

**COMBINED FULL-TIME/PART-TIME**

**COLLECTIVE AGREEMENT**

**Between**

**HAMILTON HEALTH SCIENCES**

**(hereinafter called the "Hospital")**

**and**

**CUPE LOCAL 7800 SERVICE, OFFICE AND CLERICAL**

**Expires: September 28, 2023**

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## **ARTICLE 1 – PREAMBLE**

### **1.01 – PREAMBLE**

The general purpose of this Agreement is to establish and maintain collective bargaining relations between the Hospital and the employees covered by this Agreement; to provide for ongoing means of communication between the Union and the Hospital and the prompt disposition of grievances and the final settlement of disputes and to establish and maintain mutually satisfactory wages, hours of work and other conditions of employment in accordance with the provisions of this Agreement.

It is recognized that the employees wish to work efficiently together with the Hospital to secure the best possible care and health protection for patients

## **ARTICLE 2 – DEFINITIONS**

### **2.01 – TEMPORARY EMPLOYEE**

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

This clause would not preclude such employees from using the job posting provision under the collective agreement and any successful applicant who has completed their probation period will be credited with the appropriate seniority.

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

### **2.02 – PART-TIME COMMITMENT**

The Hospital shall not refuse to accept an offer from an employee to make a written commitment to be available for work on a regular predetermined basis solely for the purpose of utilizing casual employees so as to restrict the numbers of regular part time employees.

### 2.03 – REGULAR PART-TIME EMPLOYEE

A regular part-time employee is an employee regularly employed for less than twenty (20) hours per week and who makes a commitment to the Hospital to be available to be scheduled for work by the Hospital on a regular pre-determined basis and in respect to whom such predetermined scheduling occurs.

### 2.04 – CASUAL EMPLOYEE

A casual part-time employee is an employee employed on a relief or replacement basis and who is available for call-ins as circumstances demand.

## **ARTICLE 3 – RELATIONSHIP**

### 3.01 – NO DISCRIMINATION

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

The Union shall be provided a copy of any written notice provided to an employee that they may be subject to termination, demotion, transfer, or other adverse impact for innocent absenteeism.

### 3.02 – ATTENDANCE MANAGEMENT

Days of absence arising out of a medically-established serious chronic condition, an on-going course of treatment, a catastrophic event, absence for which WSIB benefits are payable, medically necessary surgical interventions, or days where the employee is asymptomatic and is under a doctor's care from the commencement of symptoms for a confirmed communicable disease (and has provided medical substantiation of such symptoms) but is required to be absent under the Hospital or public health authority protocol, will not be counted for the purposes of being placed on, or progressing through, the steps of an attendance management program.

Leaves covered under the *Employment Standards Act*, and leaves under Article 12 will not be counted for the purposes of being placed on, or progressing through, the steps of an attendance management program.

#### **ARTICLE 4 – STRIKES & LOCKOUTS**

The Union agrees there shall be no strikes and the Hospital agrees there shall be no lockouts so long as this Agreement continues to operate. The terms "strike" and "lockout" shall bear the meaning given them in the Ontario Labour Relations Act.

#### **ARTICLE 5 – UNION SECURITY**

##### **5.01 – T4 SLIPS**

The Hospital will provide each employee with a T-4 supplementary slip showing the dues deducted in the previous year for income tax purposes where such information is available or becomes readily available through the Hospital's payroll system.

##### **5.02 – NOTIFICATION TO UNION**

- (a) The Hospital will provide the union with a list, monthly, of all hirings, lay-offs, recalls, and positions which have been vacated within the bargaining unit where such information is available or becomes readily available through the Hospital's payroll system.
- (b) The Hospital will provide the Union with the current mailing address, personal email address if available and phone number(s) it has on record of all members of the bargaining unit twice a year in electronic form.

##### **5.03 – EMPLOYEE INTERVIEW**

A new employee will have the opportunity to meet with a representative of the Union in the employ of the Hospital for a period of up to 15 minutes during the employee's orientation period without loss of regular earnings. The purpose of the meeting will be to acquaint the employee with such representative of the Union and the collective agreement.

Such meetings may be arranged collectively or individually for employees by the Hospital as part of the orientation program.

#### 5.04 – NO OTHER AGREEMENTS

No employee shall be required or permitted to make any written or verbal agreement with the Hospital or its representative(s) which conflicts with the terms of this agreement.

No individual employee or group of employees shall undertake to represent the union at meetings with the Hospital without proper authorization from the union.

### **ARTICLE 6 – UNION REPRESENTATION AND COMMITTEES**

#### 6.01 – UNION ACTIVITY ON PREMISES AND/OR ACCESS TO PREMISES

The Union agrees that neither it, nor its officers, agents, representatives and members will engage in the solicitation of members, holding of meetings or any other Union activities on Hospital premises or on Hospital time without the prior approval of the Hospital, except as specifically provided for in this Agreement. Such approval will not be unreasonably denied.

#### 6.02 – LABOUR-MANAGEMENT COMMITTEE

- (a) Where the parties mutually agree that there are matters of mutual concern and interest that would be beneficial if discussed at a Labour Management Committee Meeting during the term of this Agreement, the following shall apply.
- (b) An equal number of representatives of each party as mutually agreed shall meet at a time and place mutually satisfactory. A request for a meeting hereunder will be made in writing prior to the date proposed and accompanied by an agenda of matters proposed to be discussed, which shall not include matters that are properly the subject of grievance or negotiations for the amendment or renewal of this agreement.

Any representative(s) attending such meetings during their regularly scheduled hours of work shall not lose regular earnings as a result of such attendance.

- (c) It is agreed that the topic of a rehabilitation program for drug and alcohol abuse is an appropriate topic for the Labour-Management Committee.

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

- (d) It is understood that joint meetings with other Labour-Management Committees in the Hospital may be scheduled concerning issues of mutual interest if satisfactory to all concerned.
- (e) Where two or more agreements exist between a Hospital and CUPE the Committee may be a joint one representing employees under both agreements, unless otherwise agreed.

### 6.03 – LOCAL BARGAINING COMMITTEE

The Hospital agrees to recognize a negotiating committee comprised of hospital employee representatives of the Union for the purpose of negotiating a renewal agreement (as set out in the Local Provisions Appendix). The Hospital agrees to pay members of the negotiating committee for straight time wages lost from their regularly scheduled working hours spent in direct negotiations for a renewal agreement, up to but not including arbitration. Nothing in this provision is intended to preclude the Union negotiating committee from having the assistance of any representatives of the Canadian Union of Public Employees when negotiating with the Hospital.

When direct negotiations begin or end within ten (10) hours of a negotiating team member's scheduled shift, the Hospital will endeavour to provide a one day's leave of absence without pay, to provide a sufficient rest break if the employee so requests. Such request shall not be unreasonably denied. Such leave shall be considered leave of absence for union business, but shall not be deducted from the Union entitlement under Article 12.02.

### 6.04 – CENTRAL BARGAINING COMMITTEE

- (a) In central bargaining between the Canadian Union of Public Employees and the participating hospitals, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from their normal straight time working hours at their regular rate of pay and without loss of leave credits for attending central negotiating meetings with the Hospitals' Central Negotiating Committee in direct negotiations up to the point of arbitration. In addition, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from their normal straight time working hours at their regular rate of pay and without loss of leave credits for two (2) days of preparation time for such central negotiating meetings with the Hospital's Central negotiating Committee. 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 eight (8), and in no case will more than one employee from a hospital be entitled to such payment.

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

- (b) Vice-Presidents of the Ontario Council of Hospital Unions shall be granted leave of absence by their employers in accordance with (a) above or Article 12.02 as the case may be, in order to fulfil the duties of their position.

#### 6.05 – UNION STEWARDS

- (a) The Hospital agrees to recognize Union stewards to be elected or appointed from amongst employees in the bargaining unit who have completed their probationary period for the purpose of dealing with Union business as provided under this Collective Agreement.
- (b) A Chief Steward or designate may, in the absence of any steward, assist in the presentation of any grievance, or with any steward function.
- (c) The Union shall keep the Hospital notified in writing of the names of Union stewards appointed or selected under this Article as well as the effective date of their respective appointments.
- (d) It is agreed that Union stewards have their regular duties and responsibilities to perform for the Hospital and shall not leave their regular duties without first obtaining permission from their immediate supervisor. If, in the performance of their duties, a Union steward is required to enter an area within the Hospital in which they are not originally employed, they shall report their presence to the supervisor in the area immediately upon entering it. Such permission shall not be unreasonably withheld. When resuming their regular duties and responsibilities, such steward shall again report to their immediate supervisor. A Union steward shall suffer no loss of earnings for time spent in performing the above duties during their regular scheduled working hours.
- (e) Nothing in this Article shall preclude full-time stewards from representing part-time employees and vice-versa.
- (f) The number of stewards and the areas which they represent, are to be determined locally.

## 6.06 – GRIEVANCE COMMITTEE

The Hospital will recognize a Grievance Committee composed of the Chief Steward and not more than (as set out in Local Provisions Appendix) employees selected by the Union who have completed their probationary period. A general representative of the Union may be present at any meeting of the Committee. The purpose of the Committee is to deal with complaints or grievances as set out in this Collective Agreement.

The Union shall keep the Hospital notified in writing of the names of the members of the Grievance Committee appointed or selected under this Article as well as the effective date of their respective appointments.

A Committee member shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending grievance meetings with the Hospital up to, but not including arbitration. The number of employees on the Grievance Committee shall be determined locally.

## **ARTICLE 7 – GRIEVANCE AND ARBITRATION PROCEDURE**

- 7.01 For purposes of this Agreement, a grievance is defined as a difference arising between the parties relating to the interpretation, application, administration or alleged violation of the Agreement including any question as to whether a matter is arbitrable.
- 7.02 At the time formal discipline is imposed or at any stage of the grievance procedure an employee shall have the right upon request to the presence of their steward. In the case of suspension or discharge the Hospital shall notify the employee of this right in advance.
- 7.03 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is understood that an employee has no grievance until they have first given their immediate supervisor the opportunity of adjusting their complaint. The grievor may have the assistance of a union steward if they so desire. Such complaint shall be discussed with their immediate supervisor within nine (9) calendar days after the circumstances giving rise to it have occurred or ought reasonably to have come to the attention of the employee and failing settlement within nine (9) calendar days, it shall then be taken up as a grievance within nine (9) calendar days following advice of their immediate supervisor's decision in the following manner and sequence:

### Step No. 1

The employee, who may be accompanied by a steward, may submit a written grievance signed by the employee to (designated by Hospital). The grievance shall identify the nature of the grievance and the remedy sought and should identify the provisions of the Agreement which are alleged to be violated. The Union and the Hospital may, if they so desire, meet to discuss the grievance at a time and place suitable to both parties. The (designate) will deliver their decision in writing within nine (9) calendar days following the day on which the grievance was presented to them. Failing settlement or response, then:

### Step No. 2

Within nine (9) calendar days following the decision in Step No.1, the grievance may be submitted in writing to the (designated by Hospital). A meeting will then be held between the (designate) and the Grievance Committee within nine (9) calendar days of the submission of the grievance at Step No. 2 unless extended by agreement of the parties. It is understood and agreed that a representative of the Canadian Union of Public Employees and the grievor may be present at the meeting. It is further understood that the (designate) may have such counsel and assistance as they may desire at such meeting. The decision of the Hospital shall be delivered in writing within nine (9) calendar days following the date of such meeting.

- 7.04 A complaint or grievance arising directly between the Hospital and the Union concerning the interpretation, application or alleged violation of the Agreement shall be originated at Step No. 2 within fourteen (14) calendar days following the circumstances giving rise to the complaint or grievance. It is expressly understood, however, that the provisions of this Article may not be used with respect to a grievance directly affecting an employee which such employee could themselves institute and the regular grievance procedure shall not be thereby bypassed.
- 7.05 Where a number of employees have identical grievances and each employee would be entitled to grieve separately they may present a group grievance in writing identifying each employee who is grieving to the Department Head or their designee within fourteen (14) calendar days after the circumstances giving rise to the grievance have occurred or ought reasonably to have come to the attention of the employee(s). The grievance shall then be treated as being initiated at Step No. 2 and the applicable provisions of this Article shall then apply with respect to the processing of such grievance.
- 7.06 The release or discharge of an employee during the probationary period shall not be the subject of a grievance or arbitration. A claim by an employee who has completed their probationary period that they have been unjustly discharged or

suspended shall be treated as a grievance if a written statement of such grievance is lodged by the employee with the Hospital at Step No. 2 within seven (7) calendar days after the date the discharge or suspension is effected. Such special grievance may be settled under the Grievance or Arbitration Procedure by:

- (a) confirming the Hospital's action in dismissing the employee; or
- (b) reinstating the employee with or without full compensation for the time lost; or
- (c) by any other arrangement which may be deemed just and equitable.

Wherever the Hospital deems it necessary to suspend or discharge an employee, the Hospital shall notify the Union of such suspension or discharge in writing. The Hospital agrees that it will not suspend, discharge or otherwise discipline an employee who has completed their probationary period, without just cause.

- 7.07 (a) Failing settlement under the foregoing procedure of any grievance 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 grievance may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within eighteen (18) calendar days after the decision under Step No. 2 is given, the grievance shall be deemed to have been abandoned. Where such a written request is postmarked within sixteen (16) calendar days after the decision under Step No. 2, it will be deemed to have been received within the time limits.
- (b) The parties agree that it is their intent to resolve grievances without recourse to arbitration, wherever possible. Therefore, notwithstanding (a) above, the parties may, upon mutual agreement, engage the services of a mediator in an effort to resolve the grievance and may extend the time limits for the request for arbitration. The parties will share equally the fees and expenses, if any, of the mediator.

7.08 All agreements reached under the Grievance Procedure between the representatives of the Hospital and the representatives of the Union will be final and binding upon the Hospital and the Union and the employees.

7.09 When either party requests that any matter be submitted to arbitration as provided in the foregoing Article, it shall make such request in writing addressed to the other party to this Agreement, and at the same time name a nominee. Within seven (7) calendar days thereafter the other party shall name a nominee, provided, however, that if such party fails to name a nominee as herein required, the Minister of Labour

for the Province of Ontario shall have power to effect such appointment upon application thereto by the party invoking Arbitration Procedure. The two nominees shall attempt to select by agreement a chairperson of the Arbitration Board. If they are unable to agree upon such a chairperson within a period of fourteen (14) calendar days, they shall then request the Minister of Labour for the Province of Ontario to appoint a chairperson.

- 7.10 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 7.11 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the Grievance Procedure.
- 7.12 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to or amend any part of this Agreement.
- 7.13 The proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority and, where there is no majority the decision of the chairperson will be final and binding upon the parties hereto and the employee or employees concerned.
- 7.14 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will share equally the fees and expenses, if any, of the chairperson of the Arbitration Board.
- 7.15 The time limits set out in the Grievance and Arbitration Procedures herein are mandatory and failure to comply strictly with such time limits except by the written agreement of the parties, shall result in the grievance being deemed to have been abandoned subject only to the provisions of Section 48 (16) of The Labour Relations Act.
- 7.16 Wherever Arbitration Board is referred to in the Agreement, the parties may mutually agree in writing to substitute a single arbitrator for the Arbitration Board at the time of reference to arbitration and the other provisions referring to Arbitration Board shall appropriately apply.

## **ARTICLE 8 – ACCESS TO FILES**

### **8.01 – ACCESS TO PERSONNEL FILE**

Each employee shall have reasonable access to their personnel file for the purpose of reviewing any evaluations or formal disciplinary notations contained therein, in the presence of the Director of Personnel or designate. An employee has the right to request copies of any evaluations in this file.

### **8.02 – CLEARING OF RECORD**

Any letter of reprimand, suspension or any other sanction will be removed from the record of an employee eighteen (18) months following the receipt of such letter, suspension or other sanction provided that such employee's record has been discipline free for one year. All leaves of absence in excess of ten (10) calendar days will not count toward either of the above periods.

## **ARTICLE 9 – SENIORITY**

### **9.01 – PROBATIONARY PERIOD**

A new employee will be considered on probation until they have completed sixty (60) days of work (or 450 hours of work for employees whose regular hours of work are other than the standard work day), within any twelve (12) calendar months. Upon completion of the probationary period they shall be credited with seniority equal to sixty (60) working days. With the written consent of the Hospital, the probationary employee and the President of the Local Union or designate, such probationary period may be extended. Any extensions 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 unless the probationary employee is released for reasons which are arbitrary, discriminatory, in bad faith, or for exercising a right under this Agreement.

### **9.02 – DEFINITION OF SENIORITY**

Full-time employees will accumulate seniority on the basis of their continuous service in the bargaining unit from the last date of hire, except as otherwise provided herein.

Part-time employees, including casual 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.

A part-time employee cannot accrue more than one year's seniority in a twelve (12) month period. The twelve (12) month period shall be determined locally.\*

### 9.03 – LOSS OF SENIORITY

An employee shall lose all seniority and service and shall be deemed to have terminated if they:

- (a) resign;
- (b) are discharged and not reinstated through the grievance/arbitration procedure;
- (c) have retired;
- (d) are absent from scheduled work for a period of three (3) or more consecutive working days without notifying the Hospital of such absence and providing to the Hospital a satisfactory reason;
- (e) have been laid off for forty-eight (48) months;
- (f) have been laid off and fail to return to work within seven (7) calendar days after that employee has been notified by the Hospital through registered mail addressed to the last address on the records of the Hospital, subject to any special provisions regarding temporary vacancies noted under the heading of Layoff and Recall.

### 9.04 – EFFECT OF ABSENCE

((a), (b) and (c) of the following clause are applicable to full-time employees only)

Unless otherwise provided in the Collective Agreement:

- (a) It is understood that during an approved unpaid absence not exceeding thirty (30) continuous days or any approved absence paid by the Hospital, both seniority and service will accrue.
- (b) During an unpaid absence exceeding thirty (30) continuous calendar days, credit for service for purposes of salary increment, vacation, sick leave, or any other benefits under any provisions of the Collective Agreement or elsewhere, shall be suspended for the period of the absence in excess of thirty (30) continuous calendar days, the benefits concerned appropriately reduced on a pro rata basis and the employee's anniversary date adjusted

accordingly. In addition, the employee will become responsible for full payment of any subsidized employee benefits in which they are participating for the period of absence, except that the Hospital will continue to pay its share of the premiums up to thirty (30) months while an employee is in receipt of WSIB benefits or L.T.D. benefits. Such payment shall also continue while an employee is on sick leave (including the Employment Insurance Period) to a maximum of thirty (30) months from the time the absence commenced.

Notwithstanding this provision, service shall accrue for a period of fifteen (15) weeks if an employee's absence is due to a disability resulting in WSIB benefits or L.T.D. benefits.

- (c) It is further understood that during such unpaid absence, credit for seniority for purposes of promotion, demotion, transfer or lay-off shall be suspended and not accrue during the period of absence. Notwithstanding this provision seniority shall accrue for the duration of the absence, if an employee's absence is due to a disability resulting in WSIB benefits\*, or while an employee is on paid or unpaid sick leave (including the Employment Insurance Period).
- (d) Part-time employees shall accrue seniority for the duration of the absence, if an employee's absence is due to a disability resulting in WSIB benefits or L.T.D. benefits, or a disability in accordance with the *Human Rights Code*.

Part-time employees shall accrue service for a period of fifteen (15) weeks if absent due to a disability resulting in WSIB or L.T.D. benefits, on the basis of what the employee's normal regular hours of work would have been.

#### 9.05 – JOB POSTING

- (a) 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 for a period of seven (7) consecutive calendar days. Applications for such vacancy shall be made in writing within the seven (7) day period referred to herein.
- (b) The postings shall stipulate the qualifications, classifications, rate of pay, department and shift and a copy shall be provided to the Chief Steward.
- (c) Vacancies created by the filling of an initial permanent vacancy will be posted for a period of three (3) consecutive calendar days, excluding Saturdays, Sundays and Holidays. Applications for such vacancies shall be made in writing within the three (3) day period referred to herein.

- (d) In matters of promotion and staff transfer appointment shall be made of the senior applicant able to meet the normal requirements of the job. Successful employees need not be considered for other vacancies within a six (6) month period unless an opportunity arises which allows the employee to change their permanent status.
- (e) The Hospital agrees that it shall post permanent vacant positions within 30 calendar days of the position becoming vacant, unless the Hospital provides the Union notice under Article 9.08(A)(a) of its intention to eliminate the position.
- (f) The name of the successful applicant will be posted on the bulletin board for a period of seven (7) calendar days.
- (g) Where there are no successful applicants from within this bargaining unit for vacant positions referred to in this Article, employees in other CUPE bargaining units at the Hospital will be selected in accordance with the criteria for selection above, prior to considering persons who are not members of CUPE bargaining units at the Hospital. The employees eligible for consideration shall be limited to those employees who have applied for the position in accordance with this Article, and selection shall be made in accordance with this Article.
- (h) The successful applicant shall be allowed a trial period of up to thirty (30) days, during which the Hospital will determine if the employee can satisfactorily perform the job. Within this period the employee may voluntarily return, or be returned by the Hospital to the position formerly occupied, without loss of seniority. The vacancy resulting from the posting may be filled on a temporary basis until the trial period is completed.
- (i) A list of vacancies filled in the preceding month under this Article and the names of the successful applicants will be posted, with a copy provided to the union.
- (j) A full-time or regular part-time employee may indicate in writing their desire to be considered for temporary vacancies within their incumbent department and site. A departmental list of fulltime and a departmental list of regular part-time employees who indicated said desire, will be retained by the department. Where a department list is originally established, it shall be established by seniority. An employee indicating a desire to be added to a list, will be added to the bottom of their respective list. An employee may indicate in writing their desire to be removed from a list. Upon request by the employee, the list will be made available for review.

In a department, full-time temporary vacancies will be offered to full-time employees able to meet the normal requirements of the full-time temporary vacancy in order of appearance on the full-time list. If a full-time employee accepts or refuses or has already been assigned a full-time temporary vacancy, a subsequent full-time temporary vacancy will be offered to the next employee on the full-time list able to meet the normal requirements of the full-time temporary vacancy and so on. If all employees on the full-time list refuse or have been assigned a full-time temporary vacancy, then said vacancy will be offered to those employees on the regular part-time list in the same manner as described above for full-time employees.

Similarly, in a department, part-time temporary vacancies will be offered to regular part-time employees able to meet the normal requirements of the regular part-time temporary vacancy in order of appearance on the regular part-time list. If a regular part-time employee accepts, or refuses, or has already been assigned a regular part-time or full-time temporary vacancy, a subsequent regular part-time temporary vacancy will be offered to the next employee on the regular part-time list able to meet the normal requirements of the regular part-time temporary vacancy and so on. Where a department list is originally established, it shall be established by seniority.

#### 9.06 – TRANSFER AND SENIORITY OUTSIDE THE BARGAINING UNIT

- (a) It is understood that an employee shall not be transferred by the Hospital to a position outside the bargaining unit without their consent except in the case of temporary assignments not exceeding six (6) months. This period may be extended a further six (6) months upon the agreement of the employee and the Hospital. Such employees on temporary assignments shall remain members of the bargaining unit.
- (b) An employee who is transferred to a position outside the bargaining unit shall not, subject to (c) below, accumulate seniority. In the event the employee is returned by the Hospital to a position in the bargaining unit within twenty-four (24) months of the transfer they shall be credited with the seniority held at the time of transfer and resume accumulation from the date of their return to the bargaining unit. An employee not returned to the bargaining unit within 24 months shall forfeit bargaining unit seniority.
- (c) In the event an employee transferred out of the bargaining unit under (a) or (b) above is returned to the bargaining unit within a period of nine (9) calendar months, they shall accumulate seniority during the period of time outside the bargaining unit.

#### 9.07 (A) – TRANSFER OF SENIORITY AND SERVICE

Effective (the date as set out in the Local Provisions Appendix) and for employees who transfer subsequent to (the effective date as set out in the Local Provisions Appendix):

For application of seniority for purposes of promotion, demotion, transfer, layoff and recall and service (including meeting any waiting period or other entitlement requirements) for purposes of vacation entitlement, HOODIP or equivalent, health and welfare benefit plans, and wage progression:

- (i) an employee whose status is changed from full-time to part-time shall receive full credit for their seniority and service;
- (ii) an employee whose status is changed from part-time to full-time shall receive credit for their seniority and service on the basis of one (1) year for each 1725 hours worked.

The above-noted employee shall be allowed a trial period of up to thirty (30) days, during which the Hospital will determine if the employee can satisfactorily perform the job. Within this period the employee may voluntarily return, or be returned without loss of seniority to their former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes which would have occurred had they not transferred.

