2) of these representatives shall have the right to attend the joint negotiations. All representatives shall have been continuously in the employ of the Hospital for a least six (6) months prior to their appointment. The Hospital agrees to compensate local representatives for any wages lost as a result of authorized attendance at negotiating meetings which shall not include any time once Arbitration has commenced. The Hospital will compensate in the above manner one (1) representative who attends joint negotiations.

(b) 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 (1) employee from a hospital be entitled to such payment.

The Union **shall** advise the Hospitals' Central Negotiating Committee, before negotiations commence, of those employees to be paid under this provision. The Hospitals' Central Negotiating Committee shall advise the seven (7) hospitals accordingly.

## **Article 8 CONSULTATION**

8.01 The Employer agrees to discuss matters of common interest with a Union Committee which shall consist of a Chief Steward and two (2) stewards selected by the Union, not more than three (3) of which committee members shall meet with management at any one time. The Employer shall be advised **of** the **names** of the members of this committee and shall be notified of **any** changes from time to time. **All** members of the committee **shall** be regular employees of the Hospital.

8.02 The **Union** acknowledges **that** the members of this committee **must** continue to perform their regular duties, and **that** as far as possible all activities of the committee will be carried on outside of the regular working hours of the members thereof, unless otherwise mutually arranged.

Regular meetings between committee and management will be held **on** a monthly basis unless otherwise arranged and more frequently if arranged by mutual consent. **A** written Agenda must be provided **at least three (3)** days prior to the agreed meeting date, and minutes **kept** of all meetings with copies to be furnished to both parties.

It is agreed that the Union Officer of Local 777 shall act as a member of the **above** committee.

Consultation meetings shall be held **in** the second **week** of the month jointly with the other SHEU Bargaining Units.

### 8.03 **Disciplinary Action**

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 (2)** 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 (2) year period.

## **Article 9** **COMPLAINTS AND GRIEVANCES**

9.01 Either the Employer or the Union or any employee has the right to lodge a grievance with respect to any matter arising out of the interpretation, application or alleged violation of this agreement.

9.02 It is the mutual desire of the parties hereto that complaints of the Employer or of the employee shall be adjusted as equitably as possible, and it is understood that an employee has no grievance until he has first given his **su**pervisor an opportunity to adjust his complaint.

9.03 If an employee has an unsettled complaint within the terms of this agreement, it may be taken up as a grievance within five **(5)** working days after the circumstances giving rise to the grievance occur, in the following manner and sequence:

### **Step 1**

By the employee, his Shop Steward, the Chief Steward, the Supervisor and the Department Head or Manager. The grievance shall be submitted in writing and the decision given in writing within three **(3)** full working days. Failing a settlement the grievance may be processed to the next step within five **(5)** full working days of the Supervisor's decision.

## **Step 2**

By the employee, his Shop Steward, the Chief Steward, and the Department Head or Manager and the Department Director. The discussion at this step will be held within five (5) full working days and the decision of the Director shall be given in writing within four (4) working days. Failing a settlement the grievance may be processed to the next step within five (5) full working days following the decision of Step 2.

## **Step 3**

By the employee, the Chief Steward, the Union President or designate, and the Director of Personnel or designate and the Department Director or designate, at which time the written record of the grievance shall be submitted and the decision given, in writing, within five (5) full working days.

9.04 Failing a settlement under Step 3 of any difference between the parties arising from the interpretation, application, administration or alleged violation of this agreement, including any question as to whether a matter is arbitrable, such difference or question may be taken to arbitration as provided in Article 10. If no written request for arbitration is received within ten (10) days after the decision in Step 3 is given, it shall be deemed to have been settled or abandoned.

9.05 Any adjustment arising out of the settlement of any employee's grievance or the grievance of a group of employees under the Grievance or Arbitration Procedure shall not be made retroactive before the date it was presented thereunder.

9.06 Saturdays, Sundays, and Statutory Holidays will not be counted in determining the time within which any action is to be taken or completed under the Grievance or Arbitration Procedures.

9.07 Any and all time limits fixed by this Article and Article 10 may be at any time extended by written agreement between the Employer and the Union.

9.08 All the decisions arrived at between the Employer and the Union shall be final and binding upon each of them and the employee or employees concerned.

## **Article 10** **ARBITRATION**

10.01 When either party requests that any matter be submitted to Arbitration as hereinbefore provided, it shall make such request in writing addressed *to* the other party to this agreement and at the same time nominate an arbitrator. Within five **(5)** full working days thereafter the other party shall nominate an arbitrator provided, however, that if such party fails to nominate an arbitrator as herein required, the Ontario Labour Management Arbitration Commission shall have power to effect such appointment upon application thereto by the party invoking Arbitration Procedure. The two **(2)** arbitrators shall attempt *to* select by agreement a third person to be a member and Chairman of the Arbitration Board. If they are unable *to* agree upon such a Chairman within a period of three **(3)** full working days, they may then request the Ontario Labour Management Arbitration Commission to assist them in selecting a Chairman provided that the Chairman shall be selected from other than the Civil Service and shall be chosen having regard to his impartiality, his qualifications in interpreting Collective Bargaining Agreements and his familiarity with industrial relations.

10.02 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.

10.03 No matter may be submitted to arbitration which has not been properly carried through all previous steps of the Grievance Procedure.

10.04 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this agreement, nor alter, modify or amend any part of this agreement.

10.05 The proceedings of the Arbitration Board will be expedited by the parties hereto, and the decision of the majority of such Board will be final and binding upon the parties hereto and the employee(s) concerned.

10.06 In dealing with matters of discipline, disciplinary demotion or transfer, the conferring parties or the Board of Arbitration shall have the power to:

- (i) confirm the Employer's action;
- (ii) reverse the Employer's action;
- (iii) make any other arrangements which may be deemed **just** in the opinion of the conferring parties or the Board of Arbitration.

