

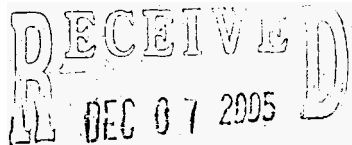
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No. OF EMPLOYEES	19	
NOMBRE D'EMPLOYÉS	22	

COLLECTIVE AGREEMENT

BETWEEN

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

(hereinafter called the "Hospital")



Of the First Part

- and -

SERVICE EMPLOYEES UNION, LOCAL 183

A.F. of L., C.I.O., C.L.C.

(hereinafter called the "Union")

Of the Second Part

EXPIRY DATE: OCTOBER 10th, 2004

FULL TIME



76096(08)

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ARTICLE 1 - PURPOSE:

- 1.01 The purpose of this Agreement is to establish mutually satisfactory relations between the Hospital and the employees concerned, and to provide machinery for the prompt and equitable disposition of grievances, and to establish and maintain satisfactory working conditions, hours of work and wages for all the employees who are subject to the provisions of this Agreement so that there will not be any interference with the operations of the services rendered by the Lennox and Addington County General Hospital to the patients or the public.

ARTICLE 2 - SCOPE AND RECOGNITION:

2.01 Scope and Recognition Clause

The Hospital recognizes the Union as the exclusive Bargaining Agent for all employees of the Lennox and Addington County General Hospital, Napanee, Ontario, save and except professional medical staff, graduate nursing staff, undergraduate nurses, graduate pharmacists, undergraduate pharmacists, graduate dietitians, student dietitians, technical personnel, Supervisors, foremen, persons above the rank of Supervisors and foremen, chief engineer, office staff and persons regularly employed not more than twenty-four (24) hours per week.

ARTICLE 3 - MANAGEMENT RIGHTS:

- 3.01 The Union acknowledges that it is the exclusive function of the Hospital to manage the Hospital and without affecting the generality of the foregoing:
- 3.02 To direct the operation of the Hospital in the best interests of the patients, the community and the employees both within and without the Bargaining Unit:
- 3.03 To formulate policies, rules and regulations which are not inconsistent with the provisions of this Agreement;
- 3.04 To introduce new practices and/or services, to expand, reduce, eliminate, change or modify present services and practices and to enter into contracts for buildings, repairs, equipment, supplies, materials and services;
- 3.05 To determine where, by whom, in what manner, at what time, under what conditions employees in the Bargaining Unit perform their duties within their own classification;
- 3.06 To determine in the interest of efficient operation and highest standard of service, job rating and classification, the hours of work, work assignments, and methods of doing work, the number of personnel required, provided always that reasonable notice shall be given to the employee or employees involved of any change to be made;
- 3.07 To maintain order and discipline, to hire, assign, retire, classify, promote, transfer, demote, suspend or discharge or otherwise discipline employees for just cause, subject to the grievance procedure;
- 3.08 To instruct and direct employees in their duties, responsibilities, conduct and attitudes towards patients, visitors, Department Heads, Supervisors and other Hospital employees both within and without the Bargaining Unit;
- 3.09 To control the use of buildings, equipment, utensils, machinery, tools, materials, instruments, drugs, medicines, clothing, uniforms and all other articles or things belonging to the Hospital.

ARTICLE 4 - DEFINITIONS:

4.01 Temporary Employees

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

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

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

4.02 Definition

Wherever the term "employee" or "employees" is used in this Agreement, it shall be deemed to include males and females. Similarly, when masculine pronoun is substituted for the term "employee" or "employees" it shall be deemed to refer to females as well as males.

4.03 Definition of R.P.N.

A Registered Practical Nurse is defined as a person who is registered by the College of Nurses of Ontario in accordance with The Health Disciplines Act, 1974.

To maintain their status as such, Registered Practical Nurses are required to present to the Nursing Administration Office by March 1st of each year, their current certificate of competence.

ARTICLE 5 - UNION SECURITY:

5.01 Union Dues

- a) **As** a condition of employment, the Hospital will deduct from each employee covered by this Agreement an amount equal to the regular monthly Union dues designated by the Union.
- b) Such dues shall be deducted from the first pay of each month for full time employees, and may be deducted from every pay for part time employees. In the case of newly hired employees, such deductions shall commence in the month following their date of hire.
- c) The amount of the regular monthly dues shall be those authorized by the Union and the Union shall notify the Hospital of any changes therein and such notification shall be the Hospital's conclusive authority to make the deductions specified.
- d) In consideration of the deducting of Union dues by the Hospital, the Union agrees to indemnify and save harmless the Hospital against any claims or liabilities arising or resulting from the operation of this Article.
- e) Dues deducted by the 15th of the month shall be remitted monthly to the Union, no later than the end of the month in which the dues were deducted.

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

5.02 Interview Period

It is mutually agreed that a Union Representative will be given the opportunity of interviewing each new employee once upon completion of three (3) weeks' employment for the purpose of informing such employees of the existence of the Union in the Hospital and of ascertaining whether the employee wishes to become a member of the Union. The Hospital shall advise the Union monthly as to the names of the persons to be interviewed and shall designate the time and place for each such interview, the duration of which shall not exceed fifteen (15) minutes. The interview shall take place on the Hospital's premises in a room designated by the Hospital, and the employees shall report to this room for interview during the interview period. All interviews shall be arranged with the Hospital's Chief Executive Official, or his Representative.

5.03 Employee Lists

- a) At the request of the Union and in order to facilitate the operation of this Agreement, the Hospital will supply to the Union, a list of employees acting in a Supervisory capacity, and will indicate by appropriate job titles the nature and extent of their authority.
- b) Dues deducted shall be remitted to the Secretary Treasurer of the local Union on or before the 25th day, if possible, but not later than the last day of the month in which they were deducted. In remitting such dues, the Hospital shall provide a list of employees from whom deductions were made and their work site (if the bargaining unit covers more than one (1) site) and the employee's social insurance number. The list shall also include deletions and additions from the preceding month highlighting new hires, resignations, terminations, new unpaid leave of absence greater than one (1) month and returns from leaves of absence. If the hospital agrees to provide the union with the information in an electronic format, the parties will meet to discuss the format in which the information will be set out. The Hospital also agrees to provide the Union with employee addresses on an annual basis. The Union agrees to keep the Hospital harmless from any claims against it by an employee which arise out of any deduction or information provided under this Article.

5.04 Relationship

- a) All new employees shall be given a copy of the appropriate Collective Agreement by a representative of the Union. The Hospital will notify the Chief Steward of all new employees upon hire.
- b) The terms and conditions of this Agreement will apply equally to all employees who are subject to the provisions thereof, and those employees covered by this Agreement who deal with the Hospital on an individual basis will not receive preferential treatment over those who deal with the Hospital through the Union.
- c) The Hospital and the Union agree that neither they nor their Agents, Representatives, Officers or members shall discriminate against any employee, or intimidate, threaten, coerce, or restrain him either because of his membership or non-membership, past, present, or future, in the Union or any other lawful Trade Union, or association of employees.
- d) The Union shall be provided a copy of any written notice provided to an employee that he or she may be subject to termination, demotion, transfer, or other adverse impact for innocent absenteeism.

ARTICLE 6 - NO STRIKE/LOCKOUT:

- 6.01 This Agreement contains an orderly procedure for final disposition of all grievances. The Union recognizes

that it is essential that there should be no interference with the services of the Hospital to the public and to its patients, and agrees, therefore, that it will not cause, direct, or condone a strike or any other form of collective action which would interfere to any degree with the efficient operation of the Hospital during the term of this Agreement. If such action should be taken by the employees in the Bargaining Unit, the Union shall advise the employees that they should return to work and perform their usual duties. "Strike" or "lock-out" shall bear the meaning given them in the Ontario Labour Relations Act.

ARTICLE 7 - UNION REPRESENTATION AND COMMITTEES:

7.01 Grievance Committee

- a) The Hospital will recognize a Grievance Committee composed of the Chief Steward and not more than two (2) employees selected by the Union who have completed their probationary period. A general Representative of the Union may be present at any meeting of the Committee. The purpose of the Committee is to deal with complaints or grievances as set out in this Collective Agreement.
- b) The Union shall keep the Hospital notified, in writing, of the names of the members of the Grievance Committee appointed or selected under this Article as well as the effective date of their respective appointments.
- c) A Committee member shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending grievance meetings with the Hospital up to, but not including arbitration. The number of employees on the Grievance Committee shall be determined locally.

7.02 Union Stewards

- a) The Hospital agrees to recognize Union Stewards to be elected or appointed from amongst employees in the Bargaining Unit who have completed their probationary period for the purpose of dealing with Union business as provided under this Collective Agreement.
- b) A Chief Steward may be appointed or elected. The Chief Steward may, in the absence of any Steward, assist in the presentation of any grievance, or with any Steward function.
- c) The Union shall keep the Hospital notified, in writing, of the names of Union Stewards appointed or selected under this Article as well as the effective date of their respective appointments.
- d) It is agreed that Union Stewards have their regular duties and responsibilities to perform for the Hospital and shall not leave their regular duties without first obtaining permission from their immediate Supervisor. If, in the performance of his duties, a Union Steward is required to enter an area within the Hospital in which he is not originally employed, he shall report his presence to the Supervisor in the area immediately upon entering it. Such permission shall not be unreasonably withheld.

When resuming his regular duties and responsibilities, such Steward shall again report to his immediate Supervisor. A Union Steward shall suffer no loss of earnings for time spent in performing the above duties during his regular scheduled working hours.
- e) Nothing in this Article shall preclude full time Stewards from representing part time employees and vice versa.
- f) The number of stewards and the areas which they represent are to be determined locally.
- g) The Hospital acknowledges the right of the Union to appoint or otherwise select four (4) Stewards, one from each of the following Departments:

Nursing, Dietary, Housekeeping and Maintenance, plus a Chief Steward, to assist employees in

presenting their grievances to the Representatives of the Hospital. The zone within which each Steward is to function shall be limited to the Department in which he is employed with the exception of the Chief Steward. Should a Steward be obliged to enter another Department on Union business, he will not enter until he has obtained the permission of the Department Head.

Qualifications of Stewards

- h) It is mutually agreed that employees shall not be eligible to serve as Stewards or members of the Negotiating Committee until after they have become permanent employees and have been placed on the seniority list.

7.03

Central Bargaining Committee

- a) In future central bargaining between the Service Employees Union and the participating Hospitals, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from his normal straight time working hours at his regular rate of pay and without loss of leave credits for attending Central Negotiating meetings with the Hospitals' Central Negotiating Committee in direct negotiations up to the point of arbitration. Upon reference to arbitration, the Negotiating Committee members shall receive unpaid time off for the purpose of attending Arbitration Hearings.
- b) It is understood and agreed that the maximum number of Union Central Negotiating Committee members entitled to payment under this provision shall be eight (8) and in no case will more than one (1) employee from a Hospital be entitled to such payment.
- c) The Union shall advise the Hospitals' Central Negotiating Committee before negotiations commence, of those employees to be paid under this provision. The Hospitals' Central Negotiating Committee shall advise the eight (8) Hospitals accordingly.

It is understood that this clause does not apply to a Hospital that is not participating in Central Bargaining.

7.04

Local Negotiating Committee

- a) The Hospital agrees to recognize a Negotiating Committee comprising of four (4) members to be elected, or appointed from amongst employees in the Bargaining Unit, who have completed their probationary period.
- b) Where the Hospital participates in central bargaining the purpose of the Negotiation Committee shall be to negotiate local issues as defined.
- c) Where the Hospital does not participate in central bargaining, the purpose of the Negotiating Committee shall be to negotiate a renewal of this Collective Agreement.
- d) The Hospital agrees that the members of the Negotiating Committee shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending such negotiating meetings with the Hospital up to, but not including, arbitration.
- e) Nothing in this provision is intended to preclude the Union Negotiating Committee from having the assistance of any Representatives of the Union when negotiating with the Hospital.
- f) The number of employees on the Negotiating Committee shall be determined locally.
- g) It shall not be necessary for more than two (2) members to meet with the Management to deal with any matter arising during the term of the Agreement.

- h) The Union shall advise the Hospital of the names of members of the said Committee as soon as they are appointed and shall subsequently inform the Hospital forthwith of any changes in its personnel.

7.05 Labour-Management Committee:

Where the parties mutually agree that there are matters of mutual concern and interest that would be beneficial if discussed at a Labour-Management Committee Meeting during the term of this Agreement, the following shall apply:

An equal number of representatives of each party as mutually agreed shall meet at a time and place mutually satisfactory. A request for a meeting hereunder will be made in writing prior to the date proposed and accompanied by an agenda of matters proposed to be discussed, which shall not include matters that are properly the subject of grievance or negotiations for the amendment or renewal of this agreement.

