

COLLECTIVE AGREEMENT

BETWEEN

PORCUPINE HEALTH UNIT

(hereinafter referred to as the "Employer")

and

CANADIAN UNION OF PUBLIC EMPLOYEES,

AND ITS LOCAL #1812

(hereinafter referred to as the "Union")

January 1, 2023

to

December 31, 2025

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ARTICLE #1 -- PREAMBLE

- 1.01 The reasons for this Collective Agreement are as follows:
1. To Maintain and promote the existing harmonious relations and settled conditions of employment between the Employer and the Union.
 2. To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, and conditions of employment, etc.
 3. To encourage efficiency in operation.
 4. To promote the morale, well-being and security of all the employees in the Bargaining Unit of the Union.
 5. To promote co-operatively the best community health services.
- 1.02 The Union and the Employer benefit from and are bound by this Collective Agreement.
- 1.03 If the context permits, singular and plural terms include both singular and plural meanings and gendered terms include any gender. Where the plural "they" or "their" are referred to in this Agreement, it shall be considered as if the plural or singular has been used where the context of the party or parties hereto so require.

1.04 **DEFINITIONS**

Permanent Full-Time Employee

A Permanent Full-Time Employee is an employee who has completed their probationary period set out elsewhere in this Agreement and who normally works 35 hours in a week.

Probationary Employee

A Probationary Employee is an Employee who is serving a probationary period as described in Article 22.01. The release of a probationary employee will not be the subject of grievance or arbitration.

Permanent Part-Time Employee

A Permanent Part-Time Employee is an Employee who has completed their probationary period set out elsewhere in this Agreement and is employed to work less than 35 hours in a week.

Temporary Employee

Temporary Employees are those hired for a specific term or purpose or to replace an Employee on an approved leave of absence, absence due to WSIB disability, sick leave, long term disability, educational leave or pregnancy/parental leave not to exceed eighteen (18) months. The Employer may extend a temporary employee's employment for a further period of eighteen (18) months provided that the Employer notifies the Union of such extension prior to the start of the extension period. The

period of employment of such persons will not exceed the absentee's leave. A temporary Employee may be hired for a specific non-recurring project. The release or discharge of such persons shall not be the subject of a grievance or arbitration, and the termination of employment of such an employee at the expiry of a project shall not be a layoff.

Casual Employee

A casual employee is one who is not regularly scheduled for work but is called in for work on an as-needed basis. Casual employees do not accrue seniority.

Students

Students may be employed by the Health Unit at any time during the calendar year. To be considered for employment the individual must be currently enrolled in an education program or intending on registering in the next available session.

Working Day

"Working day" means any Monday to Friday, but not a Paid Holiday. "Day" will mean calendar day.

ARTICLE #2 -- MANAGEMENT RIGHTS

- 2.01 The Union recognizes that the management of the Porcupine Health Unit and the direction of the working force are fixed exclusively with the Employer and shall remain solely with the Employer. The Employer agrees that it will not exercise its rights in a manner inconsistent with the provisions of this agreement.

ARTICLE #3 -- RECOGNITION AND NEGOTIATION

- 3.01 The Employer agrees and recognizes the Canadian Union of Public Employees as the sole and exclusive bargaining agent for all employees of the Porcupine Health Unit, save and except the Medical Officer of Health, CAO, Executive Assistants, Human Resources Officer, Managers, Epidemiologist, students and persons presently covered by the existing Collective Agreements between the Porcupine Health Unit and the Ontario Nurses' Association, and hereby consents and agrees to negotiate with the Union or any of its authorized committees, concerning all matters affecting the relationship between the parties of this Agreement, looking towards a peaceful and amicable settlement of any difference that may arise between them.

- 3.02 **WORK OF THE BARGAINING UNIT**

Persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit, except for purposes of instruction, experimenting or emergencies and provided that the act of performing the aforementioned operations, in itself, does not reduce the hours of work or pay of any employee.

- 3.03 **NO OTHER AGREEMENTS**

No employee shall be required or permitted to make any written or verbal agreement with the Employer or their representative which may conflict with the terms of this Collective Agreement.

ARTICLE #4 -- NO DISCRIMINATION

4.01 EMPLOYER AND UNION SHALL NOT DISCRIMINATE

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee in the matter of hiring, wage rates, training, up-grading, promotion, transfer, lay-off, recall, discipline, discharge or otherwise by reason of age, race, creed, colour, national origin, political or religious affiliation, sex, sexual orientation, disability or marital status, place of residence, nor by reason of their membership or activity in the Union.

ARTICLE #5 -- UNION SECURITY

5.01 All employees of the Employer covered by this agreement, as a condition of continuing employment, shall become and remain members of the Union, according to the Constitution and By-laws of the Union, and all future employees of the Employer shall, as a condition of continued employment, become and remain members in the Union within thirty (30) days of employment with the Employer.

5.02 The Employer agrees to deduct dues and initiation fees from the salaries of the members of the Union in the amount certified by the Union to the Employer to be currently in affect according to the Constitution and By-laws of the Union, and to remit the amount of dues and initiation fees so collected, together with a detailed list of employees for whose wages the deductions have been made, to the National Secretary-Treasurer of the Union within the following month.

5.03 The Employer shall advise the Union of all hirings, lay-offs, recalls, and transfers and terminations of members of the Bargaining Unit.

ARTICLE #6 -- MUTUAL RIGHTS

6.01 The parties agree that there shall be no lock-outs, strikes, slow downs or other stoppages of, or interference with work which would cause any interruption of services during the life of this Agreement.

ARTICLE #7 -- NEW EMPLOYEES

- 7.01 The Employer agrees to acquaint new employees with the fact that a Union Agreement is in effect, and will supply them with copies of the Collective Agreement at the time of hire. All other employees shall receive a copy of their Agreement following all renewals.
- 7.02 The Employer agrees that an officer of the Union shall be given an opportunity to interview each new employee within regular working hours, without loss of pay, for a maximum of fifteen (15) minutes during the first month of employment for the purpose of acquainting the new employee with the benefits and duties of Union membership and their responsibilities and obligations to the Employer and the Union.

ARTICLE #8 -- CORRESPONDENCE

- 8.01 All correspondence between the parties arising out of this Agreement or incidental thereto, shall pass to and from the Chief Administrative Officer or designate, and the Secretary of the Union or designate.
- 8.02 Personnel File
- All documents of a disciplinary nature to be added to an Employee's Personnel File shall be shown to the Employee and the Employee shall be afforded the opportunity to respond in writing to any such document. Such written response by an Employee shall become part of the Employee's Personnel File.
- Any written reprimand or written case of discipline shall be removed and destroyed after a period of twenty-four (24) months provided that the employee's record has been discipline free for such twenty-four (24) month period.
- 8.03 The Employer shall post all of its current polices on the intranet, which will be accessible to all Employees. It is understood that the Employer may amend its policies and procedures at any time at their discretion. Before implementing any new or amended Human Resources or Health and Safety Policy, the Employer will provide the policy to the Union and consider any comments the Union provides.

