

*Wages 48
 22/12/84*

SOURCE	T-B.		
FEF	86	06	06
TERM.	87	12	21
No. OF EMPLOYEES	1545		
NOMBRE D'EMPLOYES	1545		

Groups:

HOSPITAL SERVICES
 (supervisory and
 non-supervisory)

Group Specific Agreements
 between the Treasury Board
 and the Public Service Alliance
 of Canada

5 1987

Codes: 656/86
 606/86

Expiry date:
 December 21, 1987

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ADMINISTRATION OF COLLECTIVE AGREEMENTS


- 1 Under the terms of an agreement reached between the President of the Treasury Board and the Public Service Alliance of Canada (the Alliance) in July, 1985, the parties agreed to a two-tier system of bargaining to apply to all members of Alliance bargaining units for which the Treasury Board represents the Employer.
2. The first tier will consist of a single Master Agreement having its own expiry date, to be negotiated for all Alliance bargaining units and will incorporate terms and conditions of employment not included in matters to be negotiated at the second tier.
3. The second tier will consist of individual and separate collective agreements (Group Specific collective agreements) to be negotiated with each of the bargaining units with each having its own expiry date as negotiated by the parties.
4. The attached Group Specific collective agreements signed on June 9, 1986 reflect certain terms and conditions of employment that have been agreed to at the second tier as a result of negotiations between the Treasury Board of Canada and the Public Service Alliance of Canada on behalf of employees in the Hospital Services (S & NS) bargaining units.
5. The articles and clauses identified in these Group Specific collective agreements replace and supercede certain articles and clauses in the Hospital Services (S & NS) collective agreements signed between the Alliance and the Employer on September 13, 1981 which were extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984. Except for those articles and clauses

b

which are replaced and superceded by the Group Specific collective agreements, all remaining articles and clauses of the expired collective agreements shall remain in force until such time as a Master Agreement is signed. Until a Master Agreement is signed, it will be both the Hospital Services (S & NS) Group Specific collective agreements and the expired collective agreement which will represent terms and conditions of employment for the Hospital Services (S & NS) bargaining units.

6. Consequently, the attached Group Specific collective agreements must be retained with the expired collective agreement until a Master Agreement is signed at which time the expired collective agreements will cease to have application. Upon signing of a Master Agreement, it will be the attached Hospital Services (S & NS) Group Specific collective agreements in conjunction with the Master Agreement which will represent terms and conditions of employment for the Hospital Services (S & NS) bargaining units.

THE TREASURY BOARD
OF
CANADA


L. M. Tenace

THE PUBLIC SERVICE
ALLIANCE OF
CANADA


Albert S. Burke

(i)

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**Asterisks denote changes from previous Agreement.

ARTICLE 1

PURPOSE AND SCOPE OF AGREEMENT

Delete Article 1 "Purpose of Agreement" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

- ** 1.01 The purpose of this Agreement is to set forth certain terms and conditions of employment including rates of pay for all employees described in the certificates issued by the PSSR8 on July 12 of 1967, covering the non-supervisory employees and the supervisory employees of Hospital Services (HS) Group.
- ** 1.02 The Master Agreement shall establish certain terms and conditions which shall form part of this agreement.
- ** 1.03 In the event there is a conflict between this Agreement and the Master Agreement with the exception of expiry dates and except where specifically modified by this Agreement through an exception made pursuant to Article 1.03 (a) of the Master Agreement, the Master Agreement shall prevail.

ARTICLE 2

INTERPRETATION AND DEFINITIONS

Delete clauses 2.01 d) and m) from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

- 2.01 For the purpose of this Agreement:
- d) "daily rate of pay" means an employee's hourly rate of pay times his normal number of hours of work per day;
 - m) "weekly rate of pay" means an employee's daily rate of pay multiplied by five (5).

ARTICLE 7

RECOGNITION

Delete Article 7 "Recognition" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

7.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees described in the certificates issued by the Public Service Staff Relations Board on the twelfth (12th) day of July 1967, covering the non-supervisory employees and the supervisory employees of Hospital Services Occupational Group.

ARTICLE 16

VACATION LEAVE

Delete Article 16 "Vacation Leave" except clause 16.13, from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

16.01 The vacation year shall be from April 1st to March 31st of the following calendar year, inclusive.

Accumulation Of Vacation Leave

**16.02 An employee shall earn vacation leave credits at the following rate for each calendar month during which he receives pay for at least ten (10) days:

54
01-02
(a) one and one-quarter (1 1/4) days until the month in which the anniversary of his ninth (9th) year of continuous employment occurs;

84-54
(b) one and two-thirds (1 2/3) days commencing with the month in which his ninth (9th) anniversary of continuous employment occurs;

20-05
(c) two and one-twelfth (2 1/12) days commencing with the month in which his twentieth (20th) anniversary of continuous employment occurs;

(d) however, an employee who is entitled to or who has received furlough leave shall have the vacation leave credits earned under this Article, reduced by five-twelfths (5/12) of a day per month from the beginning of the month in which the employee completes his twentieth (20th) year of continuous employment until the beginning of the month in which the employee completes his twenty-fifth (25th) year of continuous employment.

