

COLLECTIVE AGREEMENT

BETWEEN



**THE CORPORATION OF
THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the “Employer”)

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the “Union”)



January 1, 2023 – December 31, 2025

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ARTICLE 1 – PURPOSE

1.01 Preamble

The purpose of this Agreement between the Employer and the Union is to:

- a) To maintain harmonious relations between the Employer and the Union.
- b) Provide for ongoing communication between the Union and the Employer.
- c) To provide the prompt disposition of grievances and the settlement of disputes.
- d) To maintain mutually satisfactory wages, hours of work and other conditions of employment in accordance with the provisions of this collective agreement.
- e) To recognize the mutual value of joint discussions between employees and the Employer.
- f) To encourage fairness and efficiency in operations.
- g) To promote high moral and wellbeing of all employees.
- h) To work effectively together to secure the best possible care and health protection for patients.

1.02 Whenever the feminine pronoun is used in this Agreement, it includes the masculine pronoun and vice versa, where the text so requires. Where the singular is used, it may also refer to the plural, and vice versa as required.

1.03 Recognition

The Employer recognizes the Canadian Union of Public Employees and it's Local 4440 as the sole and exclusive bargaining agent for all paramedic employees of the Leeds Grenville Paramedic Service of the United Counties of Leeds and Grenville, save and except Paramedic Service administrative assistant, PS clerical/program support, Superintendents and persons above the rank of Superintendent.

ARTICLE 2 - DEFINITIONS

2.01 Temporary Assignment

A temporary assignment shall be defined as a person employed up to eighty-four (84) hours per bi-weekly period to fill a temporary vacancy, to replace a fulltime employee in the bargaining unit who is on an approved leave of absence or sick leave or to perform a special non-recurring task not to exceed four (4) months. The period of employment of such persons leave will not exceed the absentee's leave.

In the event the temporary assignment is awarded to a fulltime employee, the fulltime employee will retain their fulltime status and at the completion of the temporary assignment, shall be returned to their original fulltime position.

This Collective Agreement will apply to Part-time employees on Temporary Assignment as if they were Part-time employees, except as provided in Article 18.02 (e).

2.02 **Full-Time Employee**

A Full-Time employee shall be defined as one who has been appointed to a full-time position and is regularly scheduled for work and/or an employee who has been appointed to a Full-Time permanent position whereby the station and shift are floating (Full-Time Float).

2.03 **Part-Time Employee**

A Part-Time employee shall be defined as one who is not regularly scheduled for work except where assigned to a temporary position/assignment.

A Part-time Employee may be scheduled to work up to eighty-four (84) hours in a bi-weekly period.

ARTICLE 3 - MANAGEMENT RIGHTS

3.01 **Management Functions**

The Union recognizes and acknowledges that the management of the Employer's business and direction of the workforce are fixed exclusively with the Employer, and without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Employer to:

- (a) Maintain order, discipline and efficiency, and to establish, enforce and alter from time to time rules and regulations governing the conduct of the employees;
- (b) Discharge, suspend or otherwise discipline employees, provided that employees who have completed their probationary period shall only be disciplined for just cause;
- (c) Hire, select, promote, demote, and classify, transfer and lay off employees;
- (d) Determine the nature and kinds of business to be conducted by the Employer, and in the interest of efficient operation and highest standard of service, determine job rating or classification, the hours of work, work assignments, methods of doing the work, the equipment to be used, the content of jobs and the standards of performance for all employees;
- (e) Extend, limit or curtail operations or any part thereof;
- (f) Determine the number of employees to be employed, the hours to be scheduled, starting and stopping times and overtime required.

3.02 The Employer agrees that the above described management rights shall be exercised consistent with the terms of this Collective Agreement. Workplace rules and standard operating procedures shall be observed by all employees.

ARTICLE 4 - DISCRIMINATION

- 4.01 The United Counties of Leeds and Grenville recognizes the right of every employee to work in an environment that is free from discrimination and harassment.

The Employer and the Union agree that there will be no discrimination, interference, intimidation, restriction or coercion exercised or practiced by any of their representatives with respect to any employee because of their membership or non-membership in the Union or activity or lack of activity on behalf of the Union or by reason of exercising their rights under the Collective Agreement.

The Employer and the Union agree that there shall be no discrimination or harassment with respect to an employee covered by this agreement on any grounds prohibited by the *Human Rights Code of Ontario*.

It is the Employer's responsibility to have a policy regarding discrimination and harassment in the workplace. The policy shall identify that employees who are found to have engaged in discrimination or harassing conduct may be subject to disciplinary action, up to and including discharge for cause.

For investigations occurring under this policy employees will have the right to be accompanied by a union representative for support during their interviews. The Employer shall provide the union with a copy of the findings of such investigations.

The Employer's policy(s) and its procedures with respect to discrimination and harassment shall not abrogate any employee's right to file a grievance or to exercise their rights under the Ontario Human Rights Code or other relevant employment-related legislation.

ARTICLE 5 - STRIKES & LOCKOUTS

- 5.01 The Union agrees there shall be no strikes and the Employer 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 6 - UNION SECURITY

- 6.01 **Union Dues & Union Agreement**

The Employer agrees to deduct from every employee the monthly membership dues, initiation fees and other levies in accordance with the Union by-laws, and owing by them to the Union. Deductions shall be made from the payroll period at the first of each month under direct remittance to the CUPE National Office the fifteenth of the month following, accompanied by a list of the names of the employees from whom such dues deductions have been made.

6.01 Continued

All new employees shall be given an electronic copy of the Collective Agreement along with a package provided by the Union and relevant information for the new employee at the time they are employed. If possible, Administration will introduce new employees to executive members and stewards while on orientation visits, if the executive and stewards are available.

The Human Resources Department will provide the Union with a list of addresses and primary phone number of all employees in the bargaining unit every June 1 and December 1. It is the Employee's responsibility to notify the Human Resources Department of any changes to their address or phone number in writing.

Upon prior approval, the Employer shall provide sufficient meeting space to allow the Local Union to hold its monthly meeting on the Employer premises, provided such space is available.

The Union agrees to save the Employer harmless and to indemnify the Employer with respect to any claim made against the Employer by any employee or group of employees arising from the deduction of Union dues as provided herein.

6.02 **No Other Agreements**

No employee shall be required or permitted to make any written or verbal agreement with the Employer 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 Employer without proper authorization from the Union.

6.03 **Bulletin Boards**

The Employer shall provide to the Union reasonable access to its bulletin boards, including electronic, at each station for the posting of notices or other information, provided that they are in good taste. The Chief or delegate may remove those that do not meet the above requirements.

6.04 **Correspondence**

All correspondence between the Parties relating to this Agreement and its administration shall normally pass between the Chief or delegate, and the President of the Union.

ARTICLE 7 - UNION REPRESENTATION AND COMMITTEES

7.01 The Union agrees to inform the Employer, in writing, of the names of the stewards and of any changes therein, and the Employer will not be required to recognize such stewards until notification from the Union has been received.

7.02 **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 the Employer's premises or on the Employer's time without the prior approval of the Employer, except as specifically provided for in this Agreement. Such approval will not be unreasonably denied.

7.03 **Labour-Management Committee**

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.

An equal number of representatives of each Party as mutually agreed shall meet at a time and place mutually satisfactory. Meetings shall be held in the months of January, May and October with additional times being arranged if necessary. Meetings may be cancelled by mutual consent of the parties. A request for a meeting hereunder will be made in writing at least one week 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. If a meeting is scheduled where a representative is on the night shift the night prior to the meeting, the representative will be re-scheduled from that night shift to a day shift on the day of the meeting and this is considered their regularly scheduled hours of work for that day.

7.04 **Negotiating Committee**

The Employer agrees to recognize a negotiating committee comprised of up to three (3) employees including the Local President for the purposes of negotiating a renewal Agreement. The Union shall have the right to appoint an alternate who will be recognized by the Employer, in the event a member of the negotiating committee is not able to attend negotiation meetings.

7.04 Continued

Members of the negotiating committee shall suffer no loss of pay in respect of regularly scheduled working hours for time spent in direct negotiation of a renewal Collective Agreement. If a meeting is scheduled where a representative is on the night shift the night prior to the meeting, the representative will be re-scheduled from that night shift to a day shift on the day of the meeting and this is considered their regularly scheduled hours of work for that day.

The Union will advise the Employer in writing at least three (3) weeks prior to the commencement of negotiations of the identity of the employee members of the Union negotiating committee.

Nothing in this Article is intended to preclude the Union Negotiating Committee from having the assistance of a representative of the Canadian Union of Public Employees when negotiating with the Employer.

7.05

Union Stewards

The Employer agrees to recognize a total of seven (7) (including the Chief Steward). 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. The Union will endeavor to have equal representative from each team (i.e. Team 1 and Team 2).

A Chief Steward or designate may, in the absence of any steward, assist in the presentation of any grievance, or with any steward function.

The Union shall keep the Paramedic Service Chief (or designate) and the Employer's Human Resources Manager 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.

It is agreed that Union stewards have their regular duties and responsibilities to perform for the Employer and shall not leave their regular duties without first obtaining permission from their immediate superintendent. If, in the performance of their duties, a Union steward is required to enter an area within the Employer's premises in which they are not normally employed, they shall report their presence to the superintendent 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 superintendent. A Union steward shall suffer no loss of earnings for time spent in performing the above duties during their regular scheduled working hours.

ARTICLE 8 - GRIEVANCE PROCEDURE

8.01 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. Where discipline has been issued by a person in a position in a higher rank than Superintendent, the grievance process will commence at Step 2.

8.02 Complaint Process

It is the mutual desire of the Employer and the Union that complaints shall be addressed as quickly as possible, and it is understood that an employee has no grievance until they have first given their immediate Superintendent or designate the opportunity of addressing their complaint. Such complaint shall be discussed with their immediate Superintendent or designate within ten (10) calendar days from the event giving rise to the grievance, or from when the employee should have reasonably become aware of the event giving rise to the grievance. The parties shall discuss the facts giving rise to the complaint or grievance, and the relief sought. The Superintendent or designate shall reply in writing within ten (10) calendar days. If the grievance is not resolved with the employee's Superintendent, then within ten (10) calendar days of receiving the Superintendent's or designates written decision, the grievance may be continued in the following manner.

Step 1

The employee must submit the grievance in writing within ten (10) calendar days of receipt of the Superintendent's response signed by them and by a Union representative to the Deputy Chief or their designate. The written grievance shall identify the facts giving rise to the grievance, the Article or Articles of the Collective Agreement allegedly violated and the relief sought. The parties shall meet at a time and place to be mutually agreed upon, within ten (10) calendar days of the submission of the grievance. The Deputy Chief or designate will deliver their decision in writing within ten (10) calendar days following the day on which the grievance meeting is held.

Step 2

Within ten (10) calendar days following the decision in Step 1, the Union may submit the grievance to the Chief of Paramedic Service or their designate (the appointed designate cannot be the same individual that heard the grievance at Step 1). The Parties shall meet at a time and place to be mutually agreed upon, within ten (10) calendar days of the submission of the grievance at Step 2. The Chief of Paramedic Service or designate shall provide their written decision on the grievance within ten (10) calendar days from when the grievance, meeting is held.

8.03

Group Grievance

Where a number of employees have identical grievances and each employee would be entitled to grieve separately, the Union may present a group grievance in writing identifying each employee who is grieving to the Deputy Chief of Paramedic Service 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. 1 and the applicable provisions of this Article shall then apply with respect to the processing of such grievance.

8.04

a) Unjust Discharge

The 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 shall be treated as a grievance if a written statement of such grievance is lodged by the employee with the Chief of Paramedic Service at Step No. 2 within ten (10) calendar days after the date of the discharge. The Employer agrees that it will not discharge an employee who has completed their probationary period, without just cause.

b) Unjust Suspension or Discipline

Wherever the Employer deems it necessary to suspend or discipline an employee, the Employer shall notify the Union of such suspension or discipline in writing. A claim by an employee that they have been unjustly suspended or disciplined shall be treated as a grievance if a written statement of such grievance is lodged by the employee with the Deputy Chief of Paramedic Service at Step No. 1 within ten (10) calendar days after the date of the suspension or discipline. The Employer agrees that it will not suspend or discipline an employee who has completed their probationary period, without just cause.

