



SOURCE	Hosp		
wages EFF.	91	01	19
TERM.	93	03	31
No. OF EMPLOYEES	423		
NOMBRE D'EMPLOYÉS	423		

COLLECTIVE AGREEMENT

BETWEEN:

VICTORIA HOSPITAL CORPORATION

(hereinafter called The "Employer")

OF THE FIRST PART

- and -

LONDON AND DISTRICT SERVICE WORKERS'

UNION, LOCAL 220

(S.E.I.U., A.F.L., C.I.O., C.L.C.)

(Hereinafter called "The Union")

OF THE SECOND PART

EXPIRE MARCH 31, 1993

PART-TIME SERVICE UNIT

MAY
MAY 11 1992

05512(03)



UNION COMMITTEE STRUCTURE
PART TIME SERVICE UNIT

Part Time

Chairperson

Tom Lenehan

Vice-Chairperson

Heather Gorman-Murray

Committeeperson(s)

Randy Marchant

-

James Lewis

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 Askin
Union Representative

Brenda Rehkopf
Union Representative

Paul D. Middleton
Union Representative

Kirsten Bradley
Organizer

Lin Whittaker
Union Representative

Mike Morin
Research Representative

Roy Jacques
Union Representative

Stana Edwards
Eleanor Munro
Janice Morphy

Mary Kay Whitney
Union Representative

Eunice Myers
Leslie Reid
Irene Scully

Ken McLeod
Union Representative

Rick Winkworth

**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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ARTICLE 1 - SCOPE OF AGREEMENT

1.01 The Employer recognizes the Union as the sole Collective Bargaining agency of all employees of the Employer as certified by O.L.R.B. Certificate issued at Toronto on May 24, 1977.

This Board doth certify London and District Service Workers Union, Local 220, S.E.I.U., A.F.L., C.I.O., C.L.C., as the Bargaining Agent of all employees of Victoria Hospital Corporation at London, Ontario regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation periods, persons engaged as temporary replacements for periods not exceeding six (6) months, persons engaged to work on special projects for periods of not more than six (6) months and persons engaged intermittently on call for periods not exceeding one-hundred and four (104) hours during any calendar month save and except professional medical staff, veterinarians, graduate nurses, undergraduate nurses, Registered Nursing Assistants, graduate pharmacists, undergraduate pharmacists, graduate dietitians, undergraduate and student dietitians, persons engaged in research work, Social Workers, technical personnel, Chief Engineer, Assistant Chief Engineer, Residence Director, Supervisors, Foremen, persons above the rank of Supervisor or foreman, office and clerical staff, watchmen, security guards, students engaged in a co-operative program between the employer and an education institution for periods not exceeding one (1) month, Safety Officer, Physiotherapy Student Interns, Occupational Therapy Student Interns, dietetic interns, pharmacy interns, persons covered by subsisting bargaining relationships and part-time personnel regularly employed for not more than twenty-four (24) hours per week in classifications otherwise included in such bargaining relationships with O.N.A., Local 100; O.P.E.I.U., Local 468; and O.P.S.E.U. Respectively.

1.02 For purposes of clarity:

- (a) The term "Technical Personnel" includes psychometrists, audiologists, persons above the rank of Assistant Charge Technologist or Assistant Charge Technician, graduate and undergraduate Speech Therapists, Physiotherapists, Occupational Therapists and Psychologists and also Electroencephalographers, Electrical Shock Therapists, Autopsy Masters, Laboratory Radiological, Pathological, Cardiological, Inhalation Therapy, Anaesthesia and Glaucoma Technicians and persons in training to become such Technicians and Biomedical Equipment Technologists.

- (b) The term “office and clerical staff” includes Ward Clerks, Admitting Porter Clerks, Information Clerks, Cashiers, Mail Clerk-Messengers, Librarians, Switchboard Operators, Medical Records Librarians, Medical Records Technicians, Secretaries to the President, Senior Vice-president, Vice-president Medical Services, Vice-president Nursing, Director of Financial Services, Director of Hospital Services, Associate Director of Nursing, Director of Management Services, Director of Labour Relations, Chief Accountant Senior Secretary in the Department of Psychiatry, Executive Secretary to the Board of Directors of War Memorial Childrens Hospital, persons employed in a confidential capacity in the Nursing Administration Office, Accounting Department, Human Resources Department, Management Services Department, Assistant Supervisor in the Payroll Department.
- (c) It is understood that student Registered Nursing Assistants are not included in the Bargaining Unit.

1.03 Employees will be categorized at the discretion of the Employer in one of the following categories:

- (a) “REGULAR PART-TIME EMPLOYEE(S)” used throughout this Agreement has reference to the Part-Time employee in the Bargaining Unit who has made a written commitment to the Hospital to be available for work the year round, on some predetermined basis as required and determined by the Employer and in respect of whom there is predetermined scheduling.
- (b) “CASUAL PART-TIME EMPLOYEE(S)” is used to refer to an employee in the Bargaining Unit who has made a written commitment to the Hospital to be available for work on call as required. The employee has the right to accept or decline the offer of work each time he is called. except that refusal to accept three (3) consecutive offers of work or a total of twelve (12) offers of work in any twelve (12) month period may result in such employees name being removed from the casual register.

- (c) The term “special category employee” means the following employees in the Bargaining Unit: Students employed during the school vacation periods, persons engaged as temporary replacements for periods not exceeding six (6) months and persons engaged to work on special projects for periods of not more than six (6) months.

ARTICLE 2 - GENERAL PURPOSE

2.01 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 3 - RELATIONSHIP

3.01 The Employer and the Union agree there will be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee because of his membership or non-membership in the Union.

3.02 The Union agrees there will be no Union activity or meetings on Hospital premises except as otherwise provided in this Agreement.

3.03 The Hospital will supply the Union with a list of all Supervisory personnel who may be involved in the administration of this Agreement and will also notify the Union as to any changes from time to time in such list.

3.04 The Union will supply to the Hospital the names of all members of the Union Committee and Stewards and will revise such list from time to time as is necessary.