Entitlement to Leave

16.03 An employee is entitled to vacation leave with pay to the extent of his earned credits but an employee who has completed six (6) months of continuous employment may receive an advance of credits equivalent to the anticipated credits for the vacation year.

16.04 If at the end of a fiscal year, an employee's entitlement to vacation leave with pay includes a fractional entitlement of less or more than one-half (1/2) day, the entitlement shall be increased to the nearest half (1/2) day.

Scheduling of Vacation Leave

16.05 Employees are expected to take all their vacation leave during the vacation year in which it is earned.

16.06 The Employer shall, subject to the operational requirements of the service, make reasonable effort to:

- (a) schedule the employee's vacation leave for at least two **(2)** consecutive weeks, during the period requested, provided notice of the period requested is given by the employee prior to April 1st of any vacation year.
- (b) schedule the employee's vacation leave on any other basis if the employee gives the Employer at least two (2) days' advance notice for each day of leave requested, provided that changes in shift schedules that result from such scheduling of vacation leave do not result in increased cost to the Employer.
- (c) The Employer may grant vacation leave on shorter notice than that provided for in clause 16.06 (b), provided that changes in shift schedules that result from such granting of vacation leave do not result in increased cost to the Employer.

16.07 The Employer shall give the employee as much notice as is practicable that a request for vacation or furlough leave has or has not been approved. In the case of disapproval, alteration or cancellation of such leave, the Employer shall give the written reason therefor, upon written request from the employee.

16.08 Where, in respect of any period of vacation leave, an employee:

- (a) is granted bereavement leave,

or

(b) is granted leave with pay because of illness in the immediate family,

or

(c) is granted sick leave on production of a medical certificate,

the period of vacation leave so displaced shall either be added to the vacation period if requested by the employee and approved by the Employer or reinstated for use at a later date.

Carry-over Provisions

16.09

(a) Where in any vacation year the Employer has not granted all of the vacation leave credited to the employee, the unused portion of his vacation leave shall be carried over into the following vacation year. Carry-over beyond one year shall be by mutual consent.

** (b) During any vacation year, upon application by the employee and at the discretion of the Employer, earned but unused vacation leave credits in excess of fifteen (15) days may be paid in cash at the employees' daily rate of pay as calculated from the classification prescribed in his certificate of appointment of his substantive position on March 31st, of the previous vacation year.

16.10 Recall from Vacation Leave

(a) Subject to the operational requirements of the service, the Employer will make every reasonable effort not to recall an employee to duty after he has proceeded on vacation leave.

- (b) When, during any period of vacation leave, an employee is recalled to duty, he shall be reimbursed for reasonable expenses, as normally defined by the Employer, that he incurs:
- (i) in proceeding to his place of duty,
 - and
 - (ii) in returning to the place from which he was recalled if he **immediately** resumes vacation upon completing the assignment for which he was recalled,
- after submitting such accounts as are normally required by the Employer.
- (c) The employee shall not be considered as being on vacation leave during any period in respect of which he is entitled under clause **16.10 (b)** to be reimbursed for reasonable expenses incurred by him.

Leave When Employment Terminates

16.11 When an employee dies or otherwise ceases to be employed, he or his estate shall be paid an amount equal to the product obtained by multiplying the number of days of earned but unused vacation and furlough leave to his credit by the daily rate of pay to which he is entitled by virtue of the certificate of appointment in effect at the time of the termination of his employment.

16.12 Notwithstanding clause **16.11**, an employee whose employment is terminated by reason of a declaration that he abandoned his position is entitled to receive the payment referred to in clause **16.11**, if he requests **it** in writing within six (6) months following the date upon which his employment is terminated.

Advance Payments

16.14 The Employer agrees to issue advance payments of estimated net salary for vacation periods of two (2) or more complete weeks, provided a written request for such advance payment is received from the employee at least six (6) weeks prior to the last pay day before the employee's vacation period commences. Any overpayment in respect of such pay advances shall be an immediate first charge against any subsequent pay entitlements and shall be recovered in full prior to any further payment of salary.

Cancellation of Vacation Leave

16.15 When the Employer cancels or alters a period of vacation or furlough leave which it has previously approved in writing, the Employer shall reimburse the employee for the non-returnable portion of vacation contracts and reservations made by the employee in respect of that period, subject to the presentation of such documentation as the Employer may require. The employee must make every reasonable attempt to mitigate any losses incurred and will provide proof of such action to the Employer.

ARTICLE 21HOURS OF WORK

Delete Article 21 "Hours of Work" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

21.01 Hours of Work

When hours of work are scheduled for employees on a regular basis, they shall be scheduled so that employees:

a

- (a) on a weekly basis, work thirty-seven and one-half ($37 \frac{1}{2}$) hours and five (5) days per week;

and

- (b) on a daily basis, work seven and one-half ($7 \frac{1}{2}$) hours per day.