ARTICLE #9 -- LABOUR-MANAGEMENT COMMITTEE

9.01 ESTABLISHMENT OF COMMITTEE

The Union shall appoint or otherwise select a Labour Management Committee, of no more than three (3) members. Additional guests may be invited by mutual agreement of the parties hereto. The Labour Management Committee shall meet to discuss employee relation issues at least three (3) times annually and shall not interfere with the operations of the Health Unit. Meetings shall be at a mutually agreed time and place. It is expressly understood that this Committee shall not

supersede the authority or duties of the Negotiation or Grievance Committees. Each party shall notify the other party of the proposed Agenda as far in advance of the meeting as possible.

9.02 MEETINGS OF COMMITTEE

The Committee shall meet at a mutually agreeable time and place. Employees shall not suffer any loss of pay for time spent with the Committee.

9.03 REPRESENTATIVE OF CANADIAN UNION

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when dealing or negotiating with the Employer. Such representatives shall have access to the Employer's premises in order to investigate and assist in the settlement of a grievance upon first advising the Employer of their presence on the premises.

9.04 The Employer shall have similar rights of assistance of persons of its choosing in the manner specified in Clause 9.03.

ARTICLE #10 -- UNION COMMITTEES

10.01 The Employer acknowledges the right of the Union to appoint or otherwise select Committees and the number of stewards as indicated in Section 10.04 of this Article. The Union shall advise the Employer in writing of the personnel serving on these Committees, and also the names of the stewards.

10.02 The Union acknowledges that stewards, members of the Committees, and Union Officers have regular duties to perform on behalf of the Employer. Such persons shall not leave their regular duties without receiving permission from their immediate supervisor and such permission shall not be unreasonably withheld.

10.03 When resuming their regular duties, the Employee shall notify their supervisor that they have returned to work.

10.04 STEWARDS

The employees shall be represented by up to four (4) stewards. It shall be the duty of the stewards to see that the spirit and terms of this Agreement are carried out, and to assist employees in presenting their grievance to the representatives of the Employer.

Union stewards may attend grievance meetings with the Employer without loss of regular pay. It is understood that such time spent at grievance meetings shall not be used in the calculation of any overtime pay.

10.05 NEGOTIATION COMMITTEE

The Union shall appoint or otherwise select a Negotiating Committee, of no more

than four (4) members. It shall be the duty of this Committee to negotiate an Agreement with the Employer (and/or any modification, renewal or extension thereof), and it shall negotiate any dispute as to the interpretation, meaning or application of the terms and provisions of this Agreement with the Employer.

10.06 HEALTH AND SAFETY COMMITTEE

There shall be a Health and Safety Committee inclusive of two (2) representatives of the Union. The Health and Safety Committee shall be recognized as a Joint Health and Safety Committee pursuant to the Occupational Health and Safety Act, and its members shall exercise all of their responsibilities and enjoy all the rights of the Committee members under the Act.

ARTICLE #11 -- GRIEVANCE PROCEDURE

11.01 An Employee with a complaint shall discuss the matter with their supervisor or designate within ten (10) working days of the circumstances giving rise to the complaint, or of the date on which the Employee ought reasonably to have become aware of the circumstances. Their supervisor or designate shall give their answer within ten (10) working days of the discussion of the complaint. Failing settlement at the complaint step, within fourteen (14) days of the answer of deadline for giving the answer, the matter may then be taken up as a grievance.

11.02 Step 1

The employee, accompanied by a Steward, shall take the matter up with the Human Resources Officer or their designate; failing settlement within ten (10) working days, then,

11.03 Step 2

The employee, accompanied by a Grievance Committee shall take the matter up with the Manager of Corporate Services or their designate. Failing settlement within ten (10) working days, then, the matter may be referred to Arbitration.

11.04 Group Grievance

In case a group of employees have a grievance or an alleged grievance, it shall be taken up by the Grievance Committee starting at Step 2.

11.05 General

Any differences arising directly between the Union and the Employer concerning the interpretation or violation of the terms or provisions of this Agreement may be submitted by either party to the other at Step 2.

11.06 Union May Institute Grievances

The Union and its representatives shall have the right to originate a grievance on behalf of an employee, or group of employees and to seek adjustment with the Employer in the manner provided in the Grievance Procedure. Such a grievance shall commence at Step 2.

- 11.07 Any and all the time limits fixed by this Article may at any time, be extended by agreement in writing between the Employer and the Union.
- 11.08 The Employer and the Union shall agree on forms for presentation of grievances and recording of decisions.
- 11.09 At any stage of the Grievance Procedure, including arbitration, the conferring parties may have the assistance of the employee or employees affected and any necessary witnesses and all reasonable arrangements shall be made to permit the conferring parties to have access to the offices to view disputed operations and to confer with the necessary witnesses.

ARTICLE #12 -- DISCHARGE AND DISCIPLINE CASES

- 12.01 If an employee be discharged or disciplined and if they believes that they have been unjustifiably discharged or disciplined, they may have their grievance taken up under the Grievance Procedure, starting at Step 2, if presented in writing within seven (7) working days after the date of such discharge or discipline, and not otherwise. Such grievance may be disposed of by any arrangement which is just and equitable in the opinion of the parties, or in the opinion of a Board of Arbitration if the matter is referred to such a Board, and all financial settlements arising therefrom shall be made at the rates applicable less amounts otherwise earned during the time lost, or as awarded by the Board of Arbitration. This article does not apply to probationary employees as defined in Article 22.01.

ARTICLE #13 -- ARBITRATION

- 13.01 Where a difference arises between the parties relating to the interpretation, application or administration of this Agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this Agreement has been violated, either of the parties may, after exhausting any Grievance Procedure established by this Agreement, notify the other party in writing within thirty (30) days of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an Arbitration Board.

The recipient of the notice shall, within twenty (20) working days, inform the other party of the name of its appointee to the Arbitration Board. The two appointees so selected shall within twenty (20) working days of the appointment of the second of them, appoint a third person who shall be the Chairman. If the recipient of the notice fails to appoint an Arbitrator, or if the two appointees fail to agree upon a Chairman upon the time limited, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The Arbitration Board shall hear and determine the difference or allegation and shall issue a decision and the decision is

final and binding upon the parties and upon any employee and Employer affected by it. The decision of the majority is the decision of the Arbitration Board, but if there is no majority, the decision of the Chairman governs.

13.02 Each of the parties hereto shall bear the expenses of the Arbitrator appointed by it, and the parties hereto shall jointly bear equally the expense of the third party and any cost of the place of hearing of such arbitration, if and when the necessity arises. It is further agreed that the place of hearing of such arbitration shall be mutually agreed upon by the parties hereto.

13.03 Single Arbitrator

The Employer and the Union agree that by mutual written agreement of the parties, a Sole Arbitrator may be substituted for a Board of Arbitration. The appointment and jurisdiction of the Arbitrator shall conform to the provisions of this Article. Each party shall pay one-half (1/2) of the fees and expenses of the arbitrator and any costs of the place of hearing of such arbitration if and when the necessity arises.

13.04 The Board of Arbitration or Arbitrator, as the case may be, shall not have the power to change this Agreement or, to alter, modify, or amend any of its provisions or, to render a decision inconsistent with the express terms of this Collective Agreement.

ARTICLE #14 -- SENIORITY

14.01 Subject to Article 14.20, seniority shall govern all promotions, transfers, and lay-offs, within the Bargaining Unit, provided the employee with the most seniority is qualified to fill the position.