10.07 Each of the parties hereto will bear the fees and expenses of the arbitrator appointed by it, and the parties will jointly bear the fees and expenses of the Chairman of the Board.

## **Article 11**

### **11.01 Probation**

**A** new employee will be considered on probation until he has completed 337.5 hours of work within any twelve (12) calendar months. Upon completion of the probationary period he shall be credited with seniority equal to 337.5 worked hours. With the written consent of the Hos-

pital, 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 Hospital.

### 11.02 Temporary Employment

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. Such employees will not be permitted to exercise seniority. The Release or Discharge of such employee at the expiry of the term for which he was hired will not be the subject of a grievance or arbitration.

### 11.03 Discharge

(a) A claim by **an** employee with seniority that he **has** been unjustly discharged will be treated **as** a grievance if a written statement of such grievance is lodged with the Hospital at Step 2 of the Grievance Procedure within five **(5)** days after the employee **ceased** to work for the Employer.

(b) Where the discharge decision was made by a Department Director, such grievance will **be** lodged at Step 3 of the Grievance Procedure.

(c) Such special grievance may be settled under the Grievance Procedure provided in the agreement by:

- (i) confirming the Employer's action in dismissing the employee;
- (ii) re-instating the employee with full compensation **for** the time lost, or;
- (iii) by any other arrangement which may be deemed just in the opinion of the conferring parties or the Board of Arbitration, if arbitration is involved.



Article 12  
SENIORITY, CONTRACTING OUT,  
JOB SECURITY, LAYOFF AND RECALL

12.01 **Seniority**

(a) **An** employee will be considered on probation and will not acquire seniority until after he has completed the probationary period as defined in Clause 11.01, after which time the seniority shall commence from the date of hiring.

(b) For employees who transfer subsequent to March 28th 1991, 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 benefit plans subject to meeting any waiting period or other requirements of those plans.

(c) The Employer shall supply the Union with an up-to-date seniority list in the months of January and July of each year of this agreement, such list to contain names of employees, job classification, Social Insurance Numbers, date of employment, and calculated hours worked.

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

For purposes of accumulation of seniority, transfer of seniority and service, progression on the wage grid and progression on the vacation schedule, all part-time employees' service and seniority shall be converted as at one month following the date of the local arbitration award on the following basis:

Employees' hours of service X 1725 = Converted hours of  
1950 Service

## 12.02 **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*.

## 12.03 **Contracting Out**

- (a) Effective September 1, 1982, the Hospital shall

not contract out any work usually performed by members of this bargaining unit if, as a result of such contracting out, a layoff of any employees other than casual part-time employees follows. Contracting out to an employer who is organized and who will employ the employees of the bargaining unit who would otherwise be laid off is not a breach of this provision.

(b) 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 employee 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.

#### 12.04 **Job Security**

(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 a twelve (12) month period.

### **Composition and Meetings**

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

#### 12.05 Notice of Lay-Off

##### (a) Union

There shall be at least three months' notice to the Union in the event of a proposed lay-off of a permanent or long-term nature of in the event of a substantial bed cut-back or cut-back in service which affects or could affect the bargaining unit.

##### (b) Employees

In the event of a lay-off of a permanent or long term nature, the Hospital will provide affected employees with two (2) weeks' notice for each year of service to a maximum of twelve (12) weeks, provided the affected employee has more than twelve (12) months' service. Employees with less than twelve (12) months' service will be entitled to notice in accordance with the provisions of the *Employment Standards Act*. A copy of any notice of lay-off to an employee will be provided to the Union at the same time.

#### 12.06 Severance and Retirement Options

##### (a) Severance Pay

Within the lesser of thirty (30) days from the date of notice of lay-off or the notice provided above an employee with more than twelve (12) months' service with the Hospital who has received notice of lay-off 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.

**(b) Retirement Allowance**

Within thirty (30) days from the date of notice of lay-off, an employee who has received notice of lay-off of a permanent or long-term nature may retire provided that the employee is eligible to retire under the terms of the Hospitals of Ontario Pension Plan. An employee who chooses this option forfeits his/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 (20) 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 Or 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 lay-offs in the Unit.

(c) A full-time employee who has completed one (1) year of service and

- (i) whose lay-off is permanent, or
- (ii) who is laid off for 26 weeks in any 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 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.

#### **12.07 Regional Staff Planning Committee**

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

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

#### **12.08 Lay-off and Recall**

(a) In the event of lay-off, the Hospital shall lay off employees in the reverse order of their seniority within their classification, providing that there remain on the job employees who then have the ability to perform the work.

(b) An employee who is subject to lay-off shall have the right to either:

- 11) accept the lay-off; or
- 12) displace an employee who has lesser bargaining-unit seniority and who is the least senior employee in a lower or identical paying classification in the bargaining unit if the employee originally subject to lay-off can perform the duties of the lower or identical classification without training other than orientation. Such employee so displaced shall be laid off.

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

In the event that there are no employees with lesser seniority in lower or identical paying classifications as defined in this Article, a laid off employee will have the right to displace an employee with lesser seniority, who is the least senior employee in a classification where the straight time hourly rate at the level of service corresponding to that of the laid off employee is within 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 lay-off to an available opening, in order of seniority, provided he has the ability to perform the work before an 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 position he held **prior** to the lay-off **should it become vacant within six (6) months of** being recalled. 25

(f) **No** new employees shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provision, or have been found unable to perform the work available.