34
37 1/2

21.02 When, because of the operational requirements of the service, hours of work are scheduled for employees on a rotating or irregular basis, they shall be scheduled so that employees work an average of thirty-seven and one-half ($37 \frac{1}{2}$) hours per week and either,

- (i) seven and one-half ($7 \frac{1}{2}$) hours per day and an average of five (5) days per week,

or

- (ii) upon the request of the majority of the employees affected and with the concurrence of the Employer, an average of seven and one-half ($7 \frac{1}{2}$) hours per day provided no shift in excess of twelve (12) hours is involved.

21.03 Notwithstanding clause **21.02**, the commencement and/or end of each shift, may be varied by fifteen (15) minutes to provide for the continuity and/or, an appropriate length of the meal period.

****21.04**

- (a) When scheduling hours of work, the Employer shall consider the wishes of the majority of employees concerned in the arrangement of shifts within a shift schedule.
- (b) Every reasonable effort shall be made by the Employer

- (i) not to schedule the commencement of a shift within eight (8) hours of the completion of the employee's previous shift,
and
- (ii) to avoid excessive fluctuation in hours of work,
and
- (iii) to schedule hours of work so that the work schedule shall provide an employee with one (1) weekend (Saturday and Sunday) off duty for each three (3) week period and where possible the schedule may provide an employee with every second weekend off duty,
and
- (iv) not to schedule more than eight (8) consecutive days of work unless otherwise requested by the employees,
and
- (v) to schedule at least two (2) consecutive days of rest at a time. Such two (2) consecutive days of rest may be separated by a designated paid holiday.

21.05 The Employer shall schedule hours of work **for** all employees. Working schedules shall be posted at least fifteen (15) days in advance of the starting date of the new schedule, and ~~the Employer~~ shall, where practical, arrange schedules which will remain in effect for a period of not less than twenty-eight (28) calendar days. Shifts shall be allocated ~~on~~ an equitable basis amongst employees governed by the same schedule.

21.06 An employee's scheduled hours of work shall not be construed as guaranteeing the employee minimum or maximum hours of work.

21.07 If an employee is given less than five (5) days' advance notice of a change in his shift schedule, he will receive a premium rate of time and one-half (1½) for work performed on the first shift changed. Subsequent shifts worked on the new schedule shall be paid for at the hourly rate of pay.

21.08 The Employer agrees that before a schedule of working hours is changed, the change will be discussed with the appropriate Steward of the Alliance if the change will affect a majority of the employees governed by the schedule.

21.09 Provided sufficient advance notice is given and with the approval of the Employer, employees may exchange shifts if there is no increase in cost to the Employer.

21.10 Rest Periods

The Employer shall schedule two (2) rest periods of ten (10) minutes each during each full shift.

**** 21.11** Days of Rest

Where an employee's scheduled shift does not commence and end on the same day, such shift shall be deemed for all purposes to have been entirely worked:

(a) on the day **it commenced** where half or more of the hours worked fall on that day,

or

(b) on the day **it terminates** where more than half of the hours worked fall on that day.

Accordingly, the first day of rest will be deemed to start immediately after midnight of the calendar day on which the employee worked or is deemed to have worked his last scheduled shift; and the second day of rest will start immediately after midnight of the employee's first day of rest, or immediately after midnight of an intervening designated paid holiday if days of rest are separated thereby.

****General**

21.12 Notwithstanding anything to the contrary contained in this Agreement, the implementation of any variation in hours (clause 21.02(ii)) shall not result in any additional overtime work or additional payment by reason only of such variation, nor shall it be deemed to prohibit the right of the Employer to schedule any hours of work permitted by the terms of this Agreement.

Employees covered by clause 21.02(ii) shall be subject to the variable hours of work provisions established in the Master Agreement.

ARTICLE 22

OVERTIME

Delete Article 22 "Overtime", except clause 22.01, from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

22.02 **Assignment of Overtime Work**

Subject to the operational requirements of the service, the Employer shall make every reasonable effort:

(a) to allocate overtime work on an equitable basis among readily available qualified employees,

and

(b) to give employees who are required to work overtime adequate advance notice of this requirement.

22.03 The Alliance is entitled to consult the deputy minister or his representative whenever it is alleged that employees are required to work unreasonable amounts of overtime.

22.04 Overtime Compensation

Each fifteen (15) minute period of overtime shall be compensated for at the following rates:

(a) time and one-half ($1\frac{1}{2}$), except as provided for in clause 22.04(b);

(b) double (2) time for all hours of overtime worked in excess of seven and one-half ($7\frac{1}{2}$) consecutive hours of overtime in any continuous period, and for all hours worked on the second or subsequent day of rest, in any unbroken series of two (2) or more days of rest falling on consecutive and contiguous calendar days;

Handwritten notes: $\frac{37}{13} - 2$, $\frac{37}{10}$

(c) overtime shall be compensated in cash, except where upon request of an employee and with the approval of the Employer, compensatory leave may be granted;

(d) the Employer shall grant compensatory leave at times convenient to both the employee and the Employer;

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- (e) compensatory leave with pay not used by the end of a twelve (12) month period, to be determined by the Employer, will be paid for in cash. Such payment will be at the employee's hourly rate of pay as calculated from the classification prescribed in his certificate of appointment at the end of the twelve (12) month period.