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

It is Understood that joint meetings with other Labour-Management Committees in the Hospital may be scheduled concerning issues of mutual interest if satisfactory to all concerned.

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

Where two (2) or more agreements exist between a Hospital and SEIU the Committee may be a joint one representing employees under both agreements, unless otherwise agreed.

ARTICLE 8 - GRIEVANCE AND ARBITRATION:

.01 For the purposes of this Agreement, a grievance or complaint is defined as a difference arising either between a member of the Bargaining Unit and the Hospital or between the parties hereto relating to the interpretation, application, administration or alleged violation of the Agreement.

.02 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.

.03 At the time formal discipline is imposed or at any stage of the grievance procedure, an employee shall have the right, to the presence of his Steward. In the case of suspension or discharge, the Hospital shall notify the employee of his right in advance.

Where the Hospital deems it necessary to suspend or discharge an employee, the Hospital shall notify the Union of such suspension or discharge in writing, within three (3) days.

.04 It is the mutual desire of the parties hereto that complaints 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. The grievor may have the assistance of a Union Steward if he so desires.

Such complaint shall be discussed with his immediate Supervisor within five (5) days after the circumstances giving rise to it have occurred or ought reasonably to have come to the attention of the employee.

Failing settlement within five (5) days, it shall then be taken up as a grievance within five (5) days following his immediate Supervisor's decision in the following manner and sequence:

Step 1

The employee shall submit the grievance, in writing, and signed by him, to his immediate Supervisor. The employee may be accompanied by a Union Steward. The immediate Supervisor will deliver his decision, in writing, within five (5) days following the day on which the written grievance was presented to him. The Union and the Hospital may meet to discuss the grievance at a time and place suitable to both parties. Failing settlement, then:

Step 2

Within five (5) days following the decision in the immediately preceding step, the grievance shall be submitted in writing to the Chief Executive Officer.

A meeting will then be held between the Chief Executive Officer and the designated union representatives who may be accompanied by the general representative of the Union, within five (5) days of the submission of the grievance at Step 2, unless extended by mutual agreement of the parties.

The decision of the Hospital shall be delivered in writing within ten (10) days following the date of such meeting.

.05 Policy Grievance

A complaint or grievance arising directly between the Hospital and the Union concerning the interpretation, application or alleged violation of the Agreement shall be originated at Step 2 within ten (10) days following the circumstances giving rise to the grievance

It is expressly understood, however, that the provisions of this Article may not be used with respect to a grievance directly affecting an employee which he could have instituted himself and the regular grievance procedure shall not be thereby by-passed.

Where the grievance is a Hospital grievance it shall be filed with the Grievance Committee.

.06 Group Grievance

Where a number of employees have identical grievances, and each one would be entitled to grieve separately, they may present a group grievance, in writing, identifying each employee who is grieving, to the Director/Supervisor, or his designate, within ten (10) days after the circumstances giving rise to the grievance have occurred. The grievance shall then be treated as being initiated at Step 2 and the applicable provisions of this Article shall then apply with respect to the handling of such grievance.

.07 Discharge Grievance

If an employee, who has completed his probationary period, claims that he has been unjustly discharged, such claim must be submitted by the employee, who may be accompanied by a Union Steward, or by the Union Steward at Step 2 of the grievance procedure to the Hospital within five (5) days following the date the discharge is effective.

Such grievance may be settled under the Grievance and Arbitration Procedure by:

- a) confirming the Hospital's action in discharging the employee, or
- b) reinstating the employee with up to full seniority for time lost and up to full compensation for time lost, or
- c) any other arrangement which may be deemed just and equitable.

- 18 a) Failing settlement under the foregoing procedure, any grievance may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within ten (10) days after the decision under step 2 is given, the grievance shall be deemed to have been abandoned.
- b) The parties agree that it is their intent to resolve grievances without recourse to arbitration, wherever possible. Therefore, notwithstanding (a) above, the parties may, upon mutual agreement, engage the services of a mediator in an effort to resolve the grievance and may extend the time limits for the request for arbitration. The parties will share equally the fees and expenses, if any, of the mediator.
- .09 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, the Union and the employee(s).
- .10 a) When either party requests that any matter be submitted to Arbitration as provided in this Article, it shall make such request in writing addressed to the other party to this Agreement, and at the same time appoint a nominee. Within five (5) days thereafter, the other party shall appoint its nominee, provided however, that if such party fails to appoint its nominee as herein required, the Minister of Labour for the Province of Ontario shall have the power to make such appointment upon application thereto by the party invoking the Arbitration Procedure. The two (2) nominees shall attempt to agree upon a Chairman of the Arbitration Board. If they are unsuccessful in agreeing upon such a Chairman within a period of ten (10) days of the appointment of the second nominee, they shall then request the Minister of Labour for the Province of Ontario to appoint a Chairman
- b) Notwithstanding (a) above, the parties may, upon mutual agreement, agree to a sole arbitrator who shall proceed by way of mediation-arbitration. The party making the request shall do so in writing and at the same time, it shall propose the name of a sole arbitrator. Within five (5) calendar days thereafter, the other party shall agree in writing or propose an alternate name(s). If there is no agreement within ten (10) calendar days, the Minister of Labour shall have the power to effect such appointment upon application thereto by the party invoking the arbitration procedure. Once appointed, the sole arbitrator shall have all powers as set out in Section 50 of the *Labour Relations Act* including the power to impose a settlement and to limit evidence and submissions.
- .11 No person may be appointed to the Arbitration Board who has been involved in an attempt to negotiate or settle the grievance.
- .12 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to or amend any part of this Agreement.
- .13 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the Grievance Procedure.
- .14 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.
- .15 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.
- .16 Saturdays, Sundays and Holidays are not to be counted in the time limits as set out in this Article.
- .17 Wherever Arbitration Board is referred to in the Agreement, the parties hereto may mutually agree, in writing, to substitute a single Arbitrator for the Arbitration Board at the time of reference to arbitration and the other provisions referring to Arbitration Board shall appropriately apply.

ARTICLE 9 - SENIORITY.

9.01 Probationary Period

A new employee will be considered on probation until he has completed forty-five (45) days of work within any twelve (12) calendar months. Upon completion of the probationary period, he shall be credited with seniority equal to forty-five (45) working days. With the written consent of the Hospital, the probationary employee, and the President of the Local Union or designate, such probationary period may be extended. Any extension agreed to will be in writing and will specify the length of the extension. The release or discharge of an employee during the probationary period shall not be the subject of a grievance or arbitration.

9.02 Definition of Seniority

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

Seniority will operate on a Bargaining Unit wide basis.

Notwithstanding the above, employees hired prior to October 10, 1986, will be credited with the seniority they held under the Agreement expiring November 15, 1985, and will thereafter accumulate seniority in accordance with this Article.

9.03 Transfer of Service and Seniority

Effective October 10, 1986, and for employees who transfer subsequent to October 10, 1986, an employee whose status is changed from full time to part time shall receive credit for his/her full service and seniority on the basis of seventeen hundred and twenty-five (1,725) hours for each year of full time service and seniority. An employee whose status is changed from part time to full time shall receive credit for seniority and service on the basis of one (1) year equals seventeen hundred and twenty-five (1,725) hours worked, and will be enrolled in the employee benefit plans subject to meeting any waiting period or other requirements of those plans.

Employees hired prior to October 10, 1986, will be credited with the service and seniority they held under the Collective Agreement expiring November 15, 1985.

9.04 Loss of Seniority

An employee shall lose all seniority and shall be deemed terminated if:

- a) employee quits;
- b) employee is discharged and the discharge is not reversed through the Grievance and Arbitration Procedure;
- c) employee 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;
- d) employee fails to return to work upon the expiration of a leave of absence or utilizes a leave of absence for a purpose other than that for which it was granted;
- e) employee has been laid off for twenty-four (24) months;
- f) employee fails, upon being notified of a recall, to signify his intention to return within five (5) working days after he has received the notice of recall, and fails to report to work within ten (10) working days

after he has received the notice to recall;

NOTE:

This clause shall be interpreted in a manner consistent with the provisions of the Ontario Human Rights Code.

9.05

Effect of Absence

Unless otherwise provided in this Collective Agreement:

- a) It is understood that during an approved unpaid leave of absence not exceeding thirty (30) continuous days or any approved absence paid by the Hospital, both seniority and service will accrue.
- b) During an unpaid absence exceeding thirty (30) continuous calendar days, credit for service for purposes of salary increment, vacation, sick leave, or any other benefits under any provisions of the Collective Agreement or elsewhere, shall be suspended for the period of absence in excess of thirty (30) continuous calendar days, the benefits concerned appropriately reduced on a pro rata basis and the employee's anniversary date adjusted accordingly. In addition, the employee will become responsible for full payment of subsidized employee benefits in which he/she is participating for the period of absence except that the Hospital will continue to pay its share of the premiums for up to eighteen (18) months while an employee is in receipt of W.S.I.B. benefits. Notwithstanding this provision, service shall accrue for a period of fifteen (15) weeks if an employee's absence is due to a disability resulting in W.S.I.B. benefits.

Effective October 11, 2002, the Hospital will continue to pay its share of the premiums up to thirty (30) months while an employee is in receipt of WSIB or LTD benefits. Such payment shall also continue while an employee is on sick leave (including the Employment Insurance Period) to a maximum of thirty (30) months from the time the absence commenced.

- c) It is further understood that during such unpaid absence, credit for seniority for purposes of promotion, demotion, transfer or layoff shall be suspended and not accrue during the period of absence. Notwithstanding this provision, seniority shall accrue for a period of eighteen (18) months if an employee's absence is due to a disability resulting in W.S.I.B. benefits or LTD benefits or for a period of one (1) year if an employee's unpaid absence is due to an illness.

Effective October 11, 2002, seniority shall accrue for a period of thirty (30) months if an employee's absence is due to a disability resulting in WSIB or LTD benefits or while an employee is on sick leave (including the Employment Insurance Period).

9.06

Seniority - Local Provisions

- a) Employees having less than forty-five (45) working days of service shall be considered probationary employees and will have no seniority rights during this probationary period.
- b) Seniority lists of permanent employees shall be maintained by the Hospital for each non-interchangeable occupational group. Each list shall show the date of hiring of each employee and his/her social insurance number.
- c) A copy of the seniority lists will be supplied to the Union in January and July of each year.
- d) If an employee is transferred permanently from one non-interchangeable occupational classification to another, the seniority previously acquired shall also be transferred, but in cases of temporary transfer, namely, in the case of a transfer for less than ninety (90) working days, the employee shall retain seniority in the original non-interchangeable occupational classification from which transferred.

ARTICLE 10 - JOB SECURITY:

10.01 a) With respect to the development of any operating or re-structuring plan which may affect the bargaining unit, the Union shall be involved in the planning process as soon as practicable and, in any event, in advance of such plans or proposals being finalized and notices of lay off being issued or other actions taken that would adversely affect the bargaining unit and through to the final phases of the process.

b) Staff Planning Committee

In addition to that, and to any other planning committee in the Hospital of a more broadly representational make-up, there shall be immediately established a Staff Planning Committee for the bargaining unit, which shall meet during the term of this agreement every three (3) months, unless otherwise mutually agreed by the parties. It shall be the function of the Staff Planning Committee to consider possible ways and means of avoiding or minimizing potential adverse effects upon employees in the bargaining unit, including:

- i) identifying and proposing possible alternatives to any action that the hospital may propose taking;
- ii) identifying and seeking ways to address the retraining needs of employees;
- iii) identifying vacant positions within the Hospital for which surplus members of the bargaining unit might qualify, or such positions which are currently filled but which are expected to become vacant within a twelve (12) month period.

Composition and Meetings

The Committee shall be comprised of equal numbers of representatives of the Hospital and from the Union. The number of representatives is to be determined locally, and shall consist of at least two (2) representatives from each party.

Meetings of the Committee shall be held during normal working hours. Representatives attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at his or her regular or premium rate as may be applicable. The Hospital shall make typing and other such clerical assistance available as required.

Each party shall appoint a co-chair for the Committee. Co-chairs shall chair alternate meetings of the Committee and will be jointly responsible for establishing the agenda of the Committee meetings, preparing minutes and writing such correspondence as the Committee may direct.

Disclosure

To allow the Staff Planning Committee to carry out its mandated role under this Article, the Hospital will provide the Committee with pertinent financial and staffing information and with a copy of any reorganization plans which impact on the bargaining unit.

Accountability

The Committee shall submit its written recommendations to the Chief Executive Officer of the Hospital and the Board of Trustees. Where there is no consensus within the Committee, the individual members of the committee, shall be entitled to submit their own recommendations. Any agreement between the Hospital and the Union resulting from the above review concerning the method of implementation will take precedence over the other provisions of this Agreement.