14.02 Seniority is defined as the length of continuous service from the last date of hire. Employees shall only be entitled to seniority once they have successfully completed their probation period, after which seniority will be credited retroactively to the Employee's date of hire.

14.03 The Employer shall post seniority lists on the Intranet, throughout the jurisdiction of the Health Unit, and notify the employees via email, including the seniority document, in January and July each year; these lists shall be corrected and brought up-to-date as required, with one copy being supplied to the Union. Protests regarding seniority standing must be submitted within thirty (30) days from the date seniority lists are posted, unless the employee is away by reason of sickness or accident, leave of absence or on vacation. The list shall be compiled in such a manner to reflect the relative standings of permanent or regular employees, with a separate listing or grouping showing seniority standing for all part-time staff. The seniority list for full-time employees shall reflect each permanent full-time employee's date of hire and the seniority list for permanent part-time employees shall reflect each part-time employee's total accumulated hours of work. No corrections to the seniority list shall be made unless agreed to by the Union.

14.04 When a part-time employee is transferred by the Employer to full-time status, their seniority shall be converted from hours on the basis of 1820 hours of work equals

one (1) year of seniority, and when a full-time employee is transferred by the Employer to part-time status, their seniority shall be converted to hours on the basis of one (1) year of seniority equals 1820 hours.

- 14.05 Employees promoted to supervisory positions or transferred to other positions not covered by this Agreement shall retain but not accrue seniority, for no more than twelve (12) months, or for such further period as the parties may agree.

ARTICLE #14.1 -- LAY-OFF AND RECALL

- 14.10 Should circumstances require a reduction in the working forces in the jurisdiction of the Health Unit, temporary and casual employees shall be laid off first and then starting with those with the least seniority. Working forces means staff employed by the Health Unit in a permanent position or for more than (13) consecutive months.

- 14.11 When an employee has been laid off under section 14.10 of this Article, and the position has re-opened within the time period prescribed by 14.13 (11) of this Article, the employee shall be called back on a seniority basis.

- 14.12 When employees are to be recalled by the Employer, they shall be notified by registered mail to their last place of residence known to the Employer, and if they fail to notify the Employer of their intentions within fourteen (14) days after the mailing of such notice, then the Employer shall be under no obligation to re-employ them.

- 14.13 The parties agree that the following procedures will apply with respect to lay-offs and recall;

1. A "Lay-off" shall include any reduction in an employee=s hours of work.
2. Employees subject to layoff may exercise their seniority rights by bumping an employee with less seniority, provided they are qualified to perform the work of the bumped position. Part-time employees may not bump into full-time positions. Temporary employees may not bump into permanent employee positions. If a full-time employee chooses to bump into a permanent full-time position, that employee who bumped into the position will be removed from the recall list.
3. If a full-time employee cannot bump into a position that provides them with full-time hours, they will be allowed to displace a less senior employee, however not to exceed full-time hours. They will retain recall rights as a full-time employee and will be eligible for any full-time position which may become available, as well as any temporary or casual vacancy based on seniority.
4. If a part-time employee cannot bump into a position that provides them with the same number of hours that they were entitled to prior to lay-off, they will be allowed to displace a less senior part-time employee in an office, however not exceeding the number of hours they were previously entitled to. They will retain recall rights as a part-time employee and will be eligible for any part-time

position which may become available, as well as any temporary or casual vacancy based on seniority.

5. If a full-time employee is displaced for only part of their full-time hours and there is no less senior employee whom they can displace to obtain maximum full-time hours, they shall be entitled to continue the balance of hours and will be considered a part-time employee. They will retain full-time recall rights and will be eligible for any position resulting from a temporary or casual vacancy.
6. No new employees shall be hired into the bargaining unit until all those employees who retain the right to be recalled and who are qualified for the position have been given an opportunity to return to work.
7. Casual and/or temporary vacancies which the Employer intends to fill, shall be offered by seniority to employees on lay-off.
8. In the event of a lay-off, as defined by Employment Standards Legislation, which is anticipated to be long-term or permanent in nature, when an employee accepts a lay-off, they shall be entitled to receive severance pay in accordance with that Legislation. Severance will be based on the current uninterrupted employment period. Receipt of severance pay does not jeopardize the recall rights of an employee who accepts a lay-off.
9. Positions which become available will be offered to those employees on the recall list starting with employees who had been in full-time permanent position(s) and who have the greatest seniority before being offered to those employees who had been in part-time positions(s). If the position is not filled, it will then be posted in accordance with clause 14.20 (Posting) of the Collective Agreement.
10. Employees on the recall list who accept temporary work with the Employer or who refuse any position offered to them will maintain their position on the recall list.
11. Staff will remain on the recall list for a maximum period of two (2) years from the date of lay-off.

ARTICLE #14.2 -- JOB POSTINGS

14.20 When a vacancy occurs or a new position is created within the Health Unit jurisdiction, it shall be posted on the Health Unit intranet as an internal posting and shall remain posted for five (5) working days. The position may be advertised externally at the same time as the internal posting provided that preference will be given to internal candidates in any job competition.

The job posting shall contain the position's Department and a link to the job description.

Employees with seniority status, who have completed eighteen (18) months continuous service in their current work assignment, or program area, may make application for the job in writing and the job shall be awarded to the employee with the greatest seniority, provided qualifications, performance and ability are equal.

Notwithstanding the above, employees who have not completed the eighteen (18) months, referred to in the previous paragraph, may express an interest in the posted position. Such individuals may be considered at the Employer's sole discretion, for the posted position, should no staff make application under the previous paragraph.

Nothing in this article impinges upon the Employer's exclusive right to direct the working force, including the right to allocate work or program assignments or to amend such assignments.

14.21 The Employer shall not be required to post more than twice to fill one vacancy. After the second vacancy, any subsequent vacancy can be filled at the Employer's discretion:

i.e. Employee A resigns, Employee A's position is posted and filled by Employee B - Employee's B's position is posted and is filled by Employee C. The Employer is then free to fill the vacancy created by Employee C at its discretion.

14.22 Permanent employees shall be given preference in filling a vacant position. In the event that no permanent employee is qualified to fill the vacant position or a new position which is created, then the Employer may employ anyone it so desires who qualifies for the position. Appointment from within the bargaining unit shall be made within ten (10) working days.

14.23 In the event that a new classification is to be created or an existing classification is substantially changed, the Employer shall notify the Union and provide the Union with the job description and proposed salary range. At the request of the Union made within thirty (30) days of such notice, the parties will meet to discuss the salary range for the new classification. Should the Union dispute the salary range established by the Employer, it may refer the matter to arbitration in accordance with Article 13, within thirty (30) days of such meeting.

ARTICLE #14.3 - TRIAL PERIOD

14.30 The successful applicant shall be placed on trial for a period not to exceed six (6) months. Conditional on satisfactory service, such trial promotion shall become permanent after the specified period. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period not exceeding six (6) months, or if the employee finds themselves unable to perform the duties of the new job classification, they shall be returned to their former position without loss of seniority and former wage or salary. Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position without loss of seniority and former wage or salary.

ARTICLE #15 -- LEAVE OF ABSENCE

15.01 UNION CONVENTION LEAVE

Upon request of the Union, the Employer agrees to allow leave of absence with pay and without loss of seniority for one (1) member to attend the National Convention of the Canadian Union of Public Employees, and the Ontario Division Convention of the Canadian Union of Public Employees provided the overall leaves concerned do not exceed six (6) working days in any one (1) year.