8.05

Policy Grievance

A grievance arising directly between the Employer and the Union concerning the interpretation, application, administration or alleged violation of this Collective Agreement may be originated at Step 2 within fourteen (14) calendar days following the circumstances giving rise to the grievance.

It is expressly understood, however, that the provisions of this article may not be used with respect to a grievance directly affecting an employee which they could have instituted themselves, and the regular grievance procedure shall not be by-passed. The Union shall not be entitled to any remedy which could have been secured on the basis of an individual grievance.

8.06 Union Representation

The employee, at their option, may be accompanied and represented by a Union Representative at all steps of the grievance procedure. In the case of formal discipline, suspension or discharge, the Employer shall notify the employee of this right in advance.

ARTICLE 9 - ARBITRATION

- 9.01 Failing settlement of a grievance under the above described grievance procedure, that grievance, including a question as to whether or not the grievance is arbitrable, may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within fourteen (14) calendar days after the decision at Step 2 of the grievance procedure, the grievance shall be deemed to be abandoned.
- 9.02 When either Party requests that a grievance be submitted to arbitration, it shall make such request in writing addressed to the other Party to this Collective Agreement, and at the same time appoint a nominee. Within ten (10) calendar days thereafter, the other Party shall appoint its nominee, provided however, that if such Party fails to appoint its nominee as herein required, the Minister of Labour for the Province of Ontario shall have the power to make such appointment upon application. The two nominees shall agree upon the Chair of the Arbitration Board. If they are unable to agree upon such Chair within a period of fourteen (14) calendar days, they shall then request the Minister of Labour for the Province of Ontario to appoint a Chair.
- 9.03 Nothing in this Article shall limit the ability of the Parties to agree to have a grievance heard by a sole arbitrator, who shall be agreed upon between the Parties or appointed by the Minister of Labour for the Province of Ontario if required, and the time lines set out in Article 9.02 shall apply with any necessary changes.
- 9.04 No matter may be submitted to arbitration which has not been properly carried through all Steps of the grievance procedure.
- 9.05 No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or settle the grievance in question.
- 9.06 The Arbitration Board shall hear and determine the difference between the Parties and shall issue a decision which shall be final and binding upon the Parties and upon any employee affected by it. The decision of the majority shall be the decision of the Board; however, where there is no majority, the decision of the Chair shall be the decision of the Board.
- 9.07 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 provisions of this Agreement.

- 9.08 The Parties will bear the expense of their own nominee and the Parties will equally share the fees and expenses of the Chair of the Arbitration Board.

ARTICLE 10 - ACCESS TO FILES

10.01 Access to Personnel File

Each employee shall have reasonable access to their personnel file for the purpose of reviewing any documentation contained therein, in the presence of a staff member of the Human Resources Department. An employee has the right to request copies of any evaluations in this file. The union may, with written permission from the employee to the Human Resources Department, have reasonable access to the employees personnel file. A request for copies of employee's file documentation must be made by the employee.

- 10.02 Any record of oral reprimand, letter of warning, suspension or any other disciplinary sanction will be removed from an employee's personnel file fifteen (15) months following the date of incident giving rise to such oral reprimand, letter of warning, suspension or other disciplinary sanction provided that such employee's record has been discipline free for the fifteen (15) month period. In the event an employee is on a leave of absence of any type greater than three (3) months, the time period will be suspended at the commencement of the absence and will recommence once the employee has returned to their former duties/status.

ARTICLE 11 - SENIORITY

11.01 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 will accumulate seniority on the basis of 2,080 hours equals one (1) year. Notwithstanding that Part-Time employees may work in excess of 2,080 hours in one (1) year, they will not accumulate more than one (1) year seniority in any given year. As such Part-Time employees shall not accumulate more than eighty (80) hours per bi-weekly pay period. Part-Time employees converting to Full-Time status shall be credited with Full-Time seniority on the basis of one year Full-Time seniority for each 2,080 hours Part-Time seniority with the corresponding pro-rating applied as required.

Full-Time employees converting to Part-Time status shall be credited with Part-Time seniority on the basis of 2,080 hours Part-Time seniority for each one (1) year, full-time seniority, with the corresponding pro-rating applied as required.

11.01 Continued

The Employer shall maintain separate Full-Time and Part-Time Seniority Lists showing the date upon which each employee's service commenced. The list will also show each Full-Time employee's years of service and each Part-Time employee's accumulated hours as the case may be. The list will be posted two (2) times annually. The Full-Time and Part-Time Seniority Lists will be generated to coincide with the closing date of Temporary Contracts as described in Article 12.02 a) ii). The Employer will post the Seniority Lists prior to the call out of the temporary assignments. Any employee alleging an error on the Seniority List shall be required to provide written notice of such alleged error to the Employer within thirty (30) calendar days of the posting of the Seniority List, failing which the Seniority List and all information listed (i.e. Years of service, seniority hours, placement on this list) shall be deemed to be accurate.

Seniority will operate on a bargaining unit wide basis. No employee on the Part-Time Seniority List may exercise seniority rights over an employee on the Full-Time Seniority List.

11.02 **Loss of Seniority**

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

- (a) resigns;
- (b) is discharged and not reinstated through the grievance/arbitration procedure;
- (c) is retired;
- (d) is absent from scheduled work for a period of two (2) or more consecutive working days without notifying the Employer of such absence and providing to the Employer a satisfactory reason;
- (e) fails to return to work upon the termination of an authorized leave of absence without satisfactory reason;
- (f) has been laid off and not accumulating Part-Time seniority, for eighteen (18) months;
- (g) if the employee has been laid off and fails to return to work within seven (7) calendar days after that employee has been notified by the Employer through registered mail addressed to the last address on the records of the Employer;
- (h) is absent due to non-occupational illness or disability for a period of twenty-seven (27) calendar months from the time the disability or illness commenced (this sub-article shall be interpreted consistent with the provisions of the Ontario Human Rights Code).

11.03

Effect of Absence

- (a) During any approved unpaid absence for thirty (30) continuous calendar days or less, or any approved paid absence, both seniority and service will accrue.
- (b) During any unpaid absence exceeding thirty (30) continuous calendar days, credit for service for the purposes of vacation, sick leave and any other benefits under the provisions of this Collective Agreement or elsewhere shall be suspended for the period of the absence. In addition, the employee will be responsible for the full payment of any subsidized employee benefits in which they are participating for the period of the absence, except that the Employer will continue to pay its share of the premiums twenty-four (24) months if an employee is in receipt of WSIB benefits.
- (c) Despite paragraph (b), service shall accrue for a period of fifteen (15) weeks if the employee is in receipt of WSIB benefits.
- (d) During any unpaid absence exceeding thirty (30) continuous calendar days, credit for seniority for the purposes of promotion, demotion, transfer or layoff shall continue during the period of absence. For seniority purposes only, the calculation for credit for seniority for Part-Time employees in receipt of WSIB benefits will be based on the average of hours worked for the twenty- six (26) week period prior to the illness/injury.
- (e) All of the foregoing is subject to the application of the provisions of the Ontario Human Rights Code.

11.04

Probation

- (a) New employees shall be considered to be on probation for a period of 1,040 hours worked from the date of last hire. The probationary period may be extended by an additional 520 hours worked by mutual agreement between the Union and the Employer if performance requires additional monitoring by the Employer.
- (b) The release or discharge of a probationary employee during the probationary period shall not be subject to the grievance or arbitration procedures in this Collective Agreement.
- (c) Upon the successful completion of the probationary period, the employee shall be credited with seniority from their date of last hire.

ARTICLE 12 - JOB VACANCIES AND PROMOTIONS

12.01 Full-Time Vacancy

- (a) When a new position is created or an existing position becomes vacant within the bargaining unit, the Employer will provide notice of the vacancy/job opportunity on the Employer's job board for ten (10) calendar days. Such posting shall advise that applications may be submitted by Full-Time employees for both the specific station assignment at which the vacancy/job opportunity exists, and any other station assignments which may become available as a result of the filling of the original vacancy/job opportunity.

An internal posting will close to coincide with the end of a pay period and seniority under this provision only will be calculated as at the close of the internal posting.

- (b) The posting from (a) above shall also be directed at the Part-Time employees, identifying the existence of a Full-Time vacancy/job opportunity at a station assignment yet to be determined, pending the filling of the Full-Time vacancy/job opportunity described in paragraph (a). Any such posting shall be posted on all bulletin boards for ten (10) calendar days.
- (c) Full-Time positions will be filled first from among Full-Time employees who have applied for a station assignment transfer, on the basis of seniority.
- (d) Any Full-Time vacancy which remains following the completion of the process described in paragraph (c) will be filled from among the Part-Time employees. The Employer shall award any such position to the senior qualified Part-Time applicant, with a documented work record satisfactory to the Employer.
- (e) When an external posting for new employees becomes available, the Employer will provide notice of the job opportunity on the Employer's job board for a minimum of ten (10) calendar days.

12.02 Temporary Vacancy

- (a) The employer will post temporary vacancies of six (6) months expected duration to the Paramedic's Counties' email for seven (7) calendar days. Such postings shall advise that applications may be submitted by Full-Time and by Part-Time employees.
 - (i) It is understood that an employee making an application to the temporary vacancy process will include all temporary vacancies during the posting period.
 - (ii) In the case of a temporary assignment, once the original temporary assignment is filled by a Full-Time employee, limited to four (4), the subsequent vacancy must be filled by a Part-Time employee.

12.02 (a) Continued

- (iii) It is intended that all six (6) month temporary assignments will be posted simultaneously twice per year, which will be for March to August and September to February whereby the temporary assignment would start as of the beginning of the first pay period of March and September.
- (iv) Seniority for the purpose of awarding a candidate to the posting shall be as per the end of the pay period that concluded most recently prior to the end date of the posting.
- (b) Where the Employer determines a temporary vacancy exists of greater than four (4) weeks outside of the simultaneous postings in (a) (iii) above, the Employer will post such temporary vacancy, however the end date for such temporary vacancy must not extend beyond the end date of any other temporary assignments from (a) above.
- (c) During the term of their temporary assignment, an employee cannot transfer to any concurrent or new temporary assignments.
- (d) An employee making an application to a temporary vacancy will be contacted at the telephone number listed in the electronic scheduling system. It is understood the employee will be provided a maximum of one (1) hour to accept or reject an offer for a temporary assignment once contact is made directly by phone. After the one (1) hour has passed without acceptance the offer will be deemed rejected and the Employer may move on to the next employee on the list. Extensions to the one (1) hour will be granted where extenuating circumstances exist. Such extensions will not be unreasonably withheld. Where no contact has been made, the Employer shall provide twenty-four (24) hours for the applicant to respond before calling the next applicant on the list. The posting shall contain the date that calling of the applicants will commence.
- (e) In order to facilitate the process, a live tracking program will be utilized and viewable by the employees. Employees will be notified by Counties' email when the live tracking becomes available.

12.03

Transfer and Seniority Outside the Bargaining Unit

- (a) It is understood that an employee shall not be transferred by the Employer to a position outside the bargaining unit without their consent.

12.03 Continued

- (b) An employee who is transferred to a position outside the bargaining unit with their consent shall not, accumulate seniority. In the event the employee returns to a position in the bargaining unit within twelve (12) 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. This employee shall pay union dues throughout the transfer period for the sole purpose of maintaining their seniority held at the time of transfer and to hold their permanent classification (not station assignment) within the bargaining unit. An employee not returned to the bargaining unit within twelve (12) months shall forfeit bargaining unit seniority. The Union shall be notified of the start/end date of such transfers.

12.04 **Relocations of Positions**

For any permanent relocation of station or shift assignment made by the Employer the affected employees will have the option to accept the relocation or to displace a less senior Full-Time employee and each less senior Full-Time employee so displaced shall in turn have the right to exercise their own seniority in the same manner. The transition schedule will be administered by the Employer in a manner that does not create an overtime situation.