It is understood that all of the above shall be completed in a timely manner.

10.02

Notice of Lay-off

- a) In the event of a proposed lay-off at ~~the~~ the Hospital of a permanent or long-term nature or the elimination of a position within the bargaining unit, the Hospital shall:
 - i) provide the Union with no less than five (5) months written notice of the proposed lay-off or elimination of position; and
 - ii) provide to the affected employee(s) if any, no less than five (5) months written notice of lay-off or pay in lieu thereof.

NOTE:

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

- b) A lay off shall not include a reassignment of an employee from her or his classification or area of assignment who would otherwise be entitled to notice of lay off provided:
 - i) the reassignment of the employee is to an appropriate permanent job with the Employer having regard to the employee's skills, abilities, qualification and training or training requirements;
 - ii) the reassignment of the employee does not result in a reauction of the employee's wage rate or hours of work;
 - iii) the job to which the employee is reassigned is located at the employee's original work site or at a nearby site in terms of relative accessibility for the employee;
 - iv) the job to which the employee is reassigned is on the same or substantially similar shift or shift rotation; and
 - v) where more than one employee is to be reassigned in accordance with this provision, the reassigned employees shall be entitled to select from the available appropriate vacancies to which they are being reassigned in order of seniority provided no such selection causes or would cause a layoff or bumping. The Hospital bears the onus of demonstrating that the foregoing conditions have been met in the event of a dispute. The Hospital shall also reasonably accommodate any reassigned employee who may experience a personal hardship arising from being reassigned in accordance with this provision.
- c) Any vacancy to which an employee is reassigned pursuant to paragraph (b) need not be posted.

10.03

Severance Pay

- a) i) Where an employee resigns within thirty (30) days after receiving notice of lay-off pursuant to Article 10.02 (a)(ii) that his or her position will be eliminated he or she shall be entitled to a separation allowance of two (2) weeks salary for each year of continuous service to a maximum of twelve (12) weeks pay, and, on production of receipts from an approved education program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of three thousand dollars (\$3000.00).
- ii) Where an employee resigns later than thirty (30) days after receiving notice pursuant to Article

10.02 (a)(ii) that his or her position will be eliminated, he or she shall be entitled to a separation allowance of four (4) weeks salary, and on production of receipts from an approved educational program within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of one thousand two hundred and fifty dollars (\$1,250.00).

b) Retirement Allowance

Prior to issuing notice of lay-off pursuant to article 10.02 (a)(ii) in any classification(s), the Hospital will offer early retirement allowance to a sufficient number of employees eligible for early retirement under HOOPP. Within the classification(s) in order of seniority, to the extent that the maximum number of employees within a classification who elect early retirement is equivalent to the number of employees within the classification(s) who would otherwise receive notice of lay-off under Article 10.02 (a)(ii).

Within thirty (30) days from the date of notice of lay-off, an employee who has received notice of lay-off of a permanent or long term nature may retire provided that the employee is eligible to retire under the terms of the Hospitals of Ontario Pension Plan. An employee who chooses this option forfeits her right to notice and will receive severance pay on the basis of two (2) weeks pay for each year of service with the Hospital to a maximum of twenty-six (26) weeks on the basis of the employees normal weekly earnings. In addition full time employees will receive a lump sum payment equal to \$1,000 for every year less than age 65, to a maximum of \$5,000.00.

Note: The Hospital may offer any employee a retirement option as provided above, in order to avoid potential lay-offs in the unit.

c) A full-time employee who has completed one (1) year of service and;

- j) whose lay-off is permanent, or
- ii) who is laid off for twenty-six (26) weeks in any fifty-two (52) week period, and who has not elected to receive a severance payment under either (a) or (b) of this article, shall be entitled to severance pay equal to the greater of two (2) weeks pay, or one (1) weeks pay per year of service to a maximum of twenty-six (26) weeks pay. This entitlement shall not be in addition to any entitlement to severance pay under the Employment Standards Act but at the same time, shall not preclude an employee from claiming any greater entitlement which that Act may at some point come to provide.

An employee may elect to defer receipt of this severance payment while his or her recall rights are still in effect. Once an employee does opt to receive the severance payment, he or she shall be deemed to have resigned, and his or her recall rights shall be extinguished.

10.04 Regional Staff Planning Committees

The Central parties agree to establish Regional Staff Planning Committees to facilitate the redeployment of laid off employees among the Participating Hospitals.

To achieve this objective the Hospital Staff Planning Committee will forward to the Regional Staff Planning Committee a list of the names and addresses of laid off employees who have expressed an interest in working at other Participating Hospitals and who have undertaken skills assessment procedures provided by any government training agency, such as HTAP, that may be in place.

In filling vacancies not filled by bargaining unit members the Hospitals are encouraged to give first consideration to laid off employees who are on the list and who are qualified to perform the work. For benefit-entitlement purposes, it is recognized that Hospitals shall be free to grant to any employees hired through this process full credit for service earned with another Hospital.

The size, structure, composition and activities of each Committee will be mutually determined by the parties, and application will be made to any available funding source for the funding of administrative expenses.

10.05

Layoff and Recall

- a) In the event of lay-off, the Hospital shall lay off employees in the reverse order of their seniority within their classification, provided that there remain on the job employees who then have the ability to perform the work.
- b) An employee who is subject to lay-off shall have the right to either:
 - i) accept the lay-off; or
 - ii) displace an employee who has lesser bargaining-unit seniority and who is the least senior employee in a lower or identical paying classification in the bargaining unit if the employee originally subject to lay-off can perform the duties of the lower or identical classification without training other than orientation. Such employee so displaced shall be laid off.

NOTE:

An identical paying classification shall include any classification where the straight time hourly wage rate at the level of service corresponding to that of the laid-off employee is within 1% of the laid-off employee's straight time hourly wage rate.

In the event that there are no employees with lesser seniority in lower or identical paying classifications as defined in this Article, a laid-off employee will have the right to displace an employee with lesser seniority, who is the least senior employee in a classification where the straight time hourly rate at the level of service corresponding to that of the laid-off employee is within seven percent (7%) of the laid-off employee's straight time hourly rate provided he can perform the duties without training other than orientation. Such employee so displaced shall be laid off.

- iii) The decision of the employee to choose (a) or (b) above shall be given in writing to the designated Hospital representative within ten (10) working days (excluding Saturday, Sunday and Holidays) following the notification of lay-off. Employees failing to do so will be deemed to have accepted lay-off.
- c) An employee shall have the opportunity of recall from a lay-off to an available opening, in order of seniority, provided he has the ability to perform the work before such opening is filled on a regular basis under a job posting procedure. The posting procedure in the Collective Agreement shall not apply until the recall process has been completed.
- d) In determining the ability of an employee to perform the work for the purposes of the paragraphs above, the Hospital shall not act in an arbitrary or unfair manner.
- e) An employee recalled to work in a different classification from which he was laid off shall have the privilege of returning to the position he held prior to the lay-off should it become vacant within six (6) months of being recalled.
- f) No new employee shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provision, or have been found unable to perform the work available.
- g) It is the sole responsibility of the employee who has been laid off to notify the Hospital of his intention to return to work within five (5) working days (exclusive of Saturdays, Sundays and paid holidays)

after being notified to do so by registered mail, addressed to the last address on record with the Hospital (which notification shall be deemed to have been received on the second day following the date of mailing) and to return to work within ten (10) working days after being notified. The notification shall state the job to which the employee is eligible to be recalled and the date and time at which the employee shall report for work. The employee is solely responsible for his proper address being on record with the Hospital.

- h) Employees on layoff or notice of layoff shall be given preference for temporary vacancies which are expected to exceed ten (10) working days. An employee who has been recalled to such temporary vacancy shall not be required to accept such recall and may instead remain on layoff.
- i) No full-time employee within the bargaining unit shall be laid off by reason of his/her duties being assigned to one or more part-time employees.
- j) In the event that a lay-off commenced on the day immediately following a paid holiday, an employee otherwise qualified for holiday pay shall not be disentitled thereto solely because of the day on which the layoff commenced.
- k) A laid-off employee shall retain the rights of recall for a period of twenty-four (24) months from the date of layoff.

10.06 Benefits on Lay-off

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

ARTICLE 11 - JOB POSTING:

- 11.01 Where a permanent vacancy occurs in a classification within the Bargaining Unit or a new position within the Bargaining Unit is established by the Hospital, such vacancy shall be posted by the Hospital for a period of seven (7) days excluding Saturday, Sunday and Holidays. Vacancies created by the filling of an initial permanent vacancy within the Bargaining Unit shall be posted for a period for five (5) consecutive days excluding Saturday, Sunday and Holidays. All applications are to be made in writing within the posting period.
- 11.02 The postings referred to in Article 11.01 shall stipulate the qualifications, classification, rate of pay, Department and shift and a copy shall be provided to the Chief Steward.
- 11.03 Employees shall be selected for positions under Article 11.01 on the basis of their ability, experience and qualifications. Where these factors are relatively equal amongst the employees considered, seniority shall govern providing the successful applicant, if any, is qualified to perform the available work. The name of the successful applicant will be posted on the bulletin board and unsuccessful applicants will be notified.
- 11.04 Where there are no successful applicants from within this Bargaining Unit for positions referred to in Article 11.01, employees in other S.E.I.U. Service Bargaining Units at the Hospital will be considered for such positions prior to considering persons not employed by the Hospital. Employees eligible for consideration shall be limited to those employees who have applied for the position in accordance with Article 11.01, and selection shall be made in accordance with Article 11.03 above.
- 11.05 Vacancies which are not expected to exceed six (6) months will not be posted and may be filled at the discretion of the Hospital. In filling such vacancies, consideration shall be given to part time employees in S.E.I.U. Service Bargaining Units who have recorded their interest, in writing, prior to considering persons not employed by the Hospital. In considering such part time employees, the criteria for selection in 11.03

shall apply. Part time employees selected to fill a vacancy under this Article will continue to maintain their part time status and upon completion of the assignment the employee will return to his former position.

- 11.06 The Hospital shall have the right to fill any vacancy on an interim basis until the Posting Procedure herein has been complied with, and arrangements have been made to assign the employee selected to fill the vacancy to the job. No grievance may be filed concerning such temporary arrangements.
- 11.07 The successful applicant will be placed in the vacancy for a trial period not exceeding forty-five (45) working days and if the employee proves satisfactory, then he shall be considered permanently assigned to the vacancy. If the employee proves unsatisfactory during that time, or if the employee feels he is unable to perform the duties of the vacancy to which he is posted, the employee will be returned to his former position at his former salary or rate of pay, as will any other employee in the Bargaining Unit who was promoted or transferred by reason of such placing. Newly hired employees shall be terminated and such termination shall not be subject to the grievance and arbitration procedure.
- 11.08 Successful applicants and newly hired employees will not be permitted to apply for job postings or any subsequent vacancies for a period of six (6) months, unless otherwise mutually agreed.

ARTICLE 12 - NO CONTRACTING OUT:

- 12.01 The Hospital shall not contract out any work usually performed by members of this Bargaining Unit if, as a result of such contracting out, a layoff of any employees other than casual part time employees results from such contracting out. Contracting out to an Employer who is organized and who will employ the employees of the Bargaining Unit who would otherwise be laid off with similar terms and conditions of employment is not a breach of this provision.
- 12.02 Notwithstanding the foregoing, the Hospital may contract out work usually performed by members of the bargaining unit without such contracting out constituting a breach of this provision if the Hospital provides in its commercial arrangement contracting out the work that the contractor to whom the work is being contracted, and any subsequent such contractor, agrees:
- 1) to employ the employees thus displaced from the Hospital; and
 - 2) in doing so to stand, with respect to that work, in the place of the hospital for the purposes of the hospitals collective agreement with the Union, and to execute into an agreement with the Union to that effect.
- In order to ensure compliance with this provision, the Hospital agrees that it will withdraw the work from any contractor who has failed to meet the aforesaid terms of the contracting out arrangement
- 12.03 On request by the Union, the Hospital will undertake to review contracted services which fall within the work of the bargaining unit. The purpose of the review will be to determine the practicability of increasing the degree to which bargaining unit employees may be utilized to deliver such services in the future. The Hospital further agrees that the results of their review will be submitted to the Staff Planning Committee for its consideration.

ARTICLE 13 - WORK OF THE BARGAINING UNIT:

13.01 Work of the Bargaining Unit

Supervisors excluded from the Bargaining Unit shall not perform duties normally performed by employees in the Bargaining Unit which shall directly cause or result in the layoff, loss of seniority or service or reduction in benefits to employees in the Bargaining Unit.