3.05 The Union Committee and the Hospital shall meet at times mutually agreed upon for the purpose of discussing matters of mutual interest providing there is business for their joint consideration. A request for a meeting will be indicated by letter from either party to the other party containing an agenda of the subjects it desires to be discussed.

3.06 The Hospital undertakes that it will not enter into any other Agreement with employees in the Bargaining Unit herein defined, either individually or collectively, which will conflict with any of the provisions of this Agreement.

ARTICLE 4 - NO STRIKES OR LOCKOUTS

4.01 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 5 - RESERVATION OF HOSPITAL MANAGEMENT FUNCTIONS

5.01 The Union acknowledges that it is the exclusive function of the Employer to:

Maintain order, discipline and efficiency and to establish and enforce reasonable rules and regulations governing the conduct of the employees, which rules and regulations shall not be inconsistent with the provisions of this Agreement;

Management agrees, whenever feasible, to inform the Union of changes in rules and regulations directly affecting employees working conditions before notices are posted;

Hire, discharge, direct, assign, transfer, promote, demote, discipline or retire employees, provided that a claim by a Bargaining Unit employee of discriminatory promotion, demotion or transfer, or a claim that such an employee who has completed the probationary period, has been discharged or disciplined without reasonable cause may be the subject of a grievance and dealt with in accordance with the grievance procedure;

Successfully operate the Hospital as a public institution intended to provide adequate Hospital and clinical services to patients in a manner consistent with the obligation of the Hospital to the general public in the area, which will not be interfered with by this Agreement.

ARTICLE 6 - UNION REPRESENTATION

6.01 The Employer acknowledges the right of the Union to appoint or otherwise select from amongst employees, a Union Committee of four (4) members. The Employer will recognize and meet with members of the Union Committee in accordance with the Grievance Procedure and on any matter properly arising under this Agreement, and will negotiate and deal with the union Committee for the renewal of this Agreement with or without modification. Separate meetings will be held for grievances and for negotiations for the renewal of this Agreement.

It is agreed that the Chairperson of the Full-Time Bargaining unit represented by the Union may be a member of the Part-Time Committee in addition to those set out in this clause.

6.02 The Union acknowledges that members of the Union Committee have regular duties which must be performed on behalf of the Employer and that only such times as will not interfere with the performance of duties of employment can be granted by the Employers supervisory staff, Such employees will not leave their regular duties without first obtaining permission to do so from their Supervisor before undertaking Union business which could not normally be conducted after the employees regular shift. Permission to leave their regular duties will not be unreasonably withheld by the affected Supervisor. When such Union business has been completed, the employee will advise the Supervisor.

- 6.03** (a) Each member of the said Union Committee shall receive his regular pay for all regularly scheduled working hours lost due to his attendance at Union/Management meetings and contract negotiation meetings between the parties up to and including conciliation whether on or off the Hospital premises, for which permission has been granted. Designated Union Committee members involved in negotiation meetings will not be expected to report for duty on the day negotiations are held. Casual employees on the Negotiating Committee shall not be scheduled to work on the day negotiations are held.
- 6.03** (b) Up to two (2) members of the Union Committee shall receive their regular pay for regularly scheduled working hours lost due to attendance at grievance meetings, which shall, for the purposes 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.

- 6.03** (c) For any unpaid time off from regularly scheduled working hours under this provision, the Union Committee member's salary and percentage in lieu of fringe benefits shall be maintained by the Hospital, and the Union agrees to reimburse the Hospital in the amount of the full cost of such salary and percentage in lieu of fringe benefits.

ARTICLE 7 - GRIEVANCE PROCEDURE

7.01 For purposes of this Agreement, a grievance is defined as a difference arising between the parties relating to the interpretation, application, administration, or alleged violation of this Agreement, including any question as to whether a matter is arbitrable.

7.02 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 fourteen (14) calendar 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 fourteen (14) calendar days, the employee may proceed with the grievance procedure within fourteen (14) calendar days following the decision of the immediate supervisor. Any employee is entitled, upon request, to have a Union Steward present with him when meeting with the immediate supervisor to attempt to adjust his complaint.

7.03 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 department head. The grievance shall identify the nature of the grievance, the remedy sought, and should, where possible, specify the provisions of the Agreement which are alleged

to have been violated. The department head or 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 Director 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 Vice-president of Human Resources (or his designate) to be discussed at a meeting between the Vice-president of Human Resources (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 Vice-President of Human Resources (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.

7.04 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 fourteen (14) calendar days of the event giving rise to the grievance. Failing settlement under Step No. 3 within fourteen (14) 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.

7.05 Discharge Grievance - A grievance involving the discharge of an employee must be reduced to writing and originated under Step No. 3 within ten (10) calendar days of the employee being notified of his discharge. Notwithstanding anything in this Agreement, a probationary employee may be discharged at the sole discretion of and for any reason satisfactory to the Hospital, and the discharge of a probationary employee shall not be subject to the grievance or arbitration procedures. 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.

7.06 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) calendar 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.

7.07 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.

7.08 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. It is the Employer's responsibility to inform the employee of his right to request such representation.

ARTICLE 8 - PROBATIONARY PERIOD

8.01 A Bargaining Unit employee shall be a probationary employee until he has worked a total of 337.5 hours with the Hospital during a period of twelve (12) calendar months commencing with the last date of hire. The dismissal of a probationary employee shall not be the subject of a grievance. The Probationary period may be extended in the case of individual employees by mutual agreement between the Employer and the Union.

8.02 Notwithstanding anything in this Agreement, a probationary employee may be discharged at the sole discretion of and for any reason satisfactory to the Hospital, and the discharge of a probationary employee shall not be subject to the grievance or arbitration procedures.

ARTICLE 9 - ARBITRATION

9.01 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.

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

9.03 No matter may be submitted to arbitration which has not been carried through all requisite steps of the grievance procedure.

9.04 The Board or Arbitration shall not have any power to amend, alter, modify, or add to any or 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.

9.05 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.

9.06 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.