ARTICLE 13 - LAYOFF AND RECALL

- 13.01 1. a) A layoff is defined as a reduction in the number of bargaining unit positions or a reduction in a Full-Time employee's regularly scheduled hours of work resulting in less than 2,080 hours per annum.
- b) In the event of a proposed layoff of a permanent or long term nature or the elimination of a position within the bargaining unit, the Employer shall:
 - (i) Provide the Union with no less than three (3) months written notice of the proposed layoff or elimination of position; and
 - (ii) Provide to the affected employee(s), if any, no less than three (3) 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.

An employee in receipt of notice of layoff may:

- (iii) Accept the layoff; or
- (iv) Displace the most junior Full-Time employee; or
- (v) Elect to be placed on the Part-Time employee list.

13.01 (1) (b) Continued

An election under option (iv) will trigger the implementation of a “bumping meeting” for the purpose of facilitating the affected employee’s right to displace any junior employee from their station or shift, and each junior employee so displaced shall in turn have the right to exercise their own seniority in the same manner. The Employer shall lay off employees in reverse order of seniority, provided that those employees who remain on the job have the skill and ability to perform the remaining work.

An employee shall have opportunity of recall from a layoff to an available opening in order of seniority, provided that they have the skill and ability to perform the work.

- (c) In determining the ability of an employee to perform the work for the purposes of the paragraphs above, the Employer will provide and pay for an opportunity to requalify for any required certification and in all respects shall not act in an arbitrary or unfair manner.

- 2. 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.

The Employer shall notify the employee of recall opportunity by registered mail, addressed to the last address on record with the Employer (which notification shall be deemed to be received on the fourth 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 and telephone number being on record with the Employer at all times.

In the event of a layoff of an employee, the Employer shall pay its share of insured benefits premiums for the duration of the three month notice period.

13.02 **Benefits on Layoff**

In the event of a layoff of an employee, the Employer shall pay its share of insured benefits premiums up to the end of the month in which the layoff occurs.

The employee may, if possible under the terms and conditions of the insurance benefits programs, continue to pay the full premium cost of a benefit or benefits for up to three (3) months following the end of the month in which the layoff occurs. Such payment can be made through the payroll office of the Employer provided that the employee informs the Employer of their intent to do so at the time of the layoff and arranges with the Employer the appropriate payment schedule.

13.03 **Severance**

Employees with more than five (5) years' service in receipt of notice of layoff pursuant to Article 13.01 (b) shall be entitled to severance pay in the amount of one week of regular wages multiplied by the sum of (a) the number of years of service the employee has completed; and (b) the number of months of service not included in clause (a) that the employee has completed, divided by twelve (12). For the purposes of indefinite layoff only, employees will become eligible for severance pay after one (1) year of service.

The maximum severance payment shall be twenty-six (26) weeks.

Employees that accept the layoff as per Article 13.01 (b) (iii) shall be paid the severance pay forthwith.

Employees that elect to displace a junior employee as per Article 13.01 (iv) shall have their layoff notice rescinded and shall not be entitled to severance pay.

Employees that are unable to displace a junior employee and who have not accepted the layoff shall have their severance pay held by the Employer until such time as the recall rights expire or the employee forfeits their recall rights at either of which times the severance pay shall be paid out.

ARTICLE 14 - CONTRACTING OUT

- 14.01 The Employer 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 employee(s), other than Part-Time employees, results from such contracting out.

ARTICLE 15 - WORK OF THE BARGAINING UNIT

- 15.01 Employees not covered by the terms of this agreement will not perform duties normally assigned to those employees who are covered by this agreement, except for the purposes of training, and emergencies when regular employees are not readily available.
- 15.02 Volunteers who are not members of the bargaining unit may not perform bargaining unit work.
- 15.03 Any special event or undertaking by the Employer, for which an employee may be expected to perform their regular duties including delegated medical acts, occurring outside of the Service's normal deployment plan shall be paid at the applicable rate.

Such duties shall be offered in accordance with Article 16.

ARTICLE 16 - STAFFING

- 16.01 The Employer agrees to schedule all ambulances and PRU's with Paramedics all being members of the bargaining unit. All Full-Time absences must be filled in accordance with the following:
- (a) In the event the Employer chooses to hire Full-Time floating employee(s), every attempt will be made to back fill the vacancy first by assigning a Full-Time floating employee, failing that;
 - (b) Every attempt will be made to back fill the vacancy by calling in a part-time employee (excluding an offer of overtime), utilizing the process described in the Letter of Understanding regarding calling in, failing that;
 - (c) The Employer will fill the vacancy by calling in a Full-Time employee (regular or floating) on an overtime shift. Overtime will be offered to employees on a rotating basis utilizing the process described in the Letter of Understanding regarding calling in.
 - (d) The Employer will fill the vacancy by calling in a Part-Time employee on an overtime shift. Overtime will be offered to employees on a rotating basis utilizing the process described in the Letter of Understanding regarding calling in.
 - (e) In the event that the Employer fulfills its obligations under paragraphs (a), (b), (c) and (d) above, the Employer shall be at liberty to fill the shift as it sees fit.

ARTICLE 17 - LEAVES OF ABSENCE

17.01 Personal Leave

Written requests for a personal leave of absence without pay for up to a maximum of one (1) year will be considered on an individual basis by the Employer. Such requests are to be submitted to the employee's immediate superintendent at least four weeks in advance, unless it is not reasonably possible to give such notice. A request for a leave of absence to work for another Employer will not be considered. 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. Such leave shall not be unreasonably withheld.

17.02 Union Business

The Employer 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 Employer. Such leave will not be unreasonably denied.

17.02 Continued

In requesting such leave of absence for an employee or employees, the Union must give at least five (5) calendar days clear notice of such request in writing to the Employer.

During such leave of absence, the employee's salary and applicable benefits shall be maintained by the Employer on the basis of what their normal regular hours of work would have been, provided that the Union reimburses the Employer in the amount of such salary and applicable benefits within forty-five (45) days of billing. The Employer will invoice the union each quarter in the months of January, April, July and October for the previous quarter including related documentation to union leave being billed. At the beginning of each quarter, the Deputy Chief may request a meeting with the Union President, or designate, to meet to discuss the invoices. If the Employer does not invoice the Union within thirty (30) calendar days following the close of each quarter listed above, then the invoices due during such quarter shall be considered abandoned. The Employer shall invoice separately the time off for that of local business and that of national business. The Employer will send to the union confirmation of receipt of payment within 10 calendar days of receiving payment.

17.03 **Full-Time Position with the Union**

Upon application by the Union, in writing, the Employer shall grant leaves of absence, without pay, to an employee elected or appointed to Full-Time or temporary Union office or position. It is understood that no more than one employee 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 date of appointment unless extended for a specific further period by agreement of the Parties.

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. 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 Employer 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.

17.04

Bereavement Leave

An employee shall be granted bereavement leave for seven (7) calendar days without loss of regular pay from regularly scheduled hours in the event of the death of the employee's spouse or child. An employee shall be granted bereavement leave for five (5) calendar days without loss of regular pay from regularly scheduled hours in the event of the death of the employee's parent, sister, brother, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or foster child and one (1) day in the event of the death of the employee's aunt, uncle, niece or nephew. Such leave shall be taken in consecutive calendar days and shall be taken to coincide with the day of the funeral or memorial services of the deceased person (other arrangements may be made with the approval of the Employer).

An employee may reserve one of the days specified above for future use with the approval of the Employer, to attend the memorial service or spring interment of the deceased, if that service is scheduled at a later date.

Where the funeral or memorial service occurs at a locale in excess of 450 kilometers outside of the geographic region of Leeds and Grenville, the Employer shall provide two (2) consecutive calendar days of unpaid leave for travel time which shall coincide with the bereavement leave. Employees may draw from existing leave banks towards these two (2) days.

The Employer, in its sole discretion, may extend such leave without pay.

For the purposes of this bereavement leave Article only, the relationships specified above shall include a common law spouse or same sex partner (defined as a person with whom the employee has had a relationship of some permanence and with whom the employee is cohabiting at the time of death. Proof of cohabitation may be required.

17.05

Bereavement During Vacation

Where an employee's scheduled vacation is interrupted due to bereavement, the employee shall be entitled to bereavement leave in accordance with Article 17.04.

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.

17.06

Jury and Witness Duty

If an employee is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or is required by subpoena to attend a court of law or coroner's inquest in connection to a case arising from the employee's duties, the employee shall not lose regular pay because of such attendance provided that the employee:

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

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 an employee's duties on their regularly scheduled day off, the Employer will reschedule the employee's day off. Where the employee's attendance is required during a different shift than they are required to work that day, the Employer will attempt to reschedule the shift to include the time spent at such hearing.

Where the Employer 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 one and one half (1 ½) times their straight time hourly rate subject to (a), (b), and (c) above.

17.07

Education Leave

If required by the Employer, an employee shall be entitled to leave of absence with pay and without loss of seniority and benefits to write examinations, to upgrade their employment qualifications.

Where employees are required by the Employer to take courses to upgrade or acquire new employment qualifications, the Employer shall pay the full costs associated with the courses.

Subject to operational requirements, the Employer will make every reasonable effort to grant requests for necessary changes to an employee's schedule to enable attendance at a recognized upgrading course or seminar related to employment with the Employer. All such courses or seminars shall be approved by the Employer in advance.

17.08 **Integration of Leaves**

It is agreed and understood that all leaves of absence under this Agreement including but not limited to sick leave, bereavement leave and leaves of absence, whether paid or unpaid, constitute a greater right or benefit than the Emergency Leave provisions in the *Employment Standards Act*. It is further agreed and understood that the statutory emergency leave days may not be pyramided on top of any leave whether paid or unpaid, under the terms of this Agreement.

17.09 **Pregnancy Leave and Parental Leave**

- (a) Pregnancy and Parental 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 endeavor to give written notification at least four (4) but, not less than 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 Employer 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 Employer at least four (4) weeks in advance thereof.
- (d) Credits for service and seniority shall accumulate for a period of up to seventy-eight (78) weeks while an employee is on pregnancy and/or parental leave.
- (e) The Employer 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 seventy-eight (78) weeks while the employee is on pregnancy and/or parental leave.
- (f) Subject to any changes to the employee's status which would have occurred had they not been on pregnancy and/or parental leave, the Employee shall be reinstated to their former duties, on the same shift in the same department, at the same rate of pay.

17.09 (g) **Pregnancy Leave**

On confirmation by the Canada Employment Insurance Commission of the appropriateness of the Employer'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 of the *Employment Insurance Act* shall be paid a supplemental unemployment benefit for a period not exceeding sixteen (16) weeks. The supplement shall be equivalent to the difference between ninety percent (90%) of their normal weekly earnings and the weekly benefit rate of fifty-five percent (55%) of the regular weekly earnings up to a maximum amount as defined by Service Canada and any other earnings. Receipt by the Employer 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 Employer will pay the employee ninety percent (90%) of their normal weekly earnings during the initial period of the leave while waiting to receive Employment Insurance benefits. The timeframe of this waiting period is as per the EI standards for wait time regarding Pregnancy Leave.

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

This sub-article (g) shall apply to Full-Time employees, if permitted by the governing legislation or regulations. This sub-article (g) shall also apply to Part-Time employees assigned to a temporary Full-Time position however, these employees will be eligible for the SUB Plan only after: sixty (60) calendar days or the equivalent number of shifts worked (that would normally be worked in sixty (60) calendar days) whichever is the longer, from the commencement of the temporary assignment, and if permitted by governing legislation or regulations.

17.09 (h) **Parental Leave**

For the purpose of this sub-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 who intends to treat the child as their own.

On confirmation by the Canada Employment Insurance Commission of the appropriateness of the Employer'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 the *Employment Insurance Act* shall be paid a supplemental unemployment benefit for a period not exceeding thirteen (13) weeks. The supplement shall be equivalent to the difference between ninety percent (90%) of their normal weekly earnings and the weekly benefit rate of fifty-five percent (55%) of the regular weekly earnings up to a maximum amount as defined by Service Canada and any other earnings. Receipt by the Employer of the employee's unemployment insurance cheque stubs shall constitute proof that they are in receipt of Employment Insurance parental benefits.