It shall be the responsibility of the Union to advise the Employer in writing no later than fourteen (14) days prior to the conventions, of the Union's intention of sending a delegate(s).

15.02 (a) LEAVE FOR UNION STAFF POSITION

The Employer, shall, on application from the Union, grant a one (1) year's leave of absence without pay to any employee selected to work full-time for the Union. Such request shall be in writing one (1) month prior to the leave of absence, if possible. Any leave of absence granted by the Employer shall be in writing.

15.02 (b) The Union, shall, on application from the Employer, grant up to a one (1) year's leave of absence to any member selected to work in a non-union capacity for the Employer. Such application shall be made in writing to the Union at least one (1) month prior to the commencement of the leave, unless the Union agrees to a shorter notice period.

During the leave period the Employer may re-instate the member to their former position without loss of seniority. The employee will not accumulate seniority during the leave period.

15.03 LEAVE OFR NON-UNION POSITION

Any employee given a leave of absence shall not lose any of their seniority rights.

15.04 BEREAVEMENT LEAVE

An employee will be granted leave of absence, without loss of pay, in order to mourn the death of members of the employee's family beginning with the first full working day immediately following the death or in conjunction with the day of the funeral, memorial service or burial for up to the maximum number of days set forth in the following schedule. One or more days can be reserved to attend an interment or celebration of life to be held at a later date:

(a) Five (5) working days in the event of death of spouse, child, stepchild, parent, sibling, grandparent and grandchild, step-sibling, step-parent.

(b) Three (3) working days in the event of death for a grandparent-in-law, parent in-law, sibling in-law, uncle, aunt, niece and nephew.

- (c) One (1) working day for uncle, aunt, nephew and/or niece of the employee's spouse or the first cousin of the employee.
- (d) Should travel in excess of 450 kilometers be involved in order for the employee to attend the funeral, an additional day's leave may be granted.
- (e) In the case of a casual or part-time employee, the days off will be granted as above, but the employee with only receive pay for the corresponding days of work scheduled prior to learning of the death of the relative.
- (f) "Spouse" for the purposes of bereavement leave will be defined as in the Family Law Act and will include a partner of the same sex.

15.05 PREGNANCY AND PARENTAL LEAVE

Pregnancy and parental leave provisions will comply with the Employment Standards Act.

An employee who is on a Pregnancy and Parental Leave as provided for in this Agreement, who has applied for and is in receipt of Employment Insurance pregnancy and/or parental benefits pursuant to the *Employment Insurance Act* shall be paid a supplemental employment benefit. That benefit will be equivalent to the difference between eighty percent (80%) of their regular weekly earnings and the sum of their weekly Employment insurance benefits and any other earnings. The benefit will be calculated using the amount of Employment Insurance benefit that the employee would receive if they had elected to receive their Employment Insurance Benefits over 12 months, as opposed to the extended period. Such payment shall apply following completion of the Employment Insurance waiting period and receipt by the Employer of the employee's proof that they are in receipt of Employment Insurance pregnancy and/or parental benefits and shall continue for a maximum period of fifteen (15) weeks for pregnancy/parental or adoption leave.

- 15.06 Such leave may be initiated by the employee on presenting a certificate by a legally qualified medical practitioner stating that the employee is pregnant and specifying a date on which, in their opinion, delivery will occur. The cost of medical certificates shall be borne by the Employer. Vacation time shall accrue during said leave.

15.07 EMPLOYER PAYMENT OF EMPLOYEE BENEFITS DURING PREGNANCY, PARENTAL LEAVE AND ADOPTION

During the period of pregnancy, parental leave and adoption, the Employer shall continue to pay the Employer's share of the hospital, medical and group life insurance and other employee benefits of this Agreement.

15.08 PAID JURY OR COURT WITNESS DUTY LEAVE

The Employer shall grant leave of absence without loss of seniority benefits to an employee who serves as a juror or witness in any criminal court. The Employer shall pay such an employee the difference between their normal earnings and the payment they receives for jury service or court witness, excluding payment for travelling, meals or other expenses. The employee will present proof of service and the amount of pay received. Time spent by an employee required to serve as a court witness in any matter arising out of their employment shall be considered as time worked at the appropriate rate of pay.

15.09 EDUCATION LEAVE

The Employer recognizes that additional education may provide measurable benefits to both the employee and employer. The Employer may, in its discretion, grant leave of absences with pay and without loss of seniority to an employee in respect of such education that requires leave and will also pay the costs of such education, on the employee's successful completion of said course.

15.10 GENERAL LEAVE

An employee may be entitled to a leave of absence without pay when they requests such leave for good cause. Such requests shall be in writing and shall state the purpose of the leave of absence. Any leave of absence approved under this clause shall terminate upon the employee accepting other employment, including self-employment. Such leaves will only be considered where an employee has exhausted their vacation credits.

Vacation credits shall not accrue during any unpaid leave of absence exceeding thirty (30) consecutive days. Employees on a pregnancy/parental leave will receive their eligible weeks of vacation pay pro-rated based on gross pay.

Employees on a leave of absence without pay which extends beyond three (3) months who wish to maintain their welfare benefits beyond that three (3) month period, may do so by paying the whole of the cost of the required premiums of each of the plans in which the employee is enrolled.

15.11 FAMILY RESPONSIBILITY LEAVE

When an illness, injury or medical emergency in the family occurs, after notifying their immediate supervisor, the employee may use a maximum of five (5) sick leave credits per year and/or take a vacation period and if no vacation time is remaining in that particular year, they may borrow up to one (1) week of vacation time from the next succeeding year.

Clarity Note: (Immediate families shall mean any person identified in subsection 50.0.1(3) of the Employment Standards Act).

15.12 TIME OFF FOR MEDICAL APPOINTMENTS

Every effort shall be made by employees to schedule medical and healthcare appointments outside of their scheduled work hours. Where it is not possible to do

so, an employee may attend to such appointments during working hours, provided that permission is received from the employee's manager. Such absences shall be deducted from the employee=s accumulated sick leave credits or from the employee=s earnings if there are no accumulated sick leave credits. The employee may be required to show proof of the medical or dental care obtained. The cost of obtaining said proof shall be borne by the Employer.

ARTICLE #16 -- PAID HOLIDAYS

16.01 Employees on the active payroll shall be entitled to the following paid holidays:

New Year's Day	Civic Holiday (August)
January 2 nd	Labour Day
Family Day	National Day of Truth and Reconciliation
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

And any other day proclaimed as a holiday by the Federal or Provincial Government. Where a Municipal Government declares a holiday, said holiday shall be applicable only to those employees who reside in the geographic confines of that municipality.

16.02 If a paid holiday as defined in Section 16.01 of this Article falls on a Saturday, Sunday or day off, all employees shall be entitled to the following Monday and/or Tuesday or previous Friday which shall be observed as the Holiday.

16.03 If required to work on any of the above mentioned days, in addition to the regular day's pay, the employee shall be paid (double their rate of pay) for such work performed. Employees must work the day before and the day after such holidays unless properly excused by the Department Head, or unless away by reason of illness or accident, leave of absence or holidays.

16.04 Part-time employees will receive pay for the above holidays as if they were public holidays under the Employment Standards Act.