9.07 The time limits set out in both the grievance and arbitration procedures herein are mandatory, and failure to comply strictly with such time limits, except by the written agreement of the parties, shall result in the grievance being deemed to have been abandoned subject only to the provisions of Section 44(6) of the Labour Relations Act.

ARTICLE 10 - OCCUPATIONAL CLASSIFICATIONS AND WAGE RATES

10.01 The occupational classifications and wage rates are set out in Schedule "A" which is attached hereto and forms part of this Agreement.

10.02 A person who becomes categorized as a regular part-time employee following the date of this Agreement shall be assigned the start rate for his assigned classification and such employee will progress to the next level on the salary scale shown on Schedule "A" upon completion of the applicable number of hours worked as a regular part-time employee from the date he became so categorized.

It is agreed that a person who is on staff and categorized ~~as~~ a regular part-time employee on the date of this Agreement shall retain his current placement on the salary scale and shall progress to the next level of the salary scale shown on Schedule "A" upon completion of the applicable number of hours worked as a regular part-time employee from January 25, 1978.

10.03 Effective the first pay period following January 1, 1991, all casual part time employees will be placed on the same salary grid as used for regular part time employees on the basis of the seniority list calculated as at December 31, 1990.

10.04 Notwithstanding paragraph 10.02, a regular part-time employee hired after the date of signing of this Agreement may, in the discretion of the Employer, be assigned that higher rate in the wage progression scale for ~~his~~ assigned classification which in the judgment of the Employer is appropriate having regard

to his qualifications and ability. Such employee for purposes of wage progression only, shall be deemed to have worked the number of hours which are required to qualify for that higher wage rate so assigned.

10.05 In the event a new position within the scope of the Bargaining Unit is established, the Employer shall set an interim rate therefore and so notify the Union. At the request of the Union, the parties shall then meet and endeavour to agree upon the rate within a period of one (1) week after such notification. Such rate shall be set in an amount which, having regard to job content, bears appropriate relationship to the other rates in the wage schedule. Should the parties be unable to agree upon such rate within the foregoing period of one (1) week, the matter may, within a further period of ten (10) days thereafter be referred by either party to Arbitration for final determination, in accordance with the criteria mentioned above in this paragraph and in accordance with the Arbitration provisions of this Agreement:

10.06 (a) Where an employee is assigned to perform the duties and responsibilities of a higher paid classification and does perform such duties and responsibilities, he shall be paid as follows:

At a step in the range of the higher classification reflecting the next higher dollar amount which is shown in the employee's current salary range.

The higher payment shall be effective from the commencement of such assignment.

10.06 (b) An employee who is promoted to a higher job classification within the Bargaining Unit shall receive the starting rate for the classification to which he is promoted provided that a regular part-time employee who is so promoted shall receive that lowest prescribed rate in the scale for the classification to which he was promoted which will result in his receiving a wage rate no less than that which he was receiving prior to the promotion.

ARTICLE 11 - RESPONSIBILITY ALLOWANCE

11.01 Where the Hospital temporarily assigns an employee to carry out the assigned responsibilities of a supervisory classification outside the Bargaining Unit, for a period in excess of one-half of one (1) shift, the employee shall be paid ten per cent (10%) in excess of his current wage rate for all hours so worked in such supervisory position not to exceed the current rate of the supervisor being relieved.

ARTICLE 12 - TRANSFER OF SERVICE CREDITS

12.01 A full-time employee who transfers to the Part-Time Bargaining Unit and who continues to work in the same classification shall be given credit for service accumulated in the Full-Time Bargaining Unit for the purpose of progression on the wage scale (provided that as a part-time employee, the employee is entitled to progress along the wage scale) according to the formula:

1650 hours worked = one year of service

12.02 A full-time employee who transfers to the Part-Time Bargaining Unit shall be given credit for service accumulated in the Full-Time Bargaining Unit for the purpose or progression on the vacation pay scale (provided that as a part-time employee, the employee is entitled to progress along the vacation pay scale according to the formula established for progression on the vacation pay scale.

12.03 A full-time employee who transfers to the Part-Time Bargaining Unit to **work** in another classification will be placed on the wage grid in accordance with the provisions of the Agreement dealing with transfer and promotion.

ARTICLE 13 - SENIORITY

13.01 Upon completion of the probationary period provided for under Article 8 of this Agreement, a Bargaining Unit employee's name will be placed on the seniority list for his department.

13.02 Seniority means the relative ranking of the Bargaining Unit employees within the Hospital based on the actual number of hours worked, and which shall be credited from the date of commencement of the probationary period or January 1, 1977, whichever is later. Regular part-time employees shall be credited with seniority from their most recent date of appointment as a regular part-time employee.

13.03 The Employer agrees to post a list by department of Bargaining Unit employees, yearly in February and August, setting forth the number of hours worked in the Bargaining Unit. Upon posting of such list, Bargaining Unit employees shall have thirty (30) days during which to file any complaint against their seniority standing, and if no complaints are filed or if any such complaints are filed and are settled, it is deemed that the list as originally posted or as so amended is accepted for all purposes.

13.04 Loss of Seniority and Employment Rights - An employee shall lose all service and seniority and shall be deemed to have terminated if he:

- (a) has been laid off for twenty four (24) calendar months;
- (b) resigns;
- (c) is discharged and not reinstated through the grievance procedure;
- (d) is retired;
- (e) 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 to the Hospital a satisfactory reason for the absence;
- (f) if an employee has been laid off and fails to return to work within seven (7) calendar days after the employee has been notified by the Hospital through registered mail to his last address on the records of the Hospital;
- (g) is absent due to illness or disability for a period of thirty (30) months from the time the disability or illness commenced;
- (h) fails to return to work upon the expiration of a leave or absence granted by the Hospital without permission in writing from the Hospital.

ARTICLE 14 - LAYOFF AND RECALL

- 14.01** (a) In the event of a layoff, regular part-time employees with the least seniority within the classification in which the layoff takes place shall be laid off first, providing that employees who remain on the job have the ability to perform the work. Recall shall be in the reverse order of layoff. The Hospital agrees not to hire any new employees while there are employees on layoff who are willing and able to perform the normal requirements of the job in question.

