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COLLECTIVE AGREEMENT

BETWEEN

THE SISTERS OF ST. JOSEPH
 OF THE DIOCESE OF LONDON IN ONTARIO
 AS OWNER AND OPERATOR OF
 ST. JOSEPH'S HOSPITAL, LONDON

- and -

**LONDON AND DISTRICT SERVICE WORKERS' UNION
 LOCAL 220**

TECHNICAL UNIT

*THIS DOCUMENT IS AN UNOFFICIAL COPY OF THE
 COLLECTIVE AGREEMENT ONLY. THE OFFICIAL COPY
 OF THE COLLECTIVE AGREEMENT IS THE SIGNED COPY
 THAT IS HELD IN FILES OF LOCAL 220 AT IT'S
 OFFICES AT 228 CLARENCE STREET, LONDON, ONTARIO.

EXPIRY: MARCH 31, 1988

FOR YOUR INFORMATION

The International Union has a scholarship programme which offers ten four-year scholarships of \$750.00 annually. For details of this programme contact the Union Office.

Local 220 also has a scholarship programme which provides to the winner \$500.00 per year for a period of 3 years. Information on this scholarship can be obtained at the Local 220 Union Office.

Please keep the Union Office advised of any change of address. It is each member's responsibility to ensure their Union dues payments are up to date.

The Assistance Fund of the Local Union helps members who are off work due to illness. Please make sure illness of 14 days or more duration are reported to the Union Office so that a gift may be sent to the member off work sick.

UNION OFFICE

228 Clarence Street, London, Ontario
Phone 432-2661 - 432-2662 - 432-2663

John Astle
Union Representative
Charles P. Davidson
Union Representative
Paul D. Middleton
Union Representative
Lin Whittaker
Union Representative
Mary Kay Whitney
Union Representative
Ken McLeod
Union Representative
Brenda Reheop
Union Representative
Kirsten Bradley
Organizer
Mike Moris
Research Representative

Stana Edwards
Eleanor Munro
Janice Morphy
Eunice Myers
Leslie Reid
Irene Scully
Rick Winzworth

ALU
ACUM 1900

THE SIX IMPORTANT

W's

IN EVERY GRIEVANCE

WHO is involved in the grievance?

WHEN did the grievance occur?

WHERE did the grievance occur?

WHY is this a grievance?

WHAT happened that caused the violation?

WANT - what adjustments are necessary to completely correct the grievance?

GRIEVANCE PROCEDURE

One of the most important functions of the Agreement is to guarantee that every member's grievance will be properly serviced, and our first point of emphasis to you is that you should study the grievance procedure contained in the Agreement and familiarize yourself with the following items:

- (a) Carefully analyze time limits within which action is to be taken.
- (b) Be sure that your grievance goes from Step No. 1 to Step No. 2 and so on within the proper time limits.
- (c) Study the management function's clause in order that you will know what management's rights are.
- (d) Obtain all the necessary information concerning the facts pertaining to the grievance so that you will have them to use when dealing with management.
- (e) When filling in the grievance, be sure to state what settlement you want on the grievance.
- (f) Do you need assistance in handling? If so, get it.
- (g) Should you need assistance phone your Union Representative at 432-2661 - 432-2662 - 432-2663.

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-----1. "I" Meals

Appendix "B" Education Allowance

ARTICLE 1 - GENERAL PURPOSE

- 1.1 The general purpose of this Agreement is to establish and maintain collective bargaining relations between the Employer and its employees within the bargaining unit.

ARTICLE 2 - RECOGNITION

- 2.1 (a) The Hospital recognizes the Union as the exclusive bargaining agent for all lay employees of the Sisters of St. Joseph of the diocese of London in Ontario as owner and operator of St. Joseph's Hospital, London, Ontario, employed in the medical laboratories, radiology departments, department of nuclear medicine, respiratory departments, electro-encephalograph departments, electro-cardiograph departments, bio-medical repair departments, dental clinics, eye clinics and pulmonary departments at St. Joseph's Hospital, London, as graduate registered technologists, graduate registered technicians, graduate non-registered technologists, graduate non-registered technicians, laboratory assistants, dental assistants, save and except chief technologists and chief technicians, assistant chief technologists and persons above the rank of assistant chief technologist, professional medical staff, physicists, radio-pharmacists, chemists, steroid-chemists, bio-chemists and others, in positions similar to physicists, radio-pharmacists, chemists, steroid-chemists and bio-chemists, supervisors, department heads, intravenous therapy nurses, infection control officers, office and clerical staff (including in this exception: ward clerks, admitting clerks, receptionists, safety and security officers, information clerks, mail clerks, cashiers, librarians and switchboard operators), persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, and persons covered by a subsisting collective agreement between St. Joseph's Hospital and the Ontario Nurses' Association and persons covered by the O.L.R.B. Certificate dated February 4, 1980 to London and District Service Workers' Union, Local 220, SEIU, AFL, CIO, CLC.
- (b) This unit was certified May 6, 1980.
- 2.2 The Employer agrees that for the duration of the Agreement, it will not enter into any other agreement with any of the employees in the bargaining unit, either individually or collectively, which will not conform to the provisions of this Agreement.

- 2.3 It is agreed that the words "employee" or "employees" wherever used in this Agreement shall be deemed to refer only to an employee or employees in the bargaining unit as heretofore defined.
- 2.4 Where the masculine pronoun is used in this Agreement it shall be deemed to include the feminine, and vice versa, where the context so requires.

ARTICLE 3 - NO DISCRIMINATION

- 3.1 The parties agree that there shall be no discrimination against any employee because of membership or non-membership or activity in the Union or in the exercise of his lawful rights.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.1 The Union recognizes that the management of the Hospital and the direction of the employees are fixed exclusively to the Hospital and shall remain solely with the Hospital except as specifically limited by the provisions of this Agreement and, without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Hospital to:
- (a) maintain order, discipline and efficiency;
 - (b) hire, assign, discharge, direct, promote, demote, classify, transfer, lay-off, recall and suspend or otherwise discipline employees provided that a claim of discriminatory classification, promotion, demotion or transfer or a claim by a seniority rated employee that he has been disciplined without just cause may be the subject of a grievance and dealt with as hereinafter provided or a claim by an employee that he has been discharged shall be subject to the provisions of Article 8.5 herein;
 - (c) to determine, in the interest of efficient operation and high standards of service, job rating and classification, the hours of work, work assignments, methods of doing the work and the working establishments for the service;
 - (d) generally to manage the operation that the Hospital is engaged in and, without restricting the generality of the foregoing, to determine the number of personnel required, methods, procedures and equipment in connection therewith;
 - (e) make, enforce and alter from time to time reasonable rules and regulations to be observed by the employees which are not inconsistent with the provisions of this Agreement.

- 4.2 The Hospital agrees that **such** rights shall be exercised in a manner consistent with the provisions of this Agreement.

ARTICLE 5 - NO STRIKES OR LOCKOUTS

- 5.1 There shall be no strikes or lockouts so long as this Agreement continues to operate. The word "**strike**" and the word "lockout" shall have **the** meaning as set forth in The Labour Relations Act, as amended.