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 pregnancy leave.

In addition to the foregoing, the Employer will pay the employee ninety percent (90%) of their normal weekly earnings during the initial period of the leave while waiting to receive Employment Insurance benefits. The timeframe of this waiting period is as per the EI standards for wait time regarding Pregnancy Leave.

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

This sub-article (h) (i) shall apply to Full-Time employees, if permitted by the governing legislation or regulations. This sub-article (h) (i) shall also apply to Part-Time employees assigned to a temporary Full-Time position however, these employees will be eligible for the SUB Plan only after: sixty (60) calendar days or the equivalent number of shifts worked (that would normally be worked in sixty (60) calendar days) whichever is the longer, from the commencement of the temporary assignment, and if permitted by governing legislation or regulations.

17.10 **Reservist Leave**

Employees who are attending Reservist training, shall be entitled to unpaid leave up to a maximum of eighty-nine (89) days. Such requests are to be submitted to the employee's immediate superintendent at least four (4) weeks, or as close as is practicable in advance. A written reply will be given within fourteen (14) days of the receipt of the request. Seniority and length of service credits shall continue to accrue during the leave.

ARTICLE 18 - SICK LEAVE, INJURY AND DISABILITY

18.01 **Quarantine**

Time lost by a paramedic because of job related circumstances with the Employer and as a result of being quarantined by a certified medical practitioner, or as a result of the operation of the provincial Designated Officer Program, shall be treated as a leave of absence with pay for the period directed by the certified medical practitioner/Medical Officer of Health (if the incident is subsequently found to be compensable under the Workplace Safety and Insurance Act, the employee agrees to repay to the Employer the monies received under this Article).

18.02 **Sick Leave and Short Term Disability**

The following terms are established for the sick leave and short-term disability program for Full-Time employees:

- (a) The purpose of the sick leave credits and short-term disability program described in this Article is to compensate employees for loss of income due to absence from work because of legitimate personal sickness or injury.
- (b) Regular Full-Time employees working 2184 hours per year will be paid for sick leave at their regular straight time hourly rate up to ninety-six (96) hours of paid sick leave per payroll year. Such sick leave shall be placed in a bank for each employee on the first pay of each payroll year.
- (c) The first two (2) days of absence due to sickness or injury will be paid for at 100 percent of gross salary by means of sick leave credits as in (b) above, deducted from the employee's sick leave bank, provided sufficient leave credits exist in that bank.
- (d) Notwithstanding paragraph (c) above, short-term disability benefits as described will start from the first working day in the event of hospitalization of the employee. Hospitalization shall mean admitted inpatient or an employee that requires day surgery or is under medically supervised care while at home receiving treatment (i.e. IV drugs/wound care).

18.02 Continued

- (e) New regular Full-Time employees and temporary Full-Time employees will be entitled to a prorated portion of the ninety-six (96) hours of paid sick leave per payroll year, depending on the number of hours worked during the payroll year compared to the normal annual hours of a regular full-time employee. However, these employees will be entitled to access their accumulated paid sick leave only after 60 calendar days from the commencement of the Full-Time start date or temporary assignment. The calculation for sick time credits will begin on the first day of the temporary assignment.

Part-Time employees who have completed a temporary Full-Time assignment will be able to retain their accumulated sick leave credits throughout the payroll year and be able to utilize such sick benefits during the payroll year or appointment to a Full-Time position with no qualifying period to be served within the remainder of the payroll year. An employee transferring from a temporary assignment to a Full-Time position cannot accumulate more than ninety-six (96) hours per payroll year.

- (f) Sick leave without pay shall be granted to an employee who has not worked their 60 calendar days period, who has completely used all sick leave credits or who is unable to return to work at the termination of the period for which sick leave with pay was granted.
- (g) An employee taking ill or suffering an accident when working will notify a Superintendent and/or designate before leaving their duties, and if the illness or accident takes place at other times, a Superintendent and/or designate will be notified as soon as possible, in any case not later than the time at which the employee would normally be required to report for duty.
- (h) Any further absence due to illness or injury beyond the first two (2) days will be paid by means of the short-term disability program, on the following basis:
 - (i) if requested by the Employer, a medical certificate satisfactory to the Employer must be provided by the employee, confirming that the employee's medical condition prohibits them from attending at work, and if possible, containing the physician's prognosis (the Employer will reimburse the employee the cost of any such medical certificate);

- 18.02 (h) (ii) short-term disability benefits shall be paid in accordance with the following:

Years of Service	Weeks at 95%	Weeks at 85%
Less than 1	0	17
1 – 2	3	14
2 – 4	6	11
4 – 6	9	8
6 – 8	12	5
8 – 10	15	2
10	17	0
Note: 95% weeks used before 85% weeks.		

An employee shall not be entitled to be paid in any one calendar year more than a total of 150% of the maximum number of 95% weeks and 85% weeks shown on the above chart, rounded up to the next whole number, regardless of the number of occasions the STD is accessed and provided however, that under no circumstances will an employee be entitled to more than seventeen weeks per occurrence (including for any occurrence which overlaps two payroll years).

Years of Service	Weeks at 95%	Weeks at 85%
2-4 years	6	11

Maximum number of 95% weeks per calendar year equals
 $6 \times 1.5 = 9$

Maximum number of 85% weeks per calendar year equals
 $11 \times 1.5 = 16.5$ (17)

- (iii) the employee cooperates in the provision of medical information to substantiate their absence from work and relating to their return to work, together with any other information which relates to that return to work (the Employer will reimburse the employee the cost of any such medical certificate).
- (iv) in the event of:
- (a) a conflict in the medical information provided by the employee, or,
 - (b) the activities of the employee while in receipt of short-term disability benefits, are inconsistent with the medical information provided by the employee, the Employer may require the employee to attend a physician chosen jointly by the physicians of the Employer and the employee, and paid for by the Employer, for the purposes of a medical examination to determine the employee's continued eligibility for short-term disability benefits, the prognosis for the employee's medical condition, and/or the adequacy of the treatment received by the employee to date.

18.02 (h) Continued

- (v) an employee who is absent due to sickness or injury shall give as much notice as reasonably possible to the Employer of their intended date of return to work.
- (vi) successive absences from work due to the same non-occupational illness or accident shall be considered as being the same period of disability for the purposes of this Article unless such absences from work are separated by fifteen (15) consecutive working days. (A "working day" for the purposes of this Article shall be at least 50% of an employee's regularly scheduled shift).

18.03 Medical notes requested by the Employer shall be paid for by the Employer.

18.04 **Injury Pay**

If an employee is injured on the job and their superintendent 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.

18.05 **Payment Pending Determination of WSIB Claims**

- (a) An employee who is absent from work as a result of an illness or injury sustained at work and who is awaiting approval of their claim for WSIB benefits will have their pay continued based on the entitlements arising out of the STD plans pending approval of the claim.
- (b) The payment of an advance shall be made by the Employer on the basis of the following terms and conditions:
 - (i) The funding of the advance will be from the employee's STD entitlements.
 - (ii) The employee must provide satisfactory evidence of their disability as setout in Article 18.02 (h) i).
 - (iii) Upon approval of the WSIB claim, the amount equivalent to the WSIB Benefits paid under paragraph (a) above will be credited back to the employee's STD entitlement. In the event the WSIB claim is not approved, the employee will be considered to be on Short Term Disability as defined in Article 18.02.
- (c) When in receipt of weekly compensation payments from the Workplace Safety & Insurance Board, at the employee's option, the employee's vacation and/or banked time credits may be used to top up the WSIB payments to the maximum allowed under the Workplace Safety and Insurance Act. Any topping up may continue until the employee's vacation and/or banked credits have been depleted.

18.06 **Sick Leave, Injury and Disability**

Where temporary modified duties or accommodation are medically necessary in accordance with the Ontario Human Rights Code, and offered by the Employer, they shall be offered to an employee at their current rate of pay for their classification. (For this clause Temporary is defined as less than 120 calendar days).

Positions will be posted as permanent full-time positions:

- (a) In the event of an absence due to non-occupational illness or disability for a period of twenty-seven (27) calendar months from the time the disability or illness commenced.
- (b) In the event of an absence due to WSIB illness or disability for a period of twenty-seven (27) calendar months from the time the disability or illness commenced.

These sub-articles shall be interpreted consistent with the provisions of the Ontario Human Rights Code.

ARTICLE 19 - HOURS OF WORK

19.01 The provisions of this Article are intended only to define the normal hours of work and to describe when employees are entitled to overtime, and shall not be construed as a guarantee of hours of work per day or per week.

19.02 The normal hours of work shall be based upon twelve (12) hour shifts as regularly scheduled. Accordingly, the normal hours of work over a fourteen (14) day period shall be eighty-four (84) hours. The Employer and the Union agree that the twelve (12) hour shifts shall constitute a "regular work day" within the meaning of the Employment Standards Act.

19.03 The work week in the Paramedic Service is agreed to be the seven (7) days commencing on Sunday at 7:00 a.m. for the purposes of this hours of work Article.

19.04 The Union hereby agrees on behalf of itself and each employee in the bargaining unit that such employees may agree to work up to a maximum of sixty (60) hours of work in a week if required by the Employer. This agreement is made in accordance with the relevant provisions of the Employment Standards Act.

19.05 **Time Off Between Shifts**

- (a) When a Full-Time employee is required to permanently change their regular shift, forty-eight (48) hours shall be allowed between shifts. If, however, a Full-Time employee is required to report to work in less than forty-eight (48) hours in such circumstances, the Full-Time employee shall be paid overtime rates for the period worked before forty-eight (48) hour time allowed for shift change under this Article has expired.

19.05 Continued

- (b) Where the start of a shift is less than eight hours from the end of the employee's previous shift, the employee will be provided with their eight hour (8) rest period and they will be paid for the entire scheduled shift following the rest period.

19.06 **Part-Time Paramedics Availability**

- (a) A Part-Time employee must maintain a minimum availability of ten (10) shifts per calendar month. A minimum of three (3) of these shifts will be a night shift and a minimum of three (3) of these shifts will be for a weekend, defined as starting on a Friday night shift and ending with the start of a Sunday night shift. This is not to be construed as a guaranteed number of shifts per month.

During the December and January period of availability, Part-Time employees shall include four (4) shifts of their ten (10) shifts to include January 1st day or night, December 24th day or night, December 25th day or night, December 26th day or night and December 31st day or night.

- (b) Except for leaves provided for under the terms of the Collective Agreement or under applicable legislation, a Part-Time paramedic will maintain their availability throughout the calendar year. A Part-Time paramedic who fails to be available in accordance with this provision shall be deemed to have resigned employment.
- (c) Part-Time paramedics must indicate availability as follows: by October 1st for the January to June period; by March 1st for the July to December period.
- (d) If availability changes subsequent to the submission of the timesheet, it is the responsibility of the Part-Time paramedic to notify the Employer at least forty-eight (48) hours in advance of the dates in question.
- (e) Refusal is defined as a Part-Time paramedic turning down a shift in which they have indicated they are available, and a phone call was made and no response back from the Part-Time staff as per timeframes referenced in Process for Employee Call In and Part-Time Scheduling Letter of Understanding.
- (f) A Part-Time paramedic shall not refuse more than two (2) shifts for which they have indicated their availability in a rolling six (6) week period. Should this occur the employee shall be required to attend a meeting with the Employer within ten (10) days and unless there is a reason acceptable to the Employer they shall be deemed to resign. The Employee will not be assigned any further shifts within that ten (10) day period awaiting that meeting. If the Employee does not meet with the Employer in this ten (10) day then the deemed resignation is automatic. An employee may be required to produce a certificate from a duly qualified medical practitioner should illness be given as the reason for the refusal.