This clause shall not apply to casual employees.

- 14.01** (b) "A" regular part time employee who is subject to layoff, may select either to accept the layoff or to have his status altered to casual part time. If he elects casual part time status, this would not affect his rights to be recalled to a regular part time position for a period of twenty four (24) months from the date of the layoff in accordance with Article 13.04 (a) above.

ARTICLE 15 - UNION SECURITY

15.01 The Hospital shall deduct an amount equivalent to regular monthly Union dues 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) Union dues will be deducted from the employee's pay on the first and second pay in each calendar month and the same shall be remitted by the Hospital to the Secretary-Treasurer of the Union not later than the fifteenth (15th) of the following month.

d) The Hospital agrees when forwarding Union dues to submit a list indicating the names, classifications, and change of address 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.

15.02 Regular monthly Union dues referred to in this article shall mean the regular monthly Union dues uniformly assessed all the members of the Union in accordance with its constitution and by-laws as certified to the Hospital in writing by the Union.

15.03 The Union shall indemnify and save the Hospital harmless with respect to all Union dues so deducted and remitted.

15.04 A new employee will have the opportunity to meet with a representative of the Union in the employ of the Hospital for a period of up to fifteen (15) minutes during the employee's orientation period without loss of regular earnings. The purpose of the meeting will be to acquaint the employee with such representative of the Union and the Collective Agreement. Such meetings may be arranged collectively or individually for employees by the Hospital as part of the orientation program.

15.05 T-4 slips issued annually to employees shall show deductions made for Union dues.

ARTICLE 16 - HOURS OF WORK AND OVERTIME

16.01 (a) The hours of work shall be as scheduled by the Employer but the Employer does not guarantee any hours of work in any week for any employee.

16.01 (b) Subject to the need for assigning work with a minimum of delay, the Employer will endeavour to distribute available hours of work for Casual Part Time employees on an equitable basis between employees within their classification.

- 16.02** a) Subject to 16.02 (b) below, all authorized overtime worked in excess of seven and one-half (7 1/2) hours in a day or seventy-five (75) hours in a two (2) week pay period, exclusive of meal time, shall be considered as overtime and be paid at the rate of time and one-half (1 1/2) the employee's straight time hourly rate of pay.
- b) It is understood and agreed that where Engineers are required to work eight (8) hours in a day, they will be paid for such time at the regular straight time hourly rate of pay.

16.03 The Employer will post regular part-time work schedules twenty eight (28) days in advance. The Employer will notify the affected regular part time employees of any changes therein resulting from sickness, emergency situations and such other factors, and in any event, the Employer will endeavour to keep such changes to a minimum.

16.04 All employees scheduled to work on a given day are required to inform the Employer at least one (1) hour prior to the starting time of their shift if they are unable to report for their scheduled shift, unless the employee has a good reason for being unable to provide such notice.

16.05 Rest Periods - All employees working a shift of four (4) hours will be allowed a maximum rest period of fifteen (15) minutes without loss of pay at times to be determined by the Employer. All employees working a seven and one-half (7 1/2) hour shift will be allowed two (2) periods of fifteen (15) minutes each without loss of pay at times to be determined by the Employer.

16.06 Premium payments under any or the terms of this Agreement shall not be duplicated nor pyramided for the same hours worked.

ARTICLE 17 - HOLIDAYS

17.01 The following Holidays shall be recognized under this Agreement:

New Year's Day	Civic Holiday
3rd Monday in February	Labour Day
<i>Good Friday</i>	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day

17.02 Should the Hospital be required to observe an additional Paid Holiday as a result of legislation, it is understood that one (1) 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 twelve (12) Paid Holidays remains unchanged.

ARTICLE 18 - VACATION PAY

18.01 The practice of payment for earned vacation will be as per the following:

Effective April 1, 1989, all part time employees shall be paid vacation pay based on the following formula:

Start of Employment	- 4% of earnings
After 1,650 hours worked	- 6% of earnings
After 13,200 hours worked	- 8% of earnings
After 24,750 hours worked	- 10% of earnings
After 41,250 hours worked	- 12% of earnings

Effective April 1, 1991, all part time employees shall be paid vacation pay based on the following formula:

Start of Employment	- 4% of earnings
After 1,650 hours worked	- 6% of earnings
After 8,250 hours worked	- 8% of earnings
After 24,750 hours worked	- 10% of earnings
After 41,250 hours worked	- 12% of earnings

Vacation entitlements, where applicable, shall be posted on or before May 1st in any year.

ARTICLE 19 - REPORTING PAY

19.01 A regular part-time employee who reports for work at his scheduled starting time, not having been previously notified not to report to work, shall be given employment at any work made available or pay in lieu thereof on the basis of fifty per cent (50%) of the normal pay that would have been earned by him ~~as~~ determined by the Employer to a maximum of three and three-quarter (3 3/4) hours pay at his regular rate.

This obligation shall not apply to the Employer when such employee has failed to keep the Employer informed of the telephone number or address to be used for notification or where no work is available because of fire, power failure, or any condition beyond the control of the Employer.

In addition, this obligation shall not apply to the Employer when such employee fails to report for work ~~as~~ scheduled on the shift immediately prior to the shift for which he claims reporting pay and ~~has~~ failed to notify the Employer of his intent to report for work on the shift for which he claims reporting pay.

19.02 Standby - An employee who is required by the Hospital to remain available for duty on standby outside the working hours for the particular employee, shall receive standby pay in the amount of \$2.10 per hour for all hours of standby. Standby pay shall cease where the employee is called into work and works during the period of standby.

ARTICLE 20 - SHIFT PREMIUM AND WEEKEND PREMIUM

20.01 Part-time employees shall be paid a shift premium of \$0.45 per hour for all hours worked on an afternoon or night shift where the majority of hours worked falls between 1500 hours one day and 0700 hours the following day. Shift premium shall not be included in the computation of overtime or the premium pay received on a Paid Holiday.