(g) It is the sole responsibility of the employee who has been laid off to notify the Hospital **of** his intention to return to work within five **(5)** working days (exclusive of Saturdays, Sundays and paid holidays) after being notified **to** do so by registered mail, addressed to the last address on record with the Hospital (which notification shall be deemed **to** have been received on the second day following the date of mailing) and to return to work within ten (10) working days after being notified. The notification shall state the **job** to which the employee is eligible **to** be recalled and the date and time at which the employee shall report for work. The employee is solely responsible for his proper address being on record with the Hospital.

(h) Employees on lay-off or notice of lay-off 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 lay-off.

(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 lay-off 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 lay-off commenced.**

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

### **Article 13 BULLETIN BOARDS**

13.01 The Employer agrees to supply bulletin boards in strategic locations for the purpose of posting Union notices pertaining to meetings, conventions and other Union activities. Union notices **are** to be posted at **least seven (7)** days prior to the date of the meeting providing the **Hospital** receives such notices fourteen (14) days prior to **such** meetings. It is agreed that the bulletin boards shall be locked and the keys **shall** be in the possession of either the Chief Steward or a designated representative of the Hospital.

13.02 Notices must be signed or initialled by an authorized representative of the Hospital before they are **posted.**

### **Article 14 HOURS OF WORK**

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14.01 The regular shift shall not normally exceed seven and one-half (7 1/2) hours exclusive of meal time for each employee although it is understood that this Article shall not be construed to be a guarantee **as** to the hours of work per day nor **as** to the hours of work per week nor **as for** any period whatsoever nor as a guarantee of working schedules.

14.02 The normal hours of work presently in effect shall remain in effect for the term of this agreement. 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.

14.03 In the case of departments where employees are required to rotate on the day, evening, and/or night shifts, the Employer will endeavour to arrange shifts such that there will be a minimum of twenty-three (23) hours between the beginning of shifts and changeover of shifts and of thirty-nine (39) hours if there is one (1) day off and sixty-three (63) hours if there are two (2) days off between the changeover of shifts.

The Employer 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 to the Employer results from such exchange of shifts.

14.04 Shifts are defined by starting times as follows:

Days	0600 hours
Evenings	1400 hours
Nights	2200 hours

Any shift commencing between 0600 hours and 1400 hours will be classified as a day shift; any shift com-

mencing between **1400** hours and **2200** hours will be classified as an evening shift; and any shift commencing between **2200 hours and 0600** hours will be classified as night shift.

**14.05** Where in effect, the Employer shall post schedules of work no less than one (1) week and preferably two (2) weeks in advance of the commencement of the schedule.

#### **14.06 Rest Periods**

(a) Part-time employees shall be entitled to a paid rest period of fifteen (15) minutes each three and one-half (3.1/2) hours of work during their shift.

(b) When an employee performs authorized overtime work of at least three (3) hours duration, the Hospital will schedule a rest period of fifteen (15) minutes duration.

#### **14.07 Wash-Up Time**

A wash-up time of ten (10) minutes will be granted at the end of every shift of 7.5 hours duration only. Abuse of this privilege will result in its being cancelled.

### **Article 15 JOB POSTING**

**15.01** Where a permanent vacancy occurs in a classification within the bargaining unit or a new position within the bargaining unit is established by the Hospital, such vacancy shall be posted by the Hospital for a period of seven (7) days excluding Saturday, Sunday and holidays. Vacancies created by the filling of an initial permanent vacancy within the bargaining unit shall be posted for a period of three (3) consecutive days excluding Saturday, Sunday and holidays. All applications are to be made in writing within the posting period.

15.02 The postings referred to in Article 15.01 shall stipulate the qualifications, classification, rate of pay, department and shift and a copy shall be provided to the Chief Steward.

15.03 Employees shall be selected for positions under Article 15.01 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.

15.04 Where there are no successful applicants from within this bargaining unit for positions referred to in Article 15.01, employees in other SHEU 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 15.01, and selection shall be made in accordance with Article 15.03 above.

15.05 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 SHEU 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 15.03 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.

15.06 The Hospital shall have the right to fill any va-

cancy 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.

15.07 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.

15.08 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 16

### 16.01 Overtime

Employees shall be entitled to payment of time and one-half (1.1/2) the employee's base straight time hourly rate for all authorized overtime work in excess of seven and one-half (7.1/2) hours in a tour of duty or in excess of the average full-time hours of work over the period scheduled by the Hospital. Such period for this purpose shall not exceed two (2) weeks.

Overtime premium is not to apply where excess hours are as a result of an exchange of shift or where such excess hours are as a result scheduling arrangements acceptable to both the Hospital and employee(s) affected.

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

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

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

#### 16.02 Meal Allowance

When an employee is required to and does work for three (3) or more hours of overtime after his normal shift he shall be provided with a hot meal or five dollars (\$5.00) if the Hospital is unable to provide the meal or has been unable to schedule a meal break during the overtime period.

Notwithstanding the foregoing, where the overtime assignment is for a period of three (3) hours, no more or less, the employee is not required to take a hot meal, if available, and may claim the five dollars (\$5.00) payment.

A meal allowance of up to \$10.00 will be provided to an employee when required to travel with a patient in an ambulance if away from the Hospital during any of his assigned meal periods. The employee will be paid such allowance upon submission of receipts to his immediate supervisor.

### **16.03 Standby Pay**

An employee who is required to remain available for duty on **standby**, outside the **normal working** hours for that **particular employee**, shall receive standby pay in the amount of \$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.

## **Article 17 SHIFT PREMIUM**

17.01 Employees shall be paid retroactive to October 11, 1987 a shift premium of forty-five cents (\$0.45) per hour for all hours worked where the majority of their scheduled hours fall between 1500 and 0700 hours.

### **17.02 Weekend Premium**

Effective October 11, 1992 an employee shall be paid a weekend premium of forty-five (\$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 WAGES**

18.01 During the lifetime of this agreement, the Employer agrees to pay and the Union agrees to accept the scale of wages as set out in Schedule 'A' attached hereto which is hereby made a part of this agreement.