#### 9.07 (B) – PORTABILITY OF SERVICE

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

## 9.07 (C) – TRANSFORMATION IN HEALTH CARE

### **Seniority Recognition**

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

### **Right to Return or Transfer**

Employees who are relocated/transferred\* to another employer by the Hospital will retain their seniority and service at their original hospital for a 48-month period.

Without prejudice to the Union's or Hospitals' rights under the collective agreement or the Labour Relations Act and/or the Public Sector Labour Relations Transition Act, employees relocated/transferred\* shall have the right to post for vacancies that arise, prior to or subsequent to the relocation/transfer\*, at their originating Hospital for that 48-month period.

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

\*Pursuant to a "Sale of Business" under Section 69 of the Labour Relations Act, or to a transfer pursuant to the Public Sector Labour Relations Transition Act.

## 9.08 (A) – NOTICE AND REDEPLOYMENT COMMITTEE

### (a) Notice

In the event of a proposed layoff at the Hospital of a permanent or long-term nature or the elimination of a position within the bargaining unit, the Hospital shall:

- (i) provide the Union with no less than five (5) months' written notice of the proposed layoff or elimination of position; and

- (ii) provide to the affected employee(s), if any, who will be laid off with no less than five (5) months' written notice of layoff, or pay in lieu thereof.

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

- (b) A layoff shall not include a reassignment of an employee from their classification or area of assignment who would otherwise be entitled to notice of layoff provided:

- (I) reassignments will occur in reverse order of seniority;
- (II) the reassignment of the employee is to an appropriate permanent position with the employer having regard to the employees skills, abilities, qualifications and training or training requirements;
- (III) the reassignment of the employee does not result in a reduction of the employees wage rate or hours of work;
- (IV) the job to which the employee is reassigned is located at the employee's original work site or at a nearby site in terms of relative accessibility for the employee;
- (V) the job to which the employee is reassigned is on the same or substantially similar shift or shift rotation; and
- (VI) where more than one employee is to be reassigned in accordance with this provision, the reassigned employees shall be entitled to select from the available appropriate vacancies to which they are being reassigned in order of seniority provided no such selection causes or would cause a layoff or bumping.

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

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

At each Hospital a Redeployment Committee will be established not later than two (2) weeks after the notice referred to in 9.08(A)(a) and will meet thereafter as frequently as is necessary.

(i) Committee Mandate

The mandate of the Redeployment Committee is to:

- (1) Identify and propose possible alternatives to the proposed layoff(s) or elimination of position(s), including, but not limited to, identifying work which would otherwise be bargaining unit work and is currently work contracted-out by the Hospital which could be performed by bargaining-unit employees who are or would otherwise be laid off;
- (2) Identify vacant positions in the Hospital or positions which are currently filled but which will become vacant within a twelve (12) month period and which are either:
  - (a) within the bargaining unit; or
  - (b) within another CUPE bargaining unit; or
  - (c) not covered by a collective agreement.
- (3) Identify the retraining needs of workers and facilitate such training for workers who are, or would otherwise be, laid off.
- (4) Subject to article 9.11, the Hospital will award vacant positions to employees who are, or would otherwise be laid off, in order of seniority if, with the benefit of up to six (6) months retraining, an employee has become able to meet the normal requirements of the job.
- (5) Any dispute relating to the foregoing provisions may be filed as a grievance commencing at Step 2.

(ii) Committee Composition

The Redeployment Committee shall be comprised of equal numbers of representatives of the Hospital and of the Union. The number of representatives will be determined locally. Where for the purposes of HTAP (the Ontario Hospital Training and Adjustment Panel) there is another hospital-wide staffing and redeployment committee created or in existence, Union members of the Redeployment Committee shall serve on any such hospital wide staffing committee

established with the same or similar terms of reference, and the number of Union members on such committee will be proportionate to the number of its bargaining unit members at the particular Hospital in relation to other staff groups.

Meetings of the Redeployment Committee shall be held during normal working hours. Time spent attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at their regular or premium rate as may be applicable.

Each party shall appoint a co-chair for the Redeployment Committee. Co-chairs shall chair alternative 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.

(iii) Disclosure

The Hospital shall provide to the Redeployment Committee all pertinent staffing and financial information.

(iv) Alternatives

The Redeployment Committee or where there is no consensus, the committee members shall propose alternatives to cutbacks in staffing to the Hospital's Chief Executive Officer and to the Board of Directors.

At the time of submitting any plan concerning rationalization of services and involving the elimination of any position(s) or any layoff(s) to the District Health Council or to the Ministry of Health, the Hospital shall provide a copy, together with accompanying documentation, to the Union.

## 9.08 (B) – RETIREMENT ALLOWANCE

Prior to issuing notice of layoff pursuant to article 9.08(A)(a)(ii) in any classification(s), the Hospital will offer early retirement allowance to a sufficient number of employees eligible for early retirement under HOOPP within the classification(s) in order of seniority, to the extent that the maximum number of employees within a classification who elect early retirement is equivalent to the number of employees within the classification(s) who would otherwise receive notice of layoff under article 9.08(A)(a)(ii).

An employee who elects an early retirement option shall receive, following completion of the last day of work, a retirement allowance of two (2) weeks' salary for each year of service, plus a prorated amount for any additional partial year of service, to a maximum ceiling of fifty-two (52) weeks' salary.

#### 9.08 (C) – VOLUNTARY EXIT OPTION

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

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

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

#### 9.09 – LAYOFF AND RECALL

An employee in receipt of notice of layoff pursuant to 9.08(A)(a)(ii) may:

- (a) accept the layoff; or
- (b) opt to receive a separation allowance as outlined in Article 9.12; or

- (c) opt to retire, if eligible under the terms of the Hospitals of Ontario Pension Plan (HOOPP) as outlined in Article 9.08(B); or
- (d) displace another employee who has lesser bargaining unit seniority in the same or a lower or an identical-paying classification in the bargaining unit if the employee originally subject to layoff has the ability to meet the normal requirements of the job. An employee so displaced shall be deemed to have been laid off and shall be entitled to notice in accordance with Article 9.08(A)(a).

An employee who chooses to exercise the right to displace another employee with lesser seniority shall advise the Hospital of their intention to do so and the position claimed within seven (7) days after receiving the notice of layoff.

For purposes of the operation of clause (d), an identical-paying classification shall include any classification where the straight-time hourly wage rate at the level of service corresponding to that of the laid off employee is within 1% of the laid off employee's straight time hourly wage rate.

- (e) In the event that there are no employees with lesser seniority in the same or a lower or identical-paying classification, as defined in this article, a laid-off employee shall have the right to displace another employee with lesser seniority in a higher-paying classification provided they are able to meet the normal requirements of the job, with orientation but without additional training.
- (f) In addition, in combined full-time/part-time collective agreements, a full-time employee shall also be entitled to displace another full-time employee with lesser seniority in a higher-paying classification provided that they are able to meet the normal requirements of the job, with orientation but without additional training, when there are no other full-time employees in the same or a lower or similar-paying classification with lesser seniority, prior to being required to displace a part-time employee.
- (g) An employee who is subject to layoff other than a layoff of a permanent or long-term nature including a full time employee whose hours of work are, subject to Article 14.01, reduced, shall have the right to accept the layoff or displace another employee in accordance with (a) and (d) above.
- (h) No full-time employee within the bargaining unit shall be laid off by reason of their duties being assigned to one or more part-time employees.

- (i) In the event of a layoff of an employee, the Hospital shall pay its share of insured benefits premiums for the duration of the five-month notice period provided for in Article 9.08(A)(a).
- (j) The Hospital agrees to post vacancies during the recall period, as per the job posting procedure, allowing employees on recall to participate in the posting procedure. Should the position not be filled via the job posting procedure, an employee shall have opportunity of recall from a layoff to an available opening, in order of seniority, provided they have the ability to perform the work.
- (k) 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.
- (l) An employee recalled to work in a different classification from which they were laid off shall have the privilege of returning to the position held prior to the layoff should it become vacant within six (6) months of being recalled.
- (m) 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.
- (n) The Hospital shall notify the employee of recall opportunity by registered mail, addressed to the last address on record with the Hospital (which notification shall be deemed to be received on the second day following the date of mailing). 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 their proper address being on record with the Hospital.

#### 9.10 – BENEFITS ON LAYOFF

(The following clause is applicable to full-time employees only)

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

## 9.11 – RETRAINING

### (a) Retraining for Positions within the Hospital

Where, with the benefit of retraining of up to six (6) months, an employee who has either accepted the layoff or who is unable to displace any other employee could be redeployed to a hospital position identified by the Redeployment Committee in accordance with Article 9.08(A)(d)(i):

- (i) Opportunities to fill vacant positions identified by the Hospital Redeployment Committee through retraining shall be offered to employees who apply and would qualify for the position with the available retraining in order of their seniority until the list of any such opportunities is exhausted. Opportunities to fill vacancies outside of CUPE bargaining units may be offered by the Hospital in its discretion.
- (ii) The Hospital and the Union will cooperate so that employees who have received notice of permanent layoff and been approved for retraining in order to prevent a layoff will have their work schedules adjusted in order to enable them to participate in the retraining, and scheduling and seniority requirements may by mutual agreement be waived. The Redeployment Committee will seek the availability of any federal or provincial retraining program funds to cover the cost of tuition, books and travel, as well as any wages eligible under the terms of such program.
- (iii) Apart from any on-the-job training offered by the Hospital, any employee subject to layoff who may require a leave of absence to undertake retraining in accordance with the foregoing shall be granted an unpaid leave of absence which shall not exceed six (6) months.
- (iv) Laid-off employees who are approved for retraining in order to qualify for a vacant position within the Hospital will continue to receive insured benefits.

### (b) Placement

Upon successful completion of their training period, the Hospital and the Union undertake to waive any restrictions which might otherwise apply, and the employee will be placed in the job identified in 9.11(a)(i).

An employee subject to layoff who applies but later declines to accept a retraining offer or fails to complete the training will remain subject to layoff.

#### 9.12 – SEPARATION ALLOWANCES

- (a) Where an employee resigns within 30 days after receiving notice of layoff pursuant to article 9.08(A)(a)(ii) that their position will be eliminated, they shall be entitled to a separation allowance of two (2) weeks' salary for each year of continuous service to a maximum of sixteen (16) weeks' pay, and, on production of receipts from an approved educational program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of three thousand (\$3,000) dollars.
- (b) Where an employee resigns later than 30 days after receiving notice pursuant to Article 9.08(A)(a)(ii) that their position will be eliminated, they shall be entitled to a separation allowance of four (4) weeks' salary, and, on production of receipts from an approved educational program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of one thousand two hundred and fifty (\$1,250) dollars.

#### 9.13 – TECHNOLOGICAL CHANGE

The Hospital undertakes to notify the Union in advance, so far as practicable, of any technological changes which the Hospital has decided to introduce which will significantly change the status of employees within the bargaining unit.

The Hospital agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse affect, if any, upon employees concerned.

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 months.

Employees with one (1) or more years of continuous service who are subject to lay-off under conditions referred to above, will be given notice of the impending change in employment status at the earliest reasonable time in keeping with the

notification to the Union as above set forth and the requirements of the applicable law.

#### 9.14 – REGISTERED PRACTICAL NURSE PROFESSIONAL DEVELOPMENT/SCOPE OF PRACTICE

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

Where Registered Practical Nurse professional development is not specifically addressed at any existing joint committee, the Hospital's Chief Nursing Officer and Human Resources Officer will meet with the Union on a quarterly basis to discuss professional responsibility and scope of practice issues.

In any event, the parties will be guided by the following key principles:

- Professional development will be recognized;
- All Registered Practical Nurses will have access to professional development opportunities;
- Responsibilities for professional development will be shared between the individual and the Hospital;
- Employee needs, Hospital needs and department/program requirements will be considered.

#### 9.15 – PROFESSIONAL RESPONSIBILITY, PATIENT CARE, WORKLOADS & STAFFING

(The following clause is applicable to Regulated Health Professionals only)

(a) The parties agree that optimal patient care is, and safe working conditions are, enhanced if concerns relating to professional responsibility, patient care, workloads and staffing issues are resolved in a timely and effective manner with communications between the parties being:

- (i) professional;
- (ii) courteous;

- (iii) collegial;
  - (iv) respectful; and
  - (v) focused on resolving the issue, not on the individuals.
- (b) In the event that the Hospital assigns a number of patients or a workload to an individual Regulated Health Professional (RHP) or group of RHPs such that they have cause to believe that they are being asked to perform more work than is consistent with proper patient care, they shall:
- i. At the time the workload issue occurs, discuss the issue within the unit/program to develop strategies to meet patient care needs using current resources.
  - ii. If necessary, using established lines of communication as identified by the hospital, seek immediate assistance from an individual(s) (who could be within the bargaining unit) who has responsibility for timely resolution of workload issues.
  - iii. Failing resolution of the workload issue at the time of occurrence or if the issue is ongoing the RHP(s) will discuss the issue with their Manager or designate on the next day that the Manager (or designate) and the RHP are both working or within five (5) calendar days whichever is sooner.
- (c) Upon receipt of a response from the supervisor within five (5) working days, if the employee or group of employees in (b) above are not satisfied, the employee or group of employees may, within forty-eight (48) hours, submit a workload complaint form (attached at appendix A) to the Chief Nursing Officer or equivalent in the case of other RHPs, with a copy to the Union. A meeting shall be held within thirty (30) days of a request from the employee or group of employees, who may be accompanied to this meeting by a Union representative. The Chief Nursing Officer or equivalent, will respond in writing to the employee, or group of employees, with a copy to the Union if applicable, within fifteen (15) days.
- (d) Upon receipt of a written response from the Chief Nursing Officer or equivalent, if the employee or group of employees in (c) above are not satisfied, the employee or group of employees, who may be accompanied by their Union Representative, may, within forty-eight (48) hours, request a meeting with the Chief Executive Officer (or designate) and such meeting shall be held within thirty (30) days. The Chief Executive Officer (or designate) will respond in writing to the employee, or group of employees, within fifteen (15) days of the meeting, with a copy to the Union if applicable.

- (e) It is agreed and understood that an employee or group of employees may in exceptional and urgent cases request an immediate meeting with the Chief Nursing Officer or equivalent who will make every reasonable effort to accommodate the request. The timelines provided for in (d) above will apply failing resolution at this meeting.
- (f) Only the timelines set out above are subject to Article 7 – Grievance and Arbitration Process.
- (g) The Hospital will provide access on the hospital intranet, whereby members will have the ability to access a digital version of the Workload Review Form.

### 9.16 – WORK-LOADS

- (a) The parties agree that patient care is enhanced if concerns relating to professional practice, patient acuity, fluctuating Work-Loads and fluctuating staffing are resolved in a timely and effective manner.
- (b) Employees are encouraged to raise their concerns with the immediate supervisor within forty-eight (48) hours. In the event that within ten (10) calendar days, the workload concern is not resolved to the employee's satisfaction, the employee, or group of employees, may, within forty-eight (48) hours, submit their concerns in writing (with a copy to their immediate supervisor) to either the Joint Health and Safety Committee (as constituted under the collective agreement's local appendix) or the Labour Management Committee (as constituted under Article 6.02) through their union representative using the template workload complaint form attached at appendix B. This form may be modified by the mutual agreement of the local parties.

## **ARTICLE 10 – CONTRACTING OUT**

### 10.01 – CONTRACTING OUT

The Hospital shall not contract out any work usually performed by members of the bargaining unit if, as a result of such contracting out, a layoff of any employees other than casual part-time employees results from such contracting out.

### 10.02 – CONTRACTING OUT

Notwithstanding the foregoing, the hospital may contract out work usually performed by members of the bargaining unit without such contracting-out

constituting a breach of this provision if the hospital provides in its commercial arrangement contracting out the work that the contractor to whom the work is being contracted, and any subsequent such contractor, agrees:

- (1) to employ the employees thus displaced from the hospital; and
- (2) in doing so to stand, with respect to that work, in the place of the hospital for the purposes of the hospital's collective agreement with the Union, and to execute into an agreement with the Union to that effect.

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

### 10.03 – CONTRACTING IN

Further to Article 9.08(A)(d)(i)(1) the parties agree that the Redeployment Committee will immediately undertake a review of any existing sub-contract work which would otherwise be bargaining unit work and which may be subject to expiry and open for renegotiation within six (6) months with a view to assessing the practicality and cost-effectiveness of having such work performed within the Hospital by members of the bargaining unit.

## **ARTICLE 11 – WORK OF THE BARGAINING UNIT**

### 11.01 – WORK OF THE BARGAINING UNIT

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

### 11.02 – VOLUNTEERS

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

The Hospital shall submit to the Union, at three (3) month intervals, the number of volunteers for the current month and the number of hours worked and the duties performed.

## **ARTICLE 12 – LEAVES OF ABSENCE**

### **12.01 – PERSONAL LEAVE**

Written request for a personal leave of absence without pay will be considered on an individual basis by the Hospital. Such requests are to be submitted to the employee's immediate supervisor at least four (4) weeks in advance, unless not reasonably possible to give such notice, and a written reply will be given within fourteen (14) days except in cases of emergency in which case a reply will be given as soon as possible. Employees needing personal leave days for appointments with medical practitioners may utilize the personal leave language. Such leave shall not be unreasonably withheld.

### **12.02 – UNION BUSINESS**

- (a) The Hospital shall grant leave of absence without pay to employees to attend Union conventions, seminars, education classes and other Union business in connection with the administration of the collective agreement provided that such leave will not interfere with the efficient operation of the Hospital. Such leave will not be unreasonably denied.

In requesting such leave of absence for an employee or employees, the Union must give at least fourteen (14) days clear notice in writing to the Hospital, unless not reasonably possible to give such notice.

The cumulative total leave of absence, the number of employees that may be absent at any one time from any one area, and the number of days of absence shall be negotiated locally and are set out in the Local Provisions Appendix.

During such leave of absence, the employee's salary and applicable benefits shall be maintained by the Hospital on the basis of what their normal regular hours of work would have been, provided that the Union reimburses the Hospital in the amount of such salary and applicable benefits within thirty (30) days of billing.

Notwithstanding the above, time spent by the eight (8) Executive Board members and seven (7) Alternate Executive Board members of the Ontario Council of Hospital Unions to fulfill the duties of the position shall be in addition to leave for Union Business under this clause.

Part-time and casual employees will be given full credit for seniority purposes for regularly scheduled hours missed in accordance with this provision.

- (b) In addition to the above, a part-time or casual employee who is attending to union business when not regularly scheduled to work shall be deemed to be on union leave and the amount of such leave shall not be deducted from the number of days of absence identified above. Such part-time or casual employee will be credited with seniority for the number of hours of such leave to a maximum of thirty-seven and one-half (37.5) hours per week. The Union will advise the Hospital of the number of such hours.

#### 12.03(A) - FULL-TIME POSITION(S) WITH THE UNION

(This clause is applicable to full-time employees only)

Upon application by the Union, in writing, the Hospital shall grant leave of absence, without pay, to an employee elected or appointed to full-time Union office. It is understood that no more than two (2) employees in the bargaining unit may be on such leave at the same time. Such leave shall be for a period of one (1) calendar year from the date of appointment unless extended for a further specific period by agreement of the parties. It is understood that no more than one (1) employee will be from the same unit of the Hospital, subject to operational requirements.

Seniority shall accumulate for employees during such leave on the basis of what their normal regular hours of work would have been. Service shall accumulate for employees during such leave to the maximum provided, if any, under the provisions of the collective agreement. It will become the responsibility of the employee for full payment of any applicable benefits in which the employee is participating during such leave of absence.

The employee shall notify the Hospital of their intention to return to work at least four (4) weeks prior to the date of such return. The employee shall be returned to their former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes which would have occurred had the employee not been on leave.

Notwithstanding Article 2.01, the Hospital may fill the vacancy resulting from such leave on a temporary basis.

#### 12.03(B) – FULL TIME POSITION(S) WITH THE UNION

(This clause is applicable to part-time employees only)

Upon application by the Union, in writing, the Hospital shall grant leave of absence, without pay, to an employee elected or appointed to full-time Union office. It is understood that no more than two (2) employees in the bargaining unit may be on such leave at the same time. Such leave shall be for a period of one (1) calendar

year from the date of appointment unless extended for a further specific period by agreement of the parties. It is understood that no more than one (1) employee will be from the same unit of the Hospital, subject to operational requirements.

Seniority and service shall accrue at seven and one-half (7.5) hours per day to a maximum of thirty-seven and one-half (37.5) hours per week during such leave.

The employee shall notify the Hospital of their intention to return to work at least four (4) weeks prior to the date of such return. The employee shall be returned to their former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes which would have occurred had the employee not been on leave.

Notwithstanding Article 2.01, the Hospital may fill the vacancy resulting from such leave on a temporary basis.

#### 12.03(C) – LEAVE FOR OCHU PRESIDENT, SECRETARY-TREASURER, AND FIRST VICE-PRESIDENT

Upon application in writing by the Union on behalf of the employee to the Hospital, a leave of absence without pay shall be granted to such employee(s) elected to the positions of the President of the Ontario Council of Hospital Unions, the Secretary-Treasurer of the Ontario Council of Hospital Unions, or the First Vice-President of the Ontario Council of Hospital Unions for period(s) of up to two (2) years. It is understood, however, that during such leave the employee(s) shall be deemed to be an employee of the Union.

During such leave of absence seniority and service shall accrue at seven and one-half (7.5) hours per day to a maximum of thirty-seven and one-half (37.5) hours per week. In addition, during such leave of absence, the employee's salary and applicable benefits shall be maintained by the Hospital on the basis of what their normal regular hours of work would have been, provided that the Union reimburses the Hospital in the amount of such salary and applicable benefits within thirty (30) days of billing.

The employee agrees to notify the Hospital of their intention to return to work at least four (4) weeks prior to the date of such return. The employee shall be returned to their former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes which would have occurred had the employee not been on leave.

Notwithstanding Article 2.01, the Hospital may fill the vacancy resulting from such leave on a temporary basis.

## 12.04 – BEREAVEMENT LEAVE

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

Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for three (3) consecutive working days off without loss of regular pay from regularly scheduled hours in conjunction with the death of the sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, grandchild, brother-in-law, sister-in-law or grandparent of spouse.

An employee shall be granted one (1) day bereavement leave without loss of regular pay from regularly scheduled hours to attend the funeral of their aunt or uncle, niece or nephew.

The Hospital, in its discretion, may extend such leave with or without pay. Where an employee does not qualify under the above-noted conditions, the Hospital may, nonetheless, grant a paid bereavement leave. For the purpose of bereavement leave, the relationships specified in the preceding clause are deemed to include a common-law spouse and a partner of the same sex.

## 12.05(A) – JURY & WITNESS DUTY

(The following clause is applicable to full-time employees only)

If an employee is required to attend jury selection or 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:

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

Where a full-time employee is selected for jury duty, for a period in excess of one (1) week, the employee shall be paid for all hours scheduled and not be expected to attend at work. Upon completion of the process the employee shall be returned to that point on their former schedule that is considered appropriate by the Hospital. It is understood and agreed that the local parties may agree to different scheduling arrangements for the first week of jury and witness duty.

In addition to the foregoing, where a full-time 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 their regularly scheduled day off, the Hospital will attempt to reschedule the employee's regular day off. Where the employee's attendance is required during a different shift than they are scheduled to work that day, the Hospital will attempt to reschedule the shift to include the time spent at such hearing. It is understood that any rescheduling shall not result in the payment of any premium pay.

Where the Hospital is unable to reschedule the employee and, as a result, they are required to attend during other than their regularly scheduled paid hours, they shall be paid for all hours actually spent at such hearing at their straight time hourly rate subject to (a), (b) and (c) above.

#### 12.05(B) – JURY & WITNESS DUTY

(The following clause is applicable to part-time employees only)

If an employee is required to attend jury selection or 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:

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

Where a part-time employee is selected for jury duty, for a period in excess of one (1) week, the employee shall be paid for all hours scheduled and not be expected

to attend at work. Upon completion of the process the employee shall be returned to that point on their former schedule that is considered appropriate by the Hospital. It is understood and agreed that the local parties may agree to different scheduling arrangements for the first week of jury and witness duty.

In addition to the foregoing, where a part-time 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 their regularly scheduled day off, they shall be paid for all hours actually spent at such hearings at their regular straight time hourly rate subject to (a), (b) and (c) above.