20.02 Effective the first pay period following January 19, 1990, an employee shall be paid a weekend premium of forty five **(\$0.45)** per hour for each hour worked between 2400 hours Friday and 2400 hours Sunday. If the employee is receiving premium pay pursuant to another provision in the Collective Agreement with respect to consecutive weekends worked, he will not receive weekend premium under this provision.

ARTICLE 21 - BEREAVEMENT LEAVE

21.01 In the event of the death of an employee's parents, step- parent, spouse, child, stepchild, brother, sister, mother-in-law, father-in-law, grandparent, or grandchild, and upon notification to the Hospital, an employee shall be granted three (3) consecutive working days off without loss of regular pay for hours scheduled within seven (7) calendar days commencing with the day of death. In the case of the death of an employee's sister-in-law, brother-in-law, daughter-in-law, or son-in-law, one (1) day shall be granted without loss of regular pay.

ARTICLE 22 - PERSONAL LEAVE

22.01 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.

ARTICLE 23 - PAY FOR EDUCATIONAL COURSES

23.01 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.

ARTICLE 24 - JURY AND WITNESS DUTY (WHEN SCHEDULED TO WORK)

24.01 If a regular part-time employee is required to serve as a juror in any Court of Law or required by subpoena to attend a Court of Law as a witness, he will not lose the pay he would have received for scheduled work because of such attendance provided that he:

- 1) notifies the Employer immediately upon notification that he will be required to attend a Court of Law;
- 2) presents proof of service requiring his attendance;
- 3) promptly repays the amount (other than expenses) paid to him for such service or attendance to the Employer; and
- 4) was required to work on the day or days on which he was required to serve as a juror or required by subpoena to attend a Court of Law as a witness.

ARTICLE 25 - PREGNANCY AND PARENTAL LEAVE

25.01 (a) Pregnancy Leave

In accordance with the provisions of the Employment Standards Act, except where amended in this provision, an employee who is pregnant and who has been employed for at least thirteen (13) weeks immediately preceding the expected date of birth shall be entitled, upon her written application therefore, to a leave of seventeen (17) weeks from her employment or such shorter leave of absence as the employee may request commencing during the period of seventeen (17) weeks immediately preceding the expected birth date.

An employee on leave as set out above who has applied for and is in receipt of Unemployment Insurance pregnancy benefits pursuant to Section 18 of the Unemployment Insurance Act, shall be paid a supplemental unemployment benefit. That benefit will be the equivalent to the difference between seventy five percent (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 cheque 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.

The employee does not have any vested right except to receive payments for the covered unemployment period. The Plan provides that payments 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.

The employee shall give her Employer four (4) weeks' notice in writing prior to the day upon which she intends to commence her leave of absence and shall furnish her Employer with the certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated day upon which her delivery will occur in his opinion. An employee may, if she desires to return to work, shorten the duration of the leave of absence requested upon giving her Employer four (4) weeks' notice of her intention to do so and furnishing her Employer with the certificate of a legally qualified medical practitioner stating that she is able to resume her work.

The Employer may request the employee to begin the leave of absence at such time as in its opinion the duties of her position cannot reasonably be performed by a pregnant woman or the performance of her work is materially affected by the pregnancy. The Employee shall, if requested by the Employer, furnish medical proof of her fitness to resume her employment following the leave of absence.

Credits for service and seniority shall accumulate while an employee is on pregnancy leave for up to seventeen (17) weeks from the

commencement of the leave on the basis of what the employee's normal regular hours of work would have been.

An employee intending to resume employment with the Employer is required to advise the Employer in writing two (2) weeks' prior to the expiry of the leave of absence for pregnancy. Subject to any changes to the employee's status which would have occurred had she not been on pregnancy leave, the employee shall be reinstated to her former position, if available, given a comparable position at not less than her wages when she began her leave of absence.

b) Parental Leave

An employee who becomes a parent of a child is eligible to take parental leave in accordance with the provisions of the Employment Standards Act, except where amended in this provision.

An employee who has taken a pregnancy leave under Article 25.01 (a) is eligible to be granted a parental leave of up to eighteen (18) weeks duration in accordance with the Employment Standards Act.

An employee who is eligible for a parental leave who is the natural father or is an adoptive parent may extend the parental leave for a period of up to six (6) months duration, consideration being given to any requirements of adoption authorities. In cases of adoption, the employee shall advise the Hospital as far in advance as possible with respect to a prospective adoption and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing the request may be made verbally and subsequently verified in writing.

Effective May 7, 1991, on confirmation by the Unemployment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) Plan, an employee on leave as set out above who has applied for and is in receipt of Unemployment Insurance Parental Benefits pursuant to Section 20 of the Unemployment Insurance Act, shall be paid a Supplemental Unemployment Benefit. That benefit will be equivalent to the

difference between seventy five percent (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 (2) week Unemployment Insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance cheque stub as proof that she is in receipt of Unemployment Insurance Parental Benefits, and shall continue while the employee is in receipt of such benefits for a maximum period of ten (10) 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.

The employee does not have any vested right except to receive payments for the covered Unemployment period. The Plan provides that payments 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.

Credits for seniority and service shall accumulate for a period of up to eighteen (18) weeks' while an employee is on Parental Leave on the basis of what the employee's normal regular hours of work would have been.

An employee intending to resume employment with the Employer is required to advise the Employer in writing four (4) weeks' prior to the expiry of the Parental Leave of Absence. Subject to any changes to the employee's status which would have occurred if she had not been on parental leave the 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.

ARTICLE 26 - HEALTH AND WELFARE
(Percentage in lieu of fringe benefits)

26.01 All part time employees covered by the Collective Agreement, shall receive in lieu of all fringe benefits (being those benefits to an employee, paid in whole or in part by the Hospital as part of direct compensation or otherwise, including holiday pay, save and except salary, vacation pay, standby pay, and where applicable, reporting pay, responsibility allowance, jury and witness duty, bereavement pay and maternity supplemental unemployment benefits) an amount equal to fourteen (14) percent of his regular straight time hourly rate for all straight time hours paid.