## 18.02

(a) For the purpose 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.

(b) The scale of wages set out in Schedule 'A' will reflect the hourly rate. The formula for calculating the hourly rate is:

$$\frac{\text{Monthly Rate} \times 12 \text{ months}}{1950 \text{ hours}}$$

18.03 Employees shall progress on the wage grid on the basis that 1725 hours worked equals one (1) year of service.

18.04 For the purpose of calculating in years the step on the wage grid to which each part-time employee belongs as at June 2, 1982, the calculation will be based on hours worked since June 2, 1982 in accordance with Clause 18.03.

## 18.05 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's 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.

### 18.06 Pay Days

The employee will be paid on a bi-weekly basis every second Thursday. The pay will be computed up to and including the previous Friday. The purpose of this delay is to enable the Employer to compute the pay, prepare the cheques and designate the deductions. All deductions will be shown on the pay stub.

### 18.07 Temporary Assignments

(a) 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 (1/2) of a shift, he shall be paid the rate immediately above his current rate in the classification to which he was assigned from the commencement of the shift on which he was assigned the job (shift being seven-and-a-half (7.1/2) hours).

(b) 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 (1/2) of one shift, the employee shall receive an allowance of three dollars (\$3.00) for each shift from the time of the assignment.

## Article 19 VACATION

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19.01 A part-time employee who has completed 5175 hours or less as of June 30th in any year will be entitled to receive vacation pay at the rate of four percent (4%) of gross earnings.

19.02 A part-time employee who has completed more than 5175 hours of continuous service but less than 13,800 hours as of June 30th in any year will be entitled to receive vacation pay at the rate of six percent (6%) of gross earnings.

Effective July 1, 1990 the service requirement for six percent (6%) of gross earnings shall be 3450 hours of continuous **service**.

19.03 **A** part-time employee who has completed more than 13,800 hours but less than 25,875 hours of continuous service as of June 30th in any year will be entitled to receive vacation pay at the rate of eight percent (8%) of **gross** earnings. Effective July 1, 1990 the service requirement for eight percent (8%) of gross earnings shall be 10,350 hours of continuous **service**.

Effective July 1, 1991 the service requirement for eight percent (8%) of gross earnings shall be 8625 hours of continuous service.

19.04 A part-time employee who has completed 25,875 hours but **less** than 43,125 hours as of June 30th in any year will be entitled to receive vacation pay at the rate of ten percent (10%) of gross earnings.

19.05 An employee who has completed 43,125 hours or more as of June 30th in any year will be entitled to receive vacation pay at the rate of twelve percent (12%) of gross earnings.

19.06 **An** employee is entitled to two (2) weeks' leave without pay for vacation purposes annually.

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

## **Article 20** **BEREAVEMENT LEAVE**

20.01 **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.

## **Article 21** **PREGNANCY LEAVE**

### 21.01

(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) 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 accumulate for a period of up to seventeen (17) weeks while an employee is on pregnancy leave on the basis of what the employee's normal regular hours of work would have been.

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

(g) Subject to any changes to the employee's status which would have occurred had she not been on preg-

nancy 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.

Article 22  
LEAVE OF ABSENCE WITH PAY

**22.01 Jury & Witness Duty**

If an employee is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Hospital, the 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.

22.02 In addition to the foregoing, where an employee is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Hospital on a day on which he has not been scheduled to work, he shall be paid for all hours actually spent at such hearing at his regular straight time hourly rate subject to the overtime provisions of the Collective Agreement and subject to (i), (ii) and (iii) in Clause 22.01.

**Article 23**  
**LEAVE OF ABSENCE WITHOUT PAY**

**23.01** 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.

During an unpaid absence exceeding thirty (30) continuous calendar days, credit for service for purposes of salary increment, vacation or any other benefits under any provision of the Collective Agreement or elsewhere, shall be suspended, 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 is participating for the period of the absence.

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

**23.02 Union Business**

The Hospital agrees to grant leave of absence, without pay, to employees attending Union conventions, seminars or other legitimate Union business provided such leave does not interfere with the efficient operation of the Hospital. Such leave shall be subject to the following conditions:

- (i) A request **must** be made in writing **at** least twenty-one (21) days prior to the commencement of the leave.

- (ii) The Hospital may grant leave of absence without pay for attendance at Union conferences and conventions for not more than two (2) employees for any one period and not more than one (1) employee from the same job classification, not more than two (2) employees from the same department, excepting the Nursing Department where only one (1) employee from the same nursing unit. Additionally, leave of absence may be granted provided that at least six (6) weeks' notice in writing (which states that purpose and term of leave) is given to the Hospital and provided that such leave of absence does not interfere with the efficient operation of the Hospital.
- (iii) In addition to the leave of absence set out above, members of the Union Executive Board and/or Council employed by the Hospital will be entitled to an additional cumulative leave of absence, without pay, not to exceed ten (10) days per contract year, subject to the conditions set out above, for the purpose of attending Executive and/or Council meetings.

### 23.03 **Personal Leave**

(a) The employer may grant leave of absence without pay to any employee for legitimate personal reasons, including vacation, illness and accident, upon written application by the employee. Such leave shall be confirmed in writing by the Hospital and shall specify the date on which the employee is required to return to work.

(b) If the employee returns to work on or before the date specified on his leave, his seniority shall be reinstated immediately, should he fail to return as scheduled he shall be deemed to have resigned unless excused by the Hospital.

(c) It is understood that while an employee is on leave



of absence he shall not engage in gainful employment and that if he does engage in such gainful employment he shall forfeit all seniority rights under this agreement.

(d) **The employee may not use** the leave of absence for any purpose other than that for which it was granted; should he do so he shall be deemed to have resigned.