ARTICLE 6 - UNION REPRESENTATION

- 6.1 The Union shall elect or otherwise select a Union Committee composed of not more than three (3) employees from within the bargaining **unit**, provided that in departments of five (5) employees or less not more than one (1) Committee member shall be selected. The Hospital **will** recognize and deal with the Union **Committee** on grievances and on any matter properly arising out of the Agreement including negotiations for, or renewal of the Agreement.

- 6.2 The Hospital acknowledges the right of the Union to appoint or otherwise select five (5) stewards, **who** shall be employed in and represent the departments as follows:

2 Laboratory
1 Radiology
2 Other

- 6.3 It is agreed that a Union representative may be present with the **Committee** at any meeting with the Hospital, at the request of either the Union or the Hospital. With the permission of the Executive Director or his designate, such representative shall have access to the Hospital's premises. Such permission shall not be unreasonably withheld.

- 6.4 The Union acknowledges and agrees that members of the Union Committee and stewards have regular duties to perform in connection with their employment and only such time as is reasonably necessary for the prompt processing of union business **will** be consumed by such persons during working hours.

The Union Committee **members** or stewards will first obtain the **Supervisor's** permission before undertaking Union business. **When** such Union business has been completed, the employee will advise the Supervisor. Such **permission** shall not be unreasonably withheld.

In accordance with this understanding, **it** as agreed that:

- (a) each member of the said Union Committee shall receive his regular pay for all regularly scheduled working hours lost due to attendance at negotiating meetings with representatives of the Hospital up to and including conciliation.
 - (b) a steward, the grievor(s) and, where applicable under this Agreement, members of the Union Committee shall receive their regular pay for all regularly scheduled working hours lost due to servicing grievances or attendance at grievance meetings which shall, for the purpose of clarity, cover meetings with a grievance settlement officer appointed under Section 45 of The Labour Relations Act with representatives of the Hospital, whether on or outside the Hospital premises, for which permission has been granted, up to but not including arbitration.
- 6.5 The Union agrees to supply the Hospital with the names of the Union Committee members and stewards and will keep such lists up to date.
- 6.6 The Union Committee and the Hospital shall meet each month at times mutually agreed upon, providing there is business for their joint consideration. Necessity for a meeting will be indicated by letter from either party to the other party, delivered five (5) days in advance of the scheduled meeting, containing an agenda of the subjects to be discussed.

ARTICLE 7 - UNION SECURITY

- 7.1 The Hospital shall make deductions monthly for the term of this Agreement according to the following conditions:
- (a) All employees covered by this Agreement shall, as a condition of employment, have deducted from their pay each month an amount equivalent to the regular monthly union dues.
 - (b) New employees shall have deductions made on the first regular deduction date following completion of thirty (30) calendar days of employment.
 - (c) Such amounts will be deducted from the first pay of the employee payable in each calendar month and the same shall be remitted by the Hospital to the Union not later than the last day of the month in which the same were deducted by the Hospital.
 - (d) The employer agrees when forwarding union dues to submit a list indicating the names, classifications and changes of addresses of those employees for whom deductions were made, showing the amount deducted, as well as the names, addresses, classifications and dates of hire of those employees hired in the preceding month.

- 7.2 Regular monthly Union dues as referred to in this Article shall mean the regular monthly dues uniformly assessed against all of the members of the Union in accordance with its constitution and by-laws as certified to the Hospital in writing by the union.
- 7.3 The Union shall indemnify and save the Hospital harmless with respect to all monies so deducted and remitted.
- 7.4 The Hospital shall allow a Union committee member or a steward approximately ten (10) minutes, without loss of pay, to interview new employees during the orientation sessions.
- 7.5 T4 slips will show the above-noted deductions.

ARTICLE 8 - GRIEVANCE PROCEDURE

- 8.1 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 this Agreement, including any question as to whether a matter is arbitrable.
- 8.2 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is understood that an employee has no grievance until he has first given his immediate supervisor the opportunity of adjusting his complaint. If an employee has a complaint, such complaint shall be discussed with his immediate supervisor within ten (10) working days after the circumstances giving rise to the complaint have originated or occurred. If the immediate supervisor is unable to adjust a complaint to their mutual satisfaction within ten (10) working days, the employee may proceed with the grievance procedure within ten (10) working days following the decision of the immediate supervisor. Any employee is entitled, upon request, to have a Union Steward present with him to adjust his complaint.
- 8.3 A grievance of an employee properly arising under this Agreement shall be adjusted and settled as follows:

Step No. 1

The employee, with the assistance of a Union Steward, if desired, must submit a written grievance, signed and dated by the employee, to his immediate supervisor. The nature of the grievance, the remedy sought, and the section or sections of the agreement which are alleged to have been violated shall be set out in the grievance. The immediate supervisor will deliver his decision in writing within five (5) calendar days after receipt of the grievance in writing. Failing settlement, the next step of the grievance procedure may be taken.

Step No. 2

Within five (5) calendar days following the decision under Step No. 1, the employee, with the assistance of the Union Steward, if desired, must submit the written grievance to the Manager of Labour Relations (or his designate) who will deliver a decision in writing within five (5) calendar days of his receipt of the written grievance. The parties may, if they so desire, meet to discuss the grievance at a time and place suitable to both parties. Failing settlement, the next step in the grievance procedure may be taken.

Step No. 3

Within five (5) calendar days following the decision under Step No. 2, the grievance must be submitted to the Executive Director (or his designate) to be discussed at a meeting between the Executive Director (or his designate), the said Steward, the grievor(s) and the Union Committee within five (5) calendar days of receipt of the grievance. Either party may have assistance from outside the hospital at this stage if desired. The Executive Director (or his designate) shall give his written disposition within five (5) calendar days of the day of such meeting. Failing settlement, either party may submit the matter to arbitration within ten (10) calendar days after the reply in Step 3 is given. If no written request for arbitration is received within such ten (10) day period, the grievance shall be deemed to have been abandoned.

8.4 Policy Grievance

A grievance arising directly between the Hospital and the Union concerning the interpretation, application or alleged violation of the Agreement must be originated under Step No. 3 within ten (10) working days of the event giving rise to the grievance. Failing settlement under Step No. 3 within ten (10) working days, it may be submitted to arbitration in accordance with Article 9. However, it is expressly understood that the provisions of this paragraph may not be used by the Union to institute a complaint or grievance directly affecting an employee which such employee could himself institute and the regular grievance procedure shall not be thereby by-passed except only where it is established by the Union that the interest of the bargaining unit as a whole is involved and may be affected by the resolution of the issue resulting from the complaint.

8.5 Discharge Grievance

A grievance involving the discharge of an employee must be reduced to writing and originated under Step No. 2 within ten (10) working days of the employee being notified of his discharge. An employee may only be discharged for just cause

except that a probationary employee may be terminated on the basis of a fair and proper assessment of his suitability for employment with the Hospital, but which action may be taken up as a grievance. It is agreed that the Chairperson of the Union Committee or a Union Committee member will be notified of the dismissal of a seniority-rated employee.