ARTICLE #17 -- VACATIONS WITH PAY

17.01 Full-time Employees shall receive annual vacations with pay based on the following entitlement:

Start to the completion of ten (10) years of service, from date of last hire, with the Employer - 1.67 days per month of service.

From the completion of ten (10) years of service to the completion of eighteen (18) years of service, from date of last hire, with the Employer - 2.08 days per month of service.

From the completion of eighteen (18) years of service, from date of last hire, with the Employer - 2.50 days per month of service.

Employees who work between 1,300 and 1,819 hours per year will receive the above entitlement on a pro-rata basis with full entitlement to be based on 1,820 hours.

17.02 Should any of the paid holidays provided for in this Agreement, under Article #16, fall within the employee's vacation period, the Employer shall grant such an employee an extra vacation day with pay.

17.03 An employee terminating their employment at any time in the year before they have taken their vacation shall be entitled to a proportionate payment of salary or wages in lieu of such vacation.

17.04 Requests for vacation time to be taken between April 1st and September 30th of a given year must be submitted in writing to their Manager by February 1st. Vacation approval shall be granted no later than February 15th, first based on seniority and subject to the operation needs of the Porcupine Health Unit.

Requests for vacation time to be taken between October 1st and March 31st must be submitted in writing to their Manager by September 1st. Vacation approval shall be granted no later than September 15th, first based on seniority and subject to the operation needs of the Porcupine Health Unit.

Vacation requests submitted after these dates shall be approved on a first-come first-served basis subject to the operation needs of the Porcupine Health Unit. All requests will be responded to within fifteen (15) days.

ARTICLE #18 - SALARIES AND MILEAGE REIMBURSEMENT

18.01 The Employer shall pay salaries and wages bi-weekly in accordance with Schedule "A" attached hereto and forming part of this Agreement. On each pay day, each employee shall be provided with an itemized statement of their wages and deductions.

18.02 (a)

- a. Each employee who is required to operate their automobile in the course of employment shall be entitled to a mileage allowance in accordance with the Canada Revenue Agency mileage allowance.
- b. The Employer will agree to arrange and pay for roadside assistance coverage for any member performing work related to the enforcement of Ontario Building Code.
- c. The Employer assumes no responsibility in connection with the operation or care of the motor vehicle involved.
- d. The above rates may be amended from time to time by the Employer, however

they may not be decreased below the above rates.

- 18.02 (b) a. Employees required to incur meal expenses with respect to authorized travel related to the Employer's business, shall be reimbursed, in accordance with Health Unit policy, on the following basis:

	In Porcupine Health Unit Area	Outside Porcupine Health Unit Area*
	\$	\$
Breakfast	12.00	20.00
Lunch	18.00	25.00
Dinner	30.00	45.00

Receipts are not required with respect to the above allowances.

* Outside Area to include Town of Moosonee and communities along the James Bay and Hudson Bay.

- b. The above rates may be amended from time to time by the Employer, however the rates may not be decreased below the stated rates.

- 18.03 A Public Health Inspector, completing their training for certification purposes with the Porcupine Health Unit, will be paid \$800 less per annum than the Staff Inspector rate as shown on Schedule "A", Start Category. Such individual shall be employed during said training period which shall be determined by the Employer. Such training period, in any event, will not exceed twelve (12) months. Such individuals who successfully complete the certification process and are promoted to the permanent position of Staff

Inspector shall commence their probationary period upon notification of successful completion of the certification process. Public Health Inspectors in training may be discharged at any time during the training period without recourse to the grievance procedure.

- 18.04 Employees who are approved to act as a preceptor for a student in a post-secondary field of studies will receive the following allowance as a one time payment:

- preceptor for placements of 100 hours or less - \$50.00
- preceptor for placements of more than 100 hours - \$ 175.00

It is expected that students may also be supervised for short periods by other staff but only the approved preceptor will receive the allowance.

ARTICLE #19 - HOURS OF WORK AND OVERTIME

- 19.01(a) The regular hours of work shall be eight (8) consecutive hours per day Monday to Friday to include a one (1) hour unpaid meal break.

- 19.01(b) Overtime shall be paid for all hours worked in excess of seven (7) hours per day and/or thirty-five (35) hours per week.

19.01(c) The Employer shall provide at least five (5) working days notice of any change to an employee's work schedule.

19.02 CALL BACK PAY GUARANTEE

An employee who is called back to work shall be paid for a minimum of three (3) hours at overtime rates.

19.03 Except as hereinafter stated, all employees shall be paid overtime rates as follows:

- a. One and one-half (1½) times the regular rate for all overtime work, Monday through Sunday.
- b. For the purpose of the Agreement "overtime" shall mean as follows and shall be authorized by the Supervisor:
 - All hours worked prior to an employee's scheduled starting time.
 - All hours worked in excess of the hours set out in Article 19.01 of this Agreement in any twenty-four (24) hour period, subject to Article 19.07.
- c. Overtime may be accumulated as overtime credit. Overtime credit will be paid to the employee in June and December of each year. Equal time off in lieu of overtime credit may be taken by mutual consent of the supervisor and the employee.

19.04 Permanent employees shall have the preference of working overtime before temporary employees provided the work or duties are similar and in the same office.

19.05 All Employees covered by this Agreement are entitled to one (1) fifteen (15) minute paid rest period in each half of their normal hours of work and an additional fifteen (15) minute paid rest period for each four (4) hours worked in excess of the seven (7) hours worked per day.

19.06 The positions of Inspection Coordinator and Emergency On-Call Inspector will participate in the Health Unit's On-Call Emergency Response System to a maximum of eight tours per calendar year. One tour is the equivalent of seven days of twenty-four hour on-call service.

In addition to the remuneration provided in the salary grid, staff members who are on-call will receive the following:

- a. Three and one-half hours of paid time off for each paid statutory holiday occurring in their tour.
- b. Overtime pay, in accordance with article 19.03, for call response time or accumulated telephone calls exceeding one-half hour per day occurring in their tour.

Staff may, upon agreement with the Employer, exceed the eight tours maximum. Such excess tours will be compensated by the staff member receiving an additional fourteen hours pay or compensating time off.

- 19.07
- a. Notwithstanding any other provision in the Collective Agreement, with the exception of Article 19.06, the parties agree that the regular hours of work shall be up to ten (10) hours per day, Monday to Friday or a maximum of seventy (70) hours biweekly. The parties agree that there shall be no more than one (1) split, exclusive of meal breaks, in any one (1) working day. Notwithstanding the seventy (70) hour limit bi-weekly, a maximum of twenty-one (21) hours will be carried forward at straight time, to be scheduled as time off at a later date to be mutually agreed. Once the 21 hour limit is reached, any additional hours worked will be compensated at a rate of one and one-half (1½) times the regular pay.
 - b. Any hours worked in excess of ten (10) hours per day shall be paid for at overtime rates in accordance with clause 19.03 in the Collective Agreement.