26.02 In lieu of 26.01, it is understood and agreed that Regular Part-Time Employees in receipt of Health and Welfare and Sick Leave credits, and on staff at the time of the signing of this Collective Agreement, will continue to receive such benefits as presently paid as of the date of signing. However, upon leaving the classification of a Regular Part-Time Employee, these benefits will cease.

26.03 Effective May 17, 1991, Regular Part-Time employees in receipt of Health and Welfare benefits will be eligible to enroll in the group dental plan provided for full time employees in accordance with its Terms and Conditions with the employees paying their share of the premium and the Hospital paying its share as per the full time Collective Agreement.

ARTICLE 27 - POSTING NOTICES OF VACANCIES

27.01 In order to ensure that Employees are given the opportunity of applying for interdepartmental transfers or promotions, the Employer agrees to comply with the following procedures:

The Employer shall post all Regular Part-Time Employees' vacancies on Bulletin Boards for a period of five (5) days unless in the President's judgement an emergency exists that does not allow sufficient time for this procedure to be followed.

Employees shall have the right to bid on such regular part time vacancies or new jobs and the Employer shall first consider such applications and the decision

with regard to them shall be based primarily upon the qualifications, skill, ability, experience and suitability for the particular vacancy or new job of the Employee concerned. Where these factors are equal, the applicant with the greatest seniority will be given preference provided he is qualified to perform the job.

27.02 If no applications to fill such vacancy or new job are received from employees or if the applicants or applications are not, considered to be suitable for such vacancy or new job, then the Employer will fill the vacancy in any manner it sees fit.

27.03 Applications to Full-Time Vacancies - Where vacancies are posted for positions within the Full-Time Bargaining Unit and no applicants within the Full-Time Bargaining Unit are considered to be suitable to fill such vacancies, consideration will be given to applications from employees in this Bargaining Unit to fill such vacancies prior to the consideration of persons not employed by the Hospital. Where the Hospital fills such vacancies from among applicants from this Bargaining Unit, the decision with regard to them shall be based primarily upon the qualifications, skill, ability, experience and suitability for the particular vacancy or new job of the employee concerned. Where these factors are equal, the applicant with the greatest seniority will be given preference provided he is qualified to perform the job.

27.04 The Hospital will post the names of the successful candidates for posted positions.

27.05 An employee selected as a result of a posted vacancy need not be considered by the Hospital for a further vacancy for a period of up to six (6) months from the date of his appointment to the posted position.

ARTICLE 28 - UNIFORMS

28.01 The Hospital shall, where uniforms are required, either supply and launder uniforms or provide a uniform allowance of 2.5 cents per hour paid.

ARTICLE 29 - DEFINITION OF REGULAR STRAIGHT TIME RATE OF PAY

29.01 For the purpose of calculating any benefit under this Agreement to which an employee is entitled, the regular straight time rate of pay is that prescribed in Schedule "A" - Wage Rates. of this Collective Agreement.

ARTICLE 30 - GENERAL CLAUSE

30.01 The Employer shall provide bulletin board(s) 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.

30.02 It is the employee's responsibility to provide the Hospital with his current home address and telephone number. If the employee fails to do this, the Hospital will not be responsible for failure to notify the employee for any purpose. including recall.

ARTICLE 31 - ACCIDENT PREVENTION - HEALTH & SAFETY COMMITTEE

31.01 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.

31.02 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.

31.03 Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programs and recommend actions to be taken to improve conditions related to safety and health.

31.04 The Hospital agrees to co-operate reasonably in providing necessary information to enable the Committee to fulfil its functions.

31.05 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.

31.06 Any representative appointed or selected in accordance with 31.02 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 representatives 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.

31.07 The Union agrees to endeavour to obtain the full co-operation of its membership in the observation of all safety rules and practices.

31.08 Safety Shoes - Effective April 1, 1989, the Hospital will provide thirty dollars (\$30.00) annually and effective April 1, 1992, forty dollars (\$40.00) to regular part time employees required by the Hospital to wear safety footwear. The Hospital will require employees performing the following functions to wear appropriate safety footwear:

1. Engineering Services;
2. Grounds,
3. Transport;
4. Stores (only where frequently worked in storage areas)
5. Porterage (as determined by the Hospital) heavy carts on a regular basis, e.g., linen carts, food wagons.

ARTICLE 32 - JOB SECURITY

32.01 The Hospital undertakes to notify the Union in advance, so far as practicable, of any technological changes which the Hospital has decided to introduce which will significantly change the status of employees within the Bargaining Unit. The Hospital agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effects, if any, upon employees concerned. 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 laws.

This clause shall not apply to Casuals.

ARTICLE 33 - RETROACTIVITY

33.01 The wage increase shall be effective as and from the date specifically listed on a retroactive basis to all employees in the Bargaining Unit for all paid hours of employment. Any new employees shall be entitled to a pro-rata adjustment to their remuneration from date of their employment. The Hospital shall be responsible to contact, in writing (with a copy to the Union) at their last-known address, employees who have left its employ, to advise them of their entitlement to any retroactive wage adjustment. Any employees who have since ceased to be employees shall have notice from the Hospital in which to claim from the Hospital any adjustment to their remuneration entitlement. The retroactive payments shall be made by separate cheques to the employees so entitled within sixty (60) days from the date of ratification. All other adjustments shall be effective as set out specifically in this Collective Agreement.

*

ARTICLE 34 - DURATION

34.01 This Agreement shall remain in effect until and including March 31, 1993 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.

DATED at London, Ontario this 5TH day of DEC, 1991.

FOR THE HOSPITAL:

Chris Brown
Alma Rippi
D. L. Alder
Paterson
Kacey Staples
Wayne Gibson
Edna Jones

FOR THE UNION:

J. Allister
Tom Seneton

LETTERS OF INTENT

LETTER NO. 1

It is agreed and understood by both parties that an employee who has been employed with Victoria Hospital Corporation for two or more years in a position covered by S.E.I.U. and who retires or resigns and is re-employed within six (6) months of his retirement or resignation as a casual employee under this Collective Agreement shall be paid at not less than he was receiving when he retired or resigned.