8.6 Group Grievance

Where two or more employees have grievances of a similar nature and each employee would be entitled to grieve separately, all such employees shall sign the grievance form and submit the grievance at Step No. 2 within ten (10) working days of the event giving rise to the grievances. The grievances shall be processed as one grievance subject to all applicable provisions under the grievance procedure.

a.7 All agreements reached under the grievance procedure between the representatives of the Hospital and the representatives of the Union will be final and binding upon the Hospital and the Union and the employee or employees involved.

8.8 Where an employee is subject to a suspension or discharge penalty, he shall be entitled upon his request to have a steward or Union committee person present when the disciplinary action is taken, provided that a steward or a committee person is readily available to attend. As a directory requirement, it is the Employer's responsibility to inform the employee of his right to request such representation.

ARTICLE 9 - ARBITRATION

9.1 If the hospital or the union requests that a grievance be submitted to arbitration, as hereinbefore provided, it shall make such request in writing addressed to the other party to this agreement, and at the same time name a nominee. Within seven (7) calendar days thereafter the other party shall name a nominee provided, however, that if such party fails to name a nominee as herein required, the Office of Arbitration of the Ministry of Labour of the Province of Ontario shall have power to effect such appointment upon application thereto by the party invoking the arbitration procedure. The two nominees shall attempt to select by agreement a Chairman of the Arbitration Board. If they are unable to agree upon such a Chairman within a period of fourteen (14) calendar days, they shall then request the Office of Arbitration of the Ministry of Labour of the Province of Ontario to appoint a Chairman.

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

- 9.3 No matter may be submitted to arbitration which has not been carried through all requisite steps of the grievance procedure.
- 9.4 The Board of Arbitration shall not have any power to amend, alter, modify or add to any of the provisions of this agreement or to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 9.5 The proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority and where there is no majority the decision of the Chairman will be final and binding upon the parties hereto and the employee or employees concerned.
- 9.6 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will share equally the fees and expenses, if any, of the Chairman of the Arbitration Board.

ARTICLE 10 - SENIORITY

- 10.1 A new employee will be considered on probation until he has completed sixty (60) days of work within any twelve (12) calendar months. Upon completion of such probationary period, the employee's name will be placed on the appropriate seniority list with seniority dating from the date he was last hired by the Hospital.
- 10.2 Hospital seniority lists of employees shall be prepared according to the records of the Hospital as of January 1st and July 1st in each year and will be posted on the official Union bulletin boards on or before February 1st and August 1st respectively.
- 10.3 The Hospital will supply copies of the seniority lists to the Union Committee and the Local Union Office.
- 10.4 Seniority as posted shall be deemed to be final and not subject to complaint unless such complaint is made within thirty (30) days from the last date of posting.
- 10.5 In the event of a lay-off of an employee, the Hospital shall pay its share of insured benefit premiums up to the end of the month in which the lay-off occurs. The employee may, if possible under the terms and conditions of the insurance benefits program, 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 lay-off occurs. Such payment can be made through the payroll office of the Hospital provided that the employee informs the Hospital of his intent to do so at the time of the lay-off and arranges with the Hospital the appropriate payment schedule.

- 10.6 (a) In cases of promotion, demotion (except in the case of disciplinary demotions) and transfers (other than appointments to positions outside the scope of the bargaining unit), the following factors shall be considered:

- (i) seniority;
- (ii) skill, ability, experience and **qualifications**.

Where the factors in (i) are equal, seniority shall govern, providing the employee in **question** has the **qualifications** to **perform** the work available.

- (b) In cases of lay-off and recall, an employee's seniority will be given preference provided the senior employee possesses the necessary skills, qualifications and experience to perform the work available.

10.7 lay-off and Recall

- (a) In the event of a lay-off, employees with the least seniority within the classification in which the lay-off takes place shall be laid off first, providing that the employees who remain on the job then have the ability to perform the work.

- (b) An employee laid off pursuant to clause (a) shall have the option of accepting the lay-off or shall have the right to displace the least senior employee in the bargaining unit who:

- (i) is in a lower classification having the same or lower rate of pay than the laid off employee and where the laid off employee has the ability and qualifications to **perform** the work of that **position** and requires no training other than orientation: and

(ii) has less seniority than the laid off employee.

- (c) An employee displaced through the above procedure shall have the right to displace an employee with less seniority in the bargaining unit, provided that the laid off employee has the present ability and qualifications to perform the work required by the Hospital in the **classification** which the laid off employee seeks.

- (d) **The Hospital shall** give each employee in the bargaining unit who has acquired seniority and who is to be laid off for a period of more than eight (8) weeks, notice in writing of his lay-off in accordance with the **following** schedule:

- (i) up to two (2) years' service two (2) weeks' notice.
- (ii) two (2) years or more but less than five (5) years' service three (3) weeks' notice.
- (iii) five (5) years or more but less than ten (10) years' service four (4) weeks' notice.
- (iv) ten (10) years or more service eight (8) weeks' notice.

Service shall be calculated as stated above as of the date of the proposed lay-off.

- (e) In all other cases of lay-off, the Hospital shall give each employee in the bargaining unit who has acquired seniority one (1) week's notice, provided, however, such notice shall not be required if the lay-off occurs because of emergencies, for example fire, power failure, act of God, equipment breakdown, or any other condition beyond the reasonable control of the Hospital.
 - (f) Where a position or positions become available in a classification or classifications in which the lay-off occurred, employees who retain seniority shall be recalled to positions in the classification from which they were laid off or displaced as a result of the exercise of the displacement procedure set out in (a) above for a period of twenty-four (24) calendar months or less in the order of their seniority, provided that he then has the ability to perform the available work.
 - (g) No new employee shall be hired in the classifications in which a lay-off has taken place until laid off employees, who retain seniority and are eligible for recall as prescribed by this article have been given the opportunity to return to work.
10. 8
- (a) The Hospital undertakes to notify the Union in advance, so far as practicable, of any technological changes which the Hospital has decided to introduce which will significantly change the status of employees within the bargaining unit.
 - (b) The Hospital agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effect, if any, upon employees concerned.
 - (c) Employees with one or more years of continuous service who are subject to lay-off under conditions referred to above, will be given notice of the impending change in employment status at the earliest reasonable time in keeping with the notification to the Union as set forth above and the requirements of the applicable legislation.