19.06 Continued

- (g) In the event a Part-Time employee has not worked a shift in three (3) consecutive months, the Employer will request via registered letter the employee's confirmation of their desire to continue employment with the Employer or their written resignation. If the Employer does not receive a response from the employee within one (1) month of written request/communication, the employee will be deemed to have resigned. If the employee expresses a desire to continue employment as above, however, does not work a shift in the subsequent three (3) consecutive months, the Employee will be deemed to have resigned, unless on an approved leave of absence. This time period may be extended based on exceptional circumstances and mutual agreement of the parties.
- (h) Part-Time paramedics may be deployed at the sole discretion of the Employer in accordance with operational requirements and in accordance with the Collective Agreement.
- (i) Part-Time paramedics shall have the option of accepting or declining shifts once they have accumulated eight-four (84) hours in a pay period.
- (j) The maximum availability that can be provided within a twenty-four (24) hour period will count as two (2) shifts worth of availability only. A day shift will be defined as shift with a scheduled start time between 0600 and 1200 hours. Two (2) day shift start times must be provided to meet availability requirements for day shift availability. A night shift will be defined as a shift with a scheduled start time between 1800 and 2200 hours.

19.07

Premium Payment

- (a) Full-Time employees who work in excess of the regular daily shift/work more than their regular scheduled hours eighty-four (84) in a fourteen (14) day period) shall be paid overtime at the rate of one and one half (1 1/2) times the normal hourly rate.
- (b) Part-Time employees who work in excess of the regular daily shift of twelve (12) hours or over eighty-four (84) hours in a two (2) week period, shall be paid overtime at the rate of one and one half (1 1/2) times the normal hourly rate.
- (c) Night Shift - Effective of ratification: Employees assigned to work a shift where fifty percent (50%) or more of the shift falls between 19 00 and 0 700 shall be paid a shift premium of one dollar and fifteen cents (\$1.15) per hour for all hours worked between 1900 and 0700.
- (d) Weekend Shift - Effective of ratification: Employees assigned to work a shift between 0700 and 2300 Saturday and/or Sunday shall be paid a weekend premium of one dollar and fifteen cents (\$1.15) per hour for all hours worked.
- (e) Where an employee works more than their scheduled hours (i.e., 12) during a premium paid shift, they shall be paid at two (2) times their regular straight time hourly rate of pay for all overtime hours so worked beyond the scheduled 12 hours.

- 19.08 Overtime premium will not be duplicated or 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.

Note: No pyramiding of premiums

19.09 **Time Off in Lieu of Overtime**

- (a) Employees who work overtime will not be required to take time off in regular hours to make up for overtime work. Operational requirements permitting, in lieu of cash payment, a full-time employee may choose to bank the compensatory time. A Full-Time employee may accumulate overtime hours, for the purpose of time off in lieu of overtime payment, to a maximum of one hundred and sixty-eight (168) hours in a payroll year. It is understood that employees may access their accumulated bank for cash payout quarterly during the year on the first pay period (March, June, September, and December). Employees can access a maximum of eighty-four (84) hours per cash payout unless it is the final quarter of the calendar year.
- (b) Time off in lieu of overtime may be taken on a mutually agreed upon basis between the employee and the Employer, such time off will be the equivalent of the premium rate the employee has earned for working overtime. The Employer shall pay any banked lieu time balance on the final pay of the payroll year.
- (c) **Work on a Lieu Day**
If an employee is called in to work and agrees upon request by the Employer to perform work on a scheduled lieu day, the employee shall be paid at a rate of two and one half (2.5) times their regular straight time rate of pay for all hours worked. The scheduled lieu day will not be deducted from the bank. This time cannot be banked.

19.10 **Reporting Pay**

Employees who report for any scheduled shift shall 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 Employer. The reporting allowance outlined as herein shall not apply whenever an employee has received prior notice not to report for work. The Employee must remain on shift unless released by the Superintendent or designate.

19.11 **Call Back**

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

- 19.12 Employees who work during periods of time change from and to Daylight Savings time shall be deemed to have worked their full shift and shall be paid accordingly at their regular straight time hourly rate (i.e. 13 hours worked, 12 hours paid; 11 hours worked, 12 hours paid).
- 19.13 The Employer shall post the work schedules for regularly scheduled work at least two (2) weeks in advance of each bi-weekly pay period.
- 19.14 Where an overtime premium is applicable, the Employer and the union agree that the Employer will allow for a minimum of at least eight (8) hours rest between the end of the overtime period and the next scheduled shift.

The Employer and the union agree that Part-Time employees who are not in a temporary assignment may agree to accept shifts where at least eight (8) hours rest occurs between the end of the last shift and the commencement of the new one. It is understood that such an agreement does not trigger overtime pay provisions because of the allowable eight (8) hour rest period.

19.15 **ACP Consolidation**

An Advanced Care Paramedic (ACP) or pending ACP employee required to work consolidation hours to be certified by Base Hospital may complete those hours within Leeds Grenville Paramedic Services. These shall be considered normal working hours.

ARTICLE 20 - PAID HOLIDAYS

- 20.01 Subject to Article 20.02, Full-Time employees shall be granted the following paid holidays without loss of regular pay;

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	Float Day(s) (2)

At the beginning of the year, the Employer will credit the Full-Time employee with the paid holidays that they will be entitled to during the year.

Paid holiday leave time will be pro-rated for employees hired or changing from Part-Time to Full-Time status after January 1st. Employees on unpaid leaves will have their paid holiday leave time pro-rated for the duration of the leave. In the case of employees terminating or changing status from Full-Time to Part-Time after January 1st will have the amount pro-rated.

20.01 Continued

In the case where the employee has utilized paid holidays in excess of the pro-rated amount, the employee will consent to the deduction of any monies owed from their final/next pay.

The floating holidays may be taken by the Full-Time employee as mutually agreed upon between the Employer and the employee.

Any remaining holiday lieu time will be paid out to the employee on the final pay of the year.

20.02 Part-Time employees will be eligible for the paid holidays listed in the chart in 20.01 above and the method of calculation of payment will be in accordance with the Public Holidays provisions of the *Employment Standards Act*. Part-Time employees shall not qualify for any float holidays listed in 20.01.

20.03 All hours worked by an employee beyond 19:00 Christmas Eve (December 24) or New Year's Eve (December 31) the employee shall be paid at time and a half the employee's regular rate of pay.

20.04 If a Full-Time employee is called in to work on the lieu day of a paid holiday, they shall receive two and one half (2.5) times their regular straight time rate of pay for all hours worked. This time cannot be banked. The scheduled lieu day will not be deducted from the bank.

Paid holidays requests shall be submitted to the Deputy Chief or their designate at least five (5) working days prior to the date being requested.

ARTICLE 21 - VACATION

21.01 **Vacation Year**

The vacation year shall run from the first day of the first pay commencing the payroll year and ending the last day of the last pay of the same year. Unless there is specifically authorized carry-over, all vacation should be taken prior to the last day of the last payroll of each vacation year. (The payroll year is defined as the one year period for which a T4 is issued).

21.02 At the beginning of each year, the employee will be credited with the number of days of vacation leave that they will be entitled to based upon their anniversary date in that same year, as follows:

21.02 Continued

Service	Vacation Leave
1 year	2 weeks (84 hrs)
3 years	3 weeks (132 hrs)
8 years	4 weeks (168 hrs)
12 years	5 weeks (216 hrs)
22 years	6 weeks (252 hrs)
30 years	7 weeks (300 hrs)

Vacation entitlement will be based on a twelve (12) hour workday and partial days granted through the above chart have been rounded up to cover a complete day.

Employees may carry over up to 84 hours of vacation to use in the subsequent year.

New Full-Time hires not from the Part-Time ranks shall receive ten (10) days' vacation pro-rated for the year in which they were hired.

Part-Time employees transferring to Full-Time status shall receive vacation pay pursuant to Article 21.05 to the Full-Time hire date and shall receive a pro-rated amount of vacation leave pursuant to the chart above.

Full-Time employees transferring to Part-Time status shall have their vacation credit for that year pro-rated and shall be paid out their vacation credit less any vacation time they may have taken. The employee will then receive vacation pay in accordance with Article 21.05.

Employees will have their vacation credit pro-rated for the year in the case of a termination, and will be paid out the vacation credit less any vacation time they may have taken. Where the employee has utilized vacation in excess of the pro-rated amount, the employee will consent to the deduction of any monies owed from their final pay.

21.03 Subject to Article 21.04, the minimum vacation block of time shall be one shift of twelve (12) hours as applicable. To the extent that less than twelve (12) hours remain in an employee's vacation bank, such time may be taken off as vacation.

21.04 Employees shall be required to indicate to the Employer by April 15 of each year the time desired for their vacation leave in that year between June 1 and September 30, and by September 20 for vacation leave between December 15 to January 5 of the following year. Any conflict in requests from employees for vacation leave shall be determined on the basis of seniority.

21.04 Continued

The Employer shall advise of the approved vacation schedule by May 31 and October 31 respectively. Any requested changes to the approved vacation schedule may be approved to be taken at a mutually convenient time for the Employer and the employee. Vacation outside of the above time frame shall be as approved by the Employer.

Vacation requests that fall outside of the above mentioned shall be submitted to the Deputy Chief or their designate at least five (5) working days prior to the date being requested.

Approved vacation requests cannot be cancelled without providing seven (7) calendar days or greater notice except as provided for within the Collective Agreement.

21.05 **Part-Time Vacation**

Vacation pay for Part-Time employees shall be payable on each pay deposit in accordance as follows:

Hours Worked	Vacation Pay
Up to 6239	4%
More than 6240	6%
More than 16640	8%
More than 24960	10%
More than 45760	12%
More than 62400	14%

21.06 **Work during Vacation**

Should an employee who has commenced their scheduled vacation and agrees upon request by the Employer to return to perform work during the vacation period, the employee shall be paid at the rate of two and a half (2.5) times their basic straight time rate for all hours worked. The original vacation day booked will not be deducted from the bank.

21.07 **Illness during Vacation**

Where an employee's scheduled vacation is interrupted due to serious illness and/or injury, the period of such illness shall be considered sick leave (provided all requirements for the payment of sick leave benefits are met). Employee shall provide a medical certificate from a qualified medical practitioner attending to the employee at the time of serious illness and/or injury.

The portion of the employee's vacation which is considered sick leave shall not be counted against the employee's vacation credits.

- 21.08 Where an employee's scheduled vacation is interrupted due to bereavement, Article 17.05 shall apply.

ARTICLE 22 - TECHNOLOGICAL CHANGE

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

The Employer 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 effect, 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, to 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 or more years of continuous service who are subject to layoff under conditions referred to above, will be given notice of the impending change in employment status at the earliest reasonable time in keeping with the notification to the Union as above set forth and the requirements of the applicable law.

ARTICLE 23 - BENEFITS

- 23.01 It is expressly agreed that the Employer's obligation under this Collective Agreement is limited to the payment of the premiums necessary to maintain the employee's enrolment in the benefits set out in Articles 23.02-23.05 below.

Eligibility for and entitlement to payment of benefits are subject to the terms and conditions of the policy or policies of insurance providing such benefits. The Employer agrees to make all reasonable efforts to assist employees in securing payment of their benefits.

- 23.02 The Employer agrees to pay one hundred percent (100%) of the premiums necessary in order to enroll and maintain the Full-Time employees under the age of sixty-five (65) in the following benefits:

- (a) Healthcare (out of province travel card - i.e. Manu Assist; drug card -Note: generic substitution, \$10 dispensing fee cap/or ODB whichever is higher).

Professional Services:

For Employees Only: Effective Date of Ratification

- (i) Speech Therapist, Massage Therapist, Podiatrist/Chiropodist, Osteopath, Naturopath, Chiropractor, Physiotherapist and Acupuncturist are reimbursed at 100% (subject to the annual deductible, if not already satisfied) up to a combined annual maximum of twenty-five hundred dollars (\$2,500.00) per year; and
- (ii) Psychologist, Psychoanalyst, Psychotherapist, Marriage and Family Therapist, Clinical Counsellor and Social Worker are reimbursed at 100% (subject to the annual deductible, if not already satisfied) up to a combined annual maximum of \$3,000 per year.

