

Contract Settled



Wages:
September 29, 2006:
+ 2.75%

September 29, 2007:
+ 3%

September 29, 2008:
+ 2.6%

Vacations:
7 weeks after 28 years,
effective September 28,
2006



Shift, Weekend Premiums:
increase to \$1.00 an hour
for evening & night shifts
and to \$1.00 an hour for
all work on the weekends



Major Gains in Job Security

Before employers can issue notice of layoff they will have to offer early retirement packages in the classification. These packages are increased to 2 weeks pay per year of service up to a maximum of 52 weeks.

If not enough workers choose to take the early retirement option, employers must offer voluntary exit packages in the classifications and department in which the layoffs would otherwise take place. These voluntary exit packages will be 2 weeks pay per year of service up to a maximum of 52 weeks.

Workers on layoff will now have the employer pay the employer's share of benefits for 3 months, up from 1 month.

Workers who cannot bump someone who earns the same or less than they do, will now be able to bump up into any job where they can meet the normal requirements.

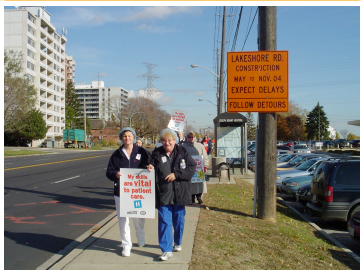
Reassignments will now have to be done in reverse order of seniority.

Workers who are laid off will now have 48 months to be on a recall list, up from 24 months.



Bereavement Leave:
increased to 4 days for spouse, child or parent. 1 day new for niece or nephew, aunt or uncle.

Separation Allowance:
Workers who resign after a notice of layoff will now get 16 weeks pay and \$3,000 tuition.



Premiums:

Standby-pay: \$3.00 an hour September 29 and to \$3.20 an hour in September 2008

Shift and weekend premiums go to \$1.00 an hour September 29

Back to back overtime shifts will now be paid at a rate of double time



Chiropractic & Physiotherapy: will be covered to \$300. per insured person.



The union and the hospitals have renewed the agreement that allows any workers who are transferred to other employers to post back into jobs with their employer for a 24 month period and to carry with them the seniority they had with the employer before the transfer.

Part-time employees may join the benefits plan, using their 14% in lieu of benefits to purchase benefits.

Groups of employees may now file workload complaints.

Employees may take up to 12 months off work, without loss of seniority, to take training related to their employment at the hospital.

There are other changes and improvements.

For full details please attend your union meeting.