- 10.9 An employee shall lose all service and seniority and shall be deemed to have been terminated if he:
- (a) has been laid off for the lesser of his length of seniority or **twenty-four (24)** calendar months;
 - (b) is absent due to disability or illness for a period of twenty-four (24) months, or a period equivalent to the employee's length of seniority at the time the disability or illness **commenced, whichever** is the lesser;
 - (c) is absent from scheduled work for a period of three (3) or more consecutive working days without **notifying** the hospital of such absence and **providing a** reason satisfactory to the hospital, and failure to notify was not due to circumstances within the employee's control;
 - (d) fails to return to work upon the expiration of a leave of absence for reasons **within** the employee's control or utilizes a leave of absence for a purpose other than that for which it was granted unless excused by the hospital in **writing**;
 - (e) fails upon being notified of a recall to signify his intention to return within three (3) calendar days after he has received the notice of recall mailed by registered mail to the last known address according to the records of the hospital and falls to report to work within seven (7) calendar days after he has **received** the notice of recall or such further period of **time** as may be agreed upon by the parties. **It is the employee's responsibility** to ensure that his home address and telephone number are current at all **times**. If the employee fails to do this, the hospital will not be responsible for failure to notify;
 - (f) refuses to continue to work or return to work during an emergency which seriously affects the Hospital's ability to provide adequate patient care, unless a satisfactory reason is given to the Hospital.

ARTICLE 11 - JOB POSTINGS

- 11.1 In order to ensure that employees are given the opportunity of applying for transfers or promotions, the Employer agrees to post all initial job category **vacancies** covered by this Agreement on bulletin boards for a period of seven (7) consecutive calendar days. The successful **applicant will be** selected in accordance with Article 10.6.
- 11.2 The Employer may temporarily fill any vacancy while observing the procedures herein **set** forth.
- 11.3 A secondary vacancy occurring in a department other than the department in which the Initial vacancy took place **will** be posted and filled in accordance with Article 10.6.

- 11.4 Copies of all job postings shall be forwarded to the Union office once a month.
- 11.5 An employee who is unsuccessful in his/her application for a posted vacancy shall be notified on request to the Personnel Services Department the name of the successful applicant.

ARTICLE 12 - HOURS OF WORK AND OVERTIME

- 12.1 The Hospital does not guarantee any hours of work per day or days of work per week with respect to any employee covered by this Agreement.
- 12.2 The normal hours of work for all employees shall be seven and one-half (7 1/2) hours of work per day exclusive of an unpaid meal break and thirty-seven and one-half (37 1/2) hours of work per week.
- 12.3 (a) Authorized work performed in excess of seven and one-half (7 1/2) hours of work per day and seventy-five (75) hours of work averaged over the scheduling period shall be considered as overtime and paid for at the rate of time and one-half the employee's straight time hourly rate of pay.
- (b) Where an employee has worked and accumulated approved overtime hours (other than normal premium hours related to paid holidays) up to a maximum of the equivalent of one (1) day's accumulation, then such employee shall have the option of electing payment at the applicable overtime rate or time off equivalent to the applicable overtime rate (i.e., where applicable rate is one and one-half times, then time off shall be at one and one-half times). Where an employee chooses the latter option, such time off must be taken within the succeeding two (2) day periods of the occurrence of the overtime at a time mutually agreeable to the Hospital and the employee. Failing such agreement, payment in accordance with the former option shall be made.
- 12.4 (a) Regular full-time employees shall be entitled to a paid rest period of fifteen (15) consecutive minutes in both the first half and the second half of a seven and one-half (7 1/2) hour shift.
- (b) Employees who work other than a seven and one-half (7 1/2) hour shift shall be entitled to paid rest periods of fifteen (15) minutes each for each of three and three-quarter (3 3/4) hours of work during their shift.
- 12.5 The Hospital will endeavour to schedule a minimum of sixteen (16) hours off between regularly scheduled shifts of work unless otherwise mutually agreed.
- 12.6 It is understood and acknowledged that the Hospital has the right to require employees to perform reasonable authorized overtime work.

ARTICLE 13 - PAID HOLIDAYS

13.1 Employees who qualify under **13.3** of this Article shall receive the following eleven (11) holidays with pay:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Dominion Day	Boxing Day
Civic Holiday	

The parties agree to continue to discuss the potential change from Remembrance Day to the Third Monday in February.

Should the Hospital be required to observe an additional paid holiday as a result of legislation, it is understood that one of the existing holidays recognized by the Hospital shall be established as the legislated holiday after discussion with the Union, so that the Hospital's obligation to provide for eleven (11) paid holidays remains unchanged.

13.2 Holiday pay is defined as the amount of straight time pay (7 1/2 hours), exclusive of shift premium, which the employee would have received if he had worked his normal daily working schedule on the holiday in question.

13.3 In order to qualify for pay for a holiday, an employee shall complete a full scheduled shift on each of his working days immediately preceding and immediately following the holiday concerned unless the employee was absent due to:

- (a) legitimate illness or accident which commenced in the current or previous pay period in which the holiday occurred;
- (b) layoff for a period not exceeding five (5) calendar days, inclusive of the holiday;
- (c) a leave of absence for a period not exceeding five (5) calendar days, inclusive of the holiday;
- (d) vacation granted by the Hospital;
- (e) the employee's regular scheduled day off.

13.4 An employee who qualified under Article **13.3** and is required to work on any of the above-named holidays will, at the option of the Employer, which shall take into account in its decision the request of the employees, receive either:

- (a) pay for all hours worked on such day at the rate of one and one-half (1 1/2) times his regular rate of pay in addition to his regular rate of pay. or

(b) pay at the rate of time and one-half the employee's regular rate of pay for work performed on such holiday and a lieu day off at regular pay within either thirty (30) days before or thirty (30) days following the holiday. Such lieu day off to be selected by the employee and the Department Head by mutual agreement. Failing such mutual agreement, the lieu day will be scheduled by the Department Head.

- 13.5 An employee who is scheduled to work on a paid holiday and who fails to do so shall lose his entitlement to holiday pay unless the employee provides a legitimate reason for such absence to his immediate supervisor.
- 13.6 If a paid holiday falls during an employee's vacation his vacation shall be extended accordingly providing the employee qualifies for the holiday pay.
- 13.7 If a paid holiday falls during an employee's regular day off, another day off shall be scheduled by the Hospital providing the employee qualifies for the holiday pay.
- 13.8 An employee scheduled to work on the holiday who is absent because of illness shall receive holiday pay in accordance with 13.3 above. The employee shall be eligible for sick benefits in such circumstances only if he does not qualify for holiday pay.

ARTICLE 14 - VACATIONS

- 14.1 For the purpose of calculating vacation entitlement, the vacation year shall be deemed to commence on September 1st of each year and to end on August 31st of the following year.
- 14.2 Employees who have completed less than one (1) year of continuous service as of August 31st shall be entitled to an annual vacation of 1.25 days for each completed month of service to a maximum of fourteen (14) working days and shall be paid six percent (6%) of their earnings during the vacation year calculated as of the pay period immediately preceding August 31st.
- 14.3 Vacation entitlement is determined as follows. Employees are entitled to their annual vacation with pay at their regular straight time hourly rate.

Persons employed prior to February 7, 1985

Three (3) weeks after one (1) year of continuous service

Four (4) weeks after four (4) years of continuous service

Five (5) weeks after twelve (12) years of continuous service

Persons employed on or after February 7, 1985

Three (3) weeks after one (1) year of continuous service

Four (4) weeks after four (4) years of continuous service

Five (5) weeks after seventeen (17) years of continuous service

The foregoing **is** to be effective in the second year of the instant **collective** agreement.