LETTER NO. 2

It is understood and agreed that the conditions of employment for employees covered by this Collective Agreement shall be found only in this Collective Agreement and that no other Collective Agreement shall be brought to bear in determining any dispute between the parties.

LETTER NO. 3

Notwithstanding Article 14.01, regular part-time employees in receipt of Health and Welfare and Sick Leave credits, and on staff at the time of the signing of this Collective Agreement, will be the last to be laid off within a classification.

January 23, 1987

Mr. C. P. Davidson
Union Representative
London and District Service
Workers' Union
Local 220
228 Clarence Street
London, Ontario
N6B 3L3

Dear Mr. Davidson:

In accordance with the Arbitration Award of Mr. Arthur Kruger concerning the **issue** of Uniform Allowance this letter confirms that the Hospital will continue to supply uniforms for part-time staff required by the Hospital to wear uniforms for the duration of the agreement. This letter shall be appended to the agreement.

Yours truly,
for Victoria Hospital,

C. Clive Girvan
Director
Labour Relations

c.c. Pat Blanchard-Wingert

January 23, 1987

Mr. C. P. Davidson
Union Representative
London and District Service
Workers' Union
Local 220
228 Clarence Street
London, Ontario
N6B 3L3

Dear Mr. Davidson:

Re: Parking Charges

In accordance with the Arbitration Award of Arthur Kruger, this letter will confirm that the Hospital promises to consult the Union in advance of any changes in parking charges to members of the Full-Time or Part-Time Bargaining Units. This letter shall be appended to the agreement.

Yours truly,
for Victoria Hospital

C. Clive Girvan
Director
Labour Relations

CCG:eks

c.c. Jim Allender
Pat Blanchard-Wingert

November 1 1988

Mr. Ken McLeod
Union Representative
London and District Service
Workers' Union
Local 220
228 Clarence Street
London, Ontario
N6B 3L3

Dear Mr. McLeod:

Re: "Controls" Function

In accordance with the Memorandum of Settlement signed November 1, 1988, this letter confirms that the Hospital shall grant a forty **(40)** cent per hour adjustment to three **(3)** third class Engineers in HVAC who have been trained in the "Controls" function. ~~This~~ letter shall be appended to the Collective Agreement.

Yours truly,
for Victoria Hospital

C. Clive Girvan
Director
Labour Relations

c.c. Jim Allender
David Bates

November 1, 1988

Mr. Ken McLeod
Union Representative
London and District Service
Workers' Union
Local 220
228 Clarence Street
London, Ontario
N6B 3L3

Re: Energy From Waste Plant Personnel

Dear Mr. McLeod:

In accordance with the Memorandum of Settlement signed on November 1, 1988, this letter confirms that the Hospital shall grant during the term of the Collective Agreement (i.e. until January 18, 1991,) an adjustment of forty (40) cents per hour to Engineering **Staff** and Building Services Staff assigned to the EFW Plant. This letter will be appended to the Collective Agreement.

Yours truly,
for Victoria Hospital

C. Clive Girvan
Director
Labour Relations

c.c. Jim Allender
David Bates

SCHEDULE "A"

GROUP	CLASSIFICATION	EFFECTIVE DATES	START	AFTER 1650 HOURS WORKED	AFTER 3300 HOURS WORKED
1	Weekend Caretaker (Vivarium Services)	Jan. 19, 1991	7.50		
2	Non Certified Nursing Assistant; Equipment Attendant - O.R.	Jan. 19, 1991	12.68	12.75	12.85
		Jan. 19, 1992	13.57	13.65	13.75
		Jan. 19, 1993	13.67	13.75	13.85
3	Porter Dietary; Porter Nursing; Porter Pharmacy; Porter Laboratory; Porter Distribution Services; Cleaner	Jan. 19, 1991	13.21	13.29	13.40
		Jan. 19, 1992	14.13	14.23	14.34
		Jan. 19, 1993	14.23	14.33	14.44
3	Dietary Aide; Housekeeping Aide; Laboratory Aide	Jan. 1, 1991	11.97(PE)	12.02(PE)	12.05(PE)
		Jan. 19, 1991	12.93	12.98	13.01
		Jan. 1, 1992	(PE)	(PE)	(PE)
		Jan. 19, 1992			
		Jan. 1, 1993	(PE)	(PE)	(PE)
3	Ward Aide	Jan. 1, 1991	12.01(PE)	12.02(PE)	12.05(PE)
		Jan. 19, 1991	12.97	12.98	13.04
		Jan. 1, 1992	(PE)	(PE)	(PE)
		Jan. 19, 1992			
		Jan. 1, 1993	(PE)	(PE)	(PE)
4	Storeskeeper; Physio Therapy Aide; Vivarium Services Attendant; O.T. Aide	Jan. 19, 1991	13.33	13.39	13.50
		Jan. 19, 1992	14.26	14.33	14.45
		Jan. 19, 1993	14.36	14.43	14.55

SCHEDULE "A"