(e) It is understood that such leave will be granted with due regard to the proper coverage in the department from which the employee is requesting leave.

#### **23\04 Illness**

It is the employee's responsibility to notify the Hospital if he is unable to attend work because of illness/accident and to advise the Hospital of his return date when known. The time of notification and person to notify will be determined and communicated at the department level.

### **Article 24 UNIFORMS**

**24.01** Where the Employer requires Hospital uniforms to be worn, they shall be supplied, repaired and laundered by the Employer.

Where the Employer requires uniforms to be worn (RNA) and does not supply same, a uniform allowance of forty dollars (\$40.00) per year will be provided.

### **Article 25 HEALTH AND SAFETY**

#### **25.01 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 and Safety Committee at least one (1) representative selected ~~or~~ appointed **by** the Union from amongst bargaining unit employees.

(c) Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programs and recommend actions to be taken to improve conditions related to safety and health.

(d) The Hospital agrees to co-operate reasonably in providing necessary information to enable the Committee to fulfill its functions.

(e) Meetings shall be held every second month or more frequently at the call of the Chair if required. The Committee shall maintain minutes of all meetings and make the same available for review.

(f) Any representative appointed or selected in accordance with (b) hereof shall serve for a term of one (1) calendar year from the date of appointment which may be renewed for further periods of one (1) year. Time off for such representative(s) to attend meetings of the Accident Prevention - Health and Safety Committee in accordance with the foregoing shall be granted and time so spent attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at his regular or premium rate as may be applicable.

(g) The Union agrees to endeavour to obtain the full co-operation of its membership in the observation of all safety rules and practices.

(h) Pregnant employees may request to be transferred from their current duties if, in the professional opinion of the employee's physician, the pregnancy may be at risk. If such a transfer is not feasible, the pregnant employee, if

she so requests, will be granted an unpaid leave of absence before commencement of the maternity leave referred to in Article 15.04.

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

**Article 26**  
**BENEFITS**



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

**Article 27**

27.01 **Volunteers**

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

27.02 **Ratio of R.N's to R.N.A's**

**At** the time of considering whether or not to alter the ratio of R.N's. to R.N.A'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 28** **TECHNOLOGICAL CHANGE**

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

28.02 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.

28.03 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.

**28.04** 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.

**28.05** 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.

**28.06** 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 VDTs and every twelve (12) months thereafter. The eye examinations shall be paid for by the Hospital where not covered by OHIP.

**Article 29**  
**Parental Leave**

29.01

(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 qualifies for parental leave, other than an adoptive parent, shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return.

(c) **An** employee who is an adoptive parent shall advise the Hospital as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request 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/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) Effective on November 26, 1992 any employee who is on parental leave as provided under this Agree-

ment 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 guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the plan.

(f) Credits for service and seniority shall accumulate for a period of up to eighteen (18) weeks while an employee is on parental leave on the basis of what the employee's normal regular hours of work would have been.

(g) The Hospital will continue to pay its share of the contributions of the pension plan in which the employee is

participating, for a period of eighteen (18) weeks while the employee is on parental leave.

(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.

### **Article 30 TRANSPORTATION ALLOWANCE**

30.01 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 (35) cents 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 31 HOLIDAYS**

*46/e*

31.01

(a) If a part-time employee is required to work on any of the holidays listed in Article 31.01(b) the employee shall be paid at the rate of time-and-one half (1.1/2) her regular straight time hourly rate for all hours worked on such holiday.

(b) The holidays for the purpose of 31.01 (a) are as follows:



New Year's Day	Third Monday in February
Good Friday	Victoria Day
Dominion (Canada) Day	Civic Holiday
Labour Day	Thanksgiving Day
Christmas Day	Boxing Day
** Anniversary Day	*** Float Day

\*\* All employees are granted one additional fixed day annually on the anniversary of his original date of hire.

\*\*\* Employees will be entitled to a Floating Holiday in each calendar year for the duration of the Agreement. Employees must be on staff before July 1, of each calendar year in order to qualify for the Floating Holiday referred to above.

### **Article 32** **WORK OF THE BARGAINING UNIT**

32.01 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.

### **Article 33** **WORKERS' COMPENSATION BOARD**

33.01 In the case of an accident which will be compensated by the Workers' Compensation Board, the Hospital will pay the employee's regular wages for the day of the accident.

33.02 The Hospital agrees to provide the employee with a copy of the Workers' Compensation Board Form 7 at the time it is sent to the Board. 50

#### Article 34

#### TERMINATION OF AGREEMENT

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34.01 This agreement shall continue in effect from the date hereof until October 10, 1993 and shall continue automatically ~~thereafter~~ during annual periods of one (1) year unless either party notifies the other in writing within the three (3) calendar months next preceding the expiry date that it desires to amend or terminate this agreement.

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

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

**34.03** If pursuant to such negotiations, an agreement on the renewal or amendment of this agreement **is** not reached prior to the current expiration date, this agreement shall be automatically extended until consummation of a new agreement.

**34.04** Except where otherwise provided, official communications in the form of correspondence between the Employer and the Union **shall** be given by prepaid Registered Mail as follows:

To the Employer:

Director of Human Resources or Designate  
Sunnybrook Health Science Centre

To the Union:

President of Local 777.

**DATED AND EXECUTED AT TORONTO THIS 30th  
DAY OF AUGUST, 1993**

**FOR THE UNION**

Michael Phillips  
Paulette Poitras

**FOR THE HOSPITAL**

Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah **King**

**MEMORANDUM OF UNDERSTANDING**  
**RE: SHIFT PREMIUM**

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 2nd 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.

DATED AND EXECUTED at Toronto this 30th day of August, 1993

FOR THE UNION

Michael Phillips  
Paulette Poitras

FOR THE HOSPITAL

Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah King

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**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.