- 14.4 The **time** of vacation for each employee each year will be mutually arranged between the employees and the Employer, provided however that **if** there is a dispute **over a respective** vacation date between employees, seniority of an employee shall **be** the governing factor. In addition should the parties be unable to mutually agree upon the time, the decision **will** be that of the Employer. An employee shall be entitled to receive **his/her** vacation in an unbroken period, unless otherwise mutually agreed upon between the employee and the Employer.
- 14.5 An employee **who** leaves the employ of the Hospital for any reason shall be paid vacation allowance due to him at the **time** of his termination as provided herein.
- 14.6 **If** the employee, by request in writing delivered to the payroll officer in charge of the payroll of the Hospital at least fifteen (15) Payroll Department **working** days prior to the commencement of the employee's vacation, the Hospital will pay the employee, prior to the employee proceeding on vacation, the pay to which he **is** entitled to receive on the pay days occurring during the employee's vacation period.
- 14.7 Vacation time accumulated by an employee as of August **31st** in any year must be taken by August **31st** of the following year or **it will** be paid out in accordance with the employee's vacation entitlement.

ARTICLE 15 - WAGES

- 15.1 (a) The Hospital agrees to pay and the Union agrees to accept for the term of this Agreement the rates of wages as set forth in Schedule "A" attached hereto.
- (b) For the purpose of calculating any benefit or money payment under this Agreement to which an employee **is** entitled, the regular straight time rate of pay **is** that prescribed in Schedule "A".

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

ARTICLE 16 - SHIFT PREMIUM

- 16.1 (a) Effective January 1, 1984, the Hospital will pay a shift premium of \$2.63 for each complete shift worked as scheduled by the Hospital, the majority of hours which fall between 1500 and 0700.
- (b) Effective January 1, 1986, the Hospital will pay a shift premium of \$3.37 for each complete shift worked as scheduled by the Hospital the majority of hours which fall between 1500 and 0700.

ARTICLE 17 - UNIFORM ALLOWANCE

- 17.1 Where lab coats are expected to be worn, they will be supplied and laundered.

ARTICLE 18 - SUPERVISORY PAY

- 18.1 Where the Employer temporarily assigns an employee to carry out the assigned responsibilities of a classification outside the bargaining unit for a period in excess of one-half of one shift, the employee shall receive an allowance of \$3.00 for each shift from the time of the assignment.

ARTICLE 19 - TRANSFERS

- 19.1 An employee who is temporarily assigned by the Hospital for one complete shift or more to a job classification within the bargaining unit where the wage rate is higher than that of the job classification to which the employee is regularly assigned, shall receive the next highest wage rate above his regular wage rate in the job classification to which he is temporarily assigned for all hours worked in the higher classification.
- 19.2 If an employee is transferred permanently to a higher or equally rated job classification, he shall receive not less than the rate that he was receiving at the time of the transfer or the starting rate of the job into which he is being transferred, whichever is the higher and shall be advanced through the rates for the higher rated job classification as provided in Schedule "A".
- 19.3 If an employee is permanently transferred to a lower rated classification he shall move to the increment scale in the lower rated classification based on his length of service with the Hospital.
- 19.4 An employee who is temporarily transferred by the Hospital to a lower rated job classification shall receive the pay rate he was receiving at the time of the transfer.

ARTICLE 20 - CALLBACK PAY

- 20.1 An employee called back to work after leaving the premises who reports to work outside his normal Scheduled hours of work will receive, no matter what period of time is actually worked, and after leaving the premises on completion of that work, no less than the equivalent of three (3) hours pay at time and one-half his regular straight time hourly rate. For purposes of clarity, this paragraph shall not apply to employees who are scheduled to work overtime by reporting to work before the commencement of their normal shift. Should the employee be called back within the original three (3) hours, this provision will not apply.
- 20.2 In lieu of callback pay, an employee may take equivalent time off with pay at time and one-half his regular straight time hourly rate at a mutually agreeable time within thirty (30) days following callback, or such longer period as may be agreed upon. Where no agreement is reached, the employee shall be paid in accordance with paragraph 20.1.

ARTICLE 21 - STANDBY

- 21.1 An employee who is required to remain available for duty on standby outside the working hours for that particular employee shall receive standby pay in the amount of \$2.10 per hour for all hours of standby.

ARTICLE 22 - REPORTING PAY

- 22.1 Employees who report for any regularly scheduled shift will be paid for the time spent at the Hospital with a maximum of four (4) hours pay at his basic straight time hourly rate of pay.
- 22.2 The reporting allowance as outlined herein shall not apply whenever an employee has received prior notice not to report for work, or in the case of conditions beyond the control of the Employer.

ARTICLE 23 - LEAVES OF ABSENCE

23.1 Personal Leave of Absence

The Hospital may grant a leave of absence without pay for legitimate personal reasons provided the employee can be spared having due regard for the proper operation of the Hospital. Application for such leave shall be made in writing to the Hospital as far in advance as possible, but in any event at least one (1) week prior to the commencement of the leave, unless such notice in advance is impossible to give. The application must clearly state the reason for the leave of absence and duration of such absence. An employee will be credited with seniority during an unpaid leave of absence up to a maximum of sixty (60) days.

23.2 Union Leave of Absence

Leave of absence for union business shall be given without pay up to an aggregate maximum for all employees of twenty-five (25) days provided such leave does not interfere with the continuance of efficient operations of the Hospital. Such leave shall be subject to the following conditions:

- (a) No one such leave of absence shall extend beyond two weeks;
- (b) a request must be made in writing at least two weeks prior to the commencement of the function for which leave is requested;
- (c) such request shall state the general nature of the function to be attended.

23.3 Bereavement Leave

An employee shall be granted a compassionate leave of absence of three (3) days with pay upon application to the Hospital in the event of a death of a member of the employee's immediate family. The term "immediate family" means: parent, stepparent, spouse, child, stepchild, brother, sister, mother-in-law, father-in-law, grandparent, grandchild and a

leave of absence of one (1) day with pay for the purposes of attending a funeral of a sister-in-law, brother-in-law, daughter-in-law and son-in-law.