#### 12.06(A) – PREGNANCY LEAVE

(The following clause is applicable to full-time employees only)

- (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 they shall also furnish the Hospital with the certificate of a legally qualified medical practitioner stating the expected birth date.
- (c) The employee shall reconfirm their 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 Canada Employment Insurance Commission of the appropriateness of the Hospital's Supplementary 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 Employment Insurance pregnancy benefits pursuant to Section 22 of the *Employment Insurance Act* shall be paid a supplemental unemployment benefit for a period not exceeding fifteen (15) weeks. The supplement shall be equivalent to the difference between ninety-three percent (93%) of their normal weekly earnings and the sum of their weekly unemployment insurance benefits and any other earnings. Receipt by the Hospital of the employee's unemployment insurance cheque stubs shall constitute proof that they are in receipt of Employment Insurance pregnancy benefits.

The employee's normal weekly earnings shall be determined by multiplying their regular hourly rate on their last day worked prior to the commencement of the leave times their normal weekly hours plus any wage increase or salary increment that they would be entitled to receive if they were not on pregnancy leave.

In addition to the foregoing, the Hospital will pay the employee ninety-three percent (93%) of their normal weekly earnings during the one (1) week period of the leave while waiting to receive Employment Insurance benefits.

The employee does not have any vested right except to receive payments for the covered 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.
- (f) The Hospital will continue to pay its share of the contributions of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to seventeen (17) weeks while the employee is on pregnancy leave.
- (g) Subject to any changes to the employee's status which would have occurred had they not been on pregnancy leave, the employee shall be reinstated to their former duties, on the same shift in the same department, and at the same rate of pay.

#### 12.06(B) – PREGNANCY LEAVE

(The following clause is applicable to part-time employees only)

- (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 they shall also furnish the Hospital with the certificate of a legally qualified medical practitioner stating the expected birth date.

- (c) The employee shall reconfirm their 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 Canada Employment Insurance Commission of the appropriateness of the Hospital's Supplementary 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 Employment Insurance pregnancy benefits pursuant to Section 23 of the *Employment Insurance Act*, shall be paid a supplemental unemployment benefit for a period not exceeding fifteen (15) weeks. The supplement shall be equivalent to the difference between ninety-three percent (93%) of their normal weekly earnings and the sum of their weekly unemployment insurance benefits and any other earnings. Receipt by the Hospital of the employee's unemployment insurance cheque stubs shall constitute proof that they are in receipt of Employment Insurance pregnancy benefits.

The employee's normal weekly earnings shall be determined by multiplying their regular hourly rate on their last day worked prior to the commencement of the leave times their normal weekly hours plus any wage increase or salary increment that they would be entitled to receive if they were not on pregnancy leave.

In addition to the foregoing, the Hospital will pay the employee ninety-three percent (93%) of their normal weekly earnings during the one (1) week period of the leave while waiting to receive Employment Insurance benefits.

The employee does not have any vested right except to receive payments for the covered 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 the percentage in lieu of benefits and its share of pension contributions during the period of pregnancy leave. The Hospital will register those benefits as part of the Supplemental

Unemployment Benefit Plan with the Canada Employment Insurance Commission.

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

#### 12.07(A) – PARENTAL LEAVE

(The following clause is applicable to full-time employees only)

- (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 of at least two (2) weeks in advance of the date of the commencement of such leave and the expected date of return.
- (c) For the purposes of this Article, parent shall be defined to include a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as their own.
- (d) 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 shall reconfirm their 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 confirmation by the Canada Employment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) Plan, an employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 22 of the *Employment Insurance Act*, shall be paid a supplemental unemployment

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benefit for a period not exceeding eleven (11) weeks. That benefit shall be equivalent to the difference between ninety-three percent (93%) of the employee's normal weekly earnings and the sum of their weekly Employment Insurance benefits and any other earnings. Receipt by the Hospital of the employee's employment insurance cheque stub will serve as proof that the employee is in receipt of unemployment parental benefits.

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

The employee's normal weekly earnings shall be determined by multiplying the employee's regular hourly rate on their last day worked prior to the commencement of the leave times the employee's normal weekly hours, plus any wage increase or salary increment that the employee would be entitled to if they were not on parental leave.

In addition to the foregoing, the Hospital shall pay the employee ninety-three percent (93%) of their normal weekly earnings during the one (1) week period of the leave while waiting to receive Employment Insurance benefits.

The employee does not have any vested right except to receive payments for the covered 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 sixty-one (61) weeks after the parental leave began, if the employee also took pregnancy leave, and sixty-three (63) weeks after the parental leave began otherwise, while the employee is on parental leave.
- (g) The Hospital will continue to pay its share of the premiums of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to sixty-one (61) weeks after the parental leave began, if the employee also took pregnancy leave, and sixty-three (63) weeks after the parental leave began otherwise, while the employee is on parental leave.
- (h) Subject to any changes to the employee's status which would have occurred had they not been on parental leave, the employee shall be

reinstated to their former duties, on the same shift in the same department, and at the same rate of pay.

## 12.07(B) – PARENTAL LEAVE

(The following clause is applicable to part-time employees only)

- (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 of at least two (2) weeks in advance of the date of the commencement of such leave and the expected date of return.
- (c) For the purposes of this article, parent shall be defined to include a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as their own.
- (d) 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 shall reconfirm their 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 confirmation by the Canada Employment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) Plan, an employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 23 of the *Employment Insurance Act*, shall be paid a supplemental unemployment benefit for a period not exceeding eleven (11) weeks. That benefit shall be equivalent to the difference between ninety-three percent (93%) of the employee's normal weekly earnings and the sum of their weekly employment insurance benefits and any other earnings. Receipt by the

Hospital of the employee's employment insurance cheque stub will serve as proof that the employee is in receipt of unemployment parental benefits.

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

The employee's normal weekly earnings shall be determined by multiplying the employee's regular hourly rate on their last day worked prior to the commencement of the leave times the employee's normal weekly hours, plus any wage increase or salary increment that the employee would be entitled to if they were not on parental leave.

In addition to the foregoing the Hospital shall pay the employee ninety-three percent (93%) of their normal weekly earnings during the one (1) week period of the leave while waiting to receive Employment Insurance benefits.

The employee does not have any vested right except to receive payments for the covered 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 sixty-one (61) weeks after the parental leave began, if the employee also took pregnancy leave, and sixty-three (63) weeks after the parental leave began otherwise, while the 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 the percentage in lieu of benefits and its share of the pension contribution for a period of up to eleven (11) weeks while the employee is on parental leave. The Hospital will register these benefits with the Unemployment Benefit Plan.
- (h) Subject to any changes to the employee's status which would have occurred had they not been on parental leave, the employee shall be reinstated to their former duties, on the same shift in the same department, and at the same rate of pay.

## 12.08 – EDUCATION LEAVE

If required by the Hospital, an employee shall be entitled to leave of absence with pay and with full credit for service and seniority and benefits to take courses and to write examinations to upgrade their employment qualifications. Where employees are required by the Hospital to take courses to upgrade or acquire new employment qualifications, the Hospital shall pay the full costs associated with the courses.

Subject to operational requirements, the Hospital will make every reasonable effort to grant requests for necessary changes to an employee's schedule to enable attendance at a recognized up-grading course or seminar related to employment with the Hospital.

Subject to operational requirements, the Hospital will make every reasonable effort to grant requests for an employee to take an educational leave without pay and without loss of seniority of up to twelve (12) months for training related to the employee's employment at the Hospital.

The Hospital will endeavour to schedule mandatory in-service programs during an employee's regular working hours. When an employee is on duty and authorized to attend any in-service program within the Hospital and during their regularly scheduled working hours the employee shall suffer no loss of regular pay. When an employee is required by the Hospital to engage in any learning opportunities outside of their regularly scheduled working hours, the employee shall be paid for all time spent on such learning opportunities at their regular straight time hourly rate of pay.

Where the hospital requires e-learning, it will make reasonable efforts to enable hospital e-learning requirements during an employee's regular working hours. Where an employee is unable to complete required hospital e-learning during regular working hours and is required to complete hospital e-learning outside of their regular working hours, the hospital will identify in advance the time that will be paid at their regular straight time hourly rate of pay.

Part-time employees will be credited with seniority and service for all such hours paid as provided above while engaged in such learning opportunities.

#### 12.09 – PRE-PAID LEAVE PLAN

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

- (a) The plan is available to employees wishing to spread four (4) years' salary over a five (5) year period, in accordance with Part LXVIII of the Income Tax Regulations, Section 6801, to enable them to take a one (1) year leave of absence following the four (4) years of salary deferral.

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- (b) The employee must make written application to the Hospital at least six (6) months prior to the intended commencement date of the program (i.e. the salary deferral portion), stating the intended purpose of the leave.
- (c) The number of employees that may be absent at any one time shall be determined between the local parties. The year for purposes of the program shall be September 1 of one year to August 31 the following year or such other twelve (12) month period as may be agreed upon by the employee, the local Union and the Hospital.
- (d) Where there are more applications than spaces allotted, seniority shall govern.
- (e) During the four (4) years of salary deferral, 20% of the employee's gross annual earnings will be deducted and held for the employee and will not be accessible to the employee until the year of the leave or upon withdrawal from the plan.
- (f) The manner in which the deferred salary is held shall be at the discretion of the Hospital.
- (g) All deferred salary, plus accrued interest, if any, shall be paid to the employee at the commencement of the leave or in accordance with such other payment schedule as may be agreed upon between the Hospital and the employee.
- (h) All benefits shall be kept whole during the four (4) years of salary deferral. During the year of the leave, seniority will accumulate. Service for the purpose of vacation and salary progression and other benefits will be retained but will not accumulate during the period of leave. The employee shall become responsible for the full payment of premiums for any health and welfare benefits in which the employee is participating. Contributions to the Hospitals of Ontario Pension Plan will be in accordance with the Plan. The employee will not be eligible to participate in the disability income plan during the year of the leave.
- (i) An employee may withdraw from the plan at any time during the deferral portion provided three (3) months notice is given to the Hospital. Deferred salary, plus accrued interest, if any, will be returned to the employee within a reasonable period of time.

- (j) If the employee terminates employment, the deferred salary held by the Hospital plus accrued interest, if any, will be returned to the employee within a reasonable period of time. In case of the employee's death, the funds will be paid to the employee's estate.
- (k) The Hospital will endeavour to find a temporary replacement for the employee as far in advance as practicable. If the Hospital is unable to find a suitable replacement, it may postpone the leave. The Hospital will give the employee as much notice as is reasonably possible. The employee will have the option of remaining in the Plan and rearranging the leave at a mutually agreeable time or of withdrawing from the Plan and having the deferred salary, plus accrued interest, if any, paid out to the employee within a reasonable period of time.
- (l) The employee will be reinstated to their former position unless the position has been discontinued, in which case the employee shall be given a comparable job.
- (m) Final approval for entry into the pre-paid leave program will be subject to the employee entering into a formal agreement with the Hospital in order to authorize the Hospital to make the appropriate deductions from the employee's pay. Such agreement will include:
  - (i) A statement that the employee is entering the pre-paid leave program in accordance with this Article of the collective agreement.
  - (ii) The period of salary deferral and the period for which the leave is requested.
  - (iii) The manner in which the deferred salary is to be held.

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

## 12.10 – MEDICAL CARE AND EMERGENCY LEAVE

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

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

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

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

An employee who wishes to take leave under this section shall advise their Hospital that they will be doing so. If the employee must begin the leave before advising the Hospital, the employee shall advise the Hospital of the leave as soon as possible after beginning it.

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

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

#### 12.11 – COMPASSIONATE CARE LEAVE

- (a) Compassionate care leave will be granted to an employee for up to eight (8) weeks within a twenty-six (26) week period to provide care or support to a family member who is at risk of dying within that 26-week period in accordance with section 49.1 of the *Employment Standards Act, 2000*.
- (b) An employee who is on compassionate care leave shall continue to accumulate seniority and service.
- (c) Subject to any changes to the employee's status which would have occurred had they not been on compassionate care leave, the employee shall be reinstated to their former duties, on the same shift in the same department, and at the same rate of pay.
- (d) The employee and the Hospital will continue to pay their respective shares of the benefits and pension premiums.

## **ARTICLE 13 – SICK LEAVE, INJURY AND DISABILITY**

### **13.01 – HOODIP**

(The following clause is applicable to full-time employees only)

- (a) The Hospital will assume total responsibility for providing and funding a short-term sick leave plan equivalent to that described in the August, 1992 booklet (Part A) Hospitals of Ontario Disability Income Plan Brochure.

The Hospital will pay 75% of the billed premium towards coverage of eligible employees under the long-term disability portion of the Plan (HOODIP or an equivalent plan as described in the August, 1992 booklet (Part B)), the employee paying the balance of the billed premium through payroll deduction. For the purpose of transfer to the short-term portion of the disability program, employees on the payroll as of the effective date of the transfer with three (3) months or more of service shall be deemed to have three (3) months of service. For the purpose of transfer to the long-term portion of the disability program, employees on the active payroll as of the effective date of the transfer with one (1) year or more of service shall be deemed to have one (1) year of service.

- (b) Effective the first of the month following the transfer all existing sick leave plans in the affected Hospitals shall be terminated and any provisions relating to such plans shall be null and void under the respective Collective Agreements except as to those provisions relating to pay-out of unused sick leave benefits which are specifically dealt with hereinafter.
- (c) Existing sick leave credits for each employee shall be converted to a sick leave bank to the credit of the employee. The "sick leave bank" shall be utilized to:
- (1) supplement payment for lost straight time wages on sick leave days under the new program which would otherwise be at less than full wages or no wages and,
  - (2) where a pay-out provision existed under the former sick leave plan in the Collective Agreement, pay-out on termination of employment shall be that portion of any unused sick leave days under the former conditions relating to pay-out,
  - (3) where, as of the effective date of transfer, an employee does not have the required service to qualify for pay-out on termination, their existing sick leave credits as of that date shall nevertheless be

converted to a sick leave bank in accordance with the foregoing and they shall be entitled, on termination, to that portion of any unused sick leave days providing they subsequently achieves the necessary service to qualify them for pay-out under the conditions relating to such pay-out.

- (4) an employee who, as of the effective date of transfer, has accumulated sick leave credits and is prevented from working for the Hospital on account of an occupational illness or accident that is recognized by the Workplace Safety & Insurance Board as compensable within the meaning of the *Workplace Safety & Insurance Act*, the Hospital, on application from the employee will supplement the award made by the Workplace Safety & Insurance Board for loss of wages to the employee by such amount that the award of the Workplace Safety & Insurance Board for loss of wages, together with the supplementation of the Hospital, will equal 100% of the employee's net earnings, to the limit of the employee's accumulated sick leave credits.
- (d) There shall be no pay deduction from an employee's regular scheduled shift when an employee has completed any portion of the shift prior to going on sick leave benefits or WSIB benefits.
- (e) The Hospital further agrees to pay employees an amount equal to any loss of benefits under HOODIP for the first two (2) days of the fourth and subsequent period of absence in any calendar year.
- (f) Any dispute which may arise concerning an employee's entitlement to any benefits referred to in Article 13.01, including HOODIP and equivalents, may be subject to the grievance and arbitration under the provisions of this collective agreement.

The Union agrees that it will encourage an employee to utilize the Medical Appeals Process provided under the plan, if any, to resolve disputes.

- (g) A copy of the current HOODIP plan text or, where applicable, the master policy of the current HOODIP equivalent, shall be provided to the Union.
- (h) The Hospital shall pay the full cost of any medical certificate required of an employee.
- (i) The short-term sick leave plan shall be registered with the Employment Insurance Commission (EIC). The employee's share of the employer's unemployment insurance premium reduction will be retained by the Hospital

towards offsetting the cost of the benefit improvements contained in this agreement.”

Note: Provisions 13(c)(3) and 13(c)(4) shall apply for the short and long-term disability plan to those employees in the full-time Collective Agreements who are now on an accumulating sick leave plan. Any Medical/Dental Care provisions currently in the agreement shall be removed.

(j) Frozen Sick for Former 778 Employees

The Parties agree that under the terms of Article 13 of the former Local 778 contract (expiring September 28, 2009), there is a sick bank with a payout provision (Article 13.10 and 13.11 below). The Parties further agree that consistent with the Alberyne award dated June 1, 2003, the administration of the sick leave credits for employees in the former Local 778 contract shall be according to Article 13.01 of the new Agreement. See Appendix C for the relevant provisions of the former Local 778 Collective Agreement.

13.02 – INJURY PAY

If an employee is injured on the job and their supervisor excuses them from further duty for the balance of their shift, the employee's regular rate of pay shall continue for the balance of that shift and there shall be no deduction from sick leave or other credits.

13.03 – PAYMENT PENDING DETERMINATION OF WSIB CLAIMS (FT)

An employee who is absent from work as a result of an illness or injury sustained at work and who has been awaiting approval of claim for WSIB benefits for a period longer than one complete shift may apply to the Hospital for payment equivalent to the lesser of the benefit they would receive from WSIB benefits if their claim was approved, or the benefit to which they would be entitled under the short term sick leave plan. Payment will be provided only if the employee provides evidence of disability satisfactory to the Hospital and a written undertaking satisfactory to the Hospital that any payments will be refunded to the Hospital following final determination of the claim by the Workplace Safety & Insurance Board. If the claim for WSIB benefits is not approved, the monies paid as an advance will be applied towards the benefits to which the employee would be entitled under the short-term sick leave plan. Any payment under this provision will continue for a maximum of fifteen (15) weeks.

**ARTICLE 14 – HOURS OF WORK**

#### 14.01 – DAILY & WEEKLY HOURS OF WORK

The regular work day for all employees shall be seven and one half (7 ½) hours exclusive of one-half (1/2) hour unpaid meal period and the standard work week shall be thirty-seven and one-half (37 ½) hours. Except in cases of emergency, the meal period shall be an uninterrupted period.

The hours of work are stated solely for the purpose of computing overtime and shall not be construed as a guarantee of any minimum or as a restriction on any maximum number of hours to be worked.

Where employees are working a longer workday, the provisions set out in this Article governing regular hours of work on a workday shall be adjusted accordingly.

#### 14.02(A) – REST PERIODS

(The following clause is applicable to full- time employees only)

The Hospital will schedule one fifteen (15) minute rest period for each full scheduled half shift.

#### 14.02(B) – REST PERIODS(PT)

(This clause is applicable to part-time employees only)

Part-time employees shall be entitled to a paid rest period of fifteen (15) minutes for each three and three-quarter (3 ¾) hours of work.

#### 14.03 – ADDITIONAL REST PERIODS

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.

#### 14.04 – EXTENDED TOURS

Extended tour provisions may be negotiated by the parties at the local level.

#### 14.05 – JOB SHARING

- (a) Job sharing is defined as two permanent employees sharing one full-time position. All job sharing arrangements shall be subject to the approval of the Hospital and the agreement of the Union.
- (b) Before any job sharing arrangement is approved, the Hospital and the Union must determine locally:

- (i) The resulting vacancy or vacancies to be posted in accordance with Article 9.05; and
  - (ii) The terms and conditions governing the introduction and discontinuance of such job sharing arrangements.
- (c) The employees involved in a job sharing arrangement will be classified as regular part-time and will be covered by the provisions of this agreement applicable to part-time employees, except that any full-time employee who enters a job sharing arrangement may continue participation in the group health and welfare benefit programs set out in Article 18.01 provided the employee pays the full amount of the monthly premiums during the job sharing period.

## **ARTICLE 15 – PREMIUM PAYMENT**

### **15.01 – DEFINITION OF REGULAR STRAIGHT TIME RATE OF PAY**

The regular straight time rate of pay is that prescribed in wage schedule of the Collective Agreement.

### **15.02 – DEFINITION OF OVERTIME**

An employee who works in excess of seven and one-half hours per day or seventy-five hours in a two-week pay period, shall be paid at a rate of one and one-half (1 ½) times their regular straight-time hourly rate for all hours worked in excess of seven and one half (7 ½) hours per day or in excess of seventy-five (75) hours in a two (2) week pay period.

### 15.03 – OVERTIME PREMIUM AND NO PYRAMIDING

Subject to any superior conditions, the overtime rate shall be time and one-half (1-1/2) the employee's straight-time hourly rate.

Where an employee is required to work additional overtime contiguous to an overtime shift within a twenty-four (24) hour period, the employee will be compensated at the rate of double time their straight time hourly rate for all additional contiguous overtime hours worked.

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.

### 15.04 – TIME OFF IN LIEU OF OVERTIME

Employees who work overtime will not be required to take time off in regular hours to make up for overtime worked.

Time off in lieu may be taken on a mutually agreed upon basis between the employee and the Hospital, such time off will be the equivalent of the premium rate the employee has earned for working overtime. The Hospital shall revert to payment of premium rate if time off is not taken within ninety (90) calendar days of the work week in which the overtime was earned or, with the employee's agreement, within 12 months of that work week.

### 15.05 – REPORTING PAY

Employees who report for any scheduled shift will be guaranteed at least four (4) hours of work, or if no work is available will be paid at least four (4) hours except when work is not available due to conditions beyond the control of the Hospital. The reporting allowance outlined as herein shall not apply whenever an employee has received prior notice not to report for work. Part-time employees scheduled to work less than seven and one-half (7-1/2) hours per day will receive a pro-rated amount of reporting pay.

### 15.06 – CALL-BACK

Where employees are called back to work after having completed a regular shift, and prior to the commencement of their next regular shift, they shall receive a minimum of four (4) hours of work or four (4) hours pay at the rate of time and one-half (1-1/2) times their regular hourly earnings. Superior provisions shall remain.

Effective June 13, 2023, where employees are called back to work after having completed a regular shift, and prior to the commencement of their next regular shift, they shall receive a minimum of four (4) hours of work or four (4) hours of pay at the rate of two (2) times their regular hourly earnings. Superior provisions shall remain.

#### 15.07 – STANDBY

An employee who is required to remain available for duty on standby, outside the normal working hours for that particular employee, shall receive standby pay in the amount of \$3.30 per hour for all hours on standby. Effective September 29, 2016, where such standby duty falls on a paid holiday, as set out in the Appendix of Local Provisions, the employee shall receive standby pay in the amount of \$4.90 per hour.

Standby pay shall, however, cease where an employee is called into work under Article 15.06 above and works during the period of standby.

#### 15.08 – TEMPORARY TRANSFER

Where an employee is assigned temporarily to perform the duties and assume the responsibilities of a higher paying position in the bargaining unit, they shall be paid the rate in the higher salary range immediately above their current rate for all hours worked in the higher paying position.

Where a Hospital temporarily assigns an employee to carry out the assigned responsibilities of a classification outside the bargaining unit, the employee shall receive an allowance of \$4.00 for each shift from the time of the assignment.

Effective November 3, 2022, where a Hospital temporarily assigns an employee to carry out the assigned responsibilities of a classification outside the bargaining unit, the employee shall receive an allowance of \$1.00 per hour from the time of the assignment.

#### 15.09 – SHIFT AND WEEKEND PREMIUM

Employees shall be paid a shift premium of one dollar and twenty-six cents (\$1.26) per hour for all hours worked where the majority of their scheduled hours fall between 1500 and 0700 hours.

Effective June 13, 2023, employees shall be paid a shift premium of two dollars and twenty-six cents (\$2.26) per hour for all hours worked where the majority of their scheduled hours fall between 1500 and 0700 hours.

One dollar and twenty-seven cents (\$1.27) per hour will be paid as weekend premium for all hours worked between 2400 hours Friday and 2400 hours Sunday, or such other 48-hour period as may be agreed upon by the local parties.

Effective June 13, 2023, two dollars and seventy-seven cents (\$2.77) per hour will be paid as weekend premium for all hours worked between 2400 hours Friday and 2400 hours Sunday, or such other 48-hour period as may be agreed upon by the local parties.

For clarity, employees will be paid both shift and weekend premiums when working hours eligible for both premiums.

### 15.10 – CHARGE NURSE PREMIUM

Effective November 3, 2022:

- (a) Whenever a nurse is assigned overall responsibility for patient care on the unit, ward, or area, the nurse shall be paid a premium of two dollars (\$2.00) per hour in addition to their regular salary and applicable premium allowance.
- (b) Before assigning a nurse to be in charge of a unit, the nurse will receive orientation to the role of the charge nurse on that unit. It is understood that such nurse may be assigned to any tour as part of the nurse's orientation program, providing such assignment is in accordance with any scheduling regulations or objectives contained in the Appendix of Local Provisions which forms part of this Collective Agreement.

## **ARTICLE 16 – HOLIDAYS**

### 16.01 – NUMBER OF HOLIDAYS

(The following clause is applicable to full-time employees only)

There shall be twelve (12) holidays and these holidays are set out in the Local Provisions Appendix.