22.05

- (a) If an employee is given instructions before the mid-point of his shift, that he will be required to work overtime on that day at a time which is not contiguous to his work period, he shall be paid for the time actually worked or a minimum of two (2) hours' pay at his hourly rate of pay, whichever is greater.
- (b) If an employee is given instructions after the mid-point of his shift, that he will be required to work overtime on that day at a time which is not contiguous to his work period, he shall be paid for the time actually worked or a minimum of three (3) hours' pay at his hourly rate of pay, whichever is the greater.

** 22.06

- 39-A
050
- (a) An employee who works three (3) or more hours of overtime immediately before or immediately following his scheduled hours of work shall be reimbursed his expenses for one meal in the amount of five dollars (\$5.00), except where a free meal can be provided. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he may take a meal break either at or adjacent to his place of work.

- 39-B
040
- (b) When an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, he shall be

reimbursed for one (1) additional meal in the amount of four dollars (\$4.00), except where free meals are provided. Reasonable time with pay, to be determined by management, shall be allowed the employee in order that he may take a meal break either at or adjacent to his place or work.

ARTICLE 27

REPORTING PAY

Delete Article 27 "Reporting Pay" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

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04
**27.01 If an employee reports for work on his scheduled shift, or is directed to report to work on his day of rest he shall be entitled, as a minimum, to compensation equivalent to four (4) hours' pay at the hourly rate of pay.

ARTICLE 31

SUPERVISORY DIFFERENTIAL

Delete Article 31 "Supervisory Differential" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

31.01 A supervisory differential as established in Appendix "A3" shall be paid to employees in the bargaining unit who occupy positions which receive a supervisory rating under the classification standard, and who perform supervisory duties.

ARTICLE 40

AGREEMENT RE-OPENER

Delete Article 40 "Agreement Re-Opener Clause" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

40.01 This Agreement may be amended by mutual consent.

**

ARTICLE 45

TECHNOLOGICAL CHANGE

Delete Article 45 "Technological Change" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984 and replace by the following:

45.01 The parties have agreed that in cases where as a result of technological change the services of an employee are no longer required beyond a specified date because of lack of work or the discontinuance of a function, the National Joint Council Work Force Adjustment agreement concluded by the parties will apply. In all other cases the following clauses will apply.

45.02 In this Article "Technological Change" means:

- (a) the introduction by the Employer of equipment or material of a different nature than that previously utilized;

and

- (b) a change in the Employer's operation directly related to the introduction of that equipment or material.

45.03 Both parties recognize the overall advantages of technological change and will, therefore, encourage and promote technological change in the Employer's operations. Where technological change is to be implemented, the Employer will seek ways and means of minimizing adverse effects on employees which might result from such changes.

22/
A

45.04 The Employer agrees to provide as much advance notice as is practicable but, except in cases of emergency, not less than one hundred and twenty (120) days written notice to the Alliance of the introduction or implementation of technological change when it will result in significant changes in the employment status or working conditions of the employees.

45.05 The written notice provided for in clause 45.04 will provide the following information:

- (a) The nature and degree of change.
- (b) The anticipated date or dates on which the Employer plans to effect change.
- (c) The location or locations involved.

45.06 As soon as reasonably practicable after notice is given under clause 45.04, the Employer shall consult with the Alliance concerning the effects of the technological change referred to in clause 45.04 on each group of employees. Such consultation will include but not necessarily be limited to the following:

- (a) The approximate number, class and location of employees likely to be affected by the change.



(b) The effect the change may be expected to have on working conditions or terms and conditions of employment on employees.

²²/_D 45.07 When, as a result of technological change, the Employer determines that an employee requires new skills or knowledge in order to perform the duties of his substantive position, the Employer will make every reasonable effort to provide the necessary training during the employee's working hours and at no cost to the employee.

**

ARTICLE 46

JOB SECURITY

46.01 Subject to the willingness and capacity of individual employees to accept relocation and retraining, the Employer will make every reasonable effort to ensure that any reduction in the work force will be accomplished through attrition.

ARTICLE 47

DURATION

Delete Article 46 "Duration" in its entirety from the collective agreement signed between the Alliance and the Employer on September 18, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984, renumber and replace by the following new article:

** 47.01 The duration of this collective agreement shall be from the date it is signed to December 21, 1987.

** 47.02 Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is signed.

****47.03** Except as provided in this Group Specific collective agreement, all terms and conditions of employment applicable to the bargaining unit as embodied in the collective agreement signed between the Alliance and the Employer on September 18, 1981 which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984, shall remain in force and shall be observed by the Employer and the Alliance, as was agreed to by both parties in the Procedures Governing "Master Agreement" Negotiations signed on July 28, 1985, and July 31, 1985, until the date of signing of the Master Agreement

****47.04** Notwithstanding clause 47.03, where the parties to the Master Agreement agree that a certain term or condition of employment will be a subject of negotiations in Group Specific negotiations, the parties to this Group Specific collective agreement agree to negotiate such term or condition of employment and where agreement is reached this Group Specific collective agreement will be re-opened pursuant to Article 40 to incorporate such provision.