23.4 Maternity Leave

- (a) Maternity leave will be granted in accordance with the provision of the Employment Standards Act 1974, except where amended in this provision.
- (b) An employee on leave as set out herein who is in receipt of Unemployment Insurance pregnancy benefits pursuant to section 30 of the Unemployment Insurance Act, 1971, shall be paid a Supplemental Unemployment Benefit. That benefit will be equivalent to the difference between 75% of her regular weekly earnings and the sum of her weekly Unemployment Insurance benefits and any other earnings. Such payment shall commence following completion of the two week Unemployment Insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance stub as proof that she is in receipt of Unemployment Insurance pregnancy benefits, and shall continue while the employee is in receipt of such benefits for a maximum period of fifteen (15) weeks. The employee's regular weekly earnings shall be determined by multiplying her regular hourly rate on her last day worked prior to the commencement of the leave times her normal weekly hours.
- (c) The employee shall give written notification one month prior to the commencement of the leave or her request for leave together with her expected date of return. At such time she shall also furnish the hospital with her doctor's certificate as to pregnancy and expected date of delivery.
- (d) The employee has the right to extend the maternity leave to six (6) months in total. Written notice by the employee to extend the maternity leave will be given at least two (2) weeks prior to the termination of the initially approved leave. This notice requirement will be shortened in circumstances where medical complications occur in the two (2) weeks prior to the termination of the initially approved leave.
- (e) It is understood that during a maternity leave exceeding thirty (30) continuous calendar days, credit for service for purposes of salary increment, vacation, sick leave, or any other benefits under any provisions of the collective agreement or elsewhere shall be suspended, the benefits concerned appropriately reduced on a pro rata basis and the employee's anniversary date adjusted by the entire period of the absence. In addition, the employee will become responsible for full payment of subsidized employee benefits in which she is participating for the period of the absence.

Notwithstanding the above, the hospital shall maintain its premium payments for applicable insured benefits until the end of thirty (30) calendar days following the date on which the leave commenced.

However, credit for seniority shall not be suspended but shall accumulate during such leave.

- (f) The employee shall reconfirm her intention to return to work on the date originally provided to the hospital in (c) or (d) above by written notification received by the hospital at least two weeks in advance thereof.

This employee shall be reinstated to her former position, if available, or given a comparable position at not less than her wages when she began her leave of absence.

- (g) When persons are hired to replace employees who are on approved maternity leave, the period of employment of such persons will not exceed the maternity leave. The release or discharge of such persons shall not be the subject of a grievance or arbitration.

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

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

23.5 Jury - Witness Duty

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

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

23.6 Education Leave

(a) Where employees are required by the hospital to take courses to upgrade or acquire new employment qualifications, the employer shall pay the full costs associated with the courses.

(b) 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 his or her employment qualifications.

23.7 Effect of Leave of Absence

In the event of an employee's absence without pay from the Hospital exceeding thirty (30) continuous calendar days the employee will not accumulate service for purposes of salary increment, vacation entitlement or sick leave benefits for the duration of such absence. During such absence the employee will be responsible for full payment of all subsidized employee benefits in which the employee is participating. The employee may arrange with the Hospital to prepay to the Hospital the full premium of such subsidized employee benefits for the entire period of the leave to ensure the employee's continued coverage. The employee's anniversary date shall be adjusted accordingly.

ARTICLE 24 - BULLETIN BOARDS

24.1 The Employer shall provide four (4) bulletin boards which shall be placed so that all employees will have access to them and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees/Union membership.

ARTICLE 25 - HEALTH AND WELFARE

25.1 O.H.I.P.

The Hospital agrees to pay one hundred percent (100%) of the billed premium rate under the Ontario Health Insurance Plan for each employee in the employ of the Hospital eligible for coverage.

25.2 Semi-Private

The Hospital agrees to pay one hundred percent (100%) of the billed premium for coverage of eligible employees for Semi-Private Insurance for each employee in the employ of the Hospital.

25.3 Extended Health Care

The Hospital agrees to pay seventy-five percent (75%) of the billed premium for an extended health care plan (Blue Cross 10-20 or equivalent) with coverage to include glasses at a maximum of \$60.00 every twenty-four (24) months and hearing aids to a maximum of \$300.00, on behalf of each eligible employee in the employ of the Hospital.

25.4 Group Life

The Hospital agrees to pay one hundred percent (100%) of the billed premium for coverage of eligible employees under the Hospital of Ontario Group Life Insurance Plan (HOGLIP) for each employee in the employ of the Hospital.

25.5 Dental Plan

Consistent with the requirements of the carrier, eligible employees in the bargaining unit shall be entitled to participate in the Group Dental Plan (Blue Cross #9 or its equivalent, current O.D.A Schedule) subject to the terms and conditions of the plan. The Hospital will contribute fifty percent (50%) of the billed premiums towards coverage of the eligible participating employees under the plan in the employment of the Hospital, and such employees shall pay the remaining premium through payroll deductions.

25.6 Sick Leave

Disability Plan

(a) The Hospital shall maintain the Ontario Hospitals Disability Insurance Plan (HOODIP or its equivalent). The Hospital shall pay seventy-five percent (75%) of the billed monthly premium of the plan for all employees in the active employ of the Hospital and the employee shall pay the remaining twenty-five percent (25%) through payroll deduction. All new employees must join the plan.

For the purpose of transfer to the short-term portion of the disability program, employees on the payroll as of the date of notice of ratification with three (3) months or more of service shall be deemed to have three (3) months of

service. For the purpose of transfer to the long-term portion of the disability program employees on the active payroll as of the date of notice of ratification with one (1) year or more of service shall be deemed to have one (1) year of service,

Effective June 1, 1982 the previous Sick Leave Plan in the Hospital was terminated and any provisions relating to that plan were declared null and void under the Collective Agreement except as to those provisions relating to pay-out of unused sick leave benefits which are specifically dealt with hereinafter.

Existing sick leave credits for those employees were converted to a sick leave bank to the credit of the employee at the then current per diem rate of pay based on his regular straight time hourly rate. This historical "sick leave bank" shall be utilized to:

- (i) Supplemental payment for sick leave days under the new program which would otherwise be at less than full wages and
 - (ii) Where a pay-out provision existed under the former sick leave plan, pay-out on termination of employment that portion of unused sick leave dollars available under the former provisions relating to pay-out.
- (b) The Hospital further agrees to pay employees an amount equal to any loss of benefits under HOODIP for the first two days of the fourth and subsequent period of absence in any calendar year,
- (c) Any dispute which may arise concerning an employee's entitlement to short-term or long-term benefits under HOODIP may be subject to grievance and arbitration under the provisions of this Agreement.

25.7 Pension Plan

Employees shall enroll in the Hospitals of Ontario Pension Plan (HOOPP) in accordance with the provisions and requirements of the Plan.

25.8 Change of Carriers

It is understood that the Employer may at any time substitute another carrier for any plan (other than OHIP) provided the benefits conferred thereby are not in total decreased. Before making such a substitution, the Employer shall notify the Union to explain the proposed change and to ascertain the views of the employees. Upon request by the Union, the employer shall provide to the Union full specifications of the benefit programs contracted for and in effect for employees covered herein.