Should the Hospital be required to observe an additional paid holiday as a result of legislation, it is understood that one of the existing holidays recognized by the Hospital shall be established as the legislated holiday after discussion with the Union, so that the Hospital's obligation to provide the number of paid holidays as noted above remains unchanged.

### 16.02 – DEFINITION OF HOLIDAY PAY AND QUALIFIERS

(The following clause is applicable to full-time employees only)

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Holiday pay will be computed on the basis of the employee's regular straight time hourly rate of pay times the employee's normal daily hours of work.

In order to qualify for holiday pay for any holiday, as set out in the Local Provisions Appendix, or to qualify for a lieu day an employee must complete their scheduled shift on each of the working days immediately prior to and following the holiday except where absence on one or both of the said qualifying days is due to a satisfactory reason.

An employee who was scheduled to work on a holiday, as set out in the Local Provisions Appendix, and is absent shall not be entitled to holiday pay or to a lieu day to which they would otherwise be entitled unless such absence was due to a satisfactory reason.

An employee who qualifies to receive pay for any holiday or a lieu day will not be entitled, in the event of illness, to receive sick pay in addition to holiday pay or a lieu day in respect of the same day.

#### 16.03(A) – PAYMENT FOR WORKING ON A HOLIDAY

(The following clause is applicable to full-time employees only)

If an employee is required to work on any of the holidays set out in the local Appendix the employee shall be paid at the rate of time and one-half (1-1/2) their regular straight time hourly rate of pay for all hours worked on such holiday subject to Article 16.04. In addition, if the employee qualifies in accordance with Article 16.02 above the employee will receive a lieu day off with pay in the amount of the employee's regular straight time hourly rate of pay times the employee's normal daily hours of work.

Other provisions if any, relating to the scheduling of lieu days or relating to the payment of holiday pay instead of receiving a lieu day off are located in the Local Provisions Appendix.

#### 16.03(B) – PAYMENT FOR WORKING ON A HOLIDAY

(The following clause is applicable to part-time employees only)

The holidays listed in the part-time local Appendix for the purposes of Article 16.03(b) shall be the same holidays as are listed in the full-time Local Provisions Appendix.

If an employee is required to work on any of the holidays set out in the local Appendix the employee shall be paid at the rate of time and one-half (1-1/2) their regular straight time hourly rate of pay for all hours worked on such holiday.

**16.04 – PAYMENT FOR WORKING OVERTIME ON A HOLIDAY**

Where an employee is required to work authorized overtime in excess of their regularly scheduled hours on a paid holiday, such employee shall receive twice (2x) their regular straight time hourly rate for such authorized overtime.

**ARTICLE 17 – VACATIONS**

**17.01(A) – FULL-TIME VACATION ENTITLEMENT, QUALIFIERS AND CALCULATION OF PAYMENT**

(The following clause is applicable to Full-Time employees only)

***Subject to any superior conditions:***

An employee who has completed the following number of continuous years of service:	But less than the following number of continuous years of service:	Is entitled to the following number of weeks of annual vacation with pay:
1	2	2
2	5	3
5	12	4
12	20	5
20	28	6
28		7

Notwithstanding and in addition to the above, a full time Social Worker who has completed one (1) year shall be entitled to three (3) weeks annual vacation with pay.

Vacation pay shall be calculated on the basis of the employee's regular straight time rate of pay times their normal weekly hours of work, subject to the application of Article 9.04, Effect of Absence.

**17.01(B) – PART-TIME ENTITLEMENT, QUALIFIERS AND CALCULATION OF PAYMENT**

(The following clause is applicable to part-time employees only)

***Subject to any superior conditions:***

An employee who has completed the following number of continuous hours of service:	But less than the following number of continuous hours of service:	Is entitled to the following percentage of vacation pay, plus the equivalent time off:
Less than 3,450		4%
3,450	8,625	6%
8,625	20,700	8%
20,700	34,500	10%
34,500	48,300	12%
48,300		14%

Notwithstanding and in addition to the above, a part time Social Worker who has completed less than 8,625 hours of continuous service shall receive vacation pay of six percent (6%) of gross earnings.

Progression on Vacation Schedule (Part-Time)

Part-time employees, including casual employees, shall accumulate service for the purpose of progression on the vacation scale, on the basis of one year for each 1725 hours worked.

17.02 – WORK DURING VACATION

Should an employee who has commenced their scheduled vacation and agrees upon request by the Hospital to return to perform work during the vacation period, the employee shall be paid at the rate of one and one-half (1-1/2) times their basic straight time rate for all hours so worked. To replace the originally scheduled days on which such work was performed, the employee will receive one (1) vacation lieu day off for each day on which they have so worked.

17.03 – ILLNESS DURING VACATION

(The following clause is applicable to full-time employees only)

Where an employee's scheduled vacation is interrupted due to serious illness, which either commenced prior to or during the scheduled vacation period, the period of such illness shall be considered sick leave.

Serious illness is defined as an illness which requires the employee to receive ongoing medical care and/or treatments resulting in either hospitalization or which would confine the employee to their residence or to bed rest for more than three days.

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

#### 17.04 – BEREAVEMENT DURING VACATION

Where an employee's scheduled vacation is interrupted due to a bereavement, the employee shall be entitled to bereavement leave in accordance with Article 12.04.

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

### **ARTICLE 18 – HEALTH & WELFARE**

#### 18.01 – INSURED BENEFITS

(The following clause is applicable to full-time employees only)

The following provision will appear in all collective agreements replacing any provision related to insured benefits that existed in the hospital's expiring Collective Agreement, (subject to inserting in the following language any percentage contribution by the Hospital which is greater than that contained in the following provision):

The Hospital agrees, during the term of the Collective Agreement, to contribute towards the premium coverage of participating eligible employees in the active employ of the Hospital under the insurance plans set out below subject to their respective terms and conditions including any enrolment requirements:

- (a) The Hospital agrees to pay 100% of the billed premium towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross Semi-Private Plan in effect as of September 28, 1993 or comparable coverage with another carrier.
- (b) The Hospital agrees to contribute 75% of the billed premium towards coverage of eligible employees in the active employ of the Hospital under the existing Blue Cross Extended Health Care Benefits Plan in effect as of September 28, 1993 (as amended below) or comparable coverage with another carrier providing for \$22.50 (single) and \$35.00 (family) deductible, providing the balance of monthly premiums is paid by the employee through payroll deductions.

Reimbursement for prescribed drugs covered by the Plan will be based on the cost of the lowest priced therapeutically equivalent generic version of

the drug, unless there is a documented adverse reaction to the generic drug.

Subject to superior conditions services of a chiropractor and of a licensed or registered physiotherapist will be covered up to an annual maximum of \$375 for each service.

Effective June 13, 2023, subject to superior conditions, services of a licensed or registered massage therapist will be covered up to an annual maximum of \$375.

Effective September 29, 2022, subject to superior conditions, mental health services by a psychologist, registered psychotherapist or social worker (MSW) will be covered up to a maximum of \$800 annually.

Vision care maximum \$300.00 every 24 months in addition to eye examinations biennially, and hearing aid acquisition every 36 months. Vision care coverage can be used for laser eye surgery.

Effective June 13, 2023, vision care maximum of \$450 every 24 months in addition to eye examination biennially, and hearing aid acquisition every 36 months. Vision care coverage can be used for laser eye surgery.

- (c) The Hospital agrees to contribute 100% of the billed premium towards coverage of eligible employees in the active employ of the Hospital under HOOGLIP in effect as of September 28, 1993 or such other group life insurance plan currently in effect providing the balance of the monthly premium is paid by the employee through payroll deductions.
- (d) The Hospital agrees to contribute 75% of the billed premiums towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross #9 Dental Plan in effect as of September 28, 1993 or comparable coverage with another carrier.

Dental recall, including preventative services, every 9 months.

The Hospital also agrees to contribute 75% of the billed premiums towards coverage of Blue Cross rider #2 (or equivalent) [complete and partial dentures] at 50/50 co-insurance to \$1000 annual maximum and Blue Cross rider #4 (or equivalent) [crowns, bridgework, and repairs to same] at 50/50 co-insurance to \$1000 annual maximum providing the balance of the monthly premiums are paid by the employee through payroll deduction.

The dental plan fee schedule for services for the dental plan benefits provided above shall be based on the current ODA fee schedule as it may be updated from time to time.

- (e) The Hospital will provide equivalent coverage to all employees who retire early and have not yet reached age 65 and who are in receipt of the Hospital's pension plan benefits on the same basis as is provided to active employees for semi-private, extended health care and dental benefits. The Hospital will contribute the same portion towards the billed premiums of these benefits plans as is currently contributed by the Hospital to the billed premiums of active employees.
- (f) A copy of all current master policies of the benefits referred to in this Article shall be provided to the Union.

#### 18.02 – CHANGE OF CARRIER

(The following clause is applicable to full-time employees only)

It is understood that the Hospital may at any time substitute another carrier for any plan (other than OHIP) provided the benefits conferred thereby are not in total decreased. The Hospital shall notify the Union sixty (60) days in advance of making such a substitution to explain the proposed change and to ascertain the views of the employees. Upon a request by the Union, the Hospital shall provide to the Union, full specifications of the benefit programs contracted for and in effect for employees covered herein. The Hospital will provide the Union with the full details of any changes made by an existing carrier to current plan provisions.

#### 18.03 – PENSION

(The following clause is applicable to full-time employees only)

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

#### 18.04 – BENEFITS FOR PART-TIME EMPLOYEES

(The following clause is applicable to part-time employees only)

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 14% of their regular straight time hourly rate for all straight time hours paid.

#### 18.05 – UNION EDUCATION

If the local union indicates to the Hospital that its members have approved a special assessment for union education in accordance with the CUPE constitution and local union by laws, the Hospital agrees to deduct this assessment.

Such assessment will be paid on a quarterly basis into a trust fund established and administered by OCHU/CUPE for this purpose.

### **ARTICLE 19 – HEALTH & SAFETY**

#### 19.01 – PROTECTIVE FOOTWEAR

Effective January 1, 2014, and on that date for each subsequent calendar year, the Hospital will provide \$120 per calendar year to each full-time and each regular part-time employee who is required by the Hospital to wear safety footwear during the course of their duties. The employees who will be required to wear safety footwear will be negotiated locally and set out in the Local Provisions Appendix.

Note: The existing central language designating the classifications of employees which are deemed to require appropriate safety footwear shall be transferred to the local appendix.

#### 19.02 – INFECTIOUS DISEASES

- a) The employer shall take every precaution reasonable in the circumstances for the protection of a worker. [*Occupational Health and Safety Act*, s. 25 (2) (h)].
- b) When faced with occupational health and safety decisions, the Hospital will not await full scientific or absolute certainty before taking reasonable action(s) including but not limited to, providing readily accessible personal protective equipment that reduces risk and protects employees.
- c) Hospitals will ensure adequate stocks of the N95 respirator or equivalent or better (or such other personal protective equipment as the parties may in writing agree) to be made available to bargaining unit members at short notice in the event that there are reasonable indications of the emergence

of a pandemic, epidemic or outbreak of an infectious disease in the community served by the Hospital.

- d) A worker who is required by their employer to wear or use any protective clothing, equipment or device shall be instructed and trained in its care, use and limitations before wearing or using it for the first time and at regular intervals thereafter and the worker shall participate in such instruction and training. Personal protective equipment that is to be provided, worn or used shall, be properly used and maintained, be a proper fit, be inspected for damage or deterioration and be stored in a convenient, clean and sanitary location when not in use. [*O. Reg. 67/93 – Health Care*].
- e) The Hospital agrees to cooperate in providing necessary information and management support to enable the Joint Health and Safety Committee to fulfil its functions. In addition, the Hospital will provide the Committee with access to the Hospital's pandemic plan and related risk assessment, all accident reports, health and safety records, notifications of exposure to an infectious or contagious disease, and any other pertinent information in its possession. The Hospital will also provide the Committee with reports on fit testing compliance annually and personal protective equipment inventory on a quarterly basis. The Committee shall respect the confidentiality of the information.
- f) Pregnant employees may request to be temporarily transferred from their current duties if, in the professional opinion of the employee's physician a risk to the pregnancy and/or unborn child is identified. If a temporary transfer is not feasible, the employee will be granted an unpaid leave of absence before the commencement of the pregnancy leave.

### 19.03 – VIOLENCE

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

“Workplace violence” means,

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

The local parties will determine appropriate solutions to promote health and safety in workplaces, which shall include the adoption of the following mandatory provisions:

1. The Hospital will ensure that employees are properly advised in advance if they are required to interact with patients who the Hospital is aware have exhibited violent behaviour previously or who could otherwise reasonably be considered to pose a danger of exhibiting violent behaviour.
2. The Hospital shall give due consideration to whether, in light of all the relevant circumstances, it is appropriate that an employee interacts with a known violent patient alone.
3. The Hospital shall notify the Union without undue delay of any incident of an employee being subjected to violence at the workplace. The timing and nature of such notification may be negotiated locally by the parties.

In addition, the local parties will consider addressing the inclusion of the following additional remedies:

- (i) Electronic and visual flagging;
- (ii) Properly trained security who can de-escalate, immobilize and detain / restrain;
- (iii) Appropriate personal alarms;
- (iv) Organizational wide risk assessments assessing environment, risk from patient population, acuity, communication, and work flow and individual client assessments; and
- (v) Training in de-escalation, "break-free" and safe immobilization / detainment / restraint.

#### 19.04 – INFLUENZA VACCINATION

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

- (a) Hospitals recognize that employees have the right to refuse any recommended or required vaccination.
- (b) If an employee refuses to take the recommended or required vaccine required under this provision, they will be reassigned during the outbreak

period, unless reassignment is not possible, in which case they will be placed on unpaid leave. If an employee is placed on unpaid leave, they can use banked lieu time or vacation credits in order to keep their pay whole. It is further agreed that any such reassignment will not adversely impact the scheduled hours of other employees.

- (c) If an employee refuses to take the recommended or required vaccine because it is medically contra-indicated, and where a medical certificate is provided to this effect, they will be reassigned during the outbreak period, unless reassignment is not possible, in which case the employee will be placed on paid leave. It is further agreed that any such reassignment will not adversely impact the scheduled hours of other employees.
- (d) If an employee gets sick as a result of the vaccination, and applies for WSIB, the Hospital will not oppose the claim.
- (e) If the full cost of such medication is not covered by some other source, the Hospital will pay the full or incremental cost for the vaccine and will endeavour to offer vaccinations during an employee's working hours. In addition, employees will be provided with information, including risks and side effects, regarding the vaccine.
- (f) This article shall be interpreted in a manner consistent with the *Ontario Human Rights Code*.

## **ARTICLE 20 – COMPENSATION**

### **20.01(A) – JOB CLASSIFICATION**

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

When the Hospital makes a substantial change in the job content of an existing classification which in reality causes such classification to become a new classification, the Hospital agrees to meet with the Union if requested to permit the Union to make representation with respect to the appropriate rate of pay.

If the matter is not resolved following the meeting with the Union the matter may be referred to arbitration as provided in the agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or Arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the requirements of such classifications.

The parties further agree that any change mutually agreed to or awarded as a result of arbitration shall be retroactive only to the date that the Union raised the issue with the Hospital.

Notwithstanding the foregoing, if as a result of compensable illness or injury covered by WSIB, an employee is unable to carry out the regular functions of their position, the Hospital may, subject to its operational requirements, establish a special classification and salary in an endeavour to provide the employee with an opportunity of continued employment. This provision shall not be construed as a guarantee that such special classification(s) will be made available or continued.

#### 20.01(B) – JOB DESCRIPTIONS

A copy of the current job description for a bargaining unit position shall be made available to the Union upon request. When a new classification which is covered by terms of this collective agreement is created, a copy of the job description shall be forwarded to the Union at the time that the Hospital notifies the local Union of the rate of pay pursuant to article 20.01(a) above.

#### 20.02 – ASSIGNMENT OF DUTIES FROM ANOTHER CLASSIFICATION

Where the Hospital revises the job content of an existing classification in such a manner that duties of another classification are assigned to it, the following shall apply:

- (a) An employee who occupies a position which is revised in accordance with this article, and who is physically incapable of performing the revised position, will not be required to perform those additional duties which exceed the employee's physical capabilities provided the employee's physician provides documentation to the Hospital of such limitation.

- (b) In the event an employee presently occupying a position which is revised in accordance with this article requires additional training to perform duties of the revised position the employee shall be entitled to 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 months.

#### 20.03 – PROMOTION TO A HIGHER CLASSIFICATION

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

#### 20.04 – WAGES AND CLASSIFICATION PREMIUMS

Provisions under these headings shall remain unchanged and are repeated as 20.04, except to the extent that the Wage Schedule referred to in the hospital's expiring collective agreement shall be adjusted and retroactivity shall be paid in accordance with the Implementation Agreement signed.

#### 20.05 – PROGRESSION ON THE WAGE GRID

(The following clause is applicable to part-time employees only)

Effective October 10, 1986 part-time employees, including casual employees, shall accumulate service for the purpose of progression on the wage grid, on the basis of one year for each 1725 hours worked.

Notwithstanding the above, employees hired prior to October 10, 1986 will be credited with the service they held for the purpose of progression on the wage grid under the Agreement expiring September 28, 1985 and will thereafter accumulate service in accordance with this Article.

### **ARTICLE 21 – FISCAL ADVISORY COMMITTEE**

Recognizing the value of Union input on behalf of employees, the parties agree to the following:

- (a) The Union's representative(s) will be included in the consultation and planning process from the early phases of the budget planning process, through representation on the Fiscal Advisory Committee or equivalent committee to its final stages of completion, to assist the Hospital in minimizing layoffs or job loss, and in developing labour adjustment strategies where necessary, and in otherwise minimizing adverse effects on CUPE-represented employees through program or service restructuring.
- (b) Where the Hospital experiences unforeseen circumstances such that will necessitate changes to its budgetary plans which have been approved by the Ministry of Health, or the Local Health Integration Network, the Hospital agrees that revisions to the budget will be carried out in consultation with the Union.
- (c) In furtherance of the foregoing, and, where possible, in advance of any scheduled FAC or equivalent committee meeting, the Hospital agrees to provide to the Union in a timely way any financial and staffing information pertinent to its budget, or to any other re-structuring plan that would affect the Union's members.
- (d) It is understood that employee time spent at FAC or equivalent committee meetings with the employer in pursuance of the above shall be deemed to be work time for which the employee shall be paid by the Hospital at their regular or premium rate as may be applicable.

## **ARTICLE 22 – APPRENTICESHIP COMMITTEE**

The central parties agree that within sixty (60) days of the commencement of this agreement, a joint local committee consisting of up to three representatives each will be formed to discuss the feasibility of establishing an apprenticeship Program (s). If such a program is deemed feasible, the local parties will determine the terms and conditions of such program(s).

The joint local committee will seek the availability of any federal or provincial funds to cover the costs of such programs.

## **ARTICLE 23 – DURATION**

### **23.01 – TERM**

This agreement shall be binding and continue in effect and shall continue from year to year unless either party gives written notice to the other party of its desire to bargain for amendments within ninety (90) days prior to the termination date of

*CUPE Local 7800 Service, Office and Clerical Central and Local Provisions 2023*

September 28, 2023. Upon receipt of such notice by one party or the other, both parties will meet thereafter for the purpose of bargaining.

**23.02 – CENTRAL BARGAINING**

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 and negotiations on local matters shall take place during the period from 120 to 60 days prior to the termination date of this Agreement. Negotiations on central matters shall take place during the period commencing forty-five days prior to the termination date of this Agreement.

It is understood and agreed that "local matters" means, those matters which have been determined by mutual agreement between the central negotiating committees respectively representing each of the parties to this Agreement as being subjects for local bargaining directly between the parties to this Agreement. It is also agreed that local bargaining shall be subject to such procedures that may be determined by mutual agreements between the central negotiating committees referred to above. For such purposes, it is further understood that the central negotiating committees will meet during the sixth month prior to the month of termination of this Agreement to convey the intentions of their principals as to possible participation in central negotiations, if any, and the conditions for such central bargaining.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Bonenfant*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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*Brad Elms*

Brad Elms (Mar 3, 2025 10:21 EST)

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*Davide DiSimone*

Davide DiSimone (Mar 3, 2025 10:39 EST)

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**FOR THE LOCAL UNION**

*Jillian Watt*

Jillian Watt (Mar 5, 2025 12:05 EST)

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*Kim O'Hearn*

Kim O'Hearn (Mar 5, 2025 12:09 EST)

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*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)

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**LETTER OF UNDERSTANDING**

**Regarding the introduction of HOODIP to Hospitals with Accumulating Sick Leave Plans**

Participating CUPE locals and Hospitals agree to meet to discuss the merits of introducing HOODIP to their CUPE bargaining units.

It is understood that such meetings will occur within 6 months following the date of ratification of the Memorandum of Settlement.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Borenfad*  
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*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)  
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*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)  
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*Davide DiSimone*  
Davide DiSimone (Mar 3, 2025 10:39 EST)  
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*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)  
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**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)  
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*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)  
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*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)  
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**LETTER OF UNDERSTANDING**

**RE: HOODIP**

CUPE and the Participating Hospitals agree to establish a provincial working group consisting of up to three representatives each, to investigate sick leave utilization, discuss changes to HOODIP and individual Hospital participation in the Plan.

The working group will have access to expertise and resources as appropriate. The working group will commence meeting within 3 months following the date of the ratification of the settlement. The committee may explore the feasibility of implementing pilot project(s) to determine the effectiveness of any changes to the current sick leave plan. Any pilot project will be without prejudice.

CUPE members will be granted such time off as is required to attend joint meetings of the working group. The time spent by the CUPE members to attend joint meetings of the working group will be deemed time worked and CUPE members will be compensated at their regular straight time hourly rate.

The working group will arrange its activities in order to endeavour to arrive at joint recommendations for the central parties by March 31, 2024.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicolo Bonenfant*

*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)

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*Celia Aiello*  
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*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING**

**Re: Voluntary Part-time Benefits**

If the local parties agree, the Hospital will provide part-time employees with the option of voluntary participation in any and all of the group health and welfare benefit programs set out in Article 18.01. It is understood and agreed that the part-time employees would pay the Employer the full amount of the monthly premiums, in advance.

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

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Borenfaut*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*

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*Jillian Watt*

Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*

Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING**

**RPN Rates**

CUPE and the Participating Hospitals agree to establish a provincial working group consisting of up to three representatives each, to discuss the issue of RPN rates across the province, and the feasibility of moving towards a provincial or common wage rate.

The working group will have access to expertise and resources as appropriate. The working group will commence meeting sixty (60) days following ratification of the collective agreement.

CUPE members will be granted such time off as is required to attend joint meetings of the working group. The time spent by the CUPE members to attend joint meetings of the working group will be deemed time worked and CUPE members will be compensated at their regular straight time hourly rate.

The working group will arrange its activities in order to endeavour to arrive at joint recommendations for the central parties four (4) months prior to the expiry of the collective agreement.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicolo Bonenfant*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*

Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*

Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*

Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*

Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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## **Memorandum of Agreement**

**Between:**

**The Participating Hospitals/ OHA**

**- and -**

**The Ontario Council of Hospital Unions/ CUPE**

Whereas the current collective agreement makes reference to the Blue Cross Plans in effect as of September 28, 1993;

And Whereas the semi-private, extended health care and dental benefits are now being provided by various carriers at the different hospitals;

And Whereas the Participating Hospitals (“the Hospitals”) and the Ontario Council of Hospital Unions/CUPE (“the Union”) wish to ensure that the collective agreement entitlements to semi-private, extended health care and dental benefits are comparable;

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

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

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

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

6. The Committee will review those plans and determine what, if any, variations exist among the plans.
7. The Committee will also consider whether, without reducing the level of benefits provided at each individual participating hospital, there are cost saving mechanisms available to the parties.
8. The Committee may retain expert assistance, the cost of which shall be borne equally by the Hospitals and the Union. Should the Hospitals and the Union not agree on retaining expert assistance, the decision of the facilitator shall be binding.
9. The Committee shall complete its work and prepare a final report within eighteen months, unless the parties agree otherwise. The parties agree that this memorandum of agreement and the report of the Committee shall not be introduced or relied upon by either party in any proceedings whatsoever. However, it is agreed and understood that the data collected may be relied upon by either party for any purpose in any proceeding.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Bonenfant*  
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**FOR THE UNION**

*Jillian Watt*  
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*Kim O'Hearn*  
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 Kim O'Hearn (Mar 5, 2025 12:09 EST)

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**LETTER OF UNDERSTANDING**

**Re: Grievances Related to Article 3.02**

The parties agree that grievances related to 3.02, if any, will be heard before Arbitrator William Kaplan (with nominees).