For Eligible Dependents:

- (iii) Psychologist, Psychoanalyst, Psychotherapist, Marriage and Family Therapist, Clinical Counsellor and Social Worker, Speech Therapist, Massage Therapist, Podiatrist/Chiropodist, Osteopath, Naturopath, Chiropractor, Physiotherapist and Acupuncturist are reimbursed at 100% (subject to the annual deductible, if not already satisfied) up to a combined annual maximum of three thousand dollars (\$3,000.00) per year.
- (b) Dental plan (current Ontario Dental Association Fee guide and including orthodontic coverage for dependent children under 19 years of age paid at \$ 2500 lifetime) including major restorative \$1500 per plan member per year.
- (c) Life insurance (2 times annual earnings).
- (d) Accidental life and dismemberment insurance (2 times annual earnings).
- (e) Long term disability.

The Employer agrees to pay one hundred percent (100%) of the premiums necessary in order to enroll and maintain the Full-Time employees from the attainment of age sixty-five (65) to the attainment of age of seventy (70) in the following benefits:

- (f) Healthcare (out of province travel card-i.e. Manu Assist; twenty-five hundred dollars (\$2,500.00) per annum for professional services).
- (g) Dental plan (current Ontario Dental Association Fee guide and including orthodontic coverage for dependent children under 19 years of age at 50% to a \$2500 lifetime) major restorative \$1500 per plan member per year.
- (h) Life insurance – at 50% of the pre age 65 benefit amount.

- (i) Accidental life and dismemberment insurance-at 50% of the pre age 65 benefit amount.

In accordance with the terms and conditions of the policy of insurance providing the above benefits, benefits will be subject to integration with the Ontario Drug Benefit Program from the attainment of age sixty-five (65) to the attainment of age seventy (70).

- 23.03 Survivor Benefits: Healthcare benefits will be continued for the dependent Spouse and children (including unborn) covered at the time of the plan member (employee's) death for a period of twelve (12) months from date of death. Dental benefits will be continued for dependent spouse and children covered at the time of the plan member (employee's) death for a period of three (3) months.
- 23.04 For each employee who does not have access to the insurance companies' secure website for their benefit summary, a hardcopy current benefit plan summary will be made available upon request.
- 23.05 The following benefits are provided directly by the Employer:
 - (a) Vision care: \$425/24 month period per dependent in the plan, which Full-Time employees only may use for corrective eye surgery).
Vision Test: \$125/24 month period for Full-Time employees and eligible dependents.
 - (b) Sick leave
- 23.06 The level of coverage in the above noted benefits, 23.02 (a)-(e) and in 23.06 (a), shall be set at the existing level of the benefits plan for the balance of the Counties employees, as may be amended from time to time, provided, however, that the level of any benefit shall not be reduced.

In the event that the Employer proposes changes to the benefit plan, the Union agrees to enter into good faith negotiations and both Parties agree to act reasonably.
- 23.07 It shall be a condition of employment that all Full-Time employees be covered by the Ontario Municipal Employees Retirement System (OMERS). Part-Time employees may join in accordance with the provisions of OMERS and the *Pensions Benefit Act*. The Employer's obligation for OMERS contributions is prospective only and accordingly, there is no obligation on the Employer to purchase back-service for those employees enrolling in or who were previously enrolled in OMERS.

23.08 Part-Time employees shall receive ten percent (10%) of regular straight time pay in lieu of benefits for all hours worked up to eighty-four (84) hours per pay period in addition to their percent payment in lieu of vacation in accordance with Article 21.05.

Part-Time employees who were enrolled in OMERS shall then receive fourteen percent (14%) of regular straight time pay in lieu of benefits for all hours worked up to eighty-four (84) hours per pay period subject to offset or deduction for the Employer's contribution to OMERS.

ARTICLE 24 - UNIFORMS AND PROTECTIVE FOOTWEAR

24.01 (a) The Employer agrees to provide uniforms and footwear as outlined below. Uniforms will be provided to the Paramedic as per the Leeds Grenville PS Uniform Policy as follows:

At the commencement of employment with the Employer, employees shall be issued with the following:

Item	Number
Jacket System	1
Pants	3
Shirts	3
Fleece Jacket	1
Hi Visibility Vest	1
Duty Belt Inner & Outer	1
Radio Clip	1
Extrication Gloves	1
Helmet	1
Eye Protection	1
Winter Gloves	1
Winter Toque	1
Epaulettes	6
Lapel Radio Clip	1
Snow Pants	1
Ball Cap	1
Equipment Duty Bag	1

Replacement of uniform items may be acquired through the uniform point system (see below)

24.01 (a) Continued

Item	Points	Max Per Year
Jacket System	365	1
Pants	115	
Shirts/SS/LS/Coolmax*	57*	
Fleece Jacket	79	
Sweater – navy military style	70	
Winter Gloves	60	2
Winter Toque	18	2
Epaulettes	15	10
Snow Pants	80	1
Ball Cap	30	3
Summer Rain Coat	249	1
Equipment Duty Bag	90	1

*With supplier/product availability and the article is approved by the Employer, a Coolmax polo shirt may be selected.

Additionally, the point value of 57 is the maximum for shirts; some styles may require less points.

Dress Uniform - Full-Time paramedics who have worked a minimum of five (5) years for Leeds Grenville Paramedic Service, will be eligible to request a dress uniform. Leeds Grenville Paramedic Service will issue a maximum of three (3) dress uniforms per calendar year. If more than 3 requests for dress uniforms are submitted for the calendar year then they will be issued on the basis of seniority.

2 maternity style pants/shirts will be provided as required.

Uniforms will be prorated and not provided if employee is on leave.

At commencement of employment and per calendar year thereafter, a boot allowance will be provided to aParamedic at the rate of up to two hundred and twenty-five (\$225.00) dollars per calendar year (original receipts required). Replacement safety footwear will require authorization by the management team, when replacement is required within the year.

All items are considered property of the United Counties of Leeds and Grenville and are intended for the exclusive use of paramedics for the purpose of the performance of duties assigned to the members of the bargaining unit and will be returned upon termination of employment.

- 24.01 (b) The Employer agree to pay a uniform allowance of \$150.00 per year to all Full-Time employees, employed as of January 1st of each year of this agreement. Part-Time employees, employed as of January 1st and have completed a minimum of 24 shifts in the previous calendar year shall receive a uniform allowance of \$100.00. The Uniform allowance is intended to cover any costs associated with cleaning and/or alterations. Uniform allowance shall be paid the second pay period of January of each year of this agreement. Full-Time and Part-Time employees hired after January 31st shall receive a prorated amount.

The Employer shall replace damaged or soiled uniform and equipment items as required, provided damage occurred during the course of their duties.

Point Distribution

- (i) Will be based upon hours worked in the previous year, as determined by calculation of seniority per Article 11 – Seniority.
- (ii) Points can be used until November 30th of each calendar year, at which point employees can roll over a maximum of fifty (50%) percent of their unused annual allotment for up to twelve (12) months (November 30th) the following calendar year.
- (iii) The points will be established as follows:

Hours	Entitlement (Points)
1600 hours and greater	565 points
540-1599 hours	450 points
539 hours or less	280 points

ARTICLE 25 - JOB CLASSIFICATION

- 25.01 (a) **Job Classification**

When a new classification (which is covered by the terms of this Collective Agreement) is established by the Employer, the Employer 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 Employer to endeavor to negotiate a mutually satisfactory rate. Such request will be made within ten (10) days after the receipt of notice from the Employer of such new occupational classification and rate.

25.01 (a) Continued

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 Employer. If the Parties are unable to agree, the dispute concerning the new rate may be submitted to arbitration as provided in the Agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or Arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the requirements of such classification.

(b) **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 the terms of this Collective Agreement is created, a copy of the job description shall be forwarded to the Union at the time that the Employer notifies the Local Union of the rate of pay pursuant to Article 25.01 (a) above.

ARTICLE 26 - GENERAL

26.01 **Meal Allowances**

- (a) An employee required to perform overtime work of at least two (2) hours duration before or after their regular shift will receive a meal allowance of fifteen dollars (\$15.00).
- (b) For all shifts, where an employee is unable to return to their station between the fourth (4th) and sixth (6th) hour of their shift, and/or the eighth (8th) and tenth (10th) hour of their shift and not have had the opportunity for a thirty (30) minute break, the employee shall be entitled to a meal allowance of up to fifteen dollars (\$15.00) per claim.

Claims must be submitted within seven (7) calendar days and include a vendor issued receipt, showing the HST.

26.02 The Employer shall reimburse the Full-Time employees and Part-Time employees who are not employed Full-Time with another service for the cost of the Ministry of Transportation Medical Examination up to one hundred-twenty-five dollars (\$125.00) with original receipt.

In addition, all employees will be reimbursed the cost of the required photo and criminal reference check for their MOH OASIS card to a maximum total of one hundred dollars (\$100) with original receipt to be submitted within fourteen (14) days.

26.03 There shall be no pyramiding of the premiums provided for in this Collective Agreement.

26.04 **Paid Suspension while under Investigation**

Where the Employer determines that an employee is to be placed on leave pending an investigation, such leave shall be considered paid leave. Employees must be available to meet with the Employer during regular office hours between 8 a.m. – 4 p.m., Monday to Friday. Alternatively, if determined appropriate by the Employer, the Employer may place the employee on modified duties pending the investigation.

For any investigation meetings as a result of a complaint, employees will have the right to be accompanied by a union representative for support during their interviews whether conducted by the Employer or a third party. Any investigation will not be unreasonably delayed by the union representative. The Employer has the right to be present at all interviews. The Employer shall provide the union a copy of its findings of such investigations.

ARTICLE 27 - DECERTIFICATION DEACTIVATION

27.01 (a) In the event an employee is "decertified/deactivated", they will be placed on leave of absence without pay or at their election they may draw from any vacation or bank time credits to maintain their pay during the period of decertification or deactivation. The Employer agrees to meet with the employee and the Union to discuss the situation.

The Employer agrees to assist the employee to re-certify at the earliest opportunity arranged by the Regional Paramedic Program of Eastern Ontario (RPPEO). The Employer will pay up to twelve (12) hours of straight time for remedial training prior to meeting with the RPPEO.

If the employee fails to obtain recertification or reactivation, the employee will be placed on leave without pay for up to a maximum of three (3) months subject to the Employer's duty to accommodate in accordance with the OHRA during which time the employee must obtain recertification or reactivation. Once recertification or reactivation is obtained, they will be returned to the position they held at the time.

(b) An Advanced Care Paramedic (ACP) who is decertified and/or deactivated by base hospital but retains certification as a Primary Care Paramedic (PCP), will be allowed to work as a PCP, for a maximum period of three (3) months, and shall be placed at the corresponding PCP wage rate while endeavoring to obtain recertification and/or reactivation. If such paramedic has not obtained recertification and/or reactivation by the end of the aforementioned three (3) month period, they will become a PCP on a permanent basis, and shall remain at the PCP wage rate provided there is a vacancy within this classification; or if no vacancy, they will become a Part-Time Employee. If the Employee is successful in obtaining the required recertification and/or reactivation within the three (3) month period, the Employee will be returned to ACP status.

- 27.01 (c) An ACP who is decertified and/or deactivated by base hospital and does not retain certification as a PCP, Article 27.01(a) of the current Collective Agreement will apply.

ARTICLE 28 - HEALTH AND SAFETY

- 28.01 The Employer and the Union agree to abide by the provisions of the Occupational Health and Safety Act.

The Employer agrees to recognize a total of four (4) plus one (1) Alternate Union Health and Safety committee members from amongst employees in the bargaining unit who have completed their probationary period. Members of the Joint Health and Safety Committee shall suffer no loss of pay of regularly scheduled hours of work for time spent fulfilling obligations and attending meetings required by the Occupational Health and Safety Act.

ARTICLE 29 - WAGE CLASSIFICATIONS

- 29.01 The Employer shall pay wages bi-weekly in accordance with Schedule "A" attached hereto and forming part of this Agreement.

ARTICLE 30 - TERM

- 30.01 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 December 31, 2025. Upon receipt of such notice by one Party or the other, both parties will meet thereafter for the purpose of bargaining.

SCHEDULE "A"- WAGES

Retroactive payments shall be made to all employees of record within 60 days of ratification by the parties.