13.02 Employment Agencies

Prior to enlisting the services of an Employment Agency, the Hospital will attempt to contact part time staff who would normally perform the duties in question.

13.03 Volunteers

The use of volunteers to perform Bargaining Unit work shall not be expanded beyond the extent of existing practice as of June 1, 1986.

13.04 Ratio of RN's to RPN's

At the time of considering whether or not to alter the ratio of RN's to RPN's in any Department, the Hospital agrees to consult with the Union in advance of any decision being made and, again in advance of any decision being made, the Senior Administrator of the Hospital agrees to meet with and to entertain submissions from the Union with respect to the merits of maintaining the existing ratio.

In addition to the above process and apart from it where a change in the ratio is planned by the Hospital and it does not arise because of employee retirement, resignation or death then it can only be carried out following a full and complete disclosure to the Union of the plan of the Hospital and the reasons for it. After full and complete disclosure to the Union, the Hospital and Union are to meet and discuss the plan and the reasons with a view to possibly modifying them including maintaining the existing ratio. The planned change in the ratio cannot be implemented by the Hospital for a period of forty-five (45) days from the date of full and complete disclosure to the Union; and only implemented if there has been the consultative process required by this clause carried out in good faith by the Hospital.

13.05 The Hospital and the Union shall meet to discuss the issues of RPN scope of practice and skill utilization.

ARTICLE 14 - TECHNOLOGICAL CHANGE:

14.01 Technological Change means the automation of equipment, or the mechanization or automation of operations, or the replacement of existing equipment or machinery with new equipment or machinery which results in the displacement of an employee from his/her regular job.

14.02 Where the Hospital has decided to introduce a technological change which will significantly alter the status of an employee within the Bargaining Unit, the Hospital undertakes to meet with the Union to consider the minimizing of adverse effects (if any) upon the employees concerned.

14.03 Where new or greater skills are required than are already possessed by affected employees under the present methods of operation, such employees shall be given a period of training, with due consideration being given to the employee's age and previous educational background, during which they may perfect or acquire the skills necessitated by the new method of operation. The Employer will assume the cost of tuition and travel. There shall be no reduction in wage or salary rates during the training period of any such employee. Training shall be given during the hours of work whenever possible and may extend for up to six (6) months.

14.04 Employees with one (1) 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 set out above and the requirements of the applicable legislation.

14.05 Employees who are pregnant shall not be required to operate VDTs. At their request, the Employer shall temporarily relocate such employees to other appropriate work without loss of employment benefits, but at the wage rate of the job in which the employee is relocated. The determination of the appropriate alternative

work shall be at the discretion of the Employer and such discretion shall not be exercised in an arbitrary or discriminatory manner. If such work is not available or if the employee does not wish to accept the alternative work, the employee may be placed on unpaid leave of absence.

- 14.06 Each employee required to use a VDT more than four (4) hours per day, shall be given eye examinations at the beginning of employment or assignment to VDTs and every twelve (12) months thereafter. The eye examinations shall be paid for by the Hospital where not covered by OHIP.

ARTICLE 15 - LEAVES OF ABSENCE:

15.01 Bereavement Leave

Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for three (3) consecutive working days off without loss of regular pay from regularly scheduled hours, in conjunction with the death of a member of his immediate family. "Immediate family" means parent, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandchild, guardian or step-parent. The Hospital, in its discretion, may extend such leave with or without pay. Where an employee does not qualify under the above-noted conditions, the Hospital may, nonetheless, grant a paid bereavement leave. For the purpose of bereavement leave, the relationships specified in the preceding clause are deemed to include a common-law spouse and a partner of the same sex.

15.02 Education Leave

- a) If required by the Hospital, 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.
- b) A leave of absence, without pay, to take further education related to the employee's work with the Hospital may be granted upon written application by the employee to the Administration of the Hospital. It is further understood and agreed that the Hospital will, wherever its operational requirements permit, endeavour to arrange the shifts of employees attending courses or seminars to permit such attendance.
- c) Where employees are required by the Hospital to take courses to upgrade or acquire new employment qualifications, the Hospital shall pay the full costs associated with the courses. The Hospital shall pay the cost of the instructor the BCLS certification and recertification for any employee.

15.03 Jury and Witness Duty

- a) 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:
 - i) notifies the Hospital immediately on the employee's notification that he will be required to attend at court;
 - ii) presents proof of service requiring the employee's attendance;
 - iii) deposits with the Hospital the full amount of compensation received excluding mileage, travelling and meal allowance and an official receipt thereof.
- b) In addition to the foregoing, where an employee is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Hospital on his

regularly scheduled day off, the Hospital will attempt to reschedule the employee's regular day off, it being understood that any rescheduling shall not result in the payment of any premium pay. Where the Hospital is unable to reschedule the employee, and, as a result, he is required to attend on a regular day off, he shall be paid for all hours actually spent ~~at~~ such hearing at the rate of time and one-half (1 1/2) his regular straight time hourly rate subject to (i), (ii) and (iii) above.

15.04 Pregnancy Leave – Full time

- (a) Pregnancy leave will be granted in accordance with the provisions of the Employment Standards Act, except where amended in this provision. The service requirement for eligibility for pregnancy leave shall be thirteen (13) weeks of continuous service.
- (b) The employee shall give written notification at least ~~two~~ (2) weeks in advance of the date of commencement of such leave and the expected date of return. At such time she shall also furnish Hospital with the certificate of a legally qualified medical practitioner stating the expected birth date.
- (c) The employee shall reconfirm her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Hospital at least two (2) weeks in advance.
- (d) An employee who is on pregnancy leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance pregnancy benefits pursuant to Section 18 of the Employment Insurance Act, shall be paid a supplemental unemployment benefit. That benefit will be equivalent to the difference between ninety-three percent (93%) of her regular weekly earnings and the sum of her weekly Employment Insurance benefits and any other earnings. Such payment shall commence following completion of the two-week Employment 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 Hospital of the employee's Unemployment Insurance cheque stub as proof that she is in receipt of Employment 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 plus any wage increase or salary increment that she would be entitled to if she were not on pregnancy leave.

The Hospital will pay the employee ninety-three percent (93%) of her normal weekly earnings during the first two (2) week period of the leave while waiting to receive Employment Insurance Benefits.

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

- e) Credits for service and seniority shall accumulate for a period of up to seventeen (17) weeks while an employee is on pregnancy leave.
- f) The Hospital will continue to pay its share of the contributions of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to seventeen (17) weeks while the employee is on pregnancy leave.
- g) Subject to any changes to the employee status which would have occurred had she not been on pregnancy leave, the employee shall be reinstated to her former duties on the same shift in the same department, and at the same rate of pay.

5.05 Parental Leave - Full time

- a) Parental leaves will be granted in accordance with the provisions of the Employment Standards Act, except where amended in the provisions. The service requirement for eligibility for parental leave shall be thirteen (13) weeks of continuous service.
- b) An employee, who qualified for parental leave, other than an adoptive parent, shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return.
- c) An employee who is an adoptive parent shall advise the Hospital as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of 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.
- d) An employee shall reconfirm his or her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Hospital at least two (2) weeks in advance thereof.
- e) An employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 23 of the Employment Insurance Act, shall be paid a supplemental unemployment benefit.

That benefit will be equivalent to the difference between ninety-three percent (93%) of her regular weekly earnings and the sum of her weekly Employment Insurance benefits and any other earnings.

Such payment shall commence following completion of the two-week Employment Insurance waiting period, and receipt by the Hospital of the employee's Employment Insurance cheque stub as proof that she is in receipt of Employment 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 plus any wage increase of salary increment that she would be entitled to if she were not on parental leave.

The Hospital will pay the employee ninety-three percent (93%) of her normal weekly earnings during the first two (2) week period of the leave while waiting to receive Employment Insurance Benefits.

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

- f) Credits for service and seniority shall accumulate for a period of up to thirty-five (35) weeks after the parental leave began, if the employee also took pregnancy leave, and thirty-seven (37) weeks after the parental leave began otherwise, while the employee is on parental leave.
- g) The Hospital will continue to pay its share of the premiums of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to thirty-five (35) weeks after the parental leave began, if the employee also took pregnancy leave, and thirty-seven (37) weeks after the parental leave began otherwise, while the employee is on a parental leave.
- h) Subject to any changes to the employee's status which would have occurred had she/he not been on parental leave, the employee shall be reinstated to her/his former duties, on the same shift in the same department, and at the same rate of pay.

15.06 Full Time Union Office

- a) Upon application by the Union, in writing, the Hospital will give reasonable consideration to a request for leave of absence, without pay, to an employee selected or appointed to full time Union Office. It is understood that no more than one (1) employee in the Bargaining Unit may be on such leave at the same time. Such leave, if granted, shall be for a period of one (1) calendar year, in the case of the Union President, two (2) calendar years from the date of appointment unless extended for a further specific period by agreement of the parties. Seniority and service shall accumulate during such leave to the maximum provided, if any, under the provisions of the Collective Agreement.
- b) It will become the responsibility of the employee for full payment of any applicable benefits in which the employee is participating during such leave of absence.

15.07 Union Leave

- a) The Hospital shall grant leave of absence, without pay, to employees to attend Union conventions, seminars, education classes or other Union business provided that such leave will not interfere with the efficient operation of the Hospital.
- b) In requesting such leave of absence for an employee or employees, the Union must give at least twenty-one (21) days clear notice, in writing, to the Hospital.
- c) The cumulative total leave of absence, the number of employees that may be absent at any one time from any one area, and the number of days of absence shall be as provided elsewhere in the current local sections of the Agreement (unless altered by local negotiations).
- e) It is understood that such leave will be granted with due regard to the proper coverage in those Departments from which employees are requesting leave.

15.08 **Pre-Paid Leave Plan**

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

- a) The plan is available to employees wishing to spread four (4) years' salary over a five (5) year period, in accordance with Part LXV111 of the Income Tax Act Regulations, Section 6801, to enable them to take a one (1) year leave of absence following the four (4) years of salary deferral.
- b) The employee must make written application to the Hospital at least six (6) months prior to the intended commencement date of the program (i.e. the salary deferral portion), stating the intended purpose of the leave.
- c) The number of employees that may be absent at any one time shall be determined between the local parties. The year for purposes of the program shall be September 1 of one year to August 31 the following year or such other twelve (12) month period as may be agreed upon by the employee, the local Union and the Hospital.
- d) Where there are more applications than spaces allotted, seniority shall govern.
- e) During the four (4) years of salary deferral, 20% of the employee's gross annual earnings will be deducted and held for the employee and will not be accessible to the employee until the year of the leave or upon withdrawal from the plan.
- f) The manner in which the deferred salary is held shall be at the discretion of the Hospital.

- g) All deferred salary, plus accrued interest, if any, shall be paid to the employee at the commencement of the leave or in accordance with such other payment schedule as may be agreed upon between the Hospital and the employee.
- h) All during the four (4) years of salary deferral benefits shall be kept whole. During the year of the leave, seniority shall accumulate. Service for the purpose of vacation and salary progression and other benefits will be retained but will not accumulate during the period of the leave. The employee shall become responsible for the full payment of premiums for any health and welfare benefits in which the employee is participating. Contributions to the Hospitals of Ontario Pension Plan will be in accordance with the Plan. The employee will not be eligible to participate in the disability income plan during the year of the leave.
- i) An employee may withdraw from the plan at any time during the deferral portion provided three (3) months notice is given to the Hospital. Deferred salary, plus accrued interest, if any, will be returned to the employee within a reasonable period of time.
- j) If the employee terminates employment, the deferred salary held by the Hospital plus accrued interest, if any, will be returned to the employee within a reasonable period of time. In case of the employee's death, the funds will be paid to the employee's estate.
- k) The Hospital will endeavour to find a temporary replacement for the employee as far in advance as practicable. If the Hospital is unable to find a suitable replacement, it may postpone the leave. The Hospital will give the employee as much notice as is reasonably possible. The employee will have the option of remaining in the Plan and rearranging the leave at a mutually agreeable time or of withdrawing from the plan and having the deferred salary, plus accrued interest, if any, paid out to the employee within a reasonable period of time.
- l) The employee will be reinstated to his or her former position unless the position has been discontinued, in which case the employee shall be given a comparable job.
- m) Final approval for entry into the pre-paid leave program will be subject to the employee entering into a formal agreement with the Hospital in order to authorize the Hospital to make the appropriate deductions from the employee's pay. Such agreement will include:
 - i) A statement that the employee is entering the pre-paid leave program in accordance with this Article of the collective agreement.
 - ii) The period of salary deferral and the period for which the leave is requested.
 - iii) The manner in which the deferred salary is to be held.

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

15.09 Personal Leave

The Hospital may grant leave of absence, without pay, to any employee for legitimate personal reasons, and any employees who are absent with such written permission shall not be considered to be laid off and their seniority shall continue to accumulate during their absence for the first thirty (30) days only.