SIGNED AT OTTAWA, this 6th day of the month of June
1986.

THE TREASURY BOARD

THE PUBLIC SERVICE ALLIANCE

OF

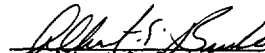
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CANADA

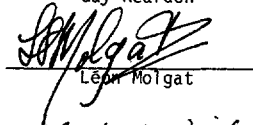
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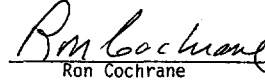
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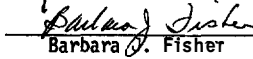
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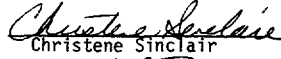
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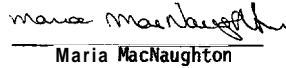
Ron Cochrane



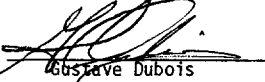
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Christene Sinclair



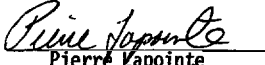
Maria MacNaughton



Gustave Dubois



Geneviève Marleau



Pierre Lapointe



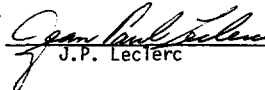
J.M.R. Provost



A. Emond



Maj. Dennis V. Veinotte



J.P. Leclerc

A-1

50-8
1

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APPENDIX "A"