**FOR THE UNION**

**Michael Phillips  
Paulette Poitras**

**August 30, 1993**

**FOR THE HOSPITAL**

**Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah King**

**MEMORANDUM OF UNDERSTANDING  
RE: HOLIDAYS**

This letter is to confirm the parties understanding that:

1. **There will be no** payment for part-time employees who are scheduled off for their Float and Anniversary Days.
2. A part-time employee will receive pay for a Float or fixed Anniversary Day in accordance with Article 31.01 (b) only when the Hospital requires the employee to work on a day off which had been scheduled as a Float or fixed Anniversary Day.
3. The fixed Anniversary Day and the Float Day must be taken or declined within the calendar year in which they are earned and may not be carried over into the next year.

DATED AT TORONTO this 30th day of August, 1993

FOR THE **UNION**

Michael Phillips  
Paulette Poitras

FOR THE HOSPITAL

Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah King

**LETTER OF UNDERSTANDING**  
**RE: SENIORITY, VACATION, WAGES AND**  
**BENEFITS PROVISIONS**

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

Articles 12.01(b) (Seniority), 12.01(d) (Seniority), 18.03 (Wages), 19 (Vacations), and 26.01 (Benefits) shall become effective March **28th** 1991, as provided for in the Memorandum of Settlement dated December 14th 1990. Until such date, Articles 12.01(b), 18.03, 19-19.06 (as amended below), and 26.01 of the part-time collective agreement expiring October 10, 1989 shall continue in effect, but shall cease to apply as of one month following the date of the local arbitration award. Articles 19.03 and 19.04 of the part-time collective agreement expiring October 10, 1989 are amended as follows (Such amendments cease to apply one month following the date of the local arbitration award):

- 19.03 **An** employee who has completed more than 5850 hours but less than 15,600 hours as of June 30th in any year will be entitled to receive vacation pay at the rate of six percent (6%) of the earnings of the individual employee during the twelve (12) months immediately preceding June 30th. Effective in the vacation year where the date for determining vacation entitlement in the individual hospital falls on or after October 11, 1989 the service requirement for 6% of gross earnings shall be 3900 hours of continuous service.
- 19.04 An employee who has completed more than 15,600 hours but less than 29,250 hours as of June 30th in any year will be entitled to receive vacation pay at the rate of eight percent (8%) of the earnings of the individual employee during

the twelve (12) months immediately preceding June 30th.

Effective in the vacation year where the date for determining vacation entitlement in the individual hospital falls on or after October 11, 1989, the service requirement for 8% of gross earnings shall be 11,700 hours of continuous service.

Effective in the vacation year where the date for determining vacation entitlement in the individual Hospital falls on or after October 11, 1990 the service requirement for eight percent (8%) of gross earnings shall be 9750 hours of continuous service.

DATED AT **TORONTO** this 30th day of **August**, 1993

FOR THE **UNION**

Michael Phillips  
Paulette Poitras

FOR THE HOSPITAL

Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah King



**LETTER OF UNDERSTANDING  
RE: VACATION PAY STATEMENTS**

1. The Hospital acknowledges the desirability of the provision of specific information to part-time employees concerning the calculation of their vacation pay entitlement.
2. The Hospital agrees to develop a system to provide this information on the bi-weekly pay statements in a timely manner in conjunction with the ongoing development of the Human Resources and Payroll Information Systems, to take effect no later than March 31, 1991.

DATED ATTORONTO this 30th day of August, 1993

FOR THE UNION

Michael Phillips  
Paulette Poitras

FOR THE HOSPITAL.

Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah King

**LETTER OF UNDERSTANDING**  
**Re: Distribution of Additional Shifts**

It is the Hospital's intention that additional shifts be distributed in a fair and equitable manner. It is also our intention to be able to get the work done in the most efficient and cost eddective way possible. The intent o any system for distributing additional shifts is not to puyt the hospital in a position of paying overtime premium pay.

Consequently in order to meet these objectives the distribution of additional work must be fair but also whatever system is in existence must be efficient. The Supervisors and Managers must know who is available to work overtime, and where overtime becomes necessary it will be distributed with consideration given to full-time employees.

We will ensure that each department has a system for distributing additional shifts that is written and well known to employees and that reflects both the principle of fairness as well as the principle of efficiency. In departments where there is not a developed policy, the Hospital will ensure that there is and these policies are shared with the Union and the employees.

DATED AT TORONTO this 30th day of August, 1993

FOR THE UNION

Michael Phillips  
Paulette Poitras

FOR THE HOSPITAL

Jon S. Szymanski  
Ann Fleming  
Eileen Maxwell  
Deborah King

## MEMORANDUM OF UNDERSTANDING

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

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.

Signed at Toronto this 9th day **of** June, 1993.