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Borenfant*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING**

**RE: Workload Complaint Form**

The Central Bargaining Committees for the Ontario Hospital Association and the Canadian Union of Public Employees will establish a joint working group to develop a workload complaint form for Registered Practical Nurses. This committee will meet within thirty (30) days of ratification and complete its work within ninety (90) days of ratification. In the event the parties cannot agree on forms, Arbitrator Kaplan will hold a hearing and make a decision on an expeditious basis. These forms will then be attached to the Collective agreement.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Bonenfant*  
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EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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**FOR THE UNION**

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Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING**

**Re: Commitment to Equity, Diversity and Inclusivity**

The parties agree that working and caring conditions are at their best when the workplace environment is reflective of the communities they serve and work together to promote equity, diversity, and inclusion within the Hospital.

The parties are committed to promoting a workplace of diversity, inclusion and where everyone feels valued. The parties are committed to a workplace that is inclusive of their diverse communities, including but not limited to Women, Racialized workers, workers with a disability, Black, Indigenous, People of Colour (BIPOC) workers, and Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual and/or Agender, Two-Spirited and the countless affirmative ways in which workers choose to self-identify (LGBTQIA2+).

The parties value the contributions of all staff in the hospital and recognize that discriminatory and oppressive acts can negatively impact staff. The parties are committed to making an equitable working environment that is inclusive for all.

To support this commitment, where a committee or other hospital forum does not already exist, the local parties will endeavour in the first year of the collective agreement to establish a committee or other hospital forum. The local parties will coordinate to integrate at least one (1) representative, and one (1) alternate, selected or appointed by the Union from amongst bargaining unit employees to join said committee. The committee will meet on a frequency as determined by the committee. The committee will discuss, research and implement strategies, initiatives, and training programs aimed at promoting equity, diversity, and inclusion in the hospital in effective and meaningful ways.

Where a committee or other hospital forum currently exists, at least one (1) representative, and one (1) alternate, from the bargaining unit will be integrated onto the committee or other hospital forum.

DATED this 22<sup>nd</sup> day of September 2021.


ON BEHALF OF  
CANADIAN UNION OF PUBLIC EMPLOYEES:


ON BEHALF OF  
THE PARTICIPATING HOSPITALS:

  
\_\_\_\_\_

  
\_\_\_\_\_

  
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\_\_\_\_\_

  
\_\_\_\_\_

Suzana Hollingworth

Francine W

W. H.

Wayne Johnson

Wayne Johnson

Dudley W

W. H.

Judy Zarr

W. H.

Stella Headon

D. Mutt

D. Mutt

W. H.

Phil Capelli

Jadira Belli

W. H.

## **APPENDIX OF LOCAL ISSUES**

The following provisions, while not being an exhaustive listing, are appropriate for inclusion in an Appendix of Local Issues. Any local issue provisions which existed in the hospital's expiring collective agreement shall be continued in the Appendix of Local Issues subject to any changes, deletions or additions resulting from the current round of bargaining.

- Management Rights
- Statement of Religious Purpose
- Recognition
- Union Membership
- Dues Deduction and Remittance and Dues Lists
- Constitution of Local Bargaining and Grievance Committees
- Seniority Lists
- Scheduling
- Uniform Allowance
- Sick Leave Administrative Provisions
- Designation of Specific Holidays
- Administrative Provision re Payment of Wages
- Meal Allowances
- Bulletin Boards
- Mileage Allowance
- Communication to Union
- Vacation Administrative Provisions
- Pay Day
- Health & Safety
- Designation of Classifications Required to Wear Safety Footwear

Where a Hospital and a Local Union have reached a settlement of all Local Issues, and the form in which their agreed issues are to appear in the collective agreement is inconsistent with the foregoing agreement of the central parties, then the local parties may re-open negotiations for the sole purpose of ensuring that the form of their collective agreement is consistent with the foregoing. Any difficulties in this regard shall be submitted to the Implementation Committee for resolution.

### **IMPLEMENTATION NOTE RE PREEXISTING CLAUSES**

For those headings containing a reference to this note, if the expiring collective agreement applied to part-time employees, the existing provision shall continue, amended as appropriate by any amendment to the full-time provisions.

## APPENDIX A: RPN WORKLOAD COMPLAINT FORM

*RPNs are required to complete all of SECTION 1 through 6 of this form prior to submitting it to the Chief Nursing Officer.*

### SECTION 1: INFORMATION

Name(s) Of Employee(s) Reporting:	
Employer:	Unit/Program:
Date of Occurrence: 11.25Hr Shift	Time: <input type="checkbox"/> 7.5 Hr Shift <input type="checkbox"/>
Name of Supervisor:	Date/Time Submitted:

### SECTION 2: DETAILS OF OCCURRENCE

Provide a concise summary of the occurrence:

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**Check one:**    Is this an isolated incident?       An ongoing problem?

### SECTION 3: INITIAL ATTEMPT AT RESOLUTION

At the time the workload issue occurred, did you discuss the issue within the unit/area/program?

Yes      What was the outcome of the discussion and what solutions were identified?

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No Why not?

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Failing resolution at the time of occurrence, did you seek assistance from a person designated by the employer as responsible for a timely resolution of workload issues?

Yes What was the outcome of the discussion and what solutions were identified?

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No Why not?

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Did you discuss the issue with your immediate supervisor (i.e unit manager or designate) within 48 hours of the occurrence?

Yes What was the outcome of the discussion and what solutions were identified?

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No Why not?

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**SECTION 4: WORKING CONDITIONS/CONTRIBUTING FACTORS**

In order to effectively resolve workload issues, please provide details about the working conditions **at the time of occurrence** by providing the following information:

**# of scheduled staff**     RPN \_\_\_\_  RN \_\_\_\_     Unit Clerk \_\_\_\_     Service Support \_\_\_\_

**# of staff working**     RPN \_\_\_\_  RN \_\_\_\_     Unit Clerk \_\_\_\_     Service Support \_\_\_\_

**# of agency staff**     Yes    How many? \_\_\_\_  No

**# of RPNs on overtime**     Yes    How many? \_\_\_\_  No

**If there was a shortage of staff at the time of the occurrence (including support staff), please check one or all of the following that apply:**

- Absence/Emergency leave     Sick call(s)     Vacancies

Please check off the factor(s) you believe contributed to the workload issue:

Change in patient acuity. Provide details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Number of beds. Provide details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Number of Admissions. Provide details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Number of Discharges. Provide details: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_

Other. Please specify and provide details: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SECTION 5: RPN RECOMMENDED SOLUTIONS**

Please check-off one or all of the areas you believe should be addressed in order to prevent similar occurrences:

- In-service
- Orientation
- Review nurse/patient ratio
- Review policy/procedures
- Float/casual pool
- Adjust supporting staff
- Adjust RPN staff
- Equipment
- Replace sick calls, vacations, paid holidays or other absences

Provide details for each checked box above:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Other solutions: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SECTION 6: EMPLOYEE SIGNATURES**

Signature \_\_\_\_\_ Phone # \_\_\_\_\_

Signature \_\_\_\_\_ Phone # \_\_\_\_\_

Signature \_\_\_\_\_ Phone # \_\_\_\_\_

Date submitted: \_\_\_\_\_



**Step 6**      *The CEO (or designate) will provide a written response within 15 days. A copy of the response will be sent to the Union, if applicable.*

\*This form may be submitted via email.

**APPENDIX B: NON-RPN WORKLOAD COMPLAINT FORM**

N.B. All sections of the form **must** be completed prior to submission for review.  
The parties agree that patient care is enhanced if concerns relating to professional practice, patient acuity, fluctuating Work-Loads and fluctuating staffing are resolved in a timely and effective manner.

**SECTION 1: GENERAL INFORMATION**

Name(s) of Employee(s) Reporting (Please Print)

_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Unit/Area/Program: \_\_\_\_\_ Site/Location: \_\_\_\_\_

Date of Occurrence \_\_\_\_\_ Time of Occurrence \_\_\_\_\_

Shift Length:  7.5 hr.     11.25 hr.     Other \_\_\_\_\_

Name of Manager/Supervisor: \_\_\_\_\_ Time Notified: \_\_\_\_\_

Date Form Submitted to Employer: \_\_\_\_\_

**SECTION 2: WORKING CONDITIONS**

In order to effectively resolve workload issues, please provide detail about the working conditions at the time of the occurrence by providing the following information:

Type of Work Being Performed (please describe)

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Number of Staff on Duty\_\_\_\_\_ Usual Number of Staff on Duty\_\_\_\_\_

If there was a shortage of staff at the time of the occurrence, please provide details about why there was a shortage:

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**SECTION 3: DETAILS OF OCCURENCE**

Is this an:        Isolated Incident        Ongoing Problem    (*Check One*)

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

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**SECTION 4: REMEDY**

a) At the time the workload issue occurs, discuss the issue within the unit/area/program to develop strategies to meet patient care needs. Provide details of how it was or was not resolved:

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b) Failing resolution at the time of the occurrence, seek immediate assistance from your immediate supervisor/manager who has responsibility for timely resolution of workload issues. Discussion details:

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c) Was it resolved      Yes         No     
Provide details of how it was or was not resolved:

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**SECTION 5: RECOMMENDATIONS**

To correct this problem, I/we recommend:

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**SECTION 6: EMPLOYEE SIGNATURE(S)**

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Phone #: \_\_\_\_\_ Email: \_\_\_\_\_

**SECTION 7: MANAGEMENT COMMENTS**

The manager (or designate) will provide a written response to the individual(s) with a copy to the Bargaining Unit President. Please provide any information/comments in response to this report, including any actions taken to remedy the situation, where applicable:

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## ARTICLE L-1 SCOPE

All employees of the Hamilton Health Sciences Corporation employed in a service, office or clerical capacity, save and except Supervisors, persons above the rank of Supervisor, professional medical staff, registered and graduate Nurses, Technologists/Technicians, Therapeutic Recreationist, Trades and Maintenance, Health Professionals other than Registered Practical Nurses and persons employed in Human Resources.

For clarity, it is agreed that the above-noted description for the Service, Office and Clerical bargaining unit includes:

- (A) all classifications listed in the Salary Scales to the Service, Office and Clerical collective agreement between HHSC and CUPE Local 4800 [now 7800] expiring September 28, 2009. A list of the classifications included in the bargaining unit is attached hereto as Appendix "A";
- (B) all classifications listed in the Wage Schedule in the collective agreement between St Peter's Hospital and CUPE Local 778 [now 7800] expiring September 28, 2009, except for the Maintenance 3 (Electrician/Plumber/Pipefitter/Millwright) and, Maintenance 2 and including the formerly non-union social workers at St. Peter's Hospital. A list of the classifications included in the bargaining unit is attached hereto as Appendix "A".

It is agreed the above-noted description excludes the positions currently represented by OPSEU.

Those individuals who were employed in the Therapeutic Recreationist positions at St. Peter's Hospital will be grandfathered as individuals in the CUPE bargaining unit for such time as the incumbents/individuals as at September 13, 2012 remain employed in the position of Therapeutic Recreationist at St. Peter's Hospital.

## ARTICLE L-2 DEFINITIONS

### L-2.01 Full-Time Employee

A full-time employee is an employee regularly employed for twenty (20) hours or more per week.

### L-2.02 Definition of Shift

"Shift" means consecutive working hours for an employee. The day, measured on a midnight to midnight basis, during which the majority of the hours of a shift are worked shall determine the calendar day to which that shift belongs.

### L-2.03 Incumbent Position

An employee shall be incumbent to only one (1) full-time or part-time position within the bargaining unit. It is understood that employees who are available to work in an alternate classification and/or department will have no incumbency to said classifications and/or departments over and above their incumbent position. An employee's incumbent position will be the position that determines the terms and conditions of their employment. It is further understood that an employee holding such alternate position shall not be required to forfeit such alternate position by virtue of the operation of this provision.

### L-2.04 Casual Availability

Casual employees are required to provide their availability as follows:

(A) Regular Availability requirements:

Casual employees are required to provide reasonable regular availability as set out by the Hospital in order to fulfill operational needs and to maintain competency. It is understood that these requirements will vary based on the operational needs of individual units/programs.

(B) Christmas Holiday requirements:

The employee shall be available to work either Christmas or New Years.

(C) Declaration of availability timelines:

i) Regular Reasonable Availability

Casual employees are required to declare, in writing to their manager, by the first day of each month their availability to work on specified days for the next calendar month.

ii) Amendments to availability must be made in writing to their manager. Any amendments to availability submitted less than two (2) weeks prior to the posting of the schedule may not be considered. Employees amending their availability in accordance with the above must provide alternate availability equal to the availability originally provided.

iii) Casual employees are available for call-ins as circumstances demand. Where a casual employee fails to meet any of the requirements described above, or fails to respond to offers of shifts/declines to work for three (3) consecutive months, the Hospital shall forward a letter to their last address on record with the Hospital, with a copy to the Union, in order to advise the employee of their obligations under this provision and instructing them to provide their availability to the Hospital within fourteen (14) calendar days of the letter being sent.

- iv) If the employee is not available for a call-in within their department/unit due to already being called into work in another department/unit within the Hospital, or is not available due to being on an approved leave of absence, or is not available due to a mutually agreed upon availability schedule, such call-in will not be included in the three (3) consecutive months referred to above.
- v) It is understood that there is no obligation on the part of the Hospital to call casual employees for any shift, and that a declaration of availability is not a guarantee for hours of work.

### ARTICLE L-3 MANAGERMENTS' RIGHTS

- (A) Except as specifically abridged delegated, granted or modified by this Agreement, all the rights, powers and authority of Management are retained by Management and remain exclusively and without limitation within the rights of Management.
- (B) Without limiting the generality of the foregoing, Management's rights include:
  - (i) The direction of the working forces, the right to plan, direct and control the operation of the Hospital; the right to introduce new and improved methods, facilities, equipment, the amount of supervision necessary, combining or splitting up departments, work schedules, establishment of standards of care and quality, the determination of the extent to which the Hospital will be operated and the increase or decrease in employment.
  - (ii) The sole and exclusive jurisdiction over all operations, buildings, machinery and equipment vested in the Hospital.
- (C) In addition, Management's rights include:
  - (i) The right to maintain order, discipline and efficiency and in connection therewith, to make, alter and enforce, from time to time, rules and regulations, policies and practices, to be observed by its employees and the right to discipline or dismiss employees for just cause.
  - (ii) The right to select, hire, discipline, dismiss, transfer, assign to shifts, promote, demote, classify, lay-off, recall and suspend employees and select employees for positions not covered by this Agreement.
  - (iii) The exercise of any of these rights will not be inconsistent with the provisions of this Agreement.
  - (iv) The Hospital agrees to treat their employees with justice and consideration.

## ARTICLE L-4 UNION DUES

- (a) A check-off of bi-weekly Union dues will apply to an employee beginning with the pay period following that in which they commenced work. The amount of dues to be deducted shall be in accordance with the Local Union bylaws and/or the constitution of the Canadian Union of Public Employees. It shall not extend to special assessments or levies of any kind.
- (b) All deductions made under the provision of Article (a) above, will be remitted bi-weekly to the proper authorized officials of the Local Union, together with a list of employees' names eligible for such deductions. In addition subject to data processing restrictions, for each employee who has Union dues deducted, the Hospital will bi-weekly provide the Union with said employees' number of hours worked that are paid at the regular straight time hourly rate.
- (c) The Union agrees:
  - (i) to refund to the Hospital any amounts paid to the Union in error, on account of the check-off provision.
  - (ii) that the Hospital is not liable for any dues inadvertently missed during any check-off.
- (d) The Hospital agrees to provide the Union of the names, addresses and classifications of all employees.
- (e) The Union agrees to save the Hospital harmless from all deductions made from an employee's pay as provided for under the above.

## ARTICLE L-5 LABOUR MANAGEMENT, NEGOTIATION, GRIEVANCE, REDEPLOYMENT COMMITTEES

### (A) Labour Management

In reference to Article 6.02, there shall be up to eight (8) Union representatives on the Labour Management Committee. It is understood that the Bargaining Unit President and the National Representative of the Union may attend Labour Management Meetings.

### (B) Negotiations

In reference to Article 6.03, there shall be up to eight (8) Union representatives on the Local Bargaining Committee. It is understood the business and/or staff representative of the Union may attend negotiation meetings.

(C) Grievance

In reference to Article 6.06, there shall be up to eight (8) Union representatives on the Grievance Committee. It is understood that at step two (2) of the grievance procedure, the business and/or staff representative of the Union may attend grievance meetings.

(D) Redeployment

There shall be up to eight (8) Union representatives on the Redeployment Committee. It is understood the business and/or staff representative may attend redeployment meetings.

ARTICLE L-6 UNION BUSINESS (ARTICLE 12.02); PRE-PAID LEAVE PLAN (ARTICLE 12.09)

(A) Union Business

- i) For purposes of Article 12.02, the number of employees that may be absent at any one time within a department will not exceed two (2) in any one (1) classification up to a total of ten (10) within the Hospital at any one time. The Hospital at its discretion may increase the number of employees that may be absent at any one time.
- ii) On a monthly basis, the Hospital will submit to the Union an invoice including the dates of the leaves of absence, the names of the employees granted the leaves of absences and the total amount of monies owing the Hospital by the Union for the leaves of absence. Monies owing the Hospital will include the regular rate of pay paid to the employee during the leaves of absence plus twenty (20) percent.

(B) Pre-Paid Leave Plan

For purposes of Article 12.09 (c), the number of employees that may be absent at any one time within a department will not exceed two (2) from different classifications, up to a total of twenty (20) within the Hospital. It is understood that at the discretion of the Hospital, the number of employees that may be absent at any one time may be expanded.

## ARTICLE L-7 SCHEDULING

### L-7.01 Time Changes

An employee shall be paid at their basic hourly rate according to hours worked when the time changes from Daylight Saving Time to Eastern Standard Time and vice versa.

### L-7.02 Posted Schedule

- (A) A departments' schedule of working hours will be posted in a prominent location at least six (6) weeks in advance of the week to which they apply. Upon written request from the Local Union President to the Manager of Labour Relations, a copy of such posted schedule will be provided.
- (B) Additional Shifts:
- i) Staff in full-time or regular part-time temporary assignments who indicate that they would like to pick up Additional Shifts will be added to the Additional Shift list associated with their temporary assignment and will be scheduled to Additional Shifts in accordance with this Article.
  - ii) Should there be any shifts that remain unfilled prior to the posting of the department schedule, the Hospital may assign said shift(s) in accordance with Article L 7.04

### L-7.03 Schedule Change

#### (A) Full-Time Employees

The shift schedule mentioned in Article L-7.02 above, once posted, shall not be changed without the employee being advised; such notification to be confirmed in writing. Where seven (7) calendar days' notice of such change is not given to the employee, they shall receive time and one half their basic rate for the hours worked on the new schedule which differ from their originally scheduled hours. This provision shall not apply where any change in schedule arises from;

- (i) the appointment of an employee to a permanent vacancy, or
- (ii) any change in schedule requested by an employee, or
- (iii) any change in schedule resulting from the accommodation of an employee on a modified work program.

#### (B) Part-time Employees

The posted schedule referred to in L-7.02 above, shall not be changed without an employee being advised in person or by the department attempting to contact an employee by telephone. Where an employee is not advised within three (3)

calendar days of such change, the employee shall receive time and one half (1 ½) their regular straight time hourly rate for the hours worked on the new schedule which differ from their originally scheduled hours. This provision shall not apply where any change in schedule arises from:

- (i) the appointment of an employee to a permanent vacancy, or
- (ii) any change in schedule requested by an employee, or
- (iii) any change in schedule resulting from the accommodation of an employee on a modified work program.

#### L-7.04 - Assignment of Extra Shifts

An extra shift shall mean a shift resulting from an incumbent to a posted permanent position being absent from their scheduled shift to work said position.

A full-time and regular part-time employee may indicate in writing their desire to be considered for extra shifts within their incumbent classification, department and site. A list of full-time and regular part-time employees who indicate said desire, will be retained by the department. Where a department list is originally established, it shall be established by seniority. An employee indicating a desire to be added to the list, will be added to the bottom of the list. An employee may indicate in writing their desire to be removed from the list. Upon request by the employee, the list will be made available for review.

In order of appearance on the list, an extra shift within a department will be offered to the employee able to meet the normal requirements of the position that relate to the extra shift and in circumstances where no overtime or premium payment(s) may result. It would be understood an employee already assigned/scheduled to work during the extra shift, will not be offered the extra shift. If an employee accepts or refuses an extra shift, a subsequent extra shift will be offered to the next employee on the list in the same manner as described above. If no employees on the list are eligible for the extra shift, the extra shift will next be offered in a fair and equitable manner to casual part-time employees within the department and site.

For the purposes of Article L-7.04, the employee's temporary assignment will determine the manner in which extra shifts are allocated to the employee. Their position on the extra shift list within their home department will remain frozen for the duration of the temporary assignment. Upon return to their incumbent position the employee shall resume their position within the home department's extra shift list.

#### L-7.05 Normal Daily Tour (7.5 hours)

The following conditions shall apply to the normal daily tour of seven and one-half hours (7.5) referred to in Article 14.01.

(A) Hours Between Shifts

A period of sixteen (16) consecutive hours off shall be scheduled between changes of shift. If an employee is required to report on a second (2<sup>nd</sup>) shift less than sixteen (16) hours after finishing the first shift, the employee shall be paid at the overtime rates (i.e. time and one half their basic hourly rate) for the period worked before the sixteen hour time allowed for shift change has expired. This provision shall not apply where:

- (i) There is mutual agreement between the Hospital and the employee to schedule less than sixteen (16) consecutive hours between change of shift, or
- (ii) An employee exchanges shifts with another employee and works less than sixteen (16) consecutive hours between change of shift.

(B) Consecutive Days

No employee shall be normally scheduled to work more than six (6) days in a row, unless mutually agreed upon by the hospital and the employee and the hospital will make every effort to keep split days off to a minimum.

(C) Shift Distribution

(Applies to full-time employees only)

The department will, where operationally feasible, equally distribute shifts to each employee who normally rotates through two (2) or more shifts within the area in which the employee works.

(D) Weekends

(i) Full-Time Employees

At least one (1) weekend off in three (3) shall be scheduled. An employee shall be paid time and one half (1 ½) their straight-time hourly rate should such employee be required to work on a third consecutive and subsequent weekend save and except where:

- (a) such weekend has been worked by the employee to satisfy specific days off requested by such employee, or
- (b) such employee has requested weekend work, or

- (c) such weekend is worked as a result of an exchange of shift(s) with another employee.

(ii) Part-Time Employees

At least one (1) weekend off in four (4) shall be scheduled and more frequently where possible. Should an employee be required to work a fourth (4<sup>th</sup>) consecutive weekend, they shall be paid at overtime rates (i.e. time and one half (1 ½) their basic hourly rate) on the fourth (4<sup>th</sup>) consecutive and subsequent weekend worked. This provision shall not apply where:

- (a) Such weekend has been worked by the employee to satisfy specific days off requested by such employee, or
- (b) Such employee has requested weekend work, or
- (c) Such weekend is worked as a result of an exchange of shift(s) with another employee.

L-7.06 Introduction/Discontinuation of Extended Tours

(A) Extended tours shall be introduced into any unit when:

- (i) the Hospital agrees to implement the tour in the unit. It is understood such agreement by the Hospital shall not be withheld in an unreasonable or arbitrary manner, and
- (ii) sixty-six and two-thirds percent (66 <sup>2</sup>/<sub>3</sub>%) of the part-time and full-time employees in such unit so indicate by secret ballot.

(B) An extended tour may be discontinued in any unit:

- (i) by the Hospital because of:
  - (a) adverse effect on patient care, or
  - (b) inability to provide a workable staffing schedule, or
  - (c) where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary, states its intentions to discontinue the extended tour in such unit, or
- (ii) when sixty-six and two-thirds percent (66 <sup>2</sup>/<sub>3</sub>%) of the part-time and full-time employees in such unit so indicate by secret ballot.

(C) The secret ballot referred to in A (ii) and B (ii) above shall not take place unless six (6) months has elapsed from the date of any such previous secret ballot within such unit.

- (D) Either party upon giving sixty (60) calendar days written notice to the other party may terminate any extended tour.
- (E) The Scheduling requirements embodied in Articles 14, 15 and L-7 of the Collective Agreement shall remain in effect during the transition period for a regular tour schedule to an extended tour schedule, or vice versa.