HS - HOSPITAL SERVICES

RATES OF PAY

A: EFFECTIVE 22 DEC 1984
B: EFFECTIVE 22 DEC 1985
C: EFFECTIVE 22 DEC 1986

REGION: ATLANTIC

HS-1

FROM:	\$:	6.29	6.49	6.71	6.93
TO:	A:	6.53	6.73	6.96	7.19
	B:	6.76	6.97	7.20	7.44
	C:	6.98	7.20	7.43	7.68

HS-2

FROM:	\$:	6.87	7.11	7.38	7.61
TO:	A:	7.13	7.38	7.66	7.90
	B:	7.38	7.64	7.93	8.18
	C:	7.62	7.89	8.19	8.45

HS-3

FROM:	\$:	7.11	7.38	7.62	7.86
TO:	A:	7.38	7.66	7.91	8.15
	B:	7.64	7.93	8.19	8.44
	C:	7.89	8.19	8.46	8.71

HS-4

FROM:	\$:	7.38	7.62	7.88	8.16
TO:	A:	7.66	7.91	8.18	8.47
	B:	7.93	8.19	8.47	8.77
	C:	8.19	8.46	8.75	9.06

HS-5

FROM:	\$:	7.73	8.00	8.26	8.56
TO:	A:	8.02	8.30	8.57	8.88
	B:	8.30	8.59	8.87	9.19
	C:	8.57	8.87	9.16	9.49

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: ATLANTIC

HS-6

FROM: \$:	8.04	8.38	8.65	8.96
TO: A:	8.34	8.69	8.97	9.30
B:	8.63	8.99	9.28	9.63
C:	8.91	9.28	9.58	9.94

HS-7

FROM: \$:	8.56	8.85	9.19	9.47
TO: A:	8.88	9.18	9.53	9.83
B:	9.19	9.50	9.86	10.17
C:	9.49	9.81	10.18	10.50

HS-8

FROM: \$:	9.02	9.35	9.67	10.03
TO: A:	9.36	9.70	10.03	10.41
B:	9.69	10.04	10.38	10.77
C:	10.00	10.37	10.72	11.12

HS-9

FROM: \$:	9.49	9.83	10.22	10.58
TO: A:	9.85	10.20	10.60	10.98
B:	10.19	10.56	10.97	11.36
C:	10.52	10.90	11.33	11.73

HS - HOSPITAL SERVICESRATES OF PAY

A: VE 22 DEC 1984
 B: VE 22 DEC 1985
 C: VE 22 DEC 1986

REGION: QUEBEC

HS-1

PROM:	\$:	7.41	7.65	7.93
TO:	A:	7.45	7.69	7.94
	B:	7.45	7.96	8.22
	C:	7.96	8.22	8.49
			8.49	8.80

HS-2

FROM:	\$:	7.85	8.13	8.41	8.70
TO:	A:	8.14	8.43	8.73	9.03
	B:	8.42	8.73	9.04	9.35
	C:	8.69	9.01	9.33	9.65

HS-3

FROM:	\$:	8.13	8.41	8.72	9.01
TO:	A:	8.43	8.73	9.05	9.35
	B:	8.73	9.04	9.37	9.68
	C:	9.01	9.33	9.67	9.99

HS-4

PROM:	\$:	8.41	8.73	9.02	9.33
TO:	A:	8.73	9.06	9.36	9.68
	B:	9.04	9.38	9.69	10.02
	C:	9.33	9.68	10.00	10.35

HS-5

FROM:	\$:	9.15	9.17	9.47	9.80
	A:	9.18	9.51	9.83	10.17
	B:	9.50	9.84	10.17	10.53
	C:	9.81	10.16	10.50	10.87

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: QUÉBEC

HS-6

FROM:	\$:	9.25	9.59	9.95	10.27
TO:	A:	9.60	9.95	10.32	10.66
	B:	9.94	10.30	10.68	11.03
	C:	10.26	10.63	11.03	11.39

HS-7

FROM:	\$:	9.81	10.20	10.57	10.95
TO:	A:	10.18	10.58	10.97	11.36
	B:	10.54	10.95	11.35	11.76
	C:	10.88	11.31	11.72	12.14

HS-8

FROM:	\$:	10.38	10.79	11.19	11.60
TO:	A:	10.77	11.19	11.61	12.04
	B:	11.15	11.58	12.02	12.46
	C:	11.51	11.96	12.41	12.86

HS-9

FROM:	\$:	10.98	11.38	11.83	12.23
TO:	A:	11.39	11.81	12.27	12.69
	B:	11.79	12.22	12.70	13.13
	C:	12.17	12.62	13.11	13.56

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: ONTARIO

HS-1

FROM: \$:	7.53	7.79	8.04	8.33
TO: A:	7.81	8.08	8.34	8.64
B:	8.08	8.35	8.63	8.94
C:	8.34	8.63	8.91	9.23

HS-2

FROM: \$:	8.24	8.57	8.85	9.14
TO: A:	8.55	8.89	9.18	9.48
E:	8.85	9.20	9.50	9.81
C:	9.14	9.50	9.81	10.13

HS-3

FROM: \$:	8.56	8.85	9.17	9.47
TO: A:	8.88	9.18	9.51	9.83
E:	9.19	9.50	9.84	10.17
C:	9.49	9.81	10.16	10.50

HS-4

FROM: \$:	8.85	9.19	9.49	9.82
TO: A:	9.18	9.53	9.85	10.19
B:	9.50	9.86	10.19	10.55
C:	9.81	10.18	10.52	10.89

HS-5

FROM: \$:	9.28	9.63	9.99	10.35
TO: A:	9.63	9.99	10.36	10.74
B:	9.97	10.34	10.72	11.12
C:	10.29	10.68	11.07	11.48

HS - HOSPITAL SERVICESRATES OF PAP

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: ONTARIO

HS-6

FROM: \$:	9.74	10.07	10.45	10.86
TO: A:	10.11	10.45	10.84	11.27
B:	10.46	10.82	11.22	11.66
C:	10.80	11.17	11.58	12.04

HS-7

FROM: \$:	10.35	10.75	11.15	11.55
TO: A:	10.74	11.15	11.57	11.98
B:	11.12	11.54	11.97	12.40
C:	11.48	11.92	12.36	12.80

HS-8

FROM: \$:	10.96	11.38	11.81	12.23
TO: A:	11.37	11.81	12.25	12.69
B:	11.77	12.22	12.68	13.13
C:	12.15	12.62	13.09	13.56

HS-9

FROM: \$:	11.58	12.01	12.47	12.94
TO: A:	12.01	12.46	12.94	13.43
B:	12.43	12.90	13.39	13.90