FOR THE  
PARTICIPATING  
LOCAL UNION

S.E. Roscoe  
M. Phillips

FOR THE  
PARTICIPATING  
HOSPITALS

G. Shaw  
T. Schulz

**SCHEDULE "A"**  
**SHEU (Service) -- FULL-TIME AND PART-TIME (Hourly Rate)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>ADMITTING</b>	91/10/11	14.725	14.819	14.911		
<b>Ambubus Driver</b>	92/10/11	15.019	15.115	15.209		
<b>ANIMAL FACILITY</b>						
<b>Animal Facility Attendant 2</b>	91/10/11	14.260	14.398	14.536		
	92/10/11	14.545	14.686	14.827		
<b>Animal Facility Attendant 1</b>	91/10/11	13.756	13.938	14.123		
	92/10/11	14.031	14.217	14.405		
<b>HOUSEKEEPING</b>						
<b>Aide</b>	91/10/11	13.922	14.024	14.123		
	92/10/11	14.200	14.304	14.405		
<b>Cleaner</b>	91/10/11	13.756	13.938	14.123		
	92/10/11	14.031	14.217	14.405		
<b>Housekeeping Lead Hand</b>	91/10/11	13.986	14.168	14.352		
	92/10/11	14.266	14.451	14.639		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>LABORATORIES</b>						
<b>Laboratory Assistant</b>	91/10/11	13.803	13.986	14.168		
	92/10/11	14.079	14.266	14.451		
<b>Laboratory Helper</b>	91/10/11	13.756	13.938	14.123		
	92/10/11	14.031	14.217	14.405		
<b>Morgue Attendant</b>	91/10/11	14.771	14.864	14.957		
	92/10/11	15.066	15.161	15.256		
<b>Autopsy Room Technician</b>	91/10/11	15.003	15.103	15.198	15.393	
	92/10/11	15.303	15.405	15.502	15.701	
<b>Porter X-Ray</b>	91/10/11	13.938	14.123	14.305		
	92/10/11	14.217	14.405	14.591		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) -- FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>LAUNDRY</b>						
Laundry Helper 1	91/10/11	13.891	13.994	14.093		
	92/01/01	PE	13.921	14.024	14.123	
	92/10/11	14.199	14.304	14.405		
Laundry Helper 2	91/10/11	14.123	14.270	14.420		
	92/10/11	14.405	14.555	14.708		
Laundry Helper 3	91/10/11	14.490	14.631	14.771		
	92/10/11	14.780	14.924	15.066		
<b>MAINTENANCE</b>						
Carpenter	91/10/11	17.823	18.217			
	92/10/11	18.179	18.581			
Electrician	91/10/11	18.189	18.580			
	92/10/11	18.553	18.952			

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>MAINTENANCE Continued</b>						
Painter	91/10/11	16.783	17.174			
	92/10/11	17.119	17.517			
Plasterer	91/10/11	17.262	17.655			
	92/10/11	17.607	18.008			
Plumber	91/10/11	18.189	18.580			
	92/10/11	18.553	18.952			
Steamfitter	91/10/11	18.189	18.580			
	92/10/11	18.553	18.952			
Maintenance Mechanic	91/10/11	17.345	17.736			
	92/10/11	17.692	18.091			
Driver Mechanic	91/10/11	16.416	16.515	16.612		
	92/10/11	16.744	16.845	16.944		
Maintenance Helper	91/10/11	14.579	14.768	14.954		
	92/10/11	14.871	15.063	15.253		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>MAINTENANCE Continued</b>						
<b>Gardener</b>	91/10/11	14.934	15.130	15.324		
	92/10/11	15.233	15.433	15.630		
<b>Gardener-Groundsman</b>	91/10/11	14.579	14.768	14.954		
	92/10/11	14.871	15.063	15.253		
<b>Groundsman</b>	91/10/11	14.249	14.437	14.623		
	92/10/11	14.534	14.726	14.915		
<b>Apprentice</b>	91/10/11	14.711	14.900	15.086	15.381	
	92/10/11	15.005	15.198	15.388	15.689	15.989
<b>Electrician Lead Hand</b>	91/10/11	16.539	16.930			
	92/10/11	16.870	17.269			
<b>Maintenance Lead Hand</b>	91/10/11	16.539	16.930			
	92/10/11	16.870	17.269			



**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>MATERIALS MANAGEMENT</b>						
S.S.R. Attendant	91/10/11	13.938	14.123	14.305		
	92/10/11	14.217	14.405	14.591		
S.S.R. Attendant Lead Hand	91/10/11	14.361	14.546	14.733		
	92/10/11	14.648	14.837	15.028		
Respiratory Attendant	91/10/11	13.938	14.123	14.305		
	92/10/11	14.217	14.405	14.591		
Material Handler 1	91/10/11	13.756	13.938	14.123		
	92/10/11	14.031	14.217	14.405		
Mat'l Hand 1 Garbage \$15/mo	91/10/11	13.848	14.030	14.215		
	92/10/11	14.123	14.309	14.497		
Material Handler Lead Hand	91/10/11	14.361	14.546	14.733		
	92/10/11	14.648	14.837	15.028		
Print Machine Operator	91/10/11	14.352	14.536	14.725		
	92/10/11	14.639	14.827	15.020		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>MATERIALS MANAGEMENT Continued</b>						
Print Machine Helper	91/10/11	13.893	14.077	14.260		
	92/10/11	14.171	14.359	14.545		
Print Machine Lead Hand	91/10/11	14.610	14.801	14.986		
	92/10/11	14.902	15.097	15.286		
Storeman 1	91/10/11	13.893	14.077	14.260		
	92/10/11	14.171	14.359	14.545		
Storeman 2	91/10/11	14.361	14.546	14.733		
	92/10/11	14.648	14.837	15.028		
Storeman Lead Hand	91/10/11	14.610	14.801	14.986		
	92/10/11	14.902	15.097	15.286		

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**SCHEDULE "A" (Continued)**  
**SHEU (service)— FULL-TIME (Hourly Rates)**