ARTICLE 26 - HEALTH AND SAFETY

- 26.1 (a) The Employer and the Union agree that they mutually desire to maintain standards of safety and health in the Hospital in order to prevent accidents, injury and illness.
- (b) Recognizing its responsibilities under the applicable legislation, the Hospital agrees to accept as a member of its Accident Prevention - Health and Safety Committee at least one (1) representative selected or appointed by the Union from amongst bargaining unit employees.
- (c) Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programs and recommend action to be taken to improve conditions related to safety and health.
- (d) The Hospital agrees to co-operate reasonably in providing necessary information to enable the Committee to fulfill its functions.
- (e) Meetings shall be held every second month or more frequently at the call of the Chair if required. The Committee shall maintain minutes of all meetings and make the same available for review.
- (f) Any representative appointed or selected in accordance with (b) hereof shall serve for a term of one (1) calendar year from the date of appointment which may be renewed for further periods of one (1) year. Time off for such representative(s) to attend meetings of the Accident Prevention - Health and Safety Committee in accordance with the foregoing shall be granted and any representative(s) attending such meetings during their regularly scheduled hours of work shall not lose regular earnings as a result of such attendance.
- (g) The Union agrees to endeavour to obtain the full co-operation of its membership in the observation of all safety rules and regulations.

ARTICLE 27 - ACCESS TO PERSONAL FILE

- 27.1 An employee shall, upon written request made a reasonable time before the time of viewing, have an opportunity to view his personal file in the presence of the Director of Human Resources or his designate. The information the employee may review will be:
- (a) Application forms;
- (b) Written evaluations;
- (c) Formal disciplinary notations;
- (d) Incident reports.

ARTICLE 28 - RETROACTIVE PAY

28.1 The increases to Schedule "A" shall be effective on the date set out therein on a retroactive basis and shall be applied and paid to all employees in the bargaining unit on the basis of paid hours of employment. Any employees who have since ceased to be employees shall have a period of thirty (30) days only from the date of the execution of the collective agreement in which to claim from the Employer any adjustment to their remuneration. Any new employees hired shall be entitled to a pro rata adjustment to their remuneration from the date of their employment. The Employer shall be responsible to contact in writing (with a copy to the Union office) at their last known address, employees who have left its employ to advise them of their entitlement to any retroactive wage adjustment. The retroactive payments noted above shall be made by separate cheques to the employees within sixty (60) days of the signing of this collective agreement. The information attached to such cheques is to be in compliance with the Employment Standards Act.

ARTICLE 29 - TERM OF AGREEMENT

29.1 This Agreement shall remain ~~in effect until and including March 31, 1988~~ and shall be automatically renewed from year to year thereafter unless either party notifies the other party in writing of its desire to amend or terminate this Collective Agreement.

29.2 Notice of intent to amend this Agreement shall be given by either party to the other in writing ninety (90) days prior to the expiry date and negotiations with respect thereto shall begin within fifteen (15) days after filing notice to bargain for a new amended agreement.

DATED AT LONDON, ONTARIO this 15 day of Feb. 1988.

FOR THE HOSPITAL
Allen Hansen
Lester K...
Paul ...

FOR THE UNION
J. County ...
...

SCHEDULE "A"

CLASSIFICATION	PREVIOUS C/A	1986 01/01/86	1986 01/07/86	1987 01/01/87
1. Non-Certified E.C.G. Technician	1678.86 (10.331)	1712.66 (10.538)	1780.96 (10.960)	1856.83 (11.425)
	1724.63 (10.613)	1759.12 (10.825)	1829.68 (11.258)	1907.23 (11.737)
	1776.99 (10.923)	1810.49 (11.141)	1882.91 (11.567)	1962.93 (12.080)
	1818.48 (11.191)	1854.85 (11.416)	1929.04 (11.871)	2011.52 (12.376)
	1864.25 (11.472)	1901.54 (11.702)	1977.80 (12.170)	2061.85 (12.667)
2. Laboratory Asstec. Morgue Assistant	1689.16 (10.395)	1722.96 (10.603)	1791.86 (11.027)	1868.01 (11.495)
	1710.90 (10.529)	1745.12 (10.759)	1814.92 (11.189)	1891.05 (11.943)
	1732.65 (10.662)	1767.30 (10.876)	1837.99 (11.311)	1916.16 (11.791)
	1756.67 (10.810)	1791.80 (11.026)	1863.67 (11.468)	1942.67 (11.955)
	1778.42 (10.944)	1813.99 (11.163)	1886.55 (11.618)	1966.73 (12.103)
	1801.31 (11.085)	1837.34 (11.307)	1910.83 (11.759)	1992.04 (12.258)
	1823.06 (11.219)	1859.52 (11.443)	1933.90 (11.901)	2016.09 (12.407)
	1847.09 (11.367)	1884.03 (11.566)	1959.39 (12.058)	2042.86 (12.570)

CLASSIFICATION	PREVIOUS C/A	1986 01/01/86	1986 01/07/86	1987 01/04/87
3. Non-Certified E.E.G. Technician	1771.56 (10.902)	1806.99 (11.120)	1879.27 (11.565)	1959.14 (12.056)
	1843.65 (11.346)	1880.52 (11.572)	1955.74 (12.035)	2038.86 (12.547)
	1892.86 (11.648)	1930.72 (11.881)	2007.95 (12.357)	2093.29 (12.882)
	1942.08 (11.951)	1980.92 (12.190)	2060.16 (12.678)	2147.72 (13.217)
	1997.01 (12.289)	2036.95 (12.535)	2118.43 (13.036)	2208.46 (13.591)
4. E.C.G. Technician	1867.68 (11.493)	1905.03 (11.723)	1981.23 (12.192)	2065.43 (12.710)
	1900.87 (11.698)	1938.89 (11.932)	2016.45 (12.409)	2102.15 (12.936)
	1938.64 (11.930)	1977.41 (12.169)	2056.51 (12.655)	2143.91 (13.193)
	1971.83 (12.134)	2011.27 (12.377)	2091.72 (12.872)	2180.62 (13.119)
	2006.16 (12.346)	2046.28 (12.592)	2128.13 (13.096)	2218.58 (13.653)
5. Ophthalmic Tech	1890.57 (11.634)	1928.38 (11.867)	2005.52 (12.342)	2090.75 (12.866)
	1928.34 (11.867)	1966.91 (12.104)	2045.59 (12.588)	2132.53 (13.123)
	1964.97 (12.092)	2004.27 (12.334)	2084.44 (12.827)	2173.03 (13.372)
	2005.02 (12.339)	2045.12 (12.585)	2126.92 (13.089)	2217.31 (13.645)
	2041.63 (12.564)	2082.46 (12.815)	2165.76 (13.328)	2257.80 (13.894)