C:	12.83	13.32	13.83	14.35

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: MANITOBA

HS-1

FROM: \$:	6.71	6.94	7.19	7.44
TO: A:	6.96	7.20	7.46	7.72
B:	7.20	7.45	7.72	7.99
C:	7.43	7.69	7.97	8.25

HS-2

FROM: \$:	7.35	7.62	7.88	8.17
TO: A:	7.63	7.91	8.18	8.48
B:	7.90	8.19	8.47	8.78
C:	8.16	8.46	8.75	9.07

HS-3

FROM: \$:	7.61	7.88	8.17	8.46
TO: A:	7.90	8.18	8.48	8.78
B:	8.18	8.47	8.78	9.09
C:	8.45	8.75	9.07	9.39

HS-4

FROM: \$:	7.86	8.17	8.46	8.77
TO: A:	8.15	8.48	8.78	9.10
B:	8.44	8.78	9.09	9.42
C:	8.71	9.07	9.39	9.73

HS-5

FROM: \$:	8.24	8.58	8.87	9.20
TO: A:	8.55	8.90	9.20	9.55
B:	8.85	9.21	9.52	9.88
C:	9.14	9.51	9.83	10.20

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: MANITOBA

HS-6

FROM	O:	8.64	8.97	9.28	9.61
TO:	A:	8.96	9.31	9.63	9.97
	B:	9.27	9.64	9.97	10.32
	C:	9.57	9.95	10.29	10.66

HS-7

FROM	S:	9.17	9.49	9.84	10.22
TO:	A:	9.51	9.85	10.21	10.60
	B:	9.84	10.19	10.57	10.97
	C:	10.16	10.52	10.91	11.33

HS-8

FROM	S:	9.66	10.04	10.43	10.83
TO:	A:	10.02	10.42	10.82	11.24
	B:	10.37	10.78	11.20	11.63
	C:	10.71	11.13	11.56	12.01

HS-9

FROM:	S:	10.21	10.62	11.03	11.43
TO:	A:	10.59	11.02	11.44	11.85
	B:	10.96	11.41	11.84	12.28
	C:	11.32	11.78	12.22	12.68

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: SASKATCHEWAN

HS-1

FROM:	I:	6.79	7.04	7.27	7.54
TO:	A:	7.04	7.30	7.54	7.82
	B:	7.29	7.56	7.80	8.09
	C:	7.53	7.81	8.05	8.35

HS-2

FROM:	§:	7.42	7.72	7.99	8.26
TO:	A:	7.70	8.01	8.29	8.57
	B:	7.97	8.29	8.58	8.87
	C:	8.23	8.56	8.86	9.16

HS-3

FROM:	§:	7.68	7.99	8.26	8.57
TO:	A:	7.97	8.29	8.57	8.89
	B:	8.25	8.58	8.87	9.20
	C:	8.52	8.86	9.16	9.50

HS-4

FROM:	§:	7.97	8.26	8.57	8.86
TO:	A:	8.27	8.57	8.89	9.19
	B:	8.56	8.87	9.20	9.51
	C:	8.84	9.16	9.50	9.82

HS-5

FROM:	§:	8.36	8.67	8.98	9.28
TO:	A:	8.67	9.00	9.32	9.63
	B:	8.97	9.32	9.65	9.97
	C:	9.26	9.62	9.96	10.29

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: SASKATCHEWAN

HS-6

FROM: \$:	8.75	9.06	9.42	9.74
TO: A:	9.08	9.40	9.77	10.11
B:	9.40	9.73	10.11	10.46
C:	9.71	10.05	10.44	10.80

HS-7

FROM: I:	9.25	9.61	9.99	10.35
TO: A:	9.60	9.97	10.36	10.74
B:	9.94	10.32	10.72	11.12
C:	10.26	10.66	11.07	11.48

HS-8

PROM: \$:	9.80	10.20	10.58	10.96
TO: A:	10.17	10.58	10.98	11.37
B:	10.53	10.95	11.36	11.77
C:	10.87	11.31	11.73	12.15

HS-9

FROM I:	10.34	10.75	11.16	11.60
TO: A:	10.73	11.15	11.58	12.04
B:	11.11	11.54	11.99	12.46
C:	11.47	11.92	12.38	12.86

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: ALBERTA. NORTHWEST TERRITORIES

HS-1

FROM: I:	7.50	7.77	8.02	8.27
TO: A:	7.78	8.06	8.32	8.58
B:	8.05	8.34	8.61	8.88
C:	8.31	8.61	8.89	9.17

HS-2

FROM: S:	8.23	8.52	8.82	9.10
TO: A:	8.54	8.84	9.15	9.44
B:	8.84	9.15	9.47	9.77
C:	9.13	9.45	9.78	10.09

HS-3

FROM S:	8.52	8.82	9.11	9.43
TO: A:	8.84	9.15	9.45	9.78
B:	9.15	9.47	9.78	10.12
C:	9.45	9.78	10.10	10.45

HS-4

FROM: S:	8.83	9.14	9.45	9.79
TO: A:	9.16	9.48	9.80	10.16
B:	9.48	9.81	10.14	10.52
C:	9.79	10.13	10.47	10.86

HS-5

FROM: S:	9.25	9.60	9.95	10.30
TO: A:	9.60	9.96	10.32	10.69
B:	9.94	10.31	10.68	11.06
C:	10.26	10.65	11.03	11.42

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: ALBERTA, NORTHWEST TERRITORIES

HS-6

FROM: I:	9.70	10.05	10.43	10.79
TO: A:	10.05	10.43	10.82	11.19
B:	10.41	10.80	11.20	11.58
C:	10.75	11.15	11.56	11.96

HS-7

FROM J:	10.33	10.72	11.12	11.48
TO: A:	10.72	11.12	11.54	11.91
E:	11.10	11.51	11.94	12.33
C:	11.46	11.88	12.33	12.73

HS-8

FROM J:	10.93	11.35	11.75	12.20
TO: A:	11.34	11.78	12.19	12.66
B:	11.74	12.19	12.62	13.10
C:	12.12	12.59	13.03	13.53

HS-9

FROM: I:	11.54	11.98	12.41	12.86
TO: A:	11.97	12.43	12.88	13.34
B:	12.39	12.87	13.33	13.81
C:	12.79	13.29	13.76	14.26

HS ~ HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: BRITISH COLUMBIA AND YUKON