		<b>start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>NURSING</b>	<b>Attendant</b>	91/10/11	13.938	14.123	14.305	
		92/10/11	14.217	14.405	14.591	
<b>R.N.A.</b>	91/10/11	16.948	17.083	17.234		15.253
	92/01/01PE	18.294	18.429	18.580		16.465
	92/10/11	18.660	18.798	18.952		16.794
<b>Nurse's Aide</b>	91/10/11	13.234	13.336	13.435		
	92/10/11	13.499	13.603	13.704		
<b>Sr. Urology Technician</b>	91/10/11	15.766	15.863	15.962		
	92/10/11	16.081	16.180	16.281		
<b>Urology Technician</b>	91/10/11	15.587	15.724	15.878		
	92/10/11	15.899	16.038	16.196		
<b>Unit Assistant</b>	91/10/11	14.059	14.160	14.259		
	92/10/11	14.340	14.443	14.544		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>NURSING Continued</b>						
<b>Unit Aide</b>	91/10/11	13.922	14.024	14.123		
	92/10/11	14.200	14.304	14.405		
<b>Surgical Suite Assistant</b>	91/10/11	14.507	14.589	14.696		
	92/10/11	14.797	14.881	14.990		
<b>Adolescent Worker</b>	91/10/11	14.784	14.920	15.070		
	92/01/01	15.592	15.728	15.878		
	92/10/11	15.904	16.043	16.196		
<b>NUTRITION</b>						
<b>Bar Attendant</b>	91/10/11	14.631	14.725	14.819		
	92/10/11	14.924	15.020	15.115		
<b>Cleaner</b>	91/10/11	13.756	13.938	14.123		
	92/10/11	14.031	14.217	14.405		
<b>Cleaner - VegPrep \$15.00/mo</b>	91/10/11	13.848	14.030	14.215		
	92/10/11	14.123	14.309	14.497		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>NUTRITION Continued</b>						
	<b>Cook's Assistant</b>	91/10/11	13.893	14.077	14.260	
		92/10/11	14.171	14.359	14.545	
	<b>Hostess</b>	91/10/11	13.892	13.994	14.093	
		9201/01PE	13.922	14.024	14.123	
		92/10/11	14.200	14.304	14.405	
	<b>Waitress</b>	91/10/11	13.892	13.994	14.093	
		92/01/01PE	13.922	14.024	14.123	
		92/10/11	14.200	14.304	14.405	
	<b>Aide</b>	91/10/11	13.922	14.024	14.123	
		92/10/11	14.200	14.304	14.405	
	<b>Driver</b>	91/10/11	14.725	14.819	14.911	
		92/10/11	15.020	15.115	15.209	
	<b>Storeman 1</b>	91/10/11	13.893	14.077	14.260	
		92/10/11	14.171	14.359	14.545	

**SCHEDULE "A" (Continued)**  
**SHEU (service) — FULL-TIME (Hourly Rates)**

		<b>Start</b>	<b>1 Year</b>	<b>2 Years</b>	<b>3 Years</b>	<b>4 Years</b>
<b>NUTRITION Continued</b>						
Storeman 2	91/10/11	14.361	14.546	14.733		
	92/10/11	14.648	14.837	15.028		
Storeman Lead Hand	91/10/11	14.610	14.801	14.986		
	92/10/11	14.902	15.097	15.286		
Material Handler Lead Hand	91/10/11	14.361	14.546	14.733		
	92/10/11	14.648	14.837	15.028		
Dietary Lead Hand	91/10/11	14.114	14.216	14.316		
	92/10/11	14.396	14.500	14.602		
Cleaner Lead Hand	91/10/11	13.986	14.168	14.352		
	92/10/11	14.266	14.451	14.639		
Cook 1	91/10/11	14.589	14.727	14.870		
	92/10/11	14.881	15.022	15.167		
Cook Lead Hand	91/10/11	14.954	15.100	15.257		
	92/10/11	15.253	15.402	15.562		

**SCHEDULE "A" (Continued)**  
**SHEU (service) — FULL-TIME (Hourly Rates)**

		Start	1 Year	2 Years	3 Years	4 Years
<b>NUTRITION Continued</b>						
Food Service Cashier	91/10/11	13.922	14.024	14.123		
	92/10/11	14.200	14.304	14.405		
<b>REHABILITATION MEDICINE</b>						
Physio Training Instructor	91/10/11	14.771	14.911	15.053		
	92/10/11	15.066	15.209	15.354		
Pool Attendant	91/10/11	14.398	14.490	14.585		
	92/10/11	14.686	14.780	14.877		
Porter-Physio	91/10/11	13.938	14.123	14.305		
	92/10/11	14.217	14.405	14.591		
Remedial Assistant	91/10/11	14.771	14.911	15.053		
	92/10/11	15.066	15.209	15.354		
Therapy Attendant	91/10/11	14.771	14.911	15.053		
	92/10/11	15.066	15.209	15.354		

**SCHEDULE "A" (Continued)**  
**SHEU (Service) — FULL-TIME (Hourly Rates)**

		Start	1 Year	2 Years	3 Years	4 Years
<b>REHABILITATION MEDICINE Continued</b>						
<b>Workshop Instructor</b>	91/10/11	16.222	126.460	16.612		
	92/10/11	16.546	16.789	16.944		
Rehabilitation Aide	91/10/11	14.398	14.490	14.585		
	92/10/11	14.686	14.780	14.877		
<b>TECHNICIANS</b>						
Respiratory Assistant	91/10/11	14.131	14.417	14.696		
	92/10/11	14.414	14.705	14.990		
O.R. Technician	91/10/11	16.943	17.080	17.234		
	02/01/01PE	18.289	18.426	18.580		
	92/10/11	18.655	18.795	18.952		
Plaster Technician	91/10/11	14.779	14.916	15.070		
	92/10/11	15.075	15.214	15.371		
Plaster Technician (certified)	91/10/11	15.587	15.724	15.878		
	92/10/11	15.899	16.038	16.196		



SCHEDULE "A" (Continued)  
SHEU (Service) — FULL-TIME (Hourly Rates)

		start	1 Year	2 Years	3 Years	4 Years
<b>TECHNICIANS Continued</b>						
I.V. Technician(R.N.A.)	91/10/11	16.948	17.083	18.234		15.253
	92/01/01PE	18.294	18.429	18.580		16.465
	92/10/11	18.660	18.798	18.952		16.794
I.V. Technician	91/10/11	14.398	14.490			
	92/10/11	14.686	14.780	14.877		

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