#### L-7.07 Twelve Hour Extended Tours

- (A) The normal daily extended tour shall be 11.25 consecutive hours in any twenty-four (24) hour period, exclusive of a total of forty-five (45) minutes.
- (B) Subject to the exigencies of the designated unit, employees shall be entitled to paid relief periods during the tour to a total of forty-five (45) minutes.
- (C) The scheduling of the unpaid meal time and relief periods shall be determined and assigned by Supervision.
- (D) An employee shall not be required to work consecutive tours totaling more than thirty-three (33) hours and forty-five (45) minutes without written mutual consent. If an employee is required to work consecutive tours totaling more than thirty-three (33) hours and forty-five (45) minutes without aforesaid consent, they shall be paid premium pay in accordance with Article 15.03 of the Collective Agreement for every consecutive hour worked in excess of thirty-three (33) hours and forty-five (45) minutes. It is understood that any hours paid under Article 15 of the Collective Agreement will be excluded in the calculation of the thirty-three (33) hours and forty-five (45) minutes.
- (E) At least one (1) weekend off in two (2) shall be scheduled and more frequently where possible. An employee will receive premium payment, of one and one half times the straight time hourly rate (1 ½) in accordance with Article 15.03 of the Collective Agreement, for all hours worked on the second consecutive weekend worked following the second consecutive weekend worked. Such shall not apply where:
  - (i) such weekend has been worked by the employee to satisfy specific days off requested by such employee, or
  - (ii) such employee has requested weekend work, or
  - (iii) such weekend has been worked as the result of an exchange of shifts with another employee.

The schedule indicated above is the schedule referred to under Article L-7 of the Collective Agreement.

- (F) There shall be a minimum of twelve (12) hours scheduled off between tours of duty. Should the Hospital schedule less than twelve (12) hours between tours, the employee shall be paid premium payment in accordance with Article 15.03 of the Collective Agreement for the entire tour worked. Such shall not apply where the Hospital and the employee mutually agreed not to schedule twelve (12) hours off between tours of duty. The schedule indicated above, is the schedule referred to under Article L-7 of the Collective Agreement.
- (G) Employees shall receive twelve (12) Recognized Holidays to consist of seven and one-half (7.5) hours each.
- (H) A weekend is defined as a minimum of fifty-six (56) consecutive hours scheduled off work beginning no later than 24:00 hours on Friday
- (I) An employee may make a request to the Hospital to work a steady day or steady night shift rotation. Such request shall be granted at the discretion of the manager. It is understood that if such requested is granted by the Hospital upon giving the employee thirty (30) calendar days written notice either party may discontinue such arrangement either temporarily or permanently. An employee on a steady night shift rotation must make themselves available to be scheduled during day shifts for education, training, certification requirements and performance management as required.

#### L-7.08 Ten Hour Extended Tours

- (A) The normal daily extended tour shall be 9.375 consecutive hours in any twenty- four (24) hour period, exclusive of a total of thirty- seven and one half (37 ½) minutes of unpaid meal time.
- (B) Subject to the exigencies of the designated unit, employees shall be entitled to paid relief periods during the tour to a total of thirty-seven and one-half (37 ½) minutes.
- (C) The scheduling of the unpaid meal time and relief periods shall be determined and assigned by Supervision.
- (D) An employee shall not be required to work consecutive tours totaling more than thirty-seven and one-half (37.5) hours and thirty (30) minutes without written mutual consent. If an employee is required to work consecutive tours totaling more than thirty-seven and one-half (37.5) hours and thirty (30) minutes without aforesaid consent, they shall be paid premium pay in accordance with Article 15.03 of the Collective Agreement for every consecutive hour worked in excess of thirty-seven and one-half (37.5) and thirty (30) minutes. It is understood that any hours paid under Article 15 of the Collective Agreement will be excluded in the calculation of

the thirty seven and one-half (37.5) hours and thirty (30) minutes.

- (E) At least one weekend off in two (2) shall be scheduled and more frequently where possible. An employee will receive premium payment, in accordance with Article 15.03 of the Collective Agreement, for all hours worked on the second consecutive weekend worked following the second consecutive weekend worked.

Such shall not apply where:

- (a) such weekend has been worked by the employee to satisfy specific days off requested by such employee, or
- (b) such employee has requested weekend work, or
- (c) such weekend has been worked as the result of an exchange of shifts with another employee.

The schedule indicated above is the schedule referred to under Article L- 7 of the Collective Agreement.

- (F) There shall be a minimum of twelve (12) hours scheduled off between tours of duty. Should the Hospital schedule less than twelve (12) hours between tours, the employee shall be paid premium payment in accordance with Article 15.03 of the Collective Agreement for the entire tour worked. Such shall not apply where the Hospital and the employee mutually agreed not to schedule twelve (12) hours off between tours of duty. The schedule indicated above, is the schedule referred to under Article L-7 of the Collective Agreement.
- (G) Employees shall receive twelve (12) Recognized Holidays to consist of seven and one-half (7.5) hours each.
- (H) A weekend is defined as a minimum of fifty-six (56) consecutive hours scheduled off work beginning no later than 24:00 hours on Friday

#### L-7.09 Extended Twelve Hour Tour – 4 on 5 off Schedule

The following conditions shall apply to the four (4) on five (5) off extended work schedule:

- A) The normal daily extended tour shall be 11.25 consecutive hours in any twenty-four (24) hour period, exclusive of a meal break in total of forty-five (45) minutes.
- B) Subject to the operational requirements of the designated unit, employees shall be entitled to paid relief periods during the tour to a total of forty-five (45) minutes.
- C) The scheduling of the unpaid meal time and relief periods shall be determined and assigned by Supervision.

D) Hours Between Shifts

There shall be a period of twelve (12) hours scheduled off between tours of duty. If an employee is required to report on a second shift with less than twelve (12) hours between shifts the employee shall be paid premium pay in accordance with Article 15.03 for said shift. Such shall not apply where:

- i) The Hospital and the employee mutually agree not to schedule twelve (12) hours off between tours of duty;
- ii) Such shift has been worked by the employee to satisfy specific days off requested by such employee, or
- iii) Such shift has been worked as the result of an exchange of shifts with another employee

E) Consecutive Tours

An employee shall not be required to work more than four (4) consecutive twelve (12) hour tours. If an employee works for five (5) or more consecutive twelve (12) hour tours, they will be paid premium pay in accordance with Article 15.03 for all hours worked on the fifth and consecutive successive tours save and except where;

- i) The Hospital and the employee mutually agree to schedule more than four (4) consecutive twelve (12) hour tours;
- ii) Such shift has been worked by the employee to satisfy specific days off requested by such employee, or
- iii) Such shift has been worked as the result of an exchange of shifts with another employee.

F) Weekends

At least three (3) weekends off in a nine (9) week block shall be scheduled. Scheduled blocks will be determined by the Hospital. An employee will receive payment in accordance with Article 15.03 for all hours worked on the seventh and subsequent weekend within the nine (9) week block save and except where;

- i) The Hospital and the employee mutually agree to schedule more than six weekends within a nine (9) week block, or

- ii) The weekend has been worked by the employee to satisfy specific days off requested by such employee, or
- iii) The employee has requested weekend work, or
- iv) Such weekend has been worked as the result of an exchange of shifts with another employee

## ARTICLE L-8 ALLOWANCES

### (A) Meal Allowance

An employee who is required to work two (2) or more hours immediately following their scheduled shift, will receive an eleven dollar (\$11.00) meal allowance and be provided up to a forty-five (45) minute unpaid meal period.

### (B) Mileage Allowance

Should an employee be directed to report to duty, under the terms of Article 15.06, they shall be provided with transportation by taxi from and to their home at the Hospital's expense or car mileage allowance as established by Hospital policy as may be amended from time to time.

### (C) Uniform Allowance

Where uniforms are required to be worn, but not supplied, a full-time employee will be reimbursed in the amount of twelve dollars and fifty cents (\$12.50) per month, a regular part-time employee will be reimbursed in the amount of seven dollars (\$7.00) per month and a casual part-time employee will be reimbursed in the amount of three dollars (\$3.00) per month.

### (D) RPN Mentorship

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

After consultation with the RPN being mentored and the mentor, the Hospital will identify the experiences required to meet their learning needs, will determine the duration of the mentorship assignment and expectations of the mentor, and appropriate training. During the consultation process, the Hospital will review the

mentor's workload with the mentor and the RPN being mentored to facilitate successful completion of the mentoring assignment.

The Hospital will provide, on a regular basis, all nurses with an opportunity to indicate their interest in assuming a mentorship role, through a mechanism determined by the local parties. The Hospital selects and assigns the mentor for a given mentoring relationship. At the request of any RPN, the Hospital will discuss with any unsuccessful applicant ways in which they may be successful for future opportunities.

The Hospital will pay the RPN for this assigned additional responsibility a premium of one dollar (\$1.00) per hour, in addition to their regular salary and applicable premium allowance.

#### ARTICLE L-9 HOLIDAYS

(A) With reference to Article 16.01, the following are recognized as Holidays:

New Year's Day	Civic Holiday (1 <sup>st</sup> Monday in August)
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Second Monday in November
Victoria Day	Christmas Day
Canada Day (July 1 <sup>st</sup> )	Boxing Day

**(Articles (B), (C), (D) and (E) applies to full-time employees only)**

(B) In reference to article 16.03 a) a holiday shall commence at 24:00 hours on the calendar day prior to the paid holiday and end at 24:00 hours on the said holiday.

(C) In reference to Articles 16.02, and 16.03 an employee eligible for a lieu day may elect to:

- (i) be compensated for said lieu day at their regular straight time hourly rate, or
- (ii) take such day off at their regular straight time hourly rate within the period of one (1) month prior to, or one (1) month after the date of the paid holiday. It is understood the employee and the department will attempt to mutually agree upon the scheduling of such a day. If the employee and the department are unable to agree upon the scheduling of such a day, the day will be scheduled by the department.
- (iii) It is understood the election referred to in (i) and (ii) above must be made in writing for all paid holidays in the calendar year on or before December 31<sup>st</sup> of the preceding year.

(Article (d) Applies to part-time employees only)

(D) In reference to Article 16.03 (b), a holiday shall commence at 24:00 hours on the calendar day prior to the holiday and end at 24:00 hours on said holiday.

(E) Schedule

(i) An employee will not have their schedule changed with the obvious purpose of depriving them of a holiday.

(ii) If an employee's schedule would normally require them to work a recognized holiday and on such recognized holiday the employee's job is required to be performed on the employee's normally scheduled shift within their department, the employee may indicate to their Supervisor, prior to the schedule being posted, that they wish to work the recognized holiday. Supervision will then endeavor to schedule such employee to work their normally scheduled shift on such recognized holiday.

(F) Christmas, New Years

(i) The department will schedule an employee to Christmas day or New Years' day off.

(ii) Notwithstanding (1) above, if an employee so requests, the department will endeavour to schedule an employee up to three (3) consecutive days off at either Christmas or New Years. Said consecutive days off will include either Christmas or New Years day respectively. It would be understood that in endeavouring to schedule an employee up to three (3) consecutive days off at either Christmas or New Years, any scheduling restrictions and/or overtime or premium payments will be waived.

(G) Casual Part-Time

It is understood Article (e) and above, does not apply to a casual part-time employee.

## ARTICLE L-10 VACATIONS

(A) Quota

Vacation quotas related to a vacation schedule shall be determined by the Hospital and shall not be unreasonably restrictive. Vacation quotas will be communicated to each unit and will be posted by October 1<sup>st</sup>. Upon request to a manager, a copy of the quota will be provided electronically to the Bargaining Unit President.

(B) Scheduling

- (i) By November 1st of the previous calendar year, an employee will request in writing vacation preferences for the subsequent vacation year, January 1st to December 31st inclusive.
- (ii) The Unit Vacation schedule, for the period of January 1st to December 31st of the subsequent vacation year, will be posted on or before December 1st of the previous year.
- (iii) Vacations shall be taken at the discretion of the department. It is understood vacation preferences will not be unreasonably denied and shall be allotted on a fair basis.
- (iv) The Hospital will endeavour to ensure that an employee requesting vacation between June 15 and September 15, Christmas, New Year's, and March Break of the same calendar year, will receive at least two (2) weeks of vacation.
- (v) If following the posting of the approved vacations per (ii) above, should there remain opportunity to schedule additional vacation during the period of June 15 to September 15, an employee may request in writing to schedule any outstanding vacation to this period. It is understood that said requests must be made by January 1 of the vacation year and will be scheduled on a first come first serve basis.
- (vi) Following a department posting its vacation schedule per (ii) above, an employee who wishes to exchange a vacation period with another employee shall make such a request in writing to the department. It is understood the department shall not unreasonably deny any request.
- (vii) By November 1st of each calendar year, at the written request of a full- time employee, such employee may carry forward up to seventy-five (75) hours of earned vacation for purposes of the following calendar years' vacation schedule. It is understood that the employee and the Hospital will attempt to mutually agree to the scheduling of such vacation. Such vacation carryover is to be scheduled and to be utilized by May 31<sup>st</sup>.

(C) Copy of Vacation Schedule

Upon written request from the Local Union President to the Manager of Labour Relations, a copy of a department's vacation schedule will be provided.

(D) Holiday on Vacation

When a recognized holiday falls during an employee's scheduled vacation, the employee may elect to receive an additional day's pay at their basic rate in lieu of the holiday. Failing such election, they shall be entitled to an additional day of vacation at a time to be arranged between the employee and their department.

(E) Vacation Pay  
(Applies to part-time employees only)

In reference to Article 17.01 b), vacation pay will be paid on a bi-weekly basis.

(F) Terminated Employees

Should an employee terminate with less than two (2) weeks notice of termination, the vacation pay requirements of the Employment Standards Act will apply.

ARTICLE L-11 HEALTH, SAFETY AND WELLNESS

(A) Health and Safety

- (i) It is in the mutual interests of the parties to promote health and safety in the workplace and to prevent and reduce the occurrence of workplace injuries and occupational diseases. The parties agree that employees have the right to a safe and healthy work environment and that health and safety is of the utmost importance. The parties agree to promote health and safety and wellness.
- (ii) The parties further agree that when faced with occupational health and safety decisions, the Hospital will not await full scientific certainty or absolute certainty before taking reasonable action(s) that reduces risk and protects employees. The Hospital shall provide orientation and training in health and safety to new and current employees on an ongoing basis and employees shall attend required health and safety training sessions.
- (iii) The parties fully endorse the responsibilities of employer and employees under the Occupational Health and Safety Act. Accordingly, the provisions of the Occupational Health and Safety Act are incorporated into and form part of this collective agreement and the rights and responsibilities set out therein will not be diminished.
- (iv) Recognizing its responsibilities under the applicable legislation, the Hospital agrees to accept as a member of each Hospital site's Joint Occupational Health and Safety Committee, at least two (2) representatives selected or appointed by the Union from amongst bargaining unit employees.

- (v) The Hospital accepts that one (1) CUPE member on the Joint Occupational Health and Safety Committee will be trained and will act as a certified worker under the Occupational Health and Safety Act. Any costs associated with the training of the one (1) CUPE certified worker will be paid by the Hospital.
- (vi) 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.
- (vii) Meetings shall be held every month or more frequently at the call of the Chair, if required. The Committee shall maintain minutes of all meetings and make same available for review.
- (viii) Any representative appointed or selected in accordance with (iv) hereof shall serve a term of one (1) calendar year from the date of appointment which may be renewed for further periods of one (1) year. Times off for such representative(s) shall be paid by the Hospital at their regular or premium rate of pay as may be applicable.
- (ix) The Union agrees to endeavour to obtain the full cooperation of its membership in observation of all safety rules and practices.
- (x) The Hospital agrees to cooperate in providing necessary information and management support to enable the Joint Health and Safety Committee to fulfill its functions. In addition, the Hospital will provide the Joint Health and Safety Committee with access to all staff incident reports, health and safety records and other pertinent information in its possession. The Joint Health and Safety Committee shall respect the confidentiality of the information.
- (xi) Where the Hospital determines that there is a risk that employees may be exposed to infectious or communicable diseases (viral or bacterial), or blood borne pathogens, employees who may be so exposed will be provided with personal protective equipment reasonably necessary for the protection of the employee.
- (xii) An employee who is required by the Hospital to wear or use any protective clothing, equipment or device, shall be instructed and trained in its care, use and limitations before wearing or using it for the first time and at regular intervals thereafter and the employee shall participate in such instruction and training.
- (xiii) Where the Hospital identifies high risk areas where employees are exposed to infectious or communicable diseases for which there are available

protective medications, such medications shall be provided at no cost to the employee.

- (xiv) The Hospital agrees to provide the employee and the Union representative on the Joint Health and Safety Committee with a copy of the Workplace Safety Insurance Board Form 7 (absent Social Insurance Number and Date of Birth) at the same time it is sent to W.S.I.B

(B) Violence in the Workplace

The parties recognize that employees may be exposed to unwanted behavior from others in the workplace and that such behavior may result in injury and/or emotional distress to an employee. The Hospital agrees to continue its development of explicit policies and procedures to deal with such situations and shall submit such policies to the Joint Occupational Health and Safety Committee for review. The Joint Occupational Health and Safety Committee shall concern itself with those matters and shall make such recommendations as it deems appropriate.

The Hospital will inform the Union within three (3) working days of any employee who has been subjected to violence while performing their work. Such information shall be submitted to the Union in writing as soon as possible.

(C) Pregnant Employees

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 they so requests, will be granted an unpaid leave of absence before commencement of the maternity leave referred to in Article 12.06.

(D) High Risk Vaccine

Where the Hospital identifies high risk areas where employees are exposed to Hepatitis B or the employee has had a needle stick, the Hospital will provide, at no cost to the employee(s), a Hepatitis B vaccine to the employee, the employee's spouse and their children.

(E) Modified Work

- i) The Hospital will notify the Local Union of the names of any employees represented by the Union who are off work as a result of a work-related injury.

- ii) The Hospital agrees to provide the employee with a copy of W.S.I.B. Form 7 at the same time it is sent to the W.S.I.B.
- iii) When it is medically determined that an employee is unable to return to the full duties of their position because of disability, the Hospital will meet with the National Representative and a representative of the Local Union to discuss the circumstances surrounding that employee's return to suitable work

## ARTICLE L-12 MISCELLANEOUS

### (A) Steward Committee Lists

In January and July of each year, the Union will provide the Employee Relations with an up-to-date list of Union officers, stewards and committee members. Furthermore, the Union will notify the Employee Relations of any revision(s) to said listing.

### (B) Seniority Lists

The Hospital agrees to provide the Union with a seniority list in January and July of each year, such lists to include the employee's name, status, classification, seniority hours and subject to data processing restrictions seniority date and subject to below, the employee's address and/or telephone number. It is understood that if an employee does not wish the Hospital to provide the Union with their address and/or telephone number, said employee may inform the Human Resources Department of their wish and such will not be provided to the Union. Questions regarding the accuracy of a seniority list may be referred to the Human Resources Department.

### (C) Bulletin Board

At each Hospital site, in a location mutually agreed to by the Union and the Hospital, the Hospital will provide a bulletin board in a locked glass covered case for use of the Union.

### (D) Printing of Collective Agreement

The parties will share equally the costs of printing in booklet form sufficient copies of this Collective Agreement. The Hospital agrees to provide each bargaining unit member with a copy of the Collective Agreement and provide the Union with half of the remaining printed edition.

(E) Membership Meetings

The Union may hold monthly membership meetings on Hospital premises providing permission has been first obtained from the Hospital.

(F) Written Policies

For the purposes of clarification concerning a specific written policy which affects employees within the C.U.P.E. bargaining unit, the President of the Union may request in writing a copy of said policy from the Human Resources Department. In addition, a copy of any new or amended Human Resources written policy that directly affects employees within the bargaining unit, will be provided to the Union President.

(G) Benefits Direct Payment Card

The Hospital will provide all full-time employees with a Direct Payment card for the purposes of accessing benefits under Article 18.01.

(H) Job Description

An employee requesting a copy of their job description from their Supervisor will be provided with such within five (5) working days from the date of such request.

(I) Union Parking Expenses

The Union will identify to the Hospital up to eight (8) Union committee members who pay for parking at their respective sites. The Hospital agrees to provide these Union committee members with free access to all sites.

(J) E-Mail Access

HHS will provide access for the Union to the HHS Server for a website and Executive e-mail accounts.

## ARTICLE L-13 SCHEDULING COMMITTEE

- (A) A joint scheduling committee will be established between the parties. The number of representatives appointed to such a committee will not be more than five (5) representatives from the Hospital and five (5) representatives from the part-time and full-time bargaining units.

- (B) The Hospital, upon written request from the Union, will provide the Union copies of posted schedules from a specific area or department and the shift coverage that is required to be worked within that specific area or department.
- (C) The Union may request the scheduling committee to meet in order to discuss a proposed schedule for a particular department. Prior to the meeting being scheduled by the Hospital, the Union will provide the Hospital with the proposed schedule. It is understood that such a proposed schedule may include a schedule for employees to work a Monday to Friday schedule. It is further understood that unless agreed to by the Hospital, the maximum number of scheduling meetings will be four (4) in any one (1) calendar year.
- (D) The scheduling committee will discuss the proposed schedule. If such proposed schedule is impractical, the Hospital will provide the Union scheduling committee with any reason(s) why such proposal is impractical.
- (E) If the Hospital agrees with the Union's proposed schedule, a vote will be taken by secret ballot within the affected area. Prior to such a vote being taken, the Union will be given opportunity to present the proposed schedule to the employees in the affected area. It is understood that in order for the Union's proposed schedule to be implemented, there must be a vote where at least two-thirds of the affected area agree with the proposed schedule.
- (F) Members of the scheduling committee will be permitted to attend scheduling committee meetings without loss of pay.
- (G) It is understood that if a schedule is agreed to by the Hospital and subsequently implemented in accordance with the above, that the Hospital has the undisputed right, at its sole discretion, to revise amend and/or change the schedule as per article L-3 of the Collective Agreement.

**ARTICLE L-14 LEAVE OF ABSENCE FOR THE PRESIDENT OF UNION LOCAL 7800 SERVICE, OFFICE & CLERICAL/TRADES AND MAINTENANCE BARGAINING UNITS**

Upon written application by the Union to the Hospital, under the following conditions, the President of Union Local 7800 Service, Office & Clerical / Trades and Maintenance bargaining units will be granted a full-time leave of absence:

- (A) The purpose of the leave of absence will be to conduct local Union/Hospital business.
- (B) The Local Union President will:

- (i) remain on the Hospital's payroll in order to maintain continuity of any applicable benefit plans and pension entitlements, and
  - (ii) be paid by the Hospital their regular weekly earnings determined by multiplying their regular hourly rate times their normal weekly hours, and
  - (iii) retain and accrue seniority and service as if they were working their normal weekly hours.
- (C) On a regular quarterly basis, the Hospital will bill the Local Union fifty (50) percent of the Local Union President's regular weekly earnings plus twenty (20) percent. If during their leave of absence, the Local Union President conducts business other than local Union/Hospital business, the Union will inform the Hospital of same and in addition to billing the Union the fifty (50) percent of the Local Union President's regular weekly earnings plus twenty (20) percent, the Hospital will bill the Union accordingly for such business. (An example of business other than local Union/Hospital business would be Ontario Council of Hospital Union business.) It is understood the Union will reimburse the Hospital within thirty (30) calendar days of billing.
- (D) During their leave of absence, the Local Union President will maintain their incumbent position within their respective bargaining unit. In order to maintain their skills, abilities, experience and qualifications, the Local Union President, upon request to their department, may be scheduled by the Hospital to work on their department. In such cases, they shall be scheduled within the normal compliment of their unit and there shall be no resulting payment made to any employee as a result of the Local Union President working within their department.

The above provisions are to exist for a period concurrent with the term of the Local Union President. These provisions are to be reviewed jointly by the parties for a successive term of office of the Local Union President.