ARTICLE 16 - HOURS OF WORK:

16.01 Daily and Weekly Hours of Work

- a) The regular hours of work for all employees shall average seventy-five (75) hours (exclusive of meal times) in a bi-weekly pay period. The intent of this clause is, as far as possible, to provide for a five (5) day work week with two (2) days in seven (7) off duty, and where possible, the days off to be consecutive.
- b) It is understood normal hours include those required to accommodate the change from Daylight Saving Time to Standard Time and vice-versa. It is further understood that the amount of regular pay for a full normal shift worked shall not be affected by reason of the change in the number of normal hours worked in consequence of such change from Daylight Saving Time to Standard Time and vice-versa.

16.02 Rest Periods

- a) All employees will be allowed two (2) periods per day of fifteen (15) minutes duration (one (1) in each full half scheduled shift) without reduction in pay and without increasing the regular working hours.
- b) When an employee performs authorized overtime work of at least three (3) hours duration, the Hospital will schedule a rest period of fifteen (15) minutes duration.

16.03 Time Off Between Shifts

- a) In the case of Departments where employees are required to rotate on the day, evening and/or night shifts, the Hospital will endeavour to arrange shifts such that there will be a minimum of twenty-three (23) hours between the beginning of shifts and change over of shifts and of thirty-nine (39) hours if there is one (1) day off and of sixty-three (63) hours if there are two (2) days off between the change over of shifts.
- b) Failure to provide eleven (11) hours between the end of an employee's scheduled shift and the commencement of such an employee's next scheduled shift shall result in payment of one and one-half (1 1/2) times the employee's regular straight-time hourly rate for only those hours which reduce the eleven (11) hour period. Where the eleven (11) hour period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

16.04 Weekends Off

The Hospital will schedule one (1) weekend off in two (2). If the employee is required to work on a third and subsequent weekend, she will receive premium payment as defined for all hours worked on that weekend and subsequent weekends, until a weekend is scheduled off, save and except where:

- i) such weekend work was performed by the employee to satisfy specific days off requested by such employee; or
- ii) such employee has requested weekend work, or was advised at the time of hire or when the job was posted that the regular schedule normally requires continuous weekend work; or
- iii) such weekend is worked as a result of an exchange of shifts with another employee; or
- iv) the Hospital is unable to comply due to a prohibition against scheduling split days off.

It is understood and agreed that there shall be no pyramiding of overtime premiums under the provisions of the Collective Agreement arising out of the foregoing undertakings.

The foregoing shall have no application where other scheduling arrangements are provided acceptable to the Hospital and the employees affected and approved by the Union.

Weekend is defined as the forty-eight (48) hour period commencing no later than 2400 hours Friday. The foregoing shall have no application where other scheduling arrangements are provided acceptable to the Hospital and the employee affected and approved by the Union.

16.05 Meal Periods

Each employee shall be allowed thirty (30) minutes for meals on their own time. Lunch periods shall not be interrupted except in cases of emergency. If an employee has his lunch period interrupted for an emergency, he shall receive the remaining time lost once the emergency situation is no longer in effect.

16.06 No Guarantee

The Hospital does not guarantee work for the hours in Article 16.01 (a) or any other hours.

16.07 Posting of Schedules

Schedules will be posted two (2) weeks in advance and will not be changed without the consent of both parties except in a case of emergency.

16.08 Exchange of Shifts

The Hospital may allow an exchange of shifts at the request of two (2) employees provided that its approval is obtained in advance and that no additional cost to the Hospital results from such exchange of shifts.

ARTICLE 17 - PREMIUM PAYMENT:

17.01 Definition of Regular Straight Time Rate of Pay

For the purposes 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 the Wage Schedules of this Agreement.

17.02 Definition of Overtime (Overtime Premium)

- a) Authorized time worked in excess of the normal daily hours (7 1/2) or normal bi-weekly hours (75) of the Hospital shall be paid at the rate of one and one-half (1 1/2) times the employee's regular straight time rate of pay.
- b) The Hospital agrees that employees shall not be required to take time off to avoid payment of overtime. If an employee agrees to take time off in lieu of overtime pay, the time off will be calculated on the basis of time and one-half (1 1/2) for all hours worked.

17.03 Reporting Pay

Full time employees who report for any scheduled shift will be guaranteed at least four (4) hours of work, or if no work is available, will be paid at least four (4) hours except when work is not available due to conditions beyond the control of the Hospital. The reporting allowance outlined as herein shall not apply whenever an employee has received not less than four (4) hours prior notice not to report for work.

17.04 Standby

An employee who is required to remain available for duty on standby, outside the normal working hours for that particular employee, shall receive standby pay in the amount of two dollars and 50 cents (\$2.50) per hour for all hours on standby effective October 11, 2002.

Standby pay shall, however, cease where an employee is called in to work, and works during the period of

standby.

17.05 Call-back

- a) Where employees are called back to work after having completed a regular shift and prior to the commencement of their next regular shift, they shall receive a minimum of four **(4)** hours of work or four (4) hours' pay at the rate of time and one-half (1 1/2) their regular hourly earnings. Where call-back is immediately prior to the commencement of their regular shift, the call-back will only apply to the point of commencement of a regular shift at the rate of time and one-half (1 1/2) after which they shall revert back to the regular shift.
- b) Call-back pay shall cover all calls within the minimum four **(4)** hour period provided for under (a) above. If a second call takes place after four (4) hours have elapsed from the time of the first call, it shall be subject to a second call-back premium, but in no case shall an employee collect two (2) call-back premiums within one (1) such four **(4)** hour period, and to the extent that a call-back overlaps and extends into the hours of his regular shift, (a) shall apply.
- c) Notwithstanding the foregoing, an employee who has worked his full shift on a holiday and is called back shall receive the greater of two and one-half (2 1/2) times his regular straight time hourly rate for all hours actually worked on such call-back or four **(4)** hours' pay at time and one-half (1 1/2) his straight time hourly rate, subject to the other provisions set out above.

17.06 Shift Premium

Employees shall be paid a shift premium of forty-five cents (\$.45) per hour for all hours worked where the majority of their scheduled hours fall between 1500 and 0700 hours. This amount shall increase to fifty-five (\$.55) cents effective October 11, 2001, sixty (\$.60) cents effective October 11, 2002, and sixty-five (\$.65) cents effective October 11, 2003.

17.07 Weekend Premium

An employee shall be paid a weekend premium of forty-five (\$.45) per hour for each hour worked between 2400 hours Friday to 2400 hours Sunday or such other forty-eight (48) hour period that the Hospital may establish. If an employee is receiving premium pay pursuant to a local scheduling regulation with respect to consecutive weekends worked, he/she will not receive weekend premium under this provision. The weekend premium shall increase to fifty-five cents (\$.55) effective October 11, 2001, sixty cents (\$.60) effective October 11, 2002 and sixty-five (\$.65) effective October 11, 2003.

17.08 Responsibility Outside the Bargaining Unit

When a Hospital temporarily assigns an employee to carry out the assigned responsibilities of a higher paying classification outside of the Bargaining Unit for a period in excess of one-half (1/2) of one (1) shift, the employee shall receive an allowance of three dollars (\$3.00) for each shift from the time of the assignment.

17.09 Overtime - Lieu Time

When an employee has worked and accumulated approved overtime hours (other than overtime hours related to paid holidays), such employee shall have the option of electing payment at the applicable overtime rate (i.e., where the applicable rate is time and one-half (1 1/2), then the time off shall be at one and one-half (1 1/2) times).

Where an employee chooses the latter option, such time off must be taken within the succeeding two (2) pay periods of the occurrence of the overtime at a time mutually agreeable to the Hospital and the employee, or payment in accordance with the former option shall be made.

7.10 No Pyramiding

Overtime premium will not be duplicated nor pyramided nor shall other premiums be duplicated nor pyramided nor shall the same hours be counted as part of the normal work week and also as hours for which the overtime premium is paid.

ARTICLE 18 - ALLOWANCES:

18.01 Meal Allowance

- a) When an employee is required to and does work for three (3) or more hours of overtime after his normal shift, he shall be provided with a hot meal or four dollars (\$4.00) if the Hospital is unable to provide the meal or has been unable to schedule a meal break during the overtime period.
- b) Notwithstanding the foregoing, where the overtime assignment is for a period of three (3) hours, no more or less, the employee is not required to take a hot meal, if available, and may claim the four dollars (\$4.00) payment.

18.02 Uniform Allowance

- a) Where uniforms are required, the Hospital shall either supply and launder uniforms or provide a uniform allowance of eighty-five dollars (\$85.00) per year in a lump sum payment in the first pay period of November of each year.
- b) The Hospital will provide eighty dollars (\$80.00) per year to each regular part-time employee who is required by the Hospital to wear safety footwear during the course of his/her duties.

18.03 Transportation Allowance

When an employee is required to travel to the Hospital or to return to her home as a result of reporting to or off work between the hours of 2400 - 0600 hours (other than reporting to or off work for her regular shift), or at any time while on standby, the Hospital will pay transportation costs either by taxi or by her own vehicle at the rate of thirty-five cents (\$.35) per mile (to a maximum of fourteen dollars [\$14.00]) or such greater amount as the Hospital may in its discretion determine for each trip between the aforementioned hours. The employee will provide to the Hospital satisfactory proof of payment of such taxi fare.

ARTICLE 19 - HEALTH AND SAFETY:

19.01 Accident Prevention - Health and Safety Committee

- a) The Hospital 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 actions 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 fulfil 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(s) appointed or selected in accordance with (b) hereof, shall serve for a term or 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 time so spent attending such meetings shall be deemed to be work time for which the Representative(s) shall be paid by the Employer at his/her regular or premium rate as may be applicable.
- g) The Union agrees to endeavour to obtain the full co-operation of its membership in the observation of all safety rules and practices.
- h) Pregnant employees may request to be transferred from their current duties if, in the professional opinion of the employee's physician, the pregnancy may be at risk. If such a transfer is not feasible, the pregnant employee, if she so requests, will be granted an unpaid leave of absence before commencement of the maternity leave referred to in Article 15.04.
- i) Where the Hospital identifies high risk areas where employees are exposed to Hepatitis B, the Hospital will provide, at no cost to the employees, a Hepatitis B vaccine.
- j) The Employer agrees to undertake if proven that VLF & ELF is required for employee protection that it will be provided. The Occupational Health and Safety Committee will research this and make a recommendation.

19.02 Protective Clothing

- a) The Hospital agrees to continue its present practice with respect to the provision of protective clothing and safety devices to employees, subject to the provision set out below with respect to safety footwear. The Hospital further agrees to meet directly with the Representative of the Union or through the Accident Prevention Committee to discuss the need for any protective clothing or safety equipment in addition to that which the Hospital is presently providing.
- b) Effective September 1, 1988, and on that date for each subsequent year, the Hospital will provide thirty-five dollars (\$35.00) per year to each full time employee who is required by the Hospital to wear safety footwear during the course of his duties.

ARTICLE 20 - PAID HOLIDAYS:

20.01 There shall be twelve (12) holidays and these holidays are set out below:

New Year's Day	Canada Day	Thanksgiving Day
Good Friday	Civic Holiday	Christmas Day
Victoria Day	Labour Day	Boxing Day
Easter Monday	Heritage Day (Third Monday in February)	
Second Monday in November		

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

- 02 To qualify for payment for Statutory Holidays, the employee must work his regular scheduled shift immediately preceding and succeeding the Holiday unless absent by reason of legitimate illness confirmed by medical certificate, if requested, and such illness commenced within thirty (30) days prior to the date of the Statutory Holiday.
- 20.03 Due to the nature of the services necessary in a Hospital, many of the employees may be required to work on these Holidays. When work is performed on Statutory Holiday, payment will be at time and one-half (1 1/2) in addition to the holiday pay. If an employee so requests, and it is mutually agreeable between the employee and the Department Head, they may be granted a day off in lieu of the holiday pay. Such request must be submitted at least three (3) weeks prior to the requested day.
- 20.04 Where an employee is required to work authorized overtime in excess of his regularly scheduled hours on a paid Holiday (but not including hours on a subsequent regularly scheduled shift), such employee shall receive two and one-half (2 1/2) times his regular straight time hourly rate for such additional authorized overtime.
- 20.05 If any of the above-named Holidays occurs on an employee's regular day off or during his vacation period, the employee will receive an additional day off or payment of Holiday in lieu of the day off, but the additional day shall not be added to the period of vacation of the employee unless with the consent of the Head of the Department.
- 20.06 During Christmas and New Year's, employees will be scheduled so that they will only be required to work (a) Christmas Day, Boxing Day or (b) day before New Year's Eve Day and New Year's Day. Each year an employee's assignment to (a) or (b) will be alternated.