CLASSIFICATION	PREVIOUS "	1986 01/01/86	1986 01/07/86	1987 01/04/87
6. E.C.G. Technician (Special Procedures)	1906.60 (11.733)	1944.73 (11.968)	2022.52 (12.648)	2108.68 (12.975)
	1940.93 (11.944)	1979.75 (12.183)	2058.94 (12.870)	2166.66 (13.288)
	1974.12 (12.148)	2013.60 (12.391)	2094.14 (12.887)	2183.14 (13.435)
	2008.45 (12.360)	2048.62 (12.607)	2130.56 (13.111)	2221.11 (13.868)
	2043.92 (12.578)	2084.80 (12.830)	2168.19 (13.343)	2260.34 (13.918)
7. Non-R.T. - Laboratory - Nuclear Medicine	1942.08 (11.951)	1980.92 (12.190)	2060.16 (12.678)	2147.72 (13.217)
	1971.83 (12.134)	2011.27 (12.377)	2091.72 (12.872)	2180.62 (13.619)
	2002.73 (12.324)	2042.78 (12.571)	2124.49 (13.073)	2214.78 (13.629)
	2032.48 (12.508)	2073.13 (12.758)	2156.08 (13.268)	2247.69 (13.832)
	2064.52 (12.705)	2103.81 (12.959)	2190.04 (13.477)	2283.12 (14.058)
8. Non-Certified Biomedical Technician	1967.25 (12.108)	2006.60 (12.348)	2086.86 (12.842)	2175.55 (13.388)
	2024.47 (12.458)	2044.96 (12.707)	2147.54 (13.218)	2238.83 (13.777)
	2080.55 (12.803)	2122.16 (13.059)	2207.05 (13.581)	2300.85 (14.159)
	2136.83 (13.148)	2179.38 (13.411)	2264.53 (13.947)	2362.86 (14.541)
	2193.85 (13.501)	2237.73 (13.771)	2327.24 (14.322)	2426.15 (14.931)
	2247.64	2292.59	2384.29	2487.62

CLASSIFICATION	PREVIOUS C/A	1986 01/01/86	1986 01/07/86	1987 01/04/81
9. Non-Certified Respiratory Technician	2040.49 (12.557)	2081.30 (12.808)	2164.55 (13.320)	2256.54 (13.886)
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10. -Dental Assistant				
-Registered E.E.G. Tech	2066.81 (12.719)	2108.15 (12.973)	2192.48 (13.492)	2285.66 (14.066)
-Non-R.T.				
- Respiratory	2102.79 (12.940)	2144.85 (13.199)	2230.64 (13.727)	2325.44 (11.310)
- Radiology				
	2141.20 (13.177)	2184.02 (13.441)	2271.38 (13.978)	2367.91 (14.572)
	2177.82 (13.402)	2221.38 (13.670)	2310.24 (14.217)	2408.43 (14.821)
	2216.73 (13.641)	2261.06 (13.914)	2351.50 (14.471)	2451.44 (15.086)
<hr/>				
11. Certified Biomedical Technician	2114.88 (13.015)	2157.18 (13.275)	2243.47 (13.806)	2338.82 (14.393)
	2169.81 (13.353)	2213.21 (13.620)	2301.74 (14.165)	2399.56 (14.767)
	2221.32 (13.670)	2265.75 (13.943)	2356.38 (14.501)	2456.53 (15.117)
	2276.25 (14.008)	2321.78 (14.288)	2414.65 (14.860)	2517.27 (15.491)
	2327.74 (14.325)	2374.29 (14.611)	2469.26 (15.196)	2574.20 (15.841)
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12. Senior Biomedical Technician	2209.86 (13.560)	2254.06 (13.872)	2344.22 (14.426)	2443.85 (15.039)
	2268.23 (13.958)	2313.59 (14.238)	2406.13 (14.807)	2508.39 (15.436)
	2327.74 (14.325)	2374.29 (14.611)	2469.26 (15.196)	2574.20 (15.842)
	2388.39 (14.698)	2436.16 (14.992)	2533.61 (15.591)	2641.29 (16.251)
	2449.05 (15.071)	2498.03 (15.372)	2597.95 (15.987)	2708.36 (16.667)

CLASSIFICATION	PREVIOUS C/A	1986 01/01/86	1986 01/07/86	1987 01/04/87
13. Charge Biomedical Technician	2240.76 (13.789)	2285.58 (14.065)	2377.00 (14.628)	2478.02 (15.230)
	2307.15 (14.198)	2353.29 (14.482)	2447.42 (15.061)	2551.44 (15.701)
	2373.52 (14.606)	2420.99 (14.898)	2517.83 (15.494)	2624.84 (16.153)
	2436.44 (14.994)	2485.19 (15.294)	2584.80 (15.868)	2694.45 (16.583)
	2500.54 (15.388)	2550.55 (15.696)	2652.57 (16.324)	2765.30 (17.018)
14. General Duty Technologist		2328.95 (14.33)	2422.25 (14.91)	2525.05 (15.54)
- Respiratory Therapist				
- Specialist R.T.				
- Registered Pulmonary Technician		2359.59 (14.52)	2453.87 (15.10)	2558.26 (15.74)
- Registered Technologist				
- Radiology		2396.37 (14.75)	2492.22 (15.34)	2598.14 (15.99)
- Laboratory				
- Nuclear Medicine				
- Pathologist Assistant		2439.27 (15.01)	2534.84 (15.61)	2644.84 (16.27)
		2488.30 (15.31)	2587.83 (15.93)	2697.81 (16.60)
		2537.33 (15.61)	2638.82 (16.24)	2750.87 (16.93)
		2592.48 (15.93)	2694.18 (16.54)	2810.77 (17.30)
		2653.77 (16.33)	2754.82 (16.94)	2877.22 (17.71)

CLASSIFICATION	PREVIOUS C/A	1986 01/01/86	1986 01/07/86	1987 01/04/81
15. Clinical	2574.10	2625.58	2730.60	2846.65
Instructors	(15.841)	(16.157)	(16.804)	(17.518)
~ Respiratory	2630.59	2683.20	2790.53	2909.13
~ Radiology	(16.188)	(16.512)	(17.172)	(17.902)
	2693.08	2746.94	2856.82	2978.23
	(16.573)	(16.904)	(17.580)	(18.328)
	2754.36	2809.45	2921.83	3046.01
	(16.950)	(17.289)	(17.980)	(18.745)
	2813.25	2869.52	2984.30	3111.13
	(17.312)	(17.659)	(18.365)	(19.145)
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16. Charge R.T.	2645.00	2697.90	2805.82	2925.07
- Laboratory	(16.277)	(16.602)	(17.267)	(18.000)
- Nuclear Medicine				
- Radiology	2702.69	2756.74	2867.01	2988.86
Specialist R.T.	(16.632)	(16.965)	(17.643)	(18.393)
- Laboratory				
- Nuclear Medicine	2765.18	2820.48	2933.30	3057.97
	(17.016)	(17.357)	(18.051)	(18.818)
	2825.26	2881.77	2997.04	3124.41
	(17.386)	(17.734)	(18.443)	(19.227)
	2885.35	2943.06	3060.78	3190.86
	(17.756)	(18.111)	(18.836)	(19.636)
	2945.43	3004.34	3124.51	3257.30
	(18.126)	(18.488)	(19.228)	(20.045)

SCHEDULE "B"

Employees eligible for such allowance will be paid effective the date of notification to the hospital of the advanced qualifications as follows:

(a) Lab Employees

B.Sc.	\$35.00
A.R.T.	35.00
Licentiate	50.00

(b) X-ray Employees

B.Sc.	\$35.00
A.R.T.	35.00
Ultrasound	35.00
Licentiate	50.00

(c) Respiratory

A.R.T.	\$35.00
Licentiate	50.00

(d) Nuclear Medicine

A.R.T.	35.00
Licentiate	50.00