ARTICLE #20 - SICK LEAVE

- 20.01 Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick, disabled, injured or because of an accident for which compensation is not payable under the Worker's Compensation Act.
- 20.02 Sick leave shall be earned by employees on the basis of one and one-half (1 1/2) days for every month of service. An employee shall be entitled to an accrual of all the unused portion of this sick leave for their future benefit, up to a maximum of three hundred and twenty (320) days.
- 20.03 All sick leave absences shall be deducted from accumulated sick leave credits, except that paid holidays shall not be included in any deductions.
- 20.04 An employee may be required to produce a certificate from a qualified medical practitioner for any illness, certifying that such employee is unable to carry out their duties due to illness. Medical certificates may be required at the sole discretion of the employer for each twenty (20) working day period the employee is absent in order to be entitled to pay. The cost of obtaining medical certificates shall be borne by the Employer.
- Certified reported illness of three (3) or more consecutive working days occurring during vacation, reported at the time of illness, shall be considered sick time and not vacation time.
- 20.05 When an employee is given leave of absence without pay for any reason, or is laid off on account of lack of work and returns to work upon expiration of such leave of absence, etc., they shall not receive sick leave credit for the period of such absence, but shall retain their cumulative credit, if any, existing at the time of such leave or lay-off.

- 20.06 Sick leave without pay may be granted to an employee who does not qualify for sick leave with pay or who is unable to return to work at the termination of the period for which sick leave with pay is granted.
- 20.07 Records of all unused sick leave will be kept by the Employer. Any employee is to be advised, on application, of the amount of sick leave accrued to their credit.
- 20.08 On severance, an employee having sick leave to their credit, shall receive a settlement equal to one-half the amount of such credits, at the rate of pay effective immediately prior to severance, or termination, but in no event shall the amount exceed six (6) months pay. In the event of death one-half of all accrued sick leave shall be paid as a settlement to the employee's estate, but in no event shall the amount exceed six (6) months salary.
- Effective, January 1, 2000, the number of sick leave credits and the dollar amount of those credits, to which this article applies, shall not exceed the number of sick leave credits and the dollar amount of those credits as at January 1, 2000. If the number of sick leave credits on termination of employment are less than those accumulated at January 1, 2000, then the dollar amount of the credit as at January 1, 2000 shall be prorated accordingly for pay out purposes.
- 20.09 An employee prevented from performing their regular work with the Employer, on account of an occupational accident that is recognized by the Workplace Safety and Insurance Board as compensable within the meaning of the Compensation Act, shall receive from the Employer the difference between the amount payable by the Workplace Safety and Insurance Board and their regular salary, such difference being charged against sick leave credits registered for the employee so being compensated.
- 20.10 Benefit plan costs for employees on approved sick leave or WSIB benefits will be paid by the Employer for the first twenty-four (24) months of such absence. At the end of the twenty-four (24) month period the employee will be responsible for the total cost of all benefits.

ARTICLE #21 -- WELFARE BENEFITS

- 21.01 In addition to the Canada Pension Plan, every continuous full-time employee shall join the Ontario Municipal Employees Retirement System Plan. The Employer and the employee shall make contributions in accordance with the provisions of the plan. Any non-full time employee hired on or after January 1, 2023 may participate in the OMERS pension plan. Welfare benefits are subject to the age limits provided for in the benefit booklet.
- 21.02 The Employer shall pay 100 percent of the cost of the premiums of the following plans:
- a. Semi-private hospital care.

- b. Group Life Insurance and accidental death and dismemberment plans based on double the annual earnings of an employee.

21.03 The Employer will pay one hundred (100) percent of the cost of a drug plan in which prescriptions shall be paid for on the basis of thirty-five (35) cents deductible per prescription. The Employer will reimburse employee(s) for the cost of over-the-counter medications prescribed by a qualified medical practitioner and required by an employee in the course of approved medical treatment. (This also applies to an employee's dependents.)

21.04 Temporary Employees and Permanent Part Time Employees who work less than 1,300 hours per annum shall be paid bi-weekly in lieu of employee welfare benefits, an amount equal to thirteen (13) percent of their gross pay. Said payment shall constitute payment in lieu of vacation plans, sick leave, group life insurance, semi-private plan, drug plan, and any other "employee benefit" provided for in this Agreement.

Permanent Part Time Employees who work more than 1,300 hours per annum, but less than 1,820 hours per annum will accumulate sick leave credits on a pro-rata basis.

21.05 The Employer shall pay 100 percent of the cost of premiums of a dental plan, for all participating employees, based upon the current Ontario Dental Association fee guide.

Recall dental examinations will be every six (6) months effective as of the date of ratification of this Collective Agreement.

The Plan will cover fifty percent (50%) of the cost for orthodontic treatment, up to a maximum of \$2,000 per individual covered.

21.06 VISION CARE BENEFIT

A vision care benefit will be provided to the employees with 100% of the premium being paid by the Employer. This vision care benefit will be as follows:

Eligible expenses means reasonable and customary costs for;

- a. Eye examinations by an optometrist, but not more than one examination in a period of twenty-four (24) months – twelve (12) months for a dependent child under the age of eighteen (18);
- b. Eye glasses and contact lenses, provided such appliances are necessary for the correction of vision and are prescribed by an ophthalmologist or optometrist, and repairs, subject to a maximum of \$600 during the twenty-four (24) month period depending on the date an eligible expense for such appliances is incurred.
- c. Eye glasses and contact lenses where an ophthalmologist certifies that such appliances are necessary as a result of a surgical procedure or for the treatment of keratoconus, subject to a maximum total lifetime eligible expense

of \$450.00 in respect of any one surgical procedure or for the treatment of keratoconus.

- d. The employer agrees to offer to continue vision care plan coverage, up to age sixty-five (65) to those employees who retire and meet the following criteria:
- are at least fifty-five (55) years of age, at the date of retirement and the total of their age and service with the health unit, in terms of years, is at least eighty (80).

21.07 LONG TERM DISABILITIES (L.T.D.)

The Employer shall arrange for a long term disability plan which shall provide payment of 75% of salary to a maximum of \$4,000 per month for full-time employees only, subject to a waiting period of 180 days after the declaration by the insurer of disability, with the Employer to pay 100% of the premiums for the plan.

21.08 DRUG PLAN

The Employer agrees to offer to continue drug plan coverage, up to age sixty-five (65) to those employees who retire and meet the following criteria:

Are at least fifty-five (55) years of age, at the date of retirement, and the total of their age and service with the Health Unit, in terms of years, is at least eighty (80).

The Employer shall pay 100% of the cost of the premiums of said plan.

21.09 The Employer agrees to provide all employees with available booklets outlining details of all welfare benefits under this Collective Agreement.

21.10 It is understood that the Employer may at any time, substitute another carrier for any welfare benefits provided herein, provided that the level of benefits conferred thereby are not reduced.

Before making a substitution, the Employer shall notify the Union to explain the proposed changes. Upon request by the Union, the Employer shall provide to the Union, full specifications of the benefit programs contracted for and in effect for employees covered herein.

21.11 Employees in receipt of Welfare Benefits prior to age 65 years shall retain benefits up to age 70 years with the following exceptions:

- a. Group Life Insurance and Accidental Death and Dismemberment plans will be based upon one times the employees annual earnings.
- b. Ontario Drug Benefit is first payor with respect to drug benefits as of age 65 years.
- c. Long Term Disability coverage will end on the day an employee reaches age 65 years less the elimination period of 180 days.