Classification	Start (92%)	Step/Year 1 (2080 hrs) 95%	Step/Year2 (4160 hrs) 100%
January 1, 2023 – 4.5%			
Primary Care Paramedic	39.37	40.66	42.80
Advanced Care Paramedic	43.30	44.73	47.08
January 1, 2024 – 2.5%			
Primary Care Paramedic	40.35	41.68	43.87
Advanced Care Paramedic	44.38	45.85	48.26
January 1, 2025 – 2%			
Primary Care Paramedic	41.16	42.51	44.75
Advanced Care Paramedic	45.27	46.77	49.23
December 19, 2025 – 1.5%			
Primary Care Paramedic	41.77	43.15	45.42
Advanced Care Paramedic	45.95	47.46	49.97

Progression on the Wage Grid

Full-Time employees progression on the wage grid shall occur automatically on the first full pay period following the employee's anniversary date until they reach the maximum step on their wage grid.

Part-Time employees shall accumulate service for the purpose of progression on wage grid, on the basis of one year for each 2080 hours worked.

DATED at Brockville, Ontario this 15th day of July, 2026.

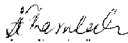
SIGNED ON BEHALF OF:

**THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**


Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Jonathan Sylvester (Jul 15, 2026 15:31:06 EDT)


Kerry Morris


J. Hernandez

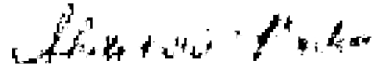
SIGNED ON BEHALF OF:

**THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440**




Mitch Nutbrown (Jul 15, 2026 17:16:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING#1

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)
(Hereinafter referred to as the "Employer")**

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440
(Hereinafter referred to as the "Union")**

Process for Employee Call in and Part-Time Scheduling

It is agreed and understood between the parties that the process for calling in employees to cover Full-Time absences under Articles 16.01 b), c) and d) is as follows:

- (1) THAT for the purposes of Article 16.01 d), overtime will be offered to Full-Time employees on a rotating basis under the following terms and procedures:
 - (a) An "overtime list" consisting of the Full-Time employees in order of seniority shall be maintained. New Full-Time employees or employees converting from Part-Time shall be placed into the list in order of their seniority.
 - (b) Each Full-Time paramedic is considered eligible for overtime for all shifts that they are available. (i.e. not scheduled to work, non-availability not indicated)
 - (c) Employees may indicate non-availability, or a change to their non- availability, for specific dates, times as prescribed. It is the responsibility of the employee to verify that the Employer has received the non-availability information.
 - (d) The overtime list shall be constructed in such a way as to permit the linking of non-availability information with employee names.
 - (e) Calls for overtime shifts pursuant to 16.01 c), shall be made in descending order from the list in a), bypassing employees who have indicated their non-availability for the date, time or location of the available work.
 - (f) If the next employee to be called has indicated restrictions on their availability the Employer will review the other available overtime shifts before passing by the employee. Once the shift is filled, the order of the list will be updated by moving the name of the employee scheduled for the shift to the bottom of the list. Subsequent calls for overtime shifts will be made to the employee at the top of the list, excluding those having indicated their non-availability.

- (g) For overtime shift distribution where the shift offer being made is greater than forty-eight (48) hours from the start of the shift, employees will have three (3) hours to return the call indicating their acceptance of the shift.

For the purpose of maintaining a record of the distribution of overtime, refused or unanswerd calls, count as an opportunity offered.

- (h) The Full-Time overtime list may be by-passed for emergency staffing which is defined herein as a staffing requirement that must be filled on less than three (3) hours' notice for a full shift or where a shift has already begun.
 - (i) Where it has been confirmed by the Employer that an overtime shift was not offered, the Employer will provide the Employee with an equivalent shift payable at one and a half times their regular straight time rate of pay for an opportunity missed. This shift shall be worked at a mutually agreeable time within fourteen (14) days following the confirmation of the opportunity missed.
- (2) THAT for the purpose of Article 16.01 b), call in (excluding an offer of overtime) or for the purposes of Article 16.01 d), call in for overtime, shifts will be offered to Part-Time employees on a rotating basis under the following terms and procedures:
- (a) A separate "overtime list" and a "call in list (regular time)" each consisting of the Part-Time employees shall be maintained. The initial list will be established in accordance with the Seniority List, thereafter new employees will be added to the bottom of the list. Full-Time employees converting to Part-Time shall be placed into the list in order of their seniority. The order of the list will not be updated with successive updated Seniority Lists.
 - (b) Each Part-Time paramedic is considered eligible for shifts to backfill a vacancy, 16.01 b), or an overtime call in, 16.01 d), for all shifts that they are available. (i.e. not scheduled to work, non-availability not indicated). Except for leaves provided for under the terms of the Collective Agreement or under applicable legislation, and except as provided for in Article 2, a Part-Time employee will maintain their availability throughout the calendar year.
 - (c) Employees may indicate their availability, or a change to their non-availability, for specific dates or times into the scheduling program. If availability changes subsequent to the submission, it is the responsibility of the Part-Time employee to update their availability at least forty-eight (48) hours in advance of the dates in question. Refusal process is defined in Article 19.06 (e).
 - (d) The overtime list shall be constructed in such a way as to permit the linking of availability information with employee names.

- (e) Assignments for shifts to backfill a vacancy, 16.01 b), or for overtime shifts pursuant to 16.01 d), shall be made in descending order on the appropriate list, bypassing employees who have indicated their non-availability for the date or time of the available work. Where the Employer cancels a shift(s) the employee(s) affected will be returned to the top of the list.
- (f) For shift assignment of less than twelve (12) hours in length, the Employer will contact the employee by telephone. It is understood that a refusal of a shift of less than twelve (12) hours will not count as a refusal under 19.06 (e).
- (g) Once the shift is filled, the order of the list will be updated by moving the name of the employee scheduled for the shift to the bottom of the list. An exception will be made for any shift less than eight (8) hours whereby the name of the employee will not be moved to the bottom of the list.

Where the Employer cancels a shift(s) the employee(s) affected will be returned to the top of the list. For a shift cancellation less than forty-eight (48) hours prior to the shift commencement, the employee will receive an equivalent shift payable at their regular straight time rate of pay. This shift shall be worked at a mutually agreeable time within fourteen (14) days following the confirmation of the opportunity missed.

- (h) Part-Time shift assignments under Article 16.01 b) and d) of greater than twenty-four (24) hours' notice will be by a Part-Time County email. The Employer will also make a phone call to the employee's primary contact number notifying them that a shift has been assigned to them (a message will be left if no contact is made). It is the Part-Time employee's responsibility to check their County email daily for shifts that may be assigned to them. Part-Time employees shall provide an email response to confirm acceptance of the shift assigned unless there has been a verbal discussion with the scheduler at the time of the shift being assigned.
- (i)
 - (i) If the call-in shift is twenty-four (24) hours or less will be assigned by phone, the Employer will continue to call the next person on the list until the shift is filled.
 - (ii) Turning down a shift assignment with twelve (12) hours or less notice will not be counted as a refusal under article 19.06 (e).
- (j) Where a number of blocks of time are to be filled (as per Article 21.04) the Employer will:
 - (i) sort Full-Time vacation requests submitted in accordance with Article 21.04 by order of descending seniority of the employees submitting requests.

- (ii) assign shifts in the order necessary to fill vacation requests of employees in descending order of seniority. The Employer will review the available shifts and compare them with the availability of the next employee to be called. In the result, if that employee has indicated restrictions on their availability the Employer will review the next seven blocks of shifts before passing by the employee and Letter of Understanding Re Process for Employee Call In and Part-Time Scheduling up to three twelve hour shifts.
- (k) For the purpose of maintaining a record of the distribution of shifts or refused or unanswered calls, count as an opportunity offered.
- (i) The Part-Time overtime call-in list may be by-passed for emergency call-in which is defined herein as a staffing requirement that must be filled on less than three (3) hours' notice for a full shift or where a shift has already begun.
- (3) THAT paramedics are to provide only one (1) primary phone number to be called at for the purposes of this Letter of Understanding.
- (4) THAT either party may bring concerns respecting the operation of this Letter of Understanding forward to a Labour Management meeting. Where the parties mutually agree to do so, they may make amendments to this letter provided however that any such agreement is subject to ratification by the members of the Union.

DATED at Brockville, Ontario this 15th day of July, 2026.

SIGNED ON BEHALF OF:

THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)


Rick Puidy (Jul 15, 2026 14:58:07 EDT)


Jonathan Sylvester (Jul 15, 2026 15:31:05 EDT)





SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:16:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING#2

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)
(Hereinafter referred to as the "Employer")**

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440
(Hereinafter referred to as the "Union")**

Repayment of Overpayments

It is agreed and understood in this Letter of Understanding between the parties hereto:

- (a) THAT where the Employer determines an overpayment to an employee has occurred that the Employer will notify the Employee and Union President in writing and the Employee will be required to make a repayment to the Employer, subject to the terms set out below.
- (b) THAT the precise dollar amount of the overpayment will be determined by a final evaluation by the parties upon presentation of all of the facts.
- (c) THAT the Employer, the Union and the Employee will develop a repayment schedule. Generally, the Employee shall repay the Employer the agreed amount owed at a rate of no less than ten (10%) of each net pay (if applicable), however an alternate reasonable schedule may be determined upon mutual agreement of the parties. Such agreement will be reached among the parties within four (4) weeks of the Employee being notified of the overpayment.
- (d) THAT in the event of a failure to agree between the Employer and the Union on either the precise dollar amount of the overpayment and/or the repayment schedule, the Employer will determine the amount of the overpayment and/or the repayment schedule which may be subject to the grievance and arbitration procedures of the Collective Agreement.

Any such grievance shall be filed at Step 2 of the grievance procedure. The parties may agree to proceed to mediation prior to arbitration.

- (e) THAT should the employee voluntarily resign their employment, the amount owed will be deducted from the monies owed to the employee by the Employer upon termination and any outstanding balance still owed by the Employee after that will be repaid within two (2) weeks.
- (f) THAT the effective date of this Letter of Understanding will be the date of ratification of the third Collective Agreement, however this Letter of Understanding will be applicable to overpayments that remain outstanding.

DATED at Brockville, Ontario this 15th day of July, 2026.

SIGNED ON BEHALF OF:

THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)


Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Jonathan Sylvester (Jul 15, 2026 15:31:05 EDT)





SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:16:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING#4

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the “Employer”)

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the “Union”)

Mediation

This letter of understanding is valid for the duration of the collective agreement. At the end of which, with both parties agreement, this letter of understanding may be extended for an agreed upon time.

The parties will continue to strive to have grievances resolved at the lowest possible step in the grievance process.

- (1) At the mutual agreement of both parties the mediation process described herein will be used in an attempt to resolve any grievance, with the exception of the issue of termination, that has proceeded through the steps of the Grievance Procedure outlined in Article 8 of the Collective Agreement and that has been referred by either party to Arbitration.
- (2) The intent of this process is to provide a neutral third party who will attempt to resolve the grievance in a timely manner.
- (3) The parties will mutually agree to a neutral third party who will be asked to act as a grievance mediator. The parties shall equally share the fees of the mediator.
- (4) The mediation session will be attended by a maximum of three (3) representatives from the Union and the grievor(s) and such representation as may be chosen to represent Management. The persons attending should be familiar with the content of the grievance and have authority to enact a resolution.
- (5) Once the parties have agreed in writing to mediate a grievance the session shall commence within sixty (60) calendar days. If the agreed upon mediator is unavailable within sixty (60) calendar days of the appointment then the appointment will be given to the next mutually agreed upon mediator in turn.

- (6) Provided the parties agree, there shall be no limit to the number of grievances submitted for mediation at a single session.
- (7) For the purposes of this letter of understanding, 'day' shall be defined as any day from Monday to Friday inclusive, excluding holidays.
- (8) Any concessions, discussions or offers to settle the grievance, which occur during the mediation process, will not prejudice either party at arbitration should the matter not be resolved.
- (9) The mediation session will normally be conducted at the workplace. This may be altered at the consent of both parties.
- (10) Any resolution for grievances submitted to this mediation process shall be conditional upon the agreement of both parties. Notwithstanding the forgoing, any grievances submitted to this mediation that remain unresolved in the process or at the end of the mediation session may be advanced to the normal arbitration process in accordance with Article 9 of the Collective Agreement or be withdrawn.