ARTICLE 21 - VACATIONS:

21.01 Entitlement and Calculation of Payment

- a) Subject to maintaining any superior conditions concerning entitlement, vacation entitlement shall be as follows:
- i) An employee who has completed less than one (1) year of continuous service as of May 1st in the current year, shall be entitled to two (2) weeks' annual vacation. Payment for such vacation shall be prorated in accordance with his/her service.
 - ii) An employee who has completed one (1) year but less than two (2) years of continuous service as of May 1st in the current year, shall be entitled to two (2) weeks' annual vacation with pay.
 - iii) An employee who has completed two (2) years but less than five (5) years of continuous service as of May 1st in the current year, shall be entitled to three (3) weeks' annual vacation with pay.

Effective in the vacation year where the date for determining vacation entitlement in the individual Hospital falls on or after October 11, 1989 the service requirement for three (3) weeks vacation shall be two (2) or more years of full-time continuous service.
 - iv) An employee who has completed eight (8) years' but less than fifteen (15) years' of continuous service as of May 1st in the current year, shall be entitled to four (4) weeks' annual vacation with pay.

Effective in the vacation year where the date for determining vacation entitlement in the individual Hospital falls on or after October 1, 1989, the service requirement for four (4) weeks vacations shall be six (6) or more years of full-time continuous service.

Effective in the vacation year where the date for determining vacation entitlement falls on or after October 11, 1990 the service requirement for four (4) weeks vacation shall be entitled to five (5) or more years of full time continuous service.

- v) An employee who has completed fifteen (15) years but less than twenty-five (25) years of continuous service as of May 1st shall be entitled to five (5) weeks' annual vacation with pay.
- vi) An employee who has completed twenty-five (25) or more years of continuous service as of May 1st shall be entitled to six (6) weeks annual vacation with pay.
- vi) Vacation pay shall be calculated on the basis of the employee's regular straight time rate of pay times their normal weekly hours of work, subject to the application of the Effect of Absence provision.
- vii) Effective upon ratification an employee who has completed twenty-three (23) or more years of continuous service as of May 1st shall be entitled to six (6) weeks annual vacation with pay.
- ix) Supplementary Vacation:

The following supplementary vacation is banked on the employee's anniversary date and taken prior to the next supplementary vacation date:

An employee who has completed thirty (30) years of continuous service shall be entitled to an additional five (5) days vacation with pay.

An employee who has completed thirty-five (35) years of continuous service shall be entitled to an additional five (5) days vacation with pay.

To clarify, every employee who has attained their 30th or 35th anniversary date as of the effective date of this provision shall be entitled to have the full five days' vacation banked.

- b) The foregoing vacation entitlement prevail for all employees (including orderlies) except Registered Practical Nurse'. Registered Practical Nurse' vacation schedule is as follows:
 - i) An employee on the active payroll of the Hospital with less than six (6) months' of continuous service as of May 1st in the current year, shall be entitled to receive as vacation pay six (6%) percent of gross earnings during the period of his employment with the Hospital in accordance with the Employment Standards Act.
 - ii) An employee on the active payroll of the Hospital with less than one (1) year of continuous service as of May 1st in the current year, shall be entitled to a vacation of seven (7) calendar days at regular straight time rate of pay in accordance with the Employment Standards Act.
 - iii) An employee on the active payroll of the Hospital with one (1) year but less than five (5) years' of continuous service as of May 1st in the current year, shall be entitled to a vacation of three (3) weeks' annual vacation with pay.
 - iv) An employee who has completed six (6) years' but less than fifteen (15) years' of continuous service as of May 1st in the current year, shall be entitled to four (4) weeks' annual vacation with pay.
Effective October 11, 1990, four (4) weeks vacation for five (5) years continuous service.
 - v) An employee who has completed fifteen (15) or more years' of continuous service as of May

1st in the current, shall be entitled to five (5) weeks' annual vacation with pay.

- vi) Effective May 1st, 1989, the service requirement for six (6) weeks' vacation shall be twenty-five (25) or more years' of full time continuous service.
- vii) Vacation pay shall be calculated on the basis of the employees' regular straight time rate of pay times their normal weekly hours of work, subject to the application of the Effect of Absence provision.
- viii) In the 2001 round of central bargaining, the parties agreed to provide supplementary vacation to long service employees effective October 11, 2003.

In particular, employees who have completed 30 years of service will be entitled to an additional 5 vacation days to be taken prior to the next supplementary vacation date. Employees who have completed 35 years of service will be entitled to 5 additional vacation days, in addition to those 5 days earned at 30 years of service, which are to be taken within five years of the date of completion of 35 years of service.

21.02 Approved Leave of Absence During Vacation

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

Serious illness is defined as an illness which requires the employee to receive on-going medical care and/or treatments resulting in either hospitalization or which would confine the employee to their residence or to bed rest for more than three (3) days.

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

Where an employee's scheduled vacation is interrupted due to a bereavement, the employee shall be entitled to bereavement leave in accordance with Article 15.01. The portion of the employee's vacation which is deemed to be bereavement leave under the above provisions will not be counted against the employee's vacation credits.

21.03 Vacation Scheduling

- a) All normal deductions made from an employee's pay will be made from the vacation pay.
- b) Vacations may not be accumulated from one year to the next.
- c) All vacation periods will be arranged with an employee's Department Head with consideration being given to the employee's wishes and to the needs of the Department. Up to and including the 31st of March of the year in which the vacation is scheduled, employees shall be given the preference as to the selection of their vacation on the basis of their seniority. Subsequent to the 31st of March, employee requests shall be granted on the first come, first serve basis.

ARTICLE 22 - HEALTH AND INSURED BENEFITS:

22.01 Insured Benefits

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

- a) The Hospital agrees to pay one hundred percent (100%) of the billed premium towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross Semi-Private Plan or comparable coverage with another carrier.
- b) The Hospital agrees to contribute seventy-five percent (75%) of the billed premiums towards coverage of eligible employees in the active employ of the Hospital under the amended Blue Cross Extended Health Care benefits or comparable coverage with another carrier providing for \$15.00 (single) and \$25.00 (family) deductible, providing the balance of monthly premiums are paid by the employee through payroll deductions. In addition to the standard benefits, coverage will include vision care (maximum \$150.00 every 24 months) as well as a hearing aid allowance (lifetime maximum \$500.00 every 36 months per individual).

Existing provisions for private duty nursing services contained in present extended health care plans will be amended to reflect that this benefit is limited to a maximum of ninety (90) eight (8) hour shifts in any calendar year.

- c) The Hospital agrees to contribute one hundred percent (100%) of the billed premium towards coverage of eligible employees in the active employ of the Hospital under HOGLIP or such other Group Life Insurance Plan currently in effect, providing the balance of the monthly premium is paid by the employee through payroll deduction.
- d) The Hospital agrees to contribute seventy-five percent (75%) of the billed premiums towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross #9 Dental Plan or comparable coverage with another carrier (based on the current ODA fee schedule as it may be updated from time to time) providing the balance of the monthly premium is paid by the employee through payroll deduction.

Dental Plan:

Dental recall including preventative services to nine (9) months and add Blue Cross rider # 2 (or equivalent) (complete and partial dentures) at 50/50 co-insurance to \$1000 annual maximum in October 11, 2001 and Blue Cross rider # 4 (or equivalent) (crowns, bridgework and repairs to same) at 50/50 co-insurance to \$1000 annual maximum in October 11, 2001.

- e) The Hospital will provide equivalent coverage to all employees who retire early and have not yet reached age 65 and who are in receipt of the Hospital's Pension plan benefits as is provided to active employees for semi-private, extended health care and dental benefits. The Hospital will contribute the same portion towards the billed premiums of these benefit plans as is currently contributed by the Hospital to the billed premiums of active employees.

22.02 Change of Carrier

A copy of all current master policies of the benefits referred to in this article shall be provided to the Union.

It is understood that the Hospital may at any time substitute another carrier for any plan (other than OHIP) provided the benefits conferred thereby are substantially the same. Before making such a substitution, the Hospital shall notify the Union to explain the proposed change and to ascertain the views of the employees.

Upon a request by the Union, the Hospital shall provide to the Union, full specifications of the benefit programs contracted for and in effect for employees covered herein.

22.03 Pension

All employees of the Lennox and Addington County General Hospital with two (2) years' seniority are required to join the Hospitals of Ontario Pension Plan as a condition of employment. New employees may join the Hospitals of Ontario Pension Plan after six (6) months' employment but must join as soon as they have completed two (2) years' continuous service.

ARTICLE 23 - INJURY AND DISABILITY.

23.01 Workers' Compensation Injury

In the case of an accident which will be compensated by the Workers' Compensation Board, the Hospital will pay the employee's wages for the day on which the accident occurs.

23.02 Disabled Employees

If an employee becomes disabled with the result that he is unable to carry out the regular functions of his position, the Hospital may establish a special classification and salary with the hope of providing an opportunity of continued employment.

ARTICLE 24 - SICK LEAVE:

24.01 Sick Leave and Long Term Disability

The Hospital will assume total responsibility for providing and funding a short-term sick leave plan at least equivalent to that described in the 1992 Hospitals of Ontario Disability Plan (HOODIP) brochure.

24.02 The Hospital will pay seventy-five percent (75%) of the billed premium towards coverage of eligible employees under the long-term disability portion of the Plan (HOODIP or an equivalent Plan), the employee paying the balance of the billed premium through payroll deduction. For the purpose of transfer to the short-term portion of the disability program, employees on the payroll as of the effective date of the transfer with three (3) months or more of service shall be deemed to have three (3) months of service. For the purpose of transfer to the long-term portion of the disability program, employees will be credited with their actual service.

24.03 Effective December 31, 1982, the existing accumulating sick leave plan shall be terminated and any provisions relating to such plan shall be null and void except as to those provisions relating to payout of unused sick leave benefits which are specifically dealt with hereinafter.

Existing sick leave credits for each employee shall be 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. The "sick leave bank" shall be utilized to:

- a) supplement payment for sick leave days under the new program or paragraph 24.05 below which would otherwise be at less than full wages, and
- b) where a payout provision existed under the former sick leave plan in the Collective Agreement, payout on termination of employment shall be that portion of any unused sick leave dollars under the former conditions relating to payout.
- c) Where, as of the effective date of transfer, an employee does not have the required service to qualify for payout on termination, his existing sick leave credits as of that date shall nevertheless be converted to a sick leave bank in accordance with the foregoing and he shall be entitled, on termination, to that portion of any unused sick leave dollars providing he subsequently achieves the necessary service to qualify him for payout under the conditions relating to such payout.
- d) Where a payout provision existed under the former sick leave plan in the Collective Agreement, an employee who has accumulated sick leave credits and is prevented from working for the Hospital on account of an occupational illness or accident that is recognized by the Workers' Compensation Board as compensable within the meaning of the Workers' Compensation Act, the Hospital, on

application from the employee, will supplement the award made by the Workers' Compensation Board for loss of wages to the employee by such amount that the award of the Workers' Compensation Board for loss of wages, together with the supplementation of the Hospital, will equal one hundred percent (100%) of the employee's accumulated sick leave credits. Employees may utilize such sick leave credits while awaiting approval of a claim for Workers' Compensation.

- 24.04 There shall be no pay deduction from an employee's regular scheduled shift when the employee has completed any portion of the shift prior to going on sick leave benefits or Workers' Compensation benefits.
- 24.05 The Hospital further agrees to pay employees an amount equal to any loss of benefits under HOODIP for the first two (2) days of the fourth and subsequent period of absence in any calendar year.
- 24.06 Absences due to pregnancy related illness shall be considered as sick leave under the sick leave plan.
- 24.07 Any dispute which may arise concerning an employee's entitlement to long term disability benefits and which is not covered by the appeal mechanism provided for under the policy of insurance, may be subject of grievances and arbitration under the provisions of this agreement.
- 24.08 Employment Insurance Rebate
- The short-term sick leave plan shall be registered with the Unemployment Insurance Commission (UIC). The employee's share of the Hospital's unemployment insurance premium reduction will be retained by the Hospital towards offsetting the cost of the benefit improvements contained in this Agreement.
- 24.09 Pay for Medical Certificates
- The Hospital shall pay the full cost of any medical certificates required of an employee.
- 24.10 Pro-rated Benefits
- Subject to the terms of this Agreement, employees working more than twenty-four (24) hours but less than thirty-seven and one-half (37 1/2) hours per week on a regularly scheduled basis shall be entitled to all rights and privileges contained in this Agreement and shall receive the same proportion of wages, sick leave, vacation privileges, paid Statutory Holidays as their total time worked bears to full time employees using as a basis of computation the entitlement of full time employees as outlined in this Agreement.
- 24.11 Employees claiming sick pay benefits will observe the following procedures:
- i) when an employee claims to be sick, the Hospital reserves the right to require proof of illness, by medical certificate, signed by a duly qualified medical practitioner;
 - ii) employees taking ill or suffering an accident, during working hours, will notify the Head of their Department, or a person designated by the Department Head, before the employee leaves his duties;
 - iii) when the illness or accident takes place at times other than the employee's normal working hours, the employee will notify his Department Head, as soon as possible and in any case not later than the time at which the employee would normally be required to report for duty;
 - iv) in the case of employees who have exhausted their uncertified sick leave, the Hospital may require the employee to provide statements from his attending physician as to his condition and the anticipated date he will return to work.
- 24.12 Existing Sick Leave Credits
- On severance of employment, fifty percent (50%) of the total days in the sick leave credits bank will be

payable cash, providing the employee has had five (5) years' of continuous service with the Hospital. The Hospital shall maintain a record of accumulated days sick credit for each employee.