ARTICLE #22 -- PROBATION EMPLOYEES

- 22.01 All new employees shall be considered probationary employees and shall be on probation for the first six (6) months of their employment with the Employer, and after six (6) months, their name shall be placed on the seniority list, as of the original date of hiring. A probationary employee may be discharged at any time during the probationary period without recourse to the Grievance Procedure.
- 22.02 The Employer agrees to supply a list of any employees presently employed on a temporary, part-time or casual basis in January and July each year and to notify the Union when an employee is hired on a temporary, part-time or casual basis.

ARTICLE #23 -- GENERAL

23.01 PAY ON TEMPORARY TRANSFER, HIGHER RATED JOB

When an employee is assigned to a higher paying position, he shall receive the higher rate of pay while assigned to that position.

23.02 PAY ON TEMPORARY TRANSFER, LOWER RATED JOB

When an employee is assigned to a position paying a lower rate, their rate shall not be reduced.

23.03 PRIOR EXPERIENCE RECOGNITION

The Employer shall recognize prior experience with the Porcupine Health Unit when an employee is rehired so that they may be started at the proper increment.

ARTICLE #24 -- BULLETIN BOARDS AND NOTICES

- 24.01 The Union shall be granted the use of bulletin boards and/or intranet to post notices relating to reasonable business of the Union.
- 24.02 Unless otherwise provided herein, any notice in writing which either party desires to give to the other shall be given by registered mail, postage prepaid, addressed as follows:

To the Employer:

Medical Officer of Health,
Porcupine Health Unit,
169 Pine St. South,
Postal Bag #2012,
Timmins, Ontario
P4N 8B7

To the Union:

Canadian Union of Public Employees, and its Local #1812
Porcupine Health Unit
169 Pine Street South
Postal Bag #2012
Timmins, Ontario P4N 8B7

24.03 Any notices so mailed shall be deemed given as of the next working day after date of mailing (Saturdays, Sundays, and Holidays excluded). The registration on receipt shall establish the date of mailing.

24.04 Work Site Access

The representative designated by the Union will be given access to work sites to meet with employees covered by this Collective Agreement during their meal and other scheduled breaks, whether paid or unpaid. Management will be notified of such meetings prior to same.

24.05 Either party may change its address for services of notices at any time by notice as above mentioned.

24.06 JOB RATING

A Job Rating Committee to review position ratings only shall be constituted as follows:

Up to two members to be appointed by the Employer.

Up to two members to be appointed by the Union.

Applications for review of position rating by either the Employer or the Union shall be submitted to the Medical Officer of Health. Position ratings will be reviewed within sixty (60) days of the application. Any adjustments in pay shall be retroactive to the date the Committee established as the beginning date of the change in the position. In no case shall retroactive pay be awarded prior to January 1st in any one year. All decisions of the Job Rating Committee shall be empowered solely to adjust job ratings as a result of demonstrated increased responsibility or superior job requirements and shall not be required to alter position descriptions for meritorious performance. Any employee shall have the right to appear before the Job Rating Committee.

ARTICLE #25 -- TERMINATION AND RENEWAL

25.01 This agreement shall be in effect from the 1st day of January, 2023, and shall remain in effect until the 31st day of December 2025, and unless either party give to the other party a written notice of termination or of a desire to amend this Agreement, then it shall continue in effect for a further year without change.

- 25.02 Notice that amendments are required or that either party intends to terminate this Agreement may only be given within a period of not more than ninety (90) days and not less than thirty (30) day prior to the expiration date of the Agreement or any anniversary date of such expiration date.
- 25.03 If notice of amendments or termination is given by either party the other party agrees to meet for the purpose of negotiations within ten (10) days of the giving of such notice, if requested to do so.
- 25.04 The Employer agrees to recognize any duly elected successor to the Canadian Union of Public Employees and its Local #1812, if at any time the Union advises in writing of such successors.
- 25.05 There shall be fifteen (15) copies of the Agreement with original signatures. Three (3) copies shall be the property of The Porcupine Health Unit and twelve (12) copies shall be the property of CUPE, Local #1812. Except as otherwise agreed to in this Agreement, it shall be the responsibility of both parties to make sufficient copies thereof for their own use.
- 25.06 The following positions were be abolished. The Employer agrees, however, that should the positions of Clinical Dental Assistant, AV Technician, Chiropodist, Librarian, Environmental Technician, Accounts Payable Clerk, Physiotherapist, Occupational Therapist, Masters Audiologist, Bachelor Audiologist, Bachelors Social Worker, Janitor, Senior Hygienist, Masters Social Worker, Senior Inspector, Social Worker with the Mental Health Team, Speech Language Pathologist, Assistant Speech Language Pathologist, Tobacco Enforcement Officer be reinstated at any time, they shall be reinstated in accordance with Clause 14.2 of this Agreement.

ARTICLE #26 – VIOLENCE IN THE WORKPLACE

- 26.01 Workplace Violence is defined as:
- a. the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
 - b. an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker;
 - c. a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.
- 26.02 The Porcupine Health Unit is committed to building and preserving a safe working environment for its employees. In pursuit of this goal, the Porcupine Health Unit does not condone and will not tolerate acts of workplace violence against or by any Porcupine Health Unit employee, client or third party in the workplace.
- 26.03 The employer will work in conjunction with the Health and Safety Committee to have in place policies, procedures and training to deal with workplace violence prevention.

- 26.04 The Health Unit will consider requests for reimbursement for damages incurred to the employee's personal property, such as eyeglasses, personal clothing, as a result of being assaulted while performing their work.

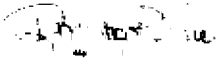
ARTICLE #27 – AMALGAMATION OR MERGER

- 27.01 In the event the employer may merge or amalgamate with any other body, the employer shall notify the Union and the affected employees as soon as they are reasonably able.
- 27.02 Upon such notification, the parties agree to discuss potential impacts on the employees of the Bargaining Unit. These discussions shall include but not be limited to pertinent financial and staffing implications.

IN WITNESS THEREOF THE PARTIES hereto have hereunto set their hands and seals this

⁵ ___ day of March, 2024.

THE PORCUPINE HEALTH UNIT



Jamie Kosch

J. Joffe

THE CANADIAN UNION OF PUBLIC EMPLOYEES & ITS LOCAL #1812

Suzanne Lefebvre

Suzanne Lefebvre (Mar 5, 2024 14:51)



Martin McSwiney (Mar 5, 2024 15:01)



Leanna Bouffard (Mar 5, 2024 08:46 EST)

LOCAL # 1812

SCHEDULE "A" (1)

CUPE

SALARY GRID

January 1, 2023 - December 31, 2023

POSITION	START \$	END 1 \$	END 2 \$	END 3 \$	END 4 \$	END 5 \$	END 6 \$
Health Promoter	71,482	73,539	75,592	77,646	79,701	81,753	83,810
Assistant Health Promoter	48,489	50,469	52,469	54,461	56,458	57,540	58,646
Inspection Co-ordinator	83,304	86,128	88,948	91,780	94,611	96,520	98,476
Emergency Response On-call Inspector		77,382	80,404	83,432	86,464	88,190	89,955
Staff Inspector		68,728	71,709	74,689	77,675	79,377	81,115
Enforcement Officer	71,482	73,539	75,592	77,646	79,701	81,753	83,810
Indigenous Engagement Specialist	72,636	75,416	78,196	80,985	83,772	85,652	87,581
Dental Program Co-ordinator	72,636	75,416	78,196	80,985	83,772	85,652	87,581
Dental Hygienist	64,610	66,818	69,032	71,234	73,526	75,044	76,601
Dental Assistant	48,489	50,469	52,469	54,461	56,458	57,540	58,646
Bookkeeper	65,631	67,729	69,844	71,955	74,057	75,237	76,433
Administrative Assistant	46,019	47,918	49,803	51,698	53,579	54,598	55,634
Information Systems Co-ordinator	72,636	75,416	78,196	80,985	83,772	85,652	87,581
Systems Support Technician	61,037	62,778	64,526	66,269	68,015	69,755	71,496
Comm. Disorders Program Co-ordinator	87,492	90,740	91,757	93,878	95,997	98,166	100,372
Speech-Language Pathologist	81,769	83,757	85,755	87,736	89,719	91,743	93,805
Speech & Language Assistant	48,489	50,469	52,469	54,461	56,458	57,540	58,646