DATED at Brockville, Ontario this 15th day of July, 2026.

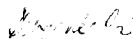
SIGNED ON BEHALF OF:

THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)


Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Jeremiah Sylvester (Jul 15, 2026 15:31:05 EDT)





SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:16:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING #5

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the "Employer")

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the "Union")

Community Paramedic Program

It is agreed and understood between the parties that the process for filling Community Paramedic vacancies shall be as follows:

- (1) Community Paramedic vacancies (Full-Time and Part-Time) shall be posted as per Article 12.01 of the Collective Agreement.
- (2) Community Paramedic vacancies shall be awarded to Full-Time paramedics and shall be appointed based on the results of the selection process. Part-Time paramedics shall be considered only after Full-Time paramedics.
- (3) The selection process shall consist of a pass/fail process. Candidates with a passing grade in the process will be eligible as candidates for the Community Paramedic Program. A list of eligible candidates will be created from this pool.
- (4) If an employee does not pass the selection process, feedback will be provided at the employee's request.
- (5) Positions will be awarded on the basis of seniority from those eligible candidates.
- (6) Candidates not chosen to fill the Community Paramedic Positions on a full-time basis will be eligible to receive shifts as they become available within the program.
- (7) The Employer and the Employee shall meet prior to the start of the Community Paramedic position to discuss schedules/potential hours of work.

- (8) Upon commencement of the Community Paramedic role, the Employee shall be considered on a trial period for up to 60 days to determine the satisfaction and success of the Employee in the new role. Should the Employee be dissatisfied or unsuccessful in the Community Paramedic role, they shall return to the previously held position.
- (9) Community Paramedics shall be compensated at their regular hourly wage rate.

DATED at Brockville, Ontario this 15th day of July, 2026.

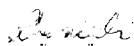
SIGNED ON BEHALF OF:

THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)


Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Jonathan Sylvester (Jul 15, 2026 15:31:05 EDT)





SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:18:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING #6

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the "Employer")

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the "Union")

Continuing Medical Education (CME)

- (1) It is agreed and understood between the parties that the following will apply to continuing medical education (CME):
 - (a) Continuing Medical Education (CME) is defined in this LOU as class-based paramedic training that is being hosted and/or required by the Regional Paramedic Program of Eastern Ontario (RPPEO) for maintenance of certification purposes.
 - (b) All other trainings, online, clinical or class-based, are not included in this LOU.
 - (c) Each CME session will have a maximum length of eight (8) hours and shall occur outside of the employee's regular scheduled hours. The CME shifts shall be paid at overtime rates of one and one half (1 ½) times the normal hourly rate as per Article 19.07 a) and Article 19.07 b).
 - (d) The Employer will provide the selection schedule for CME training a minimum of thirty (30) days (where possible) in advance to Full-Time employees. Full-Time employees shall choose their CME date(s) based on seniority.
 - (e) Part-Time employees will have their CME dates assigned based on submitted availability after all Full-Time employees have been assigned dates.
 - (f) All mandatory self-directed CME time shall be paid at the employee's regular straight time rate of pay.

- (2) The Employer recognizes the additional mandatory training requirement of eight (8) hours of elective CMEs to maintain Base Hospital Advanced Care Paramedics (ACP) Certification, which can be completed several ways therefore the following process shall be followed:
- (a) If the Employee chooses a CME (eight (8) hours duration) that is on an Employee's regularly scheduled shift the Employer shall (considering operational needs) book the Employee off on regular paid twelve (12) hours for attending such CMES.
 - (b) If the Full-Time employee chooses elective CME eight (8) hours that is on an Employee's regularly scheduled day off, the Employer will attempt to reschedule the Employee's day off. If the Employer is unable to reschedule the day off the Full-Time Employee will be paid at one and one-half (1½) times their hourly rate of pay for eight (8) hours, or the Full-Time Employee will have the option to bank eight (8) hours at one and one-half (1½) times. Part-Time advanced care paramedics who have Leeds Grenville Paramedic Service as their parent service will be compensated at straight-time.
 - (c) If the Employee chooses to obtain the eight (8) hours of required additional CMEs by either four (4) hours or one-(1) hour credit courses and upon proof of completion the Employer will credit the Employees with eight (8) hours of banked time at regular time.

DATED at Brockville, Ontario this 15th day of July, 2026.

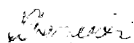
SIGNED ON BEHALF OF:

THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)


Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Jonathan Sylvester (Jul 15, 2026 15:31:05 EDT)





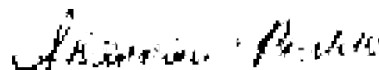
SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:16:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING #8

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the "Employer")

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the "Union")

ACP Education and Certification

The Employer agrees to meet and receive input from the Union with regards to supporting current employees of LGPS in obtaining their ACP education and certification.

The Employer will endeavour to consider additional vacation carry above Article 21.02 for the purpose of PCPs enrolled in the ACP Program for ACP Certification.

The Employer will also consider a reduction in paramedic availability requirements for part-time employees enrolled in the ACP Program for ACP Certification.

DATED at Brockville, Ontario this 15th day of July, 2026.

SIGNED ON BEHALF OF:

THE CORPORATION OF THE UNITED
COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)


Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Jonathan Sylvester (Jul 15, 2026 15:31:05 EDT)


Kerry Morris


J. Hamer

SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:16:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



LETTER OF UNDERSTANDING #9

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the "Employer")

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the "Union")

ACP and PCP

The Employer agrees that for every one (1) ACP Full-Time position that is filled, the subsequent Full-Time vacancy shall be filled as a PCP position. This distribution of positions will continue to occur until such time that LGPS achieves its desired 50% ACP status. Once 50% status has been achieved, then Full-Time positions will be awarded based on the designated rank of the vacancy.

During the timeframe LGPS is attempting to achieve its 50% ACP status, vacant Full-Time ACP positions will be filled using the following process:

- (i) Internal ACP posting
- (ii) Internal PCP posting
- (iii) External ACP/PCP posting

If the only remaining vacant position for an ACP to accept is with another ACP, then the least senior PCP holding a position in a line without an ACP will be bumped out of their position and given bumping rights as per Article 12.04 of the Collective Agreement. The vacant position shall be open for current ACP's who applied for lateral transfer if desired and the remaining vacancy shall be awarded to the new full time ACP.

It is understood that no two ACPs shall work together in a Full-Time capacity.

DATED at Brockville, Ontario this 15th day of July, 2026.

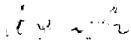
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Rick Purdy (Jul 15, 2026 14:58:07 EDT)


Joseph Sylvester (Jul 15, 2026 15:31:05 EDT)





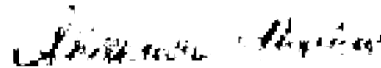
SIGNED ON BEHALF OF:

THE CANADIAN UNION OF PUBLIC
EMPLOYEES AND ITS LOCAL 4440




Mitch Nutbrown (Jul 15, 2026 17:18:11 EDT)


Peter Joseph (Jul 16, 2026 10:02:57 EDT)



MEMORANDUM OF UNDERSTANDING

BETWEEN

**THE CORPORATION OF THE UNITED COUNTIES OF LEEDS AND GRENVILLE
(LEEDS GRENVILLE PARAMEDIC SERVICE)**

(Hereinafter referred to as the “Employer”)

AND

**THE CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 4440**

(Hereinafter referred to as the “Union”)

Essential Ambulance Services Agreement

WHEREAS the Employer has responsibility for the operation of land ambulance services within the geographic region of Leeds and Grenville;

AND WHEREAS the Employer and the Union are parties to a collective agreement which was effective the 1st day of January 2023 and will expire at the end of the Collective Agreement;

AND WHEREAS the Employer and the Union recognize that all negotiations for a renewal collective agreement between them shall be subject to the terms of the Ontario Labour Relations Act, 1995 (the “OLRA”), and the Ambulance Services Collective Bargaining Act, 2001, (the “Act”);

NOW THEREFORE in accordance with the above the Employer and the Union agree as follows:

- (1) For the purpose of this Agreement, “bargaining impasse”, means the point in time at which either party notifies the other party in writing that it wishes to discontinue bargaining.
- (2) Where the parties reach impasse, the matters in dispute will be referred to arbitration for full and final resolution in accordance with Appendix “A” of this Agreement.
- (3) In consideration of the foregoing, and notwithstanding section 79 of the OLRA, the parties agree as follows:
 - (a) The Union, on its own behalf and behalf of Leeds Grenville Paramedics, agrees that it will not authorize, support or condone in any way any strike (as defined in section 1 of the OLRA) or any withdrawal or limitation of emergency medical services, and will make every effort to ensure that paramedics do not engage in any withdrawal or limitation of their services:
 - (b) The Employer agrees that it will not lock out Paramedics;

Neither the Union nor the Employer shall alter any term or condition of employment or any right, privilege or duty of the Employer, the Union or Paramedics in effect at the time notice is given under section 21 of the OLRA in accordance with Section 86 of the OLRA prior to the issuance of the award of the board of arbitration, except by mutual agreement in writing.

- (4) This Agreement is made without prejudice or precedent to future rounds of negotiations between the parties.

Appendix A

- (1) Where either party, in accordance with this Agreement, notifies the other party that it wishes to discontinue bargaining, the parties shall appoint to a Board of Arbitration a member who has agreed to act. Such appointment shall be made within thirty (30) to sixty (60) days, but no later than sixty (60) days from the date on which notice was given under this clause. Prior to the appointment of a member or members mentioned in this clause, the parties will meet and make a good faith effort to resolve the matters in dispute. By agreement, the parties may request that the Minister of Labour for the Province of Ontario appoint a Conciliation Officer/Mediator in order to affect a settlement.
- (2) Where a party fails to appoint a member of the Board of Arbitration within the time mentioned above, either party may request in writing that, the Minister of Labour for the Province of Ontario appoint such member.
- (3) Where the two members appointed by or on behalf of the parties fail within ten (10) days after the appointment of the second of them to agree upon the third member, the third member shall be chosen by lot from amongst the list of members of the Ontario Labour-Management Arbitrators Association.
- (4) If a person ceases to be a member of a Board of Arbitration by reason of resignation, death or otherwise before it has completed its work, the party whose point of view was represented by such person shall appoint a member in their place. If such person is the chair, the other members of the Board of Arbitration will select a new person in accordance with this Agreement.
- (5) The Board of Arbitration shall hold the first hearing within ninety (90) days after the last member of the Board is appointed.
- (6) The chair and the other members of the Board of Arbitration established under this Agreement have, respectively, all the powers of a chair and the members of a Board of Arbitration under the OLRA.
- (7) Where, during the bargaining under the OLRA or during the proceedings before the Board of Arbitration, the parties have agreed upon some matters to be included in the Collective Agreement and have notified the Board in writing of the matters agreed upon, the decision of the Board shall be confined to the matters not agreed upon by the parties and to such other matters that appear to the Board necessary to be decided to conclude a Collective Agreement between the parties.

- (8) The Board of Arbitration shall hear and determine the difference between the parties and shall issue a decision which shall be final and binding upon the parties. The decision of the majority shall be the decision of the Board however, where there is no majority, the decision of the Chair shall be the decision of the board.
- (9) If either of the parties fail to execute the document prepared by the Board within a period of five (5) days from the day of its submission by the board to them, the document shall come into effect as though it had been executed by the parties and the document thereupon constitutes a Collective Agreement under the OLRA.
- (10) In making its decision, the Arbitration Board shall take into consideration all factors it considers relevant.
- (11) The Board of Arbitration shall remain seized of and may deal with all matters in dispute between the parties until a Collective Agreement is in effect between the parties.
- (12) The remuneration and expenses of the members of a Board of Arbitration shall be paid as follows:
 - (a) A party shall pay the remuneration and expenses of a member appointed by or on behalf of the party.
 - (b) Each party shall pay one-half of the chair's remuneration and expenses.

DATED at Brockville, Ontario this 15th day of July, 2026.

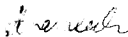
SIGNED ON BEHALF OF:

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Rick Purdy (Jul 15, 2026 14:58:07 EDT)


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