**APPENDIX A PAY SCALES**

**CUPE 7800 Service, Office and Clerical September 29, 2021**

Job Code	Job Description	Business Title	Sal Plan	Grade	Union Code	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
SS0086	Cleaner 2 Patient Food Services	Cleaner 2 Patient Food Services	CUP	01	CU3	24.2663	24.5137	24.7614					
SS0038	Mail Room Aide	Mail Room Aide											
SS0050	Operator	Operator											
SS0013	Environmental Aide	Environmental Aide	CUP	02	CU3	25.0099	25.2649	25.5202					
SS0079	Foodhandler	Foodhandler											
SS0024	General Aide 2	General Aide 2											
SS0023	General Aide 1 794	General Aide 1											
SS0206	Nutrition Associate	Nutrition Associate											
CL0226	Clerk Typist 4- Receptionist	Clerk Typist 4- Receptionist	CUP	03	CU3	25.2522	25.5100	25.7675					
CL0148	Health Records Clerk	Health Records Clerk											
CL0025	Clerk 1	Clerk 1	CUP	04	CU3	25.5218	25.7824	26.0429					
SS0076	Cook's Helper	Cook's Helper											
CL0050	Diet Clerk	Diet Clerk											
CL0155	Clerk Typist 3	Clerk Typist 3											
SS0078	Dishwasher	Dishwasher											
SS0069	Maintenance Clerk	Maintenance Clerk											
SS0089	Stock Coordinator	Stock Coordinator											
SS0092	Packaging Aide	Packaging Aide											

SS0084	Porter	Porter											
SS0083	Potwasher	Potwasher											
SS0207	Production Attendant	Production Attendant											
CL0106	Receptionist	Receptionist											
CL0173	Transcription Clerk	Transcription Clerk											
SS0062	Ward Aide 2	Ward Aide 2											
CL0042	Data Entry Operator	Data Entry Operator	CUP	05	CU3	25.7780	26.0412	26.3044					
CL0054	File Clerk	File Clerk											
SS0033	Inventory Receiver	Inventory Receiver											
SS0043	Materials Handler 2	Materials Handler 2											
SS0101	Medical Photo Assistant	Medical Photo Assistant											
SS0210	Nutrition Clerk	Nutrition Clerk											
SS0209	Production Attendant/ Receiver	Production Attendant/ Receiver											
CL0100	Purchasing Clerk - Food Production	Purchasing Clerk - Food Production											
CL0104	Receptionist	Receptionist											
CL0238	SPH Info Desk Clerk	SPH Info Desk Clerk											
SS0067	Supply Aide	Supply Aide											
SS0208	Receiver	Receiver											
CL0143	Ward Clerk	Ward Clerk											
CL0013	Admitting Clerk	Admitting Clerk	CUP	06	CU3	26.0422	26.3078	26.5736					
SS0204	Clerk 4- Stores Inventory	Clerk 4- Stores Inventory											
CL0031	Clerk Typist 4	Clerk Typist 4											
CL0110	Corporate Purchasing Clerk	Corporate Purchasing Clerk											
CL0094	OHIP Billing Clerk	OHIP Billing Clerk											

CL0134	Switchboard Operator	Switchboard Operator											
CL0192	A/P Data Entry Clerk	A/P Data Entry Clerk	CUP	07	CJ3	26.6244	26.8960	27.1677					
CL0191	Accounts Payable Clerk	Accounts Payable Clerk											
CL0231	AR Clerk/Cashier	AR Clerk/Cashier											
CL0012	Admin Coordinator	Admin Coordinator											
CL0014	Booking Clerk	Booking Clerk											
CL0225	Business Clerk-Bone Bank	Business Clerk-Bone Bank											
CL0224	Business Clerk-SRC	Business Clerk-SRC											
CL0227	Clerk Typist 4-DI	Clerk Typist 4-DI											
SS0071	Clinical Associate	Clinical Associate											
SS0080	Cook	Cook											
CL0038	Communication Clerk - Radiology	Communication Clerk - Radiology											
CL0023	File Dispatch Clerk	File Dispatch Clerk											
CL0072	Intake Support Worker	Intake Support Worker											
CL0083	Medical Transcriptionist I	Medical Transcriptionist I											
SS0213	Pharmacy Assistant	Pharmacy Assistant											
SS0205	Porter-Chemical	Porter-Chemical											
SS0057	Shipper Receiver	Shipper Receiver											
SS0044	Material handler 3	Material Handler 3											
SS0097	Audio Visual Technician	Audio Visual Technician	CUP	08	CJ3	27.2239	27.5017	27.7794					
CL0190	Accounts Payable Agent	Accounts Payable Agent											
CL0223	Booking Clerk-Pre-Op	Booking Clerk-Pre-Op											
CL0020	Business Clerk	Business Clerk											

CL0229	Business Clerk-Paging	Business Clerk-Paging												
SS0006	Central Processing Lead Technician	Central Processing Lead Technician												
SS0066	Clerk 4- Data Quality & Integrity	Clerk 4- Data Quality & Integrity												
CL0045	Data Management Assistant	Data Management Assistant												
CL0154	Data Management Assistant	Data Management Assistant												
SS0110	Health Care Aide-NRT	Health Care Aide-NRT												
SS0111	Health Care Aide-Technical	Health Care Aide-Technical												
SS0112	Health Care Aide-Clinical	Health Care Aide-Clinical												
CL0228	Health Records Technician-ROI	Health Records Technician (ROI)												
CL0095	OR Booking Clerk	OR Booking Clerk												
CL0218	Special Needs Accounting Clerk	Special Needs Accounting Clerk												
CL0234	SPH Finance Clerk	SPH Finance Clerk												
SS0049	Medical Photographer*	Medical Photographer*	CUP	081	CU3		34.6528	35.1262	35.6008					
SS0110	Health Care Aide-NRT	Health Care Aide-NRT	CUP	082	CU3		29.2239	29.5017	29.7794					
SS0113	Health Care Aide-Clinical-PCE	Health Care Aide-Clinical-PCE												
SS0103	Medical Device Reprocessing Technician	Medical Device Reprocessing Technician	CUP	09	CU3		28.8452	29.1396	29.4339					
CL0232	Admin Coordinator-Pain Program	Admin Coordinator-Pain Program												
CL0159	Medical Secretary	Medical Secretary												
CL0084	Medical Transcriptionist 2- Pathology	Medical Transcriptionist 2- Pathology												

CL0235	On Call Scheduler	On Call Scheduler												
CL0204	Preferred Accommodation Coordinator	Preferred Accommodation Coordinator												
SS0055	Pressperson	Pressperson												
CL0102	Radiology Librarian	Radiology Librarian												
CL0220	Secretary (JCC)	Secretary (JCC)												
CL0119	Secretary	Secretary												
CL0120	Secretary	Secretary												
CL0121	Secretary	Secretary												
CL0124	Secretary	Secretary												
CL0240	Clinical Navigator	Clinical Navigator												
SS0088	Pharmacy Technician*	Pharmacy Technician*	CUP	091	CU3	33.7597	34.0601	34.3598						
SS0061	Registered Orthopedic Technologist*	Registered Orthopedic Technologist*	CUP	092	CU3	34.9740	35.2872	35.6008						
CL0061	Health Records Technician**	Health Records Technician**	CUP	093	CU3	29.6816	29.9845	30.2875						
SS0093	Non Registered Orthopedic Technologist****	Non Registered Orthopedic Technologist****	CUP	094	CU3	31.4766	31.7585	32.0407						
SS0211	Pharmacy Technician Candidate*****	Pharmacy Technician Candidate*****	CUP	095	CU3	30.3837								
CL0221	Clinical Research Associate	Clinical Research Associate	CUP	10	CU3	29.5111	29.8121	30.1133						
CL0179	CritiCall Call Agent	CritiCall Call Agent												
CL0233	Graphic Artist/Forms Designer	Graphic Artist/Forms Designer												
CL0003	Library Technician	Library Technician												
SS0212	OR Assistant	OR Assistant												
SS0202	OTA/PTA	OTA/PTA												
CL0219	Patient Referral	Patient Referral Clerk												

CL0059	Forms Coordinator	Forms Coordinator	CUP	11	CU3		30.2547	30.5632	30.8720					
CL0222	Medical Transcriptionist - Editor	Medical Transcriptionist - Editor												
CL0239	Patient Accounts Representative	Patient Accounts Representative												
SS0036	Sr. Pharmacy Technician*	Sr. Pharmacy Technician*	CUP	111	CU3		35.3059	35.6405	35.9782					
SS0081	Pathology Assistant	Pathology Assistant	CUP	12	CU3		31.8136	32.1382	32.4627					
SS0106	Withdrawal Mgmt Counsellor	Withdrawal Mgmt Counsellor												
RP0002	Registered Practical Nurse**	Registered Practical Nurse**	CUP	121	CU3		32.0138	32.3403	32.6672					
RP0010	Registered Practical Nurse-NGG**	Registered Practical Nurse-NGG**												
RP0011	Registered Practical Nurse-NCO**	Registered Practical Nurse-NCO**												
RP0012	Registered Practical Nurse-NRT**	Registered Practical Nurse-NRT**												
			CUP	13	CU3		33.2165	33.5555	33.8944					
CL0205	Morgue Technician	Morgue Technician	CUP	14	CU3		33.9626	34.3091	34.6556					
			CUP	15	CU3		34.7087	35.0627	35.4169					
			CUP	16	CU3		35.4547	35.8165	36.1783					
			CUP	17	CU3		36.2008	36.5703	36.9397					
			CUP	18	CU3		36.9468	37.3238	37.7009					
CL0078	Social Worker BSW	Social Worker BSW	CUP	19	CU3		36.7154	38.5159	40.3165	42.1172	43.9181	45.7186	47.5191	49.3196

CL0236	Social Worker BSW- NRT	Social Worker BSW- NRT												
		Social Worker Ward												
CL0230	Social Worker MSW	Social Worker MSW	CUP	20	CJ3		39.5209	41.4590	43.3967	45.3355	47.2737	49.2120	51.1499	53.0880
CL0237	Social Worker MSW- NRT	Social Worker MSW- NRT												
<b>NOTE:</b>	<b>Additional payment of .70 cents per hour, responsibility pay, will be paid for individuals when working in a "Lead</b>													

\* Market Sensitive

\*\*Arbitrated Rate

\*\*\* 90% of Ortho Tech rate

\*\*\*\*90% of Pharmacy Technician rate

Pharmacy Technician and Sr. Pharmacy Technician market scales adjusted September 23, 2021

Grade CUP082 was created to reflect eligibility for Permanent Compensation Enhancement (PCE)

**CUPE 7800 Service, Office and Clerical September 29, 2022**

Job Code	Job Description	Business Title	Sal Plan	Grade	Union Code		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
SS0086	Cleaner 2 Patient Food Services	Cleaner 2 Patient Food Services	CUP	01	CU3		25.1217	25.3778	25.6342					
SS0038	Mail Room Aide	Mail Room Aide												
SS0050	Operator	Operator												
SS0013	Environmental Aide	Environmental Aide	CUP	02	CU3		25.8915	26.1555	26.4198					
SS0079	Foodhandler	Foodhandler												
SS0024	General Aide 2	General Aide 2												
SS0023	General Aide 1 794	General Aide 1												
SS0206	Nutrition Associate	Nutrition Associate												
CL0226	Clerk Typist 4- Receptionist	Clerk Typist 4- Receptionist	CUP	03	CU3		26.1423	26.4092	26.6758					
CL0148	Health Records Clerk	Health Records Clerk												
CL0025	Clerk 1	Clerk 1	CUP	04	CU3		26.4214	26.6912	26.9609					
SS0076	Cook's Helper	Cook's Helper												
CL0155	Clerk Typist 3	Clerk Typist 3												
SS0078	Dishwasher	Dishwasher												
SS0069	Maintenance Clerk	Maintenance Clerk												
SS0089	Stock Coordinator	Stock Coordinator												
SS0092	Packaging Aide	Packaging Aide												
SS0084	Porter	Porter												
SS0083	Potwasher	Potwasher												
SS0207	Production Attendant	Production Attendant												
CL0106	Receptionist	Receptionist												
CL0173	Transcription Clerk	Transcription Clerk												

SS0062	Ward Aide 2	Ward Aide 2												
CL0042	Data Entry Operator	Data Entry Operator	CUP	05	CU3	26.6867	26.9592	27.2316						
CL0054	File Clerk	File Clerk												
SS0033	Inventory Receiver	Inventory Receiver												
SS0043	Materials Handler 2	Materials Handler 2												
SS0101	Medical Photo Assistant	Medical Photo Assistant												
SS0209	Production Attendant/ Receiver	Production Attendant/ Receiver												
CL0100	Purchasing Clerk - Food Production	Purchasing Clerk - Food Production												
CL0104	Receptionist	Receptionist												
CL0238	SPH Info Desk Clerk	SPH Info Desk Clerk												
SS0067	Supply Aide	Supply Aide												
SS0208	Receiver	Receiver												
CL0143	Ward Clerk	Ward Clerk												
CL0013	Admitting Clerk Clerk 4- Stores Inventory	Admitting Clerk Clerk 4- Stores Inventory	CUP	06	CU3	26.9602	27.2351	27.5103						
SS0204														
CL0031	Clerk Typist 4	Clerk Typist 4												
CL0110	Corporate Purchasing Clerk	Corporate Purchasing Clerk												
CL0094	OHIP Billing Clerk	OHIP Billing Clerk												
CL0134	Switchboard Operator	Switchboard Operator												
CL0192	A/P Data Entry Clerk	A/P Data Entry Clerk	CUP	07	CU3	27.5629	27.8441	28.1254						
CL0191	Accounts Payable Clerk	Accounts Payable Clerk												
CL0231	AR Clerk/ Cashier	AR Clerk/ Cashier												
CL0012	Admin Coordinator	Admin Coordinator												

CL0014	Booking Clerk	Booking Clerk												
CL0225	Business Clerk- Bone Bank	Business Clerk- Bone Bank												
CL0224	Business Clerk- SRC	Business Clerk- SRC												
CL0227	Clerk Typist 4- DI	Clerk Typist 4- DI												
SS0071	Clinical Associate	Clinical Associate												
SS0080	Cook	Cook												
CL0038	Communication Clerk - Radiology	Communication Clerk - Radiology												
CL0023	File Dispatch Clerk	File Dispatch Clerk												
CL0072	Intake Support Worker	Intake Support Worker												
CL0083	Medical Transcriptionist I	Medical Transcriptionist I												
SS0210	Nutrition Clerk	Nutrition Clerk												
SS0213	Pharmacy Assistant	Pharmacy Assistant												
SS0205	Porter- Chemical	Porter- Chemical												
SS0057	Shipper Receiver	Shipper Receiver												
SS0044	Material handler 3	Material Handler 3												
SS0097	Audio Visual Technician	Audio Visual Technician	CUP	08	CU3	28.1835	28.4711	28.7586						
CL0190	Accounts Payable Agent	Accounts Payable Agent												
CL0223	Booking Clerk- Pre-Op	Booking Clerk- Pre-Op												
CL0020	Business Clerk	Business Clerk												
CL0229	Business Clerk- Paging	Business Clerk- Paging												
SS0006	Central Procesing Lead Technician	Central Procesing Lead Technician												
SS0066	Clerk 4- Data Quality & Integrity	Clerk 4- Data Quality & Integrity												

CL0045	Data Management Assistant	Data Management Assistant												
CL0154	Data Management Assistant	Data Management Assistant												
SS0110	Health Care Aide-NRT	Health Care Aide-NRT												
SS0111	Health Care Aide-Technical	Health Care Aide-Technical												
SS0112	Health Care Aide-Clinical	Health Care Aide-Clinical												
CL0228	Health Records Technician- ROI	Health Records Technician (ROI)												
CL0095	OR Booking Clerk	OR Booking Clerk												
CL0218	Special Needs Accounting Clerk	Special Needs Accounting Clerk												
CL0234	SPH Finance Clerk	SPH Finance Clerk												
SS0049	Medical Photographer*	Medical Photographer*	CUP	081	CU3	35.8743	36.3644	36.8557						
SS0110	Health Care Aide-NRT	Health Care Aide-NRT	CUP	082	CU3	30.2540	30.5416	30.8291						
SS0113	Health Care Aide-Clinical-PCE	Health Care Aide-Clinical-PCE												
SS0103	Medical Device Reprocessing Technician	Medical Device Reprocessing Technician	CUP	09	CU3	29.8620	30.1668	30.4714						
CL0232	Admin Coordinator-Pain Program	Admin Coordinator-Pain Program												
CL0159	Medical Secretary	Medical Secretary												
CL0084	Medical Transcriptionist 2- Pathology	Medical Transcriptionist 2- Pathology												
CL0235	On Call Scheduler	On Call Scheduler												
CL0204	Preferred Accommodation Coordinator	Preferred Accommodation Coordinator												
SS0055	Pressperson	Pressperson												
CL0102	Radiology Librarian	Radiology Librarian												

CL0220	Secretary (JCC)	Secretary (JCC)												
CL0119	Secretary	Secretary												
CL0120	Secretary	Secretary												
CL0121	Secretary	Secretary												
CL0124	Secretary	Secretary												
CL0240	Clinical Navigator	Clinical Navigator												
SS0088	Pharmacy Technician*	Pharmacy Technician*	CUP	091	CU3		34.9497	35.2607	35.5710					
SS0061	Registered Orthopedic Technologist*	Registered Orthopedic Technologist*	CUP	092	CU3		36.2068	36.5311	36.8557					
CL0061	Health Records Technician**	Health Records Technician**	CUP	093	CU3		30.7279	31.0415	31.3551					
SS0093	Non Registered Orthopedic Technologist***	Non Registered Orthopedic Technologist***	CUP	094	CU3		32.5861	32.8780	33.1701					
SS0211	Pharmacy Technician Candidate****	Pharmacy Technician Candidate****	CUP	095	CU3		31.4547							
CL0221	Clinical Research Associate	Clinical Research Associate	CUP	10	CU3		30.5514	30.8630	31.1748					
CL0179	CritiCall Call Agent	CritiCall Call Agent												
CL0233	Graphic Artist/ Forms Designer	Graphic Artist/ Forms Designer												
CL0003	Library Technician	Library Technician												
SS0212	OR Assistant	OR Assistant												
SS0202	OTA/PTA	OTA/PTA												
CL0219	Patient Referral	Patient Referral Clerk												
CL0059	Forms Coordinator	Forms Coordinator	CUP	11	CU3		31.3212	31.6406	31.9602					
CL0222	Medical Transcriptionist - Editor	Medical Transcriptionist - Editor												
CL0239	Patient Accounts Representative	Patient Accounts Representative												
SS0036	Sr. Pharmacy Technician*	Sr. Pharmacy Technician*	CUP	111	CU3		36.5504	36.8968	37.2464					

SS0081	Pathology Assistant	Pathology Assistant	CUP	12	CU3		32.9350	33.2711	33.6070					
SS0106	Withdrawal Mgmt Counsellor	Withdrawal Mgmt Counsellor												
RP0002	Registered Practical Nurse**	Registered Practical Nurse**	CUP	121	CU3		35.2506	35.6100	35.9700					
RP0010	Registered Practical Nurse-NGG**	Registered Practical Nurse-NGG**												
RP0011	Registered Practical Nurse-NCO**	Registered Practical Nurse-NCO**												
RP0012	Registered Practical Nurse-NRT**	Registered Practical Nurse-NRT**												
			CUP	13	CU3		34.3874	34.7383	35.0892					
CL0205	Morgue Technician	Morgue Technician	CUP	14	CU3		35.1598	35.5185	35.8772					
			CUP	15	CU3		35.9322	36.2987	36.6653					
			CUP	16	CU3		36.7045	37.0790	37.4536					
			CUP	17	CU3		37.4769	37.8594	38.2418					
			CUP	18	CU3		38.2492	38.6395	39.0299					
CL0078	Social Worker BSW	Social Worker BSW	CUP	19	CU3		38.0096	39.8736	41.7377	43.6018	45.4662	47.3302	49.1941	51.0581
CL0236	Social Worker BSW-NRT	Social Worker BSW-NRT												
		Social Worker Ward												
CL0230	Social Worker MSW	Social Worker MSW	CUP	20	CU3		40.9140	42.9204	44.9264	46.9336	48.9401	50.9467	52.9529	54.9594
CL0237	Social Worker MSW-NRT	Social Worker MSW-NRT												
<b>NOTE:</b>	<b>Additional payment of .70 cents per hour, responsibility pay, will be paid for individuals when working in a "Lead" role</b>													

\* Market Sensitive

\*\*Arbitrated Rate

\*\*\* 90% of Ortho Tech rate

\*\*\*\*90% of Pharmacy Technician rate

Registered Practical Nurse scales adjusted June 13, 2023

## APPENDIX B LETTERS OF UNDERSTANDING

### LETTER OF UNDERSTANDING ON IMPLEMENTATION SERVICE, OFFICE AND CLERICAL

#### (A) Mapping of St. Peter's Jobs to Hamilton Health Sciences Wage Structure

1. The Parties agree to the interim reclassification of St. Peter's job classes on a pending final disposition through a Job Evaluation Process (JIQ tool).

<b>CUPE 778 Job Classification</b>	<b>CUPE 4800 Classification</b>
Food Services Assistant	Foodhandler
Environmental Assistant	Environmental Aide
Administrative Clerk 4 (buyer)	Corporate Purchasing Clerk
Admin Clerk II	Clerk Typist 4
Cook	Cook
Storeman/Receiver	Shipper Receiver
Admin Clerk 3	Business Clerk
Admin Clerk 3 (Finance)	AP Clerk
Non Registered Assistant (NRA)	HCA
Health Records Technician	Health Records Technician
Pharmacy Technician	Pharmacy Technician
OTA/PTA	OTA/PTA
Rehab Assistant	OTA/PTA
RPN	RPN (Ward/OR)
Social Worker	Social Worker
Therapeutic Recreationist (SPH only)	HHS Therapeutic recreationist (Non-Union)

2. The Parties agree that any interim reclassification of a St. Peter's worker that results in a wage increase shall be retroactive to September 29, 2013;
3. The Parties agree that any interim reclassification of a St. Peter's worker into a position that has a lower wage rate will result in grandparenting all such reclassified St. Peter's workers at their existing St. Peter's wage rates as long as they remain in the position. It is understood by the Parties that grandparenting includes entitlement to all subsequent negotiated wage increases. It is further understood that subject to this grandparenting, the rate to which someone is mapped over the HHS job, will be the applicable rate of pay effective September 29, 2013.
4. The parties agree that should any disputes arise regarding the final disposition of these reclassifications, the reclassifications shall be determined

using the same Job Evaluation process and the same Committee Structure recently utilized to complete the HHS Job Evaluation project. It is understood that any issue not resolved by the Joint Committee may be submitted to a single arbitrator for determination according to Article 20.01 of the Collective Agreement;

- 5. The Parties agree that the rating of St. Peter's jobs shall be as they existed as of date of ratification;
- 6. The Parties agree that any increase flowing from this evaluation shall be retroactive to Sept 29, 2013;
- 7. The Parties agree that if there is any wage decrease flowing from the Job Evaluation that the grandparenting of St. Peter's wage rates and entitlement to future wage increases remains intact and in effect as long as the incumbent remains in the position;
- 8. The Parties agree to use their best efforts to start and complete the Job Evaluation in a timely manner.

(B) Transition Date

The Parties agree that all Scheduling and Benefit provisions of the expiring St. Peter's Collective Agreement shall remain in effect until a Transition Date of no sooner than 30 days from date of ratification.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicole Bonenfant*

*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*  
Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)

**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING – TRAINING OPPORTUNITIES**

The parties have agreed that subject to the conditions noted below, in order to provide employees training opportunities and thus enhanced promotional opportunities, the following may apply:

- (A) An employee interested in being considered to be trained on a particular position may indicate such interest by writing a letter to the Manager of the department in which the position is located. The employee will send a copy of such letter to the Human Resources Department.
- (B) If the Manager of the department determines there is a need to train an employee on a particular position within the department and the employee making such written request possesses the basic requirement/qualification to be considered to be trained on such position, and the Manager of the department determined the department can accommodate such training, then at the sole discretion of the Manager of the department, a training opportunity may be offered to such employee by the Manager of the department. The Manager will be responsible to set-up a training program for the employee.
- (C) Such training will be scheduled by the Manager of the department on the employee’s work time.
- (D) The Hospital agrees that it will not use an employee being trained to replace the regularly schedule hours of a bargaining unit employee.
- (E) It is further understood that effective the day of the written notice by either the Hospital or the Union, this Letter of agreement may be declared null and void.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Borenfad*  
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*EBrodody-Stubbs*  
EBrodody-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)

**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

*Davide DiSimone*

Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*

Celia Aiello (Mar 3, 2025 11:20 EST)

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**LETTER OF UNDERSTANDING – ORIENTATION PROGRAM**

In reference to Article 5.03, the Hospital will provide the President of CUPE Local 7800 letters indicating the dates and times of the regular orientation meetings conducted to CUPE bargaining unit members.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Bonenfant*  
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*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)  
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*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)  
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*Davide DiSimone*  
Davide DiSimone (Mar 3, 2025 10:39 EST)  
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*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)  
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**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)  
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*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)  
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*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)  
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**LETTER OF UNDERSTANDING – INTERPRETATION OF ARTICLE L-9 CHRISTMAS AND NEW YEARS**

The parties agree that only the person for whom consideration is given as a result to their request to have up to three (3) consecutive days off is subject to the explicit agreement to waive scheduling restrictions and premium payment as a result of their request. Other employees will not be required to waive scheduling restrictions and/or overtime/premium rates, as a result of another employee's request that is granted under this provision.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Bonenfant*  
\_\_\_\_\_

*EBroddy-Stubbs*  
\_\_\_\_\_

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
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Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*  
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Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*  
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Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*  
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Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*  
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Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
\_\_\_\_\_

Nicole Robinson (Mar 6, 2025 09:06 EST)

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LETTER OF UNDERSTANDING – ARTICLE L-12 (B) SENIORITY LISTS

The Hospital agrees to post seniority lists in accordance with this Article within one (1) month of both January and July such that the previous list will remain posted together with the new list, for a period of no less than two (2) consecutive months.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicole Borenfant*

*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*  
Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

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LETTER OF UNDERSTANDING – ARTICLE L-12 (C) BULLETIN BOARDS

The Hospital agrees to work with the Union to find suitable locations and reasonable quantities (or sizes) of Bulletin Boards such that each site provides reasonable access to all CUPE members.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

\_\_\_\_\_

*Nicole Bonenfant*

\_\_\_\_\_

*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*

Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*

Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*

Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*

Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*

Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING – GRIEVANCE MEETINGS**

It is understood between the parties that grievance meetings attended by the members of the Management Grievance Committee and members of the Union Grievance Committee will be regularly scheduled at least twice per month at a time mutually agreeable to the Hospital and the Union.