24.13 Workers' Safety and Insurance Board Benefits and Sick Leave

An employee who is absent from work as a result of an illness or injury sustained at work and who has been awaiting approval of a claim for Workers' Compensation for a period longer than one (1) complete pay period may apply to the Hospital for payment equivalent to the lesser of the benefit she would receive from Workers' Compensation if her claim was approved, or the benefit to which she would be entitled under the short term sick portion of the disability income plan (HOODIP or equivalent plan). Payment will be provided only if the employee provides evidence disability satisfactory to the Hospital and a written undertaking satisfactory to the Hospital that any payments will be refunded to the Hospital following final determination of the claim by the Workers' Compensation Board. If the claim for Workers' Compensation is not approved, the monies paid as an advance will be applied towards the benefits to which the employee would be entitled under the short term portion of the disability income plan. Any payment under this provision will continue for a maximum of fifteen (15) weeks.

ARTICLE 25 - COMPENSATION:

25.01 Experience Pay

An employee hired by the Hospital with recent and related experience, may claim at the time of hiring on a form supplied by the Hospital, consideration for such experience. Any such claim shall be accompanied by verification of previously related experience. The Hospital shall then evaluate such experience during the probationary period. Where, in the Hospital's opinion such experience is relevant, the employee shall be slotted in that step of the wage progression consistent with one (1) year's service for every two (2) years of related experience in the classification on the completion of the employee's probationary period. It is understood and agreed that this shall not constitute a violation of the wage schedule of the Collective Agreement.

25.02 Promotion to a Higher Classification

An employee who is promoted to a higher rated classification within the Bargaining Unit will be placed in the range of the higher rated classification so that he shall receive no less an increase in wage rate than the equivalent of one (1) step in the wage rate of his previous classification (provided that he does not exceed the wage rate of the classification to which he has been promoted).

25.03 Temporary Transfer

When an employee is assigned temporarily to perform the duties and assume the responsibilities of a higher paying position in the Bargaining Unit, for a period in excess of one-half (1/2) of a shift, he shall be paid the rate immediately above his current rate in the higher classification to which he was assigned from the commencement of the shift on which he was assigned the job.

25.04 Job Classification

- a) 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 and provide details at least fourteen (14) days prior to posting. If the Local Union challenges the rate, it shall have the right to request a meeting with the Hospital to endeavour to negotiate a mutually satisfactory rate. Such request will be made within ten (10) days after the receipt of notice from the Hospital of such new occupational classification and rate. Any change mutually agreed to resulting from such meeting shall be retroactive to the date that notice of the new rate was given by the Hospital. If the parties are unable to agree, the dispute concerning the new rate may be submitted to arbitration as provided in the Agreement within fifteen (15) days of such meeting.

The decision of the Board of Arbitration (or Arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the Bargaining Unit having regard to the requirements of such classification.

- b) When the Hospital makes a substantial change during the term of this Agreement in the **job** content of an existing classification which in reality causes such classification to become a new classification, the Hospital agrees to meet with the Union, if requested, to permit the Union to make representation with respect to the appropriate rate of pay.
- c) If the matter is not resolved following the meeting with the Union, the matter may be referred to arbitration as provided in the Agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or Arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the Bargaining Unit having regard to the requirements of such classifications.
- d) The parties further agree that any change mutually agreed to or awarded as a result of arbitration shall be retroactive only to the date that the Union raised the issue with the Hospital.

25.05 Wages and Classification Premium

Lead Hands will be paid twenty-five dollars (\$25.00) per month in addition to their monthly rate.

ARTICLE 26 - RELATIONSHIP

ARTICLE 27 - EDUCATION FUND

27.01 If the Local Union indicates to the Hospital that a special assessment of \$0.03 per hour for Union education applies to all bargaining unit members, the Hospital agrees to deduct this assessment.

Such assessment along with a listing of employees will be paid on a quarterly basis into a trust fund established and administered by the applicable SEIU Local union for this purpose.

ARTICLE 28 - PROFESSIONAL RESPONSIBILITY

28.01 The following provision will be effective the date of ratification and will expire on October 9, 2004.

The parties agree that patient care is enhanced if concerns relating to professional practice, patient acuity, fluctuating workloads and fluctuating staffing are resolved in a timely and effective manner.

In the event that an employee or group of employees, covered under the Regulated Health Professions Act (RHPA), are assigned a workload which is inconsistent with proper patient care, they shall express their concerns to their supervisor. The employee shall complete a "Workload Review Form" which shall be provided to the supervisor and to the Union. The Workload Review Form will be attached as an Appendix to the collective agreement.

ARTICLE 29 - DURATION

29.01 In the event the parties to this agreement agree to negotiate for its renewal through the process of central bargaining, either party to this agreement may give notice to the other party of its desire to bargain for

amendments on local matters proposed for incorporation in the renewal of this agreement not earlier than six (6) calendar months nor later than three (3) calendar months prior to the normal termination date of this agreement. Upon receipt of such notice by one party from the other, both parties will meet within fifteen (15) days thereafter for the purpose of bargaining on local matters.

It is understood and agreed that "local matters" means those matters which have been determined by mutual agreement between the Central Negotiating Committees respectively representing each of the parties to this agreement as being subjects for local bargaining directly between the parties to this agreement. It is also agreed that local bargaining shall be subject to such procedures as may be determined by mutual agreement between the Central Negotiating Committees referred to above.

29.02 Term

This Agreement shall continue in effect until October 10, 2004, and shall continue automatically thereafter from year to year thereafter unless either party gives the other party written notice of termination or desire to amend the Agreement. Such notice may be given by either party to the other not earlier than three (3) calendar months prior to the normal termination date of this Collective Agreement.

ARTICLE 30 - MISCELLANEOUS

ACCESS TO PERSONAL FILES:

Upon written request to the Administrator, an employee shall have an opportunity to view his personal file, for the purpose of reviewing any evaluations or formal disciplinary notations contained therein, in the presence of his Supervisor.

Copies of Warnings

In the event that a written warning is to be placed in an employee's file, the employee will be given one (1) copy and one (1) copy will be given to the appropriate Union Steward. Upon receipt of said copies, the employee must sign the original copy on his/her file indicating that he/she did, in fact, receive the written warning, but not to admit guilt or to agree with the action taken by the Employer. Any unjust action may be the subject of a grievance.

BULLETIN BOARDS:

The Hospital will provide bulletin boards in mutually satisfactory locations for the convenience of the Union in posting notices of Union activity.

TIMEKEEPING ARRANGEMENTS:

Each employee shall conform to the timekeeping requirements of the Hospital.

No allowances will be made for time on the record outside of the employee's scheduled working hours unless authorized on each occasion by the employee's Department Head. Employees desiring to leave the Hospital premises prior to normal quitting time, must obtain permission from his or her Department Head before leaving his or her work.

PRINTING OF CONTRACTS:

The Hospital agrees to pay fifty percent (50%) of the cost of printing contract in booklet form.

AY PROCEDURES:

If the effective date for any increase in hourly compensation occurs between pay periods, the days of the new rate of pay will be included in the first practical pay period without undue delay.

Pay Days

Employees shall be paid once every two (2) weeks on a regular pay day. When the Banks or Trust Companies are closed on a regular pay day, wages will then be available on the preceding day on which they are open.

LOCKERS:

Locker facilities will be provided for the employees' convenience.

LOCKERS/TOOLS AND EQUIPMENT

The Hospital will provide tools and equipment as deemed necessary by the Hospital and will maintain such tools and equipment in good working order.

LIABILITY INSURANCE:

The Hospital will provide appropriate liability insurance coverage deemed necessary for all employees represented by the Union.

Wage Rates and Retroactivity

- a) **Retroactivity:** Retroactivity will be paid on the basis of hours paid, within sixty (60) days of the date of ratification. Implementation of the new rates shall be within two (2) full pay periods of the date of ratification.

Employees who have terminated their employment since October 11th, 2001, shall be given notice by registered mail at their address last known by the Hospital, and shall have sixty (60) days from the date of such notice within which to claim retroactive payment.

Retroactive pay will be paid on a separate cheque where the existing payroll system allows. Where the existing payroll system does not allow for such separate cheque, the Hospital will supply the employee with a detailed explanation of the retroactive pay calculations.

- b) The percentage in lieu of benefits will be calculated and paid on the retroactive payment for part-time employees for the period from October 11th, 2001 to the date of effecting the increase.

SIGNED AT Wapamesi, Ontario, this 7th day of June, 2004.

FOR THE HOSPITAL
Patricia Kelly

FOR THE UNION
Gregory Fraser

WAGE IMPLEMENTATION NOTE

In order to comply with the requirements of the Social Contract Act, 1993 and the award, employees eligible to be paid as per Wage Schedule "A" are those employees whose earnings (as defined in the Toronto Humber Memorial settlement) are less than \$30,000 (LICO) for the calendar year, or such other locally agreed annual period for determining LICO status. Employees determined as "non-LICO" will be paid as per Wage Schedule "B".

If, at the end of the calendar year it is determined that a "non-LICO" employee's earnings as per the LICO definition were less than \$30,000 annually, the employee shall receive a retroactive wage payment to the extent that the total of the items included for the purposes of earnings under the LICO definition, including wages, does not exceed \$30,000 for the calendar year.

If, at the end of the calendar year it is determined that a "LICO" employee's earnings as per the LICO definition were greater than \$30,000 annually, such employee shall repay to the Hospital the overpayment of wages received in the calendar year to the extent that to do so does not reduce annual LICO earnings below \$30,000. The Hospital may recover the money by payroll deduction, and the employee and the Union agree that this repayment is hereby consented to, for the purposes of the Employment Standards Act.

MODEL AGREEMENT

EXTENDED SHIFTS

BETWEEN

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

-and-

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1.0N

The local parties hereby agree, subject to the approval of the Ministry of Labour, that extended shifts will be implemented under the following terms and conditions. In all other respects the Collective Agreement shall apply.

All eligible full-time and regular part-time staff on a unit/department that is considering extended shift schedules will be given an opportunity to vote on the proposed schedule. The parties will jointly supervise such vote, which shall be held by secret ballot.

Where 75% of those employees eligible to vote have voted in favour of extended shifts, the new schedule will be implemented on a six (6) month trial basis and will be reviewed by both parties. This Model Agreement shall form part of the Collective Agreement between the parties herein, and shall apply to the employees described in Article 1 of the Model Agreement.

Article 1 - Work Unit and Employees Covered

(Detailed and specific description of department and employees covered)

Article 2 - Probation

- 2.1 It is understood that a new employee working extended shifts will be considered on probation until he/she has completed three hundred and thirty-seven and one-half (337 1/2) hours of work (45 x 7.5 hours = 337.50).

In all other respects the terms of probation will be in accordance with the collective agreement.

Article 3 - Hours of Work

- 3.1 The normal or standard extended workday shall be ____ hours per day.
- 3.2 (Detailed description with an attached schedule where appropriate.)
- 3.3 (Where applicable)

Failure to provide ____ hours between the end of an employee's scheduled shift and the commencement of such employee's next scheduled shift shall result in payment of one and one-half (1 1/2) times the employee's regular straight time hourly rate for only those hours which reduce the ____ hour period.

Where the ____ hour period is reduced as a result of an approved change of shift(s) requested by the employee(s), such premium payment shall not apply.

Article 4 - Scheduling

(Scheduling conditions to be determined locally (i.e. weekend off, consecutive shifts worked, etc)).

Article 5 - Overtime

- 5.1** Overtime shall be defined as being all hours worked in excess of the normal or standard extended workday, as set out in Article **3.1** of the Model Agreement.
- 5.2** For purposes of overtime the hours of work per week shall be averaged over _____ (weekly/pay-periods).