GROUP	CLASSIFICATION	EFFECTIVE DATES	START	AFTER 1650 HOURS WORKED	AFTER 3300 HOURS WORKED
	Pharmacy Aide; Linen Aide	Jan. 1, 1991	12.06(PE)	12.07(PE)	12.11(PE)
		Jan. 19, 1991	13.02	13.02	13.08
		Jan. 1, 1992	(PE)	(PE)	(PE)
		Jan. 19, 1992			
		Jan. 1, 1993	(PE)	(PE)	(PE)
		Jan. 19, 1993			
5	Senior Radiology Porter	Jan. 19, 1991	13.27	13.37	13.58
		Jan. 19, 1992	14.20	14.31	14.53
		Jan. 19, 1993	14.30	14.41	14.63
6	Receiver; Pharmacy Storeskeeper/Receiver	Jan. 19, 1991	13.50	13.58	13.67
		Jan. 19, 1992	14.45	14.53	14.63
		Jan. 19, 1993	14.55	14.63	14.73
7	Head Storeskeeper	Jan. 19, 1991	13.59	13.67	13.76
		Jan. 19, 1992	14.54	14.63	14.72
		Jan. 19, 1993	14.64	14.73	14.82
8	Orderly	Jan. 19, 1991	13.87	13.94	14.03
		Jan. 19, 1992	14.84	14.92	15.01
		Jan. 19, 1993	14.94	15.02	15.11
	Sterile Processing Aide	Jan. 1, 1991	12.33(PE)	12.37(PE)	12.41(PE)
		Jan. 19, 1991	13.32	13.36	13.40
		Jan. 1, 1992	(PE)	(PE)	(PE)
		Jan. 19, 1992			
		Jan. 1, 1993	(PE)	(PE)	(PE)
		Jan. 19, 1993			
9	Float Orderly; Equipment Repair Attendant	Jan. 19, 1991	14.02	14.12	14.21
		Jan. 19, 1992	15.00	15.10	15.21
		Jan. 19, 1993	15.10	15.20	15.31

SCHEDULE "A"

GROUP	CLASSIFICATION	EFFECTIVE DATES	START	AFTER 1650 HOURS WORKED	AFTER 3300 HOURS WORKED
10	Non Registered Respiratory Technician	Jan. 19, 1991	13.82	13.88	13.99
		Jan. 19, 1992	14.79	14.85	14.97
		Jan. 19, 1993	14.89	14.95	15.07
11	Occupational Therapy Assistant; Physiotherapy Assistant; Orthopaedic Technician	Jan. 19, 1991	14.14	14.19	14.30
		Jan. 19, 1992	15.13	15.18	15.30
		Jan. 19, 1993	15.23	15.28	15.40
12	Student O.R. Technician	Jan. 19, 1991	13.23		
		Jan. 19, 1992	14.16		
		Jan. 19, 1993	14.26		
13	Cook's Helper; Baker's Helper	Jan. 19, 1991	13.26	13.34	13.45
		Jan. 19, 1992	14.19	14.27	14.39
		Jan. 19, 1993	14.29	14.37	14.49

GROUP	CLASSIFICATION	EFFECTIVE DATES	START	AFTER 825 HOURS WORKED	AFTER 1650 HOURS WORKED	AFTER 3300 HOURS WORKED
14	Cook II Non Certified	Jan. 19, 1991	13.73	13.85	13.94	14.04
		Jan. 19, 1992	14.69	14.81	14.92	15.02
		Jan. 19, 1993	14.79	14.91	15.02	15.12
15	Cook II; Baker II	Jan. 19, 1991	14.28	14.40	14.49	14.72
		Jan. 19, 1992	15.28	15.40	15.51	15.75
		Jan. 19, 1993	15.38	15.50	15.61	15.85

SCHEDULE "A"

GROUP	CLASSIFICATION	EFFECTIVE DATES	START	AFTER 1650	AFTER 3300	AFTER 4950
				HOURS WORKED	HOURS WORKED	HOURS WORKED
16	Pharmacy Technician	Jan. 1, 1991	13.53(PE)	13.63(PF)	13.73 (PE)	13.84(PE)
		Jan. 19, 1991	14.61	14.72	14.83	14.95(PE)
		Jan. 1, 1992	(PE)	(PE)	(PE)	
		Jan. 19, 1992				
	Vivarium Services Technician	Jan. 1, 1993	(PE)	(PE)	(PE)	
		Jan. 19, 1993				
		Jan. 1, 1991	13.43(PE)	13.46(PF)	13.51(PF)	
		Jan. 19, 1991	14.50	14.54	14.59	
17	Groundskeeper; Carpenter II; Driver	Jan. 1, 1992	(PE)	(PE)	(PE)	
		Jan. 19, 1992				
		Jan. 1, 1993	(PE)	(PE)	(PE)	
18	Licensed Groundskeeper; Mechanic I	Jan. 19, 1991	14.31	14.63	14.96	
		Jan. 19, 1992	15.31	15.66	16.01	
		Jan. 19, 1993	15.41	15.76	16.11	
19	Cook I; Baker I	Jan. 19, 1991	14.40	14.71	15.09	
		Jan. 19, 1992	15.40	15.74	16.14	
		Jan. 19, 1993	15.50	15.84	16.24	
20	4th Class Engineer;	Jan. 19, 1991	16.10			

SCHEDULE "A"

GROUP	CLASSIFICATION	EFFECTIVE DATES		AFTER 825 HOURS WORKED	AFTER 1650 HOURS WORKED	AFTER 3300 HOURS WORKED
			START			
	Locksmith	Jan. 19, 1992	17.23			
		Jan. 19, 1993	17.33			
GROUP	CLASSIFICATION	EFFECTIVE DATES		START	AFTER 1650 HOURS WORKED	AFTER 3300 HOURS WORKED
21	O.R. Technician	Jan. 1, 1991		14.47(PE)	14.58(PE)	14.68(PE)
		Jan. 19, 1991		15.63	15.75	15.85
		Jan. 1, 1992		(PE)	(PE)	(PE)
		Jan. 19, 1992				
		Jan. 1, 1993		(PE)	(PE)	(PE)
Jan. 19, 1993						
22	Painter	Jan. 19, 1991		16.51		
		Jan. 19, 1992		17.67		
		Jan. 19, 1993		17.77		
	Millwright	Jan. 19, 1991		16.51		
		Jan. 19, 1992		17.67		
		Jan. 19, 1993		17.77		
23	3rd Class Engineer; Carpenter I; Plasterer; Machinist, Chef	Jan. 19, 1991		17.58		
		Jan. 19, 1992		18.81		
		Jan. 19, 1993		18.91		
24	2nd Class Engineer; Plumber; Electrician; Steamfitter; Sheet Metal Worker; Refrigeration and Air Condition Mechanic	Jan. 19, 1991		19.01		
		Jan. 19, 1992		20.34		
		Jan. 19, 1993		20.44		