Communication Specialist	72,636	75,416	78,196	80,985	83,772	85,652	87,581
Dietitian	72,218	74,407	76,606	78,806	80,999	82,817	84,683
Family Home Visitor	48,489	50,469	52,469	54,461	56,458	57,540	58,646
Harm Reduction Outreach Worker	48,489	50,469	52,469	54,461	56,458	57,540	58,646
Program Planning Specialist	74,737	77,776	80,799	83,506	86,540	88,265	90,032
Health Communicator	61,037	62,778	64,526	66,269	68,015	69,755	71,496
Harm Reduction Outreach - Program Coordinator	56,417	58,397	60,397	62,390	64,386	65,469	66,575
Health Data Analyst	71,482	73,538	75,592	77,645	79,696	81,753	83,810
Infection Prevention and Control Specialist	65,761	68,728	71,708	74,688	77,675	79,376	81,115

LOCAL # 1812

SCHEDULE "A" (2)

CUPE

SALARY GRID

January 1, 2024 - December 31, 2024

POSITION	START	END 1	END 2	END 3	END 4	END 5	END 6
	\$	\$	\$	\$	\$	\$	\$
Health Promoter	72,912	75,010	77,104	79,199	81,295	83,388	85,486
Assistant Health Promoter	49,459	51,478	53,518	55,550	57,587	58,691	59,819
Inspection Co-ordinator	84,970	87,851	90,727	93,616	96,503	98,450	100,446
Emergency Response On-call Inspector		78,930	82,012	85,101	88,193	89,954	91,754
Staff Inspector		70,103	73,143	76,183	79,229	80,965	82,737
Enforcement Officer	72,912	75,010	77,104	79,199	81,295	83,388	85,486
Indigenous Engagement Specialist	74,089	76,924	79,760	82,605	85,447	87,365	89,333
Dental Program Co-ordinator	74,089	76,924	79,760	82,605	85,447	87,365	89,333
Dental Hygienist	65,902	68,154	70,413	72,659	74,997	76,545	78,133
Dental Assistant	49,459	51,478	53,518	55,550	57,587	58,691	59,819
Bookkeeper	66,944	69,084	71,241	73,394	75,538	76,742	77,962
Administrative Assistant	46,939	48,876	50,799	52,732	54,651	55,690	56,747
Information Systems Co-ordinator	74,089	76,924	79,760	82,605	85,447	87,365	89,333
Systems Support Technician	62,258	64,034	65,817	67,594	69,375	71,150	72,926
Comm. Disorders Program Co-ordinator	89,242	92,555	93,592	95,756	97,917	100,129	102,379
Speech-Language Pathologist	83,404	85,432	87,470	89,491	91,513	93,578	95,681
Speech & Language Assistant	49,459	51,478	53,518	55,550	57,587	58,691	59,819
Communication Specialist	74,089	76,924	79,760	82,605	85,447	87,365	89,333

Dietitian	73,662	75,895	78,138	80,382	82,619	84,473	86,377
Family Home Visitor	49,459	51,478	53,518	55,550	57,587	58,691	59,819
Harm Reduction Outreach Worker	49,459	51,478	53,518	55,550	57,587	58,691	59,819
Program Planning Specialist	76,232	79,332	82,415	85,176	88,271	90,030	91,833
Health Communicator	62,258	64,034	65,817	67,594	69,375	71,150	72,926
Harm Reduction Outreach - Program Coordinator	57,545	59,565	61,605	63,638	65,674	66,778	67,907
Health Data Analyst	72,912	75,009	77,104	79,198	81,290	83,388	85,486
Infection Prevention and Control Specialist	67,076	70,103	73,142	76,182	79,229	80,964	82,737

LOCAL # 1812

SCHEDULE "A" (3)

CUPE

SALARY GRID

January 1, 2025 - December 31, 2025

POSITION	START	END 1	END 2	END 3	END 4	END 5	END 6
	\$	\$	\$	\$	\$	\$	\$
Health Promoter	74,370	76,510	78,646	80,783	82,921	85,056	87,196
Assistant Health Promoter	50,448	52,508	54,588	56,661	58,739	59,865	61,015
Inspection Co-ordinator	86,669	89,608	92,542	95,488	98,433	100,419	102,455
Emergency Response On-call Inspector		80,509	83,652	86,803	89,957	91,753	93,589
Staff Inspector		71,505	74,606	77,707	80,814	82,584	84,392
Enforcement Officer	74,370	76,510	78,646	80,783	82,921	85,056	87,196
Indigenous Engagement Specialist	75,571	78,462	81,355	84,257	87,156	89,112	91,120
Dental Program Co-ordinator	75,571	78,462	81,355	84,257	87,156	89,112	91,120
Dental Hygienist	67,220	69,517	71,821	74,112	76,497	78,076	79,696
Dental Assistant	50,448	52,508	54,588	56,661	58,739	59,865	61,015
Bookkeeper	68,283	70,466	72,666	74,862	77,049	78,277	79,521
Administrative Assistant	47,878	49,854	51,815	53,787	55,744	56,804	57,882
Information Systems Co-ordinator	75,571	78,462	81,355	84,257	87,156	89,112	91,120
Systems Support Technician	63,503	65,315	67,133	68,946	70,763	72,573	74,385
Comm. Disorders Program Co-ordinator	91,027	94,406	95,464	97,671	99,875	102,132	104,427
Speech-Language Pathologist	85,072	87,141	89,219	91,281	93,343	95,450	97,595
Speech & Language Assistant	50,448	52,508	54,588	56,661	58,739	59,865	61,015
Communication Specialist	75,571	78,462	81,355	84,257	87,156	89,112	91,120

Dietitian	75,135	77,413	79,701	81,990	84,271	86,162	88,105
Family Home Visitor	50,448	52,508	54,588	56,661	58,739	59,865	61,015
Harm Reduction Outreach Worker	50,448	52,508	54,588	56,661	58,739	59,865	61,015
Program Planning Specialist	77,757	80,919	84,063	86,880	90,036	91,831	93,670
Health Communicator	63,503	65,315	67,133	68,946	70,763	72,573	74,385
Harm Reduction Outreach - Program Coordinator	58,696	60,756	62,837	64,911	66,987	68,114	69,265
Health Data Analyst	74,370	76,509	78,646	80,782	82,916	85,056	87,196
Infection Prevention and Control Specialist	68,418	71,505	74,605	77,706	80,814	82,583	84,392