Article 6 - Rest and Meal Periods

- 6.1** Employees shall be entitled to relief periods during the shift on the basis of fifteen (15) minutes for each **3.75** hours worked.
- 6.2** (The length of the meal period to be determined locally).

Article 7 - Sick Leave and Long-Term Disability

The short-term sick plan will provide payment for the number of hours of absence according to the **scheduled shift up to a fifteen (15) week total of 562.5 hours**. All other provisions of the existing plan shall be maintained.

Article 8 - Paid Holidays

- 8.1** Holiday pay will be computed on the basis of the employee's regular straight time hourly rate of pay times the normal or standard work day as set out in the "Daily and Weekly Hours of Work" provision of the Local Collective Agreement (Article 16).
- 8.2** An employee required to work on any of the designated holidays listed in the collective agreement shall be paid at the rate of time and one-half (**1 1/2**) his regular straight time rate of pay for **all** hours worked on such holiday (0001h to **2400h** of the holiday). In addition, he will receive a lieu day off with pay in the amount of his regular straight time hourly rate of pay times seven and one-half (**7 1/2**) hours, except in those hospitals which have a different standard work day in which case holiday pay will be based on the standard or normal daily hours in that hospital.

Article 9 - Vacation

- 9.1** Vacation entitlement as set out in the collective agreement will be converted to hours on the basis of the employee's normal work week.

Article 10 - Temporary Transfers

- 10.1** In Article **25.03** of the collective agreement, replace "for a period in excess of one-half a shift" with "in excess of **3.75** hours" for extended hours.

Article 11 - Responsibility Allowance Outside the Bargaining Unit

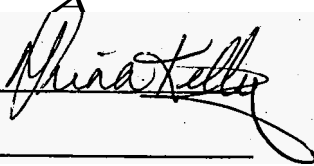
In Article **17.07** of the collective agreement replace "in excess of one-half of a shift" with "after **3.75** hours" for extended hours.

Article 12 - Termination

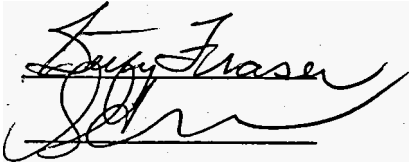
12.1 Either party may, on written notice of _____ (days/weeks) to the other party, terminate the Agreement for any reason.

Signed at Napanee this 7th day of June, 2004.

FOR THE HOSPITAL



FOR THE UNION



LETTER OF INTENT

Between

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

-and-

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1.0N

RE: Liability Insurance

Upon request of the Local Union, and with reasonable notice, the Hospital will provide a union representative the opportunity to read the provisions of the insurance policy or policies as to employee liability insurance coverage for the classifications of employees represented by the Union.

Signed and Dated at Wapona this 7th day of Jan, 2004.

FOR THE HOSPITAL

[Handwritten signature]

FOR THE UNION

[Handwritten signature]

WORKLOAD REVIEW FORM

Employees to complete every section

Date/Time of Occurrence_____

Date Form Submitted to Employer_____

Site/Location_____ Department/Unit_____

Type of Work Being Performed_____

Number of Staff on Duty_____ Usual Number of Staff on Duty_____

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

To correct this problem, I/we recommended:

Name/Title of Immediate Supervisor Notified

Date/Time of Notification

Response

Signature of Employee(s) & Printed Name(s) on Line Below:

I/We do not agree with the resolution of my concern.

LETTER OF INTENT

Between

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

-and-

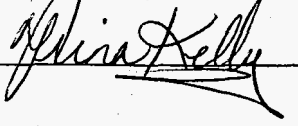
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1.0N

Re: Utilization of RPN Skills

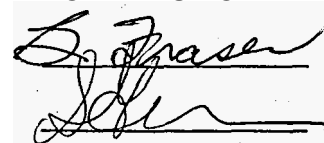
The parties agree to form a joint provincial task force. The task force will be composed of equal numbers of representatives of the Service Employees International Union and the Ontario Hospital Association. The task force will make its decisions by consensus. The mandate of the task force will be to study and make recommendations to the participating hospitals regarding the utilization of RPN skills. The task force will:

- ▶ Meet within six (6) months of the ratification of the Memorandum of Settlement.
- ▶ Secure advice and participation from such professional practice researchers and other (e.g. College of Nurses) as the Task Force deems appropriate.
- ▶ Identify resources required by the task force to complete their study including exploring jointly any funding required for these resources.
- The task force will be co-chaired by a hospital representative and a representative from SEIU.
- ▶ The task force will identify the timelines for conducting their study and will also conclude timelines for the recommendations to be made by the task force.
- ▶ The task force recommendations will be presented in the form of a report to the participating hospitals and locals.
- ▶ The final recommendations from the joint task force will be presented to the Human Resources Committee of the OHA.
- ▶ The parties also agree to jointly undertake reviewing the study and recommendations with the Ontario Nurses Association.
- ▶ Nothing in this Letter of Understanding should be construed as precluding the local parties from entering into discussions with respect to RPN scope of practice and utilization of RPN skills.

FOR THE HOSPITAL



FOR THE UNION



LETTER OF INTENT

Between

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

-and-

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1.0N

Re: Joint Benefits Review Committee

The central parties agree to meet in a joint committee to be established pursuant to this letter of intent. The committee will meet to discuss the following:

- ▶ Topic of and make recommendations regarding modified work and HOODIP within a 6-month period;
- ▶ Entitlement and costs associated with the insured benefit coverage provided to active and retired employees; and
- ▶ Where possible, review and evaluate the finding of other committees established to discuss benefits.

The Committee will make recommendations to their respective Central Bargaining Teams prior to the commencement of the next round of bargaining.

FOR THE HOSPITAL

Christa Kelly

FOR THE UNION

L. Fraser

LETTER OF INTENT

Between

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

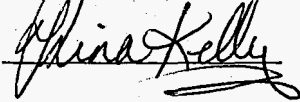
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SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1.0N

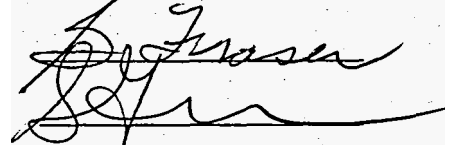
Re: Standardization Committee

The central parties agree to establish a committee that will meet and confirm the contents of a standard format within ninety (90) days of ratification. Where the parties are unable to reach agreement on any issue regarding standardization, the parties shall seek the assistance of a mediator

FOR THE HOSPITAL



FOR THE UNION



LETTER OF INTENT

Between

LENNOX AND ADDINGTON COUNTY GENERAL HOSPITAL

-and-

SERVICE EMPLOYEES INTERNATIONAL UNION. LOCAL 1.0N

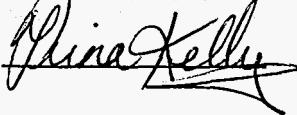
Re: Staff Planning Committee and Charney Board

The parties agree that in the event of a dispute between the parties regarding the implementation of Article 10.01 and 10.04, the matter may be submitted to a Board of Arbitration chaired by one of L. Davie, or G. Charney or such others as determined by the committee referenced below. The Chair shall be appointed on a rotating basis giving due consideration to availability.

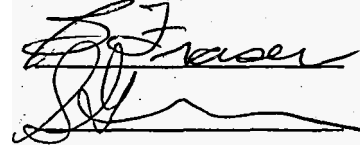
The parties agree that in order to address process and implementation issues regarding the application of Article 10.01 and 10.04, a joint Committee will be established between the Union and the participating hospitals to discuss and reach agreement on improvements to the existing process. In reviewing the existing process the Committee will be giving consideration to the interest of both parties in a timely resolution to disputes

The committee will meet within ninety (90) days of ratification to commence discussions and it is understood that the work of the Committee will be completed within one hundred and twenty (120) days of the ratification date.

FOR THE HOSPITAL



FOR THE UNION



SCHEDULE "A"

PAY PROCEDURES AND JOB CLASSIFICATIONS(HOURLY)

Registered Practical Nurse

11/10/2000 - 2%	19.643	19.776	19.923
11/10/2001 - 2.5%	20.134	20.271	20.421
11/10/2002 - 3%	20.738	20.879	21.034
11/10/2003 - 3%	21.360	21.505	21.665

Stores Clerk

11/10/2000 - 2%	15.250	15.349	15.439	15.528
11/10/2001 - 2.5%	15.631	15.732	15.825	15.916
11/10/2002 - 3%	16.100	16.204	16.300	16.394
11/10/2003 - 3%	16.583	16.690	16.789	16.885

Housekeeping Aide/Janitor

11/10/2000 - 2%	14.943	15.068	15.213	15.349
11/10/2001 - 2.5%	15.316	15.445	15.593	15.732
11/10/2002 - 3%	15.776	15.908	16.061	16.204
11/10/2003 - 3%	16.249	16.385	16.543	16.690

Dietary Worker

11/10/2000 - 2%	15.115	15.259	15.393	15.519
11/10/2001 - 2.5%	15.493	15.640	15.778	15.907
11/10/2002 - 3%	15.958	16.110	16.252	16.384
11/10/2003 - 3%	16.437	16.593	16.739	16.875

Team Leader - Dietary

11/10/2000 - 2%	16.161	16.322	16.484	16.646
11/10/2001 - 2.5%	16.565	16.731	16.896	17.062
11/10/2002 - 3%	17.062	17.232	17.403	17.574
11/10/2003 - 3%	17.574	17.749	17.925	18.101

Orderlies

11/10/2000 - 2%	15.620	15.753	15.882	16.028
11/10/2001 - 2.5%	16.010	16.147	16.279	16.429
11/10/2002 - 3%	16.491	16.631	16.767	16.921
11/10/2003 - 3%	16.985	17.130	17.270	17.429

Central Supply Room Aide

11/10/2001	15.493	15.640	15.778	15.907
11/10/2002 - 3%	15.958	16.110	16.252	16.384
11/10/2003 - 3%	16.437	16.593	16.739	16.875

Carpenter

11/10/2000 - 2%	16.786	16.929	17.063	17.220
11/10/2001 - +.30 +2.5%	17.513	17.660	17.797	17.958
11/10/2002 - +.3- + 3%	18.347	18.499	18.640	18.806
11/10/2003 - +.30 + 3%	19.206	19.363	19.508	19.679

Electrician

11/10/2000 - 2%	19.490	19.625	19.826	19.924
11/10/2001 - 2.5%	19.977	20.115	20.321	20.422
11/10/2002 - 3%	20.577	20.719	20.931	21.034
11/10/2003 - 3%	21.194	21.340	21.559	21.665

Engineer - 4th class

11/10/2000 - 2%	18.375	18.509	18.710	18.808
11/10/2001 - 2.5%	18.834	18.972	19.178	19.278
11/10/2002 - 3%	19.399	19.541	19.753	19.856
11/10/2003 - 3%	19.981	20.127	20.346	20.452

APPENDIX "C"

LETTER OF UNDERSTANDING

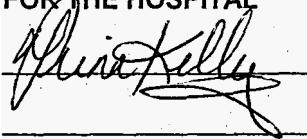
RE: SHIFT PREMIUM

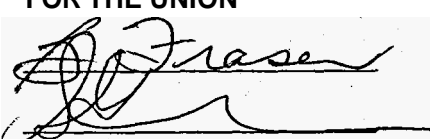
This Letter shall be attached to and form part of the Collective Agreement.

This Letter is to confirm the parties understanding that:

- 1. The 11:00 a.m. to 7:00 p.m. shift would not be eligible for shift premium payments.

SIGNED AND DATED this 7th day of June 2007.

FOR THE HOSPITAL


FOR THE UNION


APPENDIX "A"

MEMORANDUM OF UNDERSTANDING

This letter shall be attached to and form part of the Collective Agreement.

Pursuant to the Mitchnick Interest Arbitration Award dated November 18, 1992, the Board will remain seized of any dispute between the parties regarding the implementation of Article 10.01 and 10.04 for the term of the Collective Agreement.

SIGNED AND DATED in Winnipeg this 27th day of June, 2004.

Alina Kelly

FOR THE UNION

[Signature]

LETTER OF UNDERSTANDING
BETWEEN
LENNOX AND ADDINGTON HOSPITAL
AND
SERVICE EMPLOYEES UNION, LOCAL 1.0N

RE: R.P.N. UTILIZATION

The Hospital agrees they will utilize the R.P.N.'s in added skills as set out as the minimum level requirements for the R.P.N.'s by the College of Nurses of Ontario.

The Hospital agrees to negotiate with the Union any costs associated with the up-grading of any skill required by the Hospital.

SIGNED AND DATED in Capreol this 7th day of June, 2005

FOR THE HOSPITAL
Phina Kelly

FOR THE UNION
G. Fraser

SS
/