Notwithstanding the above, the parties recognize there may be a need to schedule additional grievance meetings or revise the above scheduled dates and time. In such cases, either party may request additional grievance meetings and such meetings will be rescheduled at a time mutually agreed upon by the parties.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*  
\_\_\_\_\_

*Nicole Bonenfant*  
\_\_\_\_\_

*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*  
Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

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## LETTER OF UNDERSTANDING EXTENDED TOUR SCHEDULE FOUR ON, FIVE OFF

### Article 1 – Preamble

- 1.1 In accordance with Articles 14.01 and 14.04 of the CUPE Local 7800 Collective Agreement, the parties may negotiate the extended tour provisions at a local level.
- 1.2 Whereas the parties have agreed per Article L-7.09 Extended Tours, to extended tour provisions for twelve hour four (4) on, five (5) off extended tours.
- 1.3 Whereas the parties agree, in compliance with Article L-7.07 (G), that employees receive twelve recognized Holidays to consist of seven and one-half (7.5) hours each.
- 1.4 Now therefore, the parties enter into this agreement to ensure consistent averaging of hours for a total 1950 hours per year for employees who work a thirty-seven and a half (37.5) hour/week position.

### Article 2 – Definitions

- 2.1 Pick-Up Shift - An additional shift worked by an employee that is paid at the employee's regular straight time hourly rate to ensure that an employee is scheduled for a total of 1950 hours per year.
- 2.2 It is understood that an employee may request to utilize lieu time accumulated in accordance with Article 15.04 for a scheduled pick-up shift, such request will not be unreasonably denied.

### Article 3 – Full-time Employees 37.5 Hours/Week

- 3.1 The average work week of a full-time (1.0 FTE) employee is thirty-seven and one-half (37.5) hours per week averaged over the course of a period of nine (9) weeks for the purpose of determining overtime entitlement.
- 3.2 The bi-weekly pay period is variable and ranges from approximately forty-five (45) hours to ninety (90) hours within a pay period. This does not include any pick-up shifts that may be scheduled during a pay period. It is understood that such hours shall not be construed as a guarantee of hours and shall be paid at the employee's regular straight time hourly rate, and will not be used for purposes of overtime calculation.
- 3.3 For purpose of clarity, the employee shall be paid one and one-half

*CUPE Local 7800 Service, Office and Clerical Central and Local Provisions 2023*

times (1 ½) their straight time hourly rate for any hours that the employee works in excess of three hundred and thirty-seven and one half (337.5) hours over the course of a period of nine (9) weeks. The nine (9) week period shall commence on the first pay period of each year.

**Article 4 – Full-time and Part-time Employees Who Work Less than 37.5 Hours/Week**

- 4.1 The regular work week of a full-time or regular part-time employee who is scheduled to work less than thirty-seven and one-half (37.5) hours/week shall be averaged over a period of nine (9) weeks for the purpose of determining overtime entitlement. It is understood that such hours shall be paid at the employee's regular straight time hourly rate not to be used for the purposes of overtime calculation
- 4.2 For purpose of clarity, the employee shall be paid one and one-half times (1 ½) their straight time hourly rate for any hours that the employee works in excess of three hundred and thirty-seven and one half (337.5) hours over a nine week period. The nine (9) week period shall commence on the first pay period of each year.
- 4.3 The bi-weekly pay period is variable. The Hospital will endeavor to schedule an employee's regular hours equitably across each pay period throughout the nine (9) week averaging period.

**Article 5 – Statutory Holidays for Full-time Employees only**

Statutory holidays may be incorporated into the employee's rotation on scheduled days off.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Borenejad*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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**FOR THE UNION**

*Jillian Watt*

Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*

Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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*Brad Elms*

Brad Elms (Mar 3, 2025 10:21 EST)

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*Davide DiSimone*

Davide DiSimone (Mar 3, 2025 10:39 EST)

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*Celia Aiello*

Celia Aiello (Mar 3, 2025 11:20 EST)

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LETTER OF UNDERSTANDING – AGREEMENT FOR EXTENDED TOURS (2/3)  
SCHEDULE

Article 1 Preamble

- 1.1 In accordance with articles 14.01 and 14.04 of the CUPE Local 7800 collective agreement, the parties may negotiate the extended tour provisions at a local level
- 1.2 Whereas the parties have agreed per Article L-7.07 Extended Tours, to extended tour provisions for twelve hour extended tours to schedule employees to seventy-eight and three quarter (78.75) hours in a bi-weekly pay period.
- 1.3 Whereas the parties agree, in compliance with article L-7.07 (G), that employees receive twelve recognized Holidays to consist of seven and one-half (7.5) hours each.
- 1.4 Now therefore, the parties ~~agree to enter into an averaging~~ this agreement to ensure consistent averaging of hours for a total 1950 hours per year for employees who work a thirty-seven and a half (37.5) hour/ week position.

Article 2 Definitions

- 2.1 Drop shift or Drop - A drop shift or drop is a scheduled shift that is removed from an employee's schedule to ensure that the employee will have worked a maximum of 1950 hours within a calendar year.
- 2.2 For clarity, an employee may elect to utilize lieu time accumulated in accordance with Article 15.04 during a pay period in which a drop shift occurs.

Article 3 Full-time Employees 37.5 Hours/Week

- 3.1 The parties agree that the work week of a full-time (1.0 FTE) employee is scheduled thirty-seven and one-half (37.5) hours per week averaged over the course of the calendar year.
- 3.2 The bi-weekly pay period shall consist of seventy-eight and three-quarter hours (78.75) hours. It is understood that such hours shall be paid at the employee's regular straight time hourly rate, and will not to be used for purposes of any overtime/premium payments.
- 3.3 The parties agree that in accordance with article L-7.07 (G) that statutory holidays are payable at seven and one-half (7.5) hours.

- 3.4 In consideration of the variability between shift length and statutory holiday pay, the parties agree the total number of hours to be dropped from an annual schedule will total approximately forty-five (45) hours over the course of a full calendar year. It is understood that the actual number of shifts required to be dropped may vary from individual to individual resulting in either more or less than forty-five (45) actual hours to be dropped from the individual employee's annual schedule.
- 3.5 In order to achieve 1950 hours within the calendar year, the Hospital will drop scheduled shifts from the employee's schedule on a cyclical rotation (e.g. on a quarterly basis). This may total a maximum of forty-five (45) hours per calendar year, but may vary from employee to employee depending on individual schedules.
- 3.6 Notwithstanding Article 3.5 above, the parties agree that employees may request to schedule a drop shift outside of the cyclical rotation. Such requests shall be granted where operationally feasible.

#### Article 4 Full-time and Part-time Employees Who Work Less than 37.5 Hours/Week

- 4.1 The regular work week of a full-time or part-time employee who works less than 37.5 hours/week shall be averaged over a period of six (6) weeks for the purpose of determining overtime entitlement. It is understood that such hours shall be paid at the employee's regular straight time hourly rate not to be used for purposes of any overtime/premium payments. For purpose of clarity, the employee shall be paid one and one half times (1 ½) his/her straight time hourly rate for any hours that the employee works in excess of two hundred and twenty-five (225) hours over a six (6) week period. The six (6) week period shall commence on the first full pay period of each year.
- 4.2 The bi-weekly pay period is variable. The Hospital will endeavor to schedule an employee's regular hours equitably across each pay period throughout the six (6) week averaging period.

#### Article 5 Dispute

- 5.1 The parties agree that this settlement, is without prejudice or precedent and shall not be raised in any future proceedings whatsoever, save and except, to enforce the terms herein.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Bonenfant*

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*EBrodody-Stubbs*

EBrodody-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*

Brad Elms (Mar 3, 2025 10:21 EST)

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Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*

Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*

Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*

Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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## LETTER OF UNDERSTANDING THIRD PARTY SICK ADJUDICATION/ DISPUTE RESOLUTION

### **Purpose**

To provide a forum in which to review and make decisions on appeals from employees on claims involving the denial of HOODIP or equivalent plan short and long term sick benefits under the Collective Agreement which would otherwise be processed to Arbitration under Article 13.01.

- (A) The parties agree that all third party sick adjudication shall commence at Step 2 of the grievance procedure, provided that the provisions of Article 7.03 have been met.
- (B) The employer will provide a detailed description for its denial of the claim and/or provide a detailed and complete description of the medical information that it believes/claims is required to establish or re-establish entitlement. In order that such information be proved, the grievor must give, to the Hospital, written authorization to obtain the information relevant to their claim on file with the Third Party Adjudicator. The parties will agree to HHS representatives to whom disclosure will be made.
- (C) Failing resolve, the parties agree to an expedited medical mediation/arbitration process. If the notice to refer to mediation is not received from CUPE within 18 (eighteen) days for the Step 2 written response of the Hospital, then the claim will be deemed to be withdrawn, and any grievance under the Collective Agreement will be deemed abandoned.
- (D) The Parties will agree to the selection of arbitrators on an as needed basis
- (E) The parties will exchange written submissions and/or evidence not less than two (2) weeks prior to the hearing date. Notwithstanding this, the parties may, at their discretion present "vice voce" evidence. The Hospital and CUPE will jointly present a statement of agreed upon facts to the extent possible, including the time period in dispute.
- (F) Appropriate, impartial medical consultants will be agreed to by the parties and shall be available to the arbitrator in an advisory capacity. If the parties cannot agree on a medical consultant, the arbitrator may call on a consultant from a roster supplied by the College of Physicians and Surgeon's. The medical consultant will provide information on the nature of the specific illness(es) or disability(ies). The arbitrator may request an interpretation of medical reports, test results and other medical documentation on file. The medical consultant will not provide an opinion related to the decision on the appeal period.

- (G) An award order will be issued under the auspice of an arbitration as contemplated in the Labour Relations Act, Section 48, 49, 50.
- (H) The decision of the arbitrator shall be final and binding on the parties.
- (I) The arbitrator will, in the award, provide an effective date of claim where appropriate and applicable.
- (J) In the event that the arbitrator awards in favour of the employer, the recovery of any/all overpayments, shall be in compliance with Section 13 of the ESA. The grievor and the Hospital will, at that time, enter into a written agreement detailing the recovery process and amount to be deducted from the grievor's pay.
- (K) In the event that the arbitrator awards in favour of the Union/Employee, the employer agrees to the payment of any/all retroactivity within 30 days from the date of the award. Such payment to be made through the normal payroll process and subject to all normal payroll deductions.
- (L) Fees and expenses, as approved by the parties, of medical consultants and the arbitrator, shall be divided equally between the Hospital and CUPE.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Bonenfant*  
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*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)  
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*Brad Elms*  
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Davide DiSimone (Mar 3, 2025 10:39 EST)  
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*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)  
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*Jillian Watt*  
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*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)  
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**LETTER OF UNDERSTANDING – FOOTWEAR DESIGNATED AREAS**

In reference to Article, 19.01, the Hospital recognizes that protective footwear may be required to be worn to perform work in certain areas or by certain classifications. It is the responsibility of the employee to purchase and wear protective footwear in areas that have been designated as requiring protective footwear by the Hospital. The Hospital may also require protective footwear of any other employee, based on a task analysis hazard identification.

CSA grade 1 footwear is required on construction sites

It is understood that such Hospital requirements may change in various units.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*  
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*Nicole Bouchard*  
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*EBrodody-Stubbs*  
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EBrodody-Stubbs (Mar 3, 2025 10:00 EST)

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*Nicole Robinson*  
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Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING – WAGE HARMONIZATION**

- (A) The parties will form a Joint Job Harmonization Committee (JJHC) to review bargaining unit jobs no later than three weeks after the local issues board chaired by arbitrator Kaplan issues its award. There will be an equal number of representatives appointed by each of the Hospital and the Union (in addition to CUPE National Union representative(s)). Each party shall appoint a co-chair for the JJHC. Meetings of this committee shall be held during normal working hours. Time spent attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at their regular or premium rate as may be applicable.
- (B) The parties agree to identify job classifications and positions at the various sites whose core duties, responsibilities and educational requirements are substantially the same or similar and whose hourly wage rates are different and to move the hourly rates of pay of those job classifications and positions to the highest rate among them.
- (C) In the event of any dispute(s) between the parties arising from the job harmonization process, set out above, such dispute(s) will be referred back to the local issues board chaired by arbitrator Kaplan no later than three months following the issuance of the award referred to in paragraph 1 above.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

Erin Cardwell

Nicole Bonenfant

EBroddy-Stubbs  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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**FOR THE UNION**

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Kim O'Hearn (Mar 5, 2025 12:09 EST)

Nicole Robinson  
Nicole Robinson (Mar 6, 2025 09:06 EST)

**LETTER OF UNDERSTANDING RESPONSIBILITY PAY WEST LINCOLN B WARD  
COMPLEX CONTINUING CARE**

The RPN working the midnight shift in West Lincoln B Ward Complex continuing care be identified as a lead hand and entitled to the seventy-cent (\$0.70) per hour lead hand premium provided in the HHS-CUPE 7800 Appendix A whenever an RN is not on shift.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Bonenfant*

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Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING – ARTICLE L-13 SCHEDULING COMMITTEE**

The parties agree to meet for the purposes of discussing and restructuring the current scope of the scheduling committee under article L-13.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Boneyfant*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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Nicole Robinson (Mar 6, 2025 09:06 EST)

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**LETTER OF UNDERSTANDING – UTILIZATION OF CASUAL STAFF ACROSS SITES**

The parties agree to meet and discuss the potential of the utilization of casual staff across all Hospital sites within 120 days of the ratification of this agreement.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicolo Bonenfant*

*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
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Nicole Robinson (Mar 6, 2025 09:06 EST)

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LETTER OF UNDERSTANDING – Article 9.05 (J)

- 1) The parties agree that temporary vacancies/opportunities will be offered out as they arise (real time).
- 2) Casual employees may be utilized after exhausting all eligible full-time and regular part-time staff.
- 3) Upon the natural conclusion of their current temporary vacancy, an eligible full-time and regular part-time employees may elect to displace a casual employee in a temporary vacancy within their incumbent department and site that has been filled in accordance with paragraph 2 above, provided that:
  - i) The employee provides two (2) weeks but not less than one (1) weeks' notice before the end of their current temporary assignment;
  - ii) The subsequent assignment results in an increase or decrease in the regularly scheduled hours of work and/or an increase in the regular rate of pay for the employee; and,
  - iii) Where at the time the employee assumes the subsequent assignment, there is at least six (6) weeks remaining in the temporary vacancy.
- 4) If there is more than one temporary vacancy being filled in accordance with paragraph 2 above, the full-time or regular part-time employee will be offered the temporary vacancy with the most time remaining provided it meets the requirements of paragraph 3 above.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicole Boneyfaut*

*EBroddy-Stubbs*  
EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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Nicole Robinson (Mar 6, 2025 09:06 EST)

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LETTER OF UNDERSTANDING – ANNUAL VACATION REQUEST PROCESS

The Parties agree to discuss the process for annual vacation request within 120 days of ratification of this agreement at the Scheduling Committee under Article L-13. The discussions shall include but are not limited to the Union’s proposal dated December 7, 2021 and the Hospital’s proposal dated December 2, 2021.

The Parties further agree that if an agreement cannot be arrived at with Respect to the annual vacation request process, they will advance their respective proposals to mediation/arbitration, as contemplated in Section 50 of the Labour Relations Act, 1995, by no later than September 1, 2022.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

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*Nicole Bonenfant*

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*EBroddy-Stubbs*

EBroddy-Stubbs (Mar 3, 2025 10:00 EST)

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Kim O'Hearn (Mar 5, 2025 12:09 EST)

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*Nicole Robinson*

Nicole Robinson (Mar 6, 2025 09:06 EST)

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## LETTER OF UNDERSTANDING – ASSIGNMENT OF EXTRA SHIFTS

The Hospital and the Union are agreeable to the following trial process for the assignment of extra shifts for the duration of this collective agreement. The trial can be ended by either party, for any reason, provided 6 weeks' notice is given. It is understood that for the duration of the trial period, this LOU will supersede the article L-7.04 of the Collective Agreement. Should this trial be ended the parties will revert to the language of L-7.04. Any extension of the trial is null and void unless both parties agree to extend or amend such agreement during the subsequent round of bargaining for the local agreement.

1. An extra shift shall mean a shift resulting from an incumbent to a posted permanent position being absent from their scheduled shift to work said position and when additional shifts are those shifts that need to be filled prior to posting the schedule as per L.7.02. It is understood that where the Hospital elects to fill a portion of any said shift(s), the following process will also apply.
2. Full-time and regular part-time employees may indicate in writing, their desire to be considered for extra or additional shifts within their incumbent classification, department and site. It is understood that employees who are offered extra or additional shifts in accordance with the process outlined herein must have the required skills and training for the shift.
3. Where an extra or additional shift list is originally established, it shall be done so in order of seniority. It is understood that there will be only one list used for extra and additional shifts.
4. An employee indicating an interest in being added to a previously established list will be placed on the list in accordance with their seniority as indicated on the seniority list posted in January and July of each year, per article L-12 (B) of the Collective Agreement.
5. It is understood that paragraph 4 will also apply to employees working in temporary assignments. Their position on the extra or additional shift list within their home department will remain frozen for the duration of the temporary assignment.
6. Should an employee wish to be considered for extra shifts or additional shifts in pay period in which they have requested vacation, they must notify their Manager in writing prior to the schedule being posted.
7. Full-time 37.5 hour employees who may be eligible for extra shifts as a result of time off work must notify the Employer in writing prior to the schedule being posted if they wish to be considered to extra shifts up to their full incumbency. Such shifts will be offered in accordance with this Letter of Understanding.

8. When offering extra or additional shifts, the Hospital, will do so in order of seniority. Each shift will be offered to the most senior person, before moving to the next employee on the list. For clarity any scheduling would not result in any over time premium payment. Each new shift will be offered as per this process.
9. For employees working 7.5 hour daily tours, it is agreed that extra shifts may be offered with less than sixteen (16) consecutive hours between shifts without incurring the premium payment prescribed under L-7.05 (a)
10. For employees working extended tours, it is agreed that extra shifts the employer may be offered with less than twelve (12) consecutive hours between shifts without incurring the premium payment prescribed under L-7.07 (f) and L-7-08 (f).
11. It is understood that such extra shifts shall not be used for the purposes of any premium payments and shall not be construed to be a guarantee of hours of work.
12. It is further understood that extra shifts or additional shifts may be removed from an employee's schedule if the incumbent employee cancels their time off request or returns from their leave early. In the event this occurs, the Hospital will endeavor to provide the impacted employee with as much advance notice as possible. These impacted employees would not have a claim for lost wages or schedule change premiums outlined in L-7.03 of the Collective Agreement.
13. When an employee accepts an extra or additional shifts, they must report for that shift unless arrangements satisfactory to the hospital are made. If an employee calls in sick for their extra shift they would not be entitled to sick time as this is beyond their incumbency.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicole Bonenfant*

*EBrodody-Stubbs*  
EBrodody-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
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**FOR THE UNION**

*Jillian Watt*  
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*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

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*Celia Aiello*

Celia Aiello (Mar 3, 2025 11:20 EST)

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## LETTER OF UNDERSTANDING – DISTRIBUTION OF OVERTIME

The Hospital and the Union are agreeable to the following trial process for the distribution of overtime for the duration of this collective agreement. The trial can be ended by either party, for any reason, provided 6 weeks' notice is given. Any extension of the trial is null and void unless both parties agree to extend or amend such agreement during the forthcoming round of bargaining for the local agreement:

All efforts will be made to avoid overtime. In the event that an overtime shift is offered it shall be distributed in the following manner.

1. All employees who are interested in working an overtime shift within their current department are required to declare their willingness to work overtime in writing to the department. It is understood that employees who are offered overtime in accordance with the process outlined herein must have the required skills and training for the shift.
2. A unit listing of full-time and part-time employees who indicate an interest to work overtime will be retained by the department. For clarity, there will be one overtime list for all employees per department.
3. Where a departmental listing is established it shall be established by department and seniority. Each shift will be offered as per this process.
4. An employee indicating a desire to be added to the list, will be placed on the list in accordance with their seniority as indicated on the seniority list posted in January and July of each year, per article L-12 (B) of the Collective Agreement.
5. It is understood that such overtime shift shall not be used for the purposes of any additional premium payments and shall not be construed to be a guarantee of hours of work. Such overtime shifts shall not be used to calculate pre-injury hours in the event a modified work program needs to be established.
6. When an employee accepts an overtime tour, they must report for that tour unless arrangements satisfactory to the hospital are made.
7. Staff in temporary assignments outside their home unit will be added to their temporary unit's overtime distribution list in accordance with paragraph 4 above. Their position on the overtime distribution list within their home unit will remain frozen. Upon return to their incumbent position, the employees shall resume their position within the home department's overtime distribution list.

8. Notwithstanding the above, additional overtime hours available prior to or following a scheduled shift will be offered to employees currently working in the unit and on the shift the additional hours are attached to. The offer will be made to employees working on the shift by seniority.

Dated in Hamilton this 28<sup>th</sup> day of February, 2025.

**FOR THE HOSPITAL**

*Erin Cardwell*

*Nicole Borenfaud*

*EBrodody-Stubbs*  
EBrodody-Stubbs (Mar 3, 2025 10:00 EST)

*Brad Elms*  
Brad Elms (Mar 3, 2025 10:21 EST)

*Davide DiSimone*  
Davide DiSimone (Mar 3, 2025 10:39 EST)

*Celia Aiello*  
Celia Aiello (Mar 3, 2025 11:20 EST)

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**FOR THE UNION**

*Jillian Watt*  
Jillian Watt (Mar 5, 2025 12:05 EST)

*Kim O'Hearn*  
Kim O'Hearn (Mar 5, 2025 12:09 EST)

*Nicole Robinson*  
Nicole Robinson (Mar 6, 2025 09:06 EST)

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APPENDIX "C" FROZEN SICK PROVISIONS

Frozen Sick for Former 778 Employees of St. Peter's Hospital

The Parties agree that under the terms of Article 13 of the former Local 778 contract (expiring September 28, 2009), there is a sick bank with a payout provision (Article 13.10 and 13.11 below).

Article 13.06

"...Any unused sick leave will accumulate to the employee's credit and such unused sick leave may accumulate to a maximum of three hundred and eighteen (318) days..."

Article 13.10

"An employee who has completed two years of continuous service shall, on termination of employment, receive one half (1/2) of his/her sick leave credits at his/her current rate of pay. This applies only to employees hired prior to October 2, 1979 and eligible for sick leave at that time. For new hires only Article 13.11 applies."

Article 13.11

"Further to Article 13.10, the following schedule of payment of unused sick leave credits will apply to an employee upon termination of service.":

<u>After year of</u>	<u>Entitlement</u>
5 years	55%
10 years	65%
15 years	75%
20 years	100%

"In the event that of the death of an employee prior to termination of employment, his/her estate representative is entitled to receive payment of the gratuity calculated to the above date of death".