HS-1

FROM: \$:	8.75	8.98	9.31	9.61
TO: A:	9.08	9.32	9.66	9.97
B:	9.40	9.65	10.00	10.32
C:	9.71	9.96	10.33	10.66

HS-2

FROM: \$:	9.61	9.87	10.26	10.64
TO: A:	9.97	10.24	10.64	11.04
B:	10.32	10.60	11.01	11.43
C:	10.66	10.94	11.37	11.80

HS-3

FROM: \$:	9.98	10.26	10.65	11.03
TO: A:	10.35	10.64	11.05	11.44
B:	10.71	11.01	11.44	11.84
C:	11.06	11.37	11.81	12.22

HS-4

FROM: \$:	10.35	10.65	11.05	11.47
TO: A:	10.74	11.05	11.46	11.90
B:	11.12	11.44	11.86	12.32
C:	11.48	11.81	12.25	12.72

HS-5

FROM: \$:	10.92	11.21	11.63	12.05
TO: A:	11.33	11.63	12.07	12.50
B:	11.73	12.04	12.49	12.94
C:	12.11	12.43	12.90	13.36

HS - HOSPITAL SERVICESRATES OF PAY

A: EFFECTIVE 22 DEC 1984
 B: EFFECTIVE 22 DEC 1985
 C: EFFECTIVE 22 DEC 1986

REGION: **BRITISH COLUMBIA AND YUKON**

HS-6

FADM	\$:	11.43	11.76	12.22	12.64
TO:	A:	11.86	12.20	12.68	13.11
	B:	12.28	12.63	13.12	13.57
	C:	12.68	13.04	13.55	14.01

HS-7

FADM	\$:	12.20	12.54	13.00	13.53
TO:	A:	12.66	13.01	13.49	14.04
	B:	13.10	13.47	13.96	14.53
	C:	13.53	13.91	14.41	15.00

HS-8

FROM:	T:	12.93	13.29	13.80	14.33
TO:	A:	13.41	13.79	14.32	14.87
	B:	13.88	14.27	14.82	15.39
	C:	14.33	14.73	15.30	15.89

HS-9

FROM:	T:	13.66	14.08	14.63	15.18
TO:	A:	14.17	14.61	15.18	15.75
	B:	14.67	15.12	15.71	16.30
	C:	15.15	15.61	16.22	16.83

**APPENDIX "A-1"APPENDICE «A-1»RATES OF PAYTAUX DE REMUNERATIONHOSPITAL SERVICES
GROUPGROUPE DES SERVICES
HOSPITALIERSSPECIAL
PAY PROVISIONSDISPOSITIONS SPECIALES
SUR LA REMUNERATION

The rates of pay hereunder shall be paid to an
Orderly-in-training or to a Cook-in-training.

Les taux de rémunération ci-dessous s'appliquent aux
préposés aux bénéficiaires stagiaires ou aux cuisiniers
stagiaires.

General InformationGénéralités

- A - Revised Rates of Pay, effective December 22,
1984.
- B - Revised Rates of Pay, effective December 22,
1985.
- C - Revised Rates of Pay, effective December 22,
1986.

-
- A - Taux de rémunération révisés, entre en
vigueur le 22 décembre 1984.
 - B - Taux de remuneration revises, entre en
vigueur le 22 décembre 1985.
 - C - Taux de rémunération revises, entre en
vigueur le 22 décembre 1986.

A-1-2

Region	<u>Orderly- In-Training</u>		<u>Cook- In-Training</u>	
Region	<u>Préposé aux bénéficiaires stagiaire</u>		<u>Cuisinier stagiaire</u>	
Atlantic/Atlantique				
From/De:	\$ 7.25	7.53	7.11	7.38
To/À:	A 7.52	7.81	7.38	7.66
	B 7.78	8.08	7.64	7.93
	C 8.03	8.34	7.89	8.19
Quebec/Québec				
From/De:	\$ 8.16	8.46	8.13	8.41
To/À:	A 8.47	8.78	8.43	8.73
	B 8.77	9.09	8.73	9.04
	C 9.06	9.39	9.01	9.33
Ontario/Ontario				
From/De:	\$ 8.36	8.67	8.56	8.85
To/À:	A 8.67	9.00	8.88	9.18
	B 8.97	9.32	9.19	9.50
	C 9.26	9.62	9.49	9.81
Manitoba/Manitoba				
From/De:	\$ 7.62	7.88	7.61	7.88
To/À:	A 7.91	8.18	7.90	8.18
	B 8.19	8.47	8.18	8.47
	C 8.46	8.75	8.45	8.75
Saskatchewan/Saskatchewan				
From/De:	\$ 7.88	8.17	7.68	7.99
To/À:	A 8.18	8.48	7.97	8.29
	B 8.47	8.78	8.25	8.58
	C 8.75	9.07	8.52	8.86

<u>Region</u>	<u>Orderly- In-Training</u>		<u>Cook- In-Training</u>	
Region	<u>Préposé aux bénéficiaires stagiaire</u>		<u>Cuisinier stagiaire</u>	
Alberta/Alberta (incl. N.W.T./T.N.-O.)				
From/De:	\$ 8.57	8.87	8.52	8.82
To/À:	A 8.89	9.20	8.84	9.15
	B 9.20	9.52	9.15	9.47
	C 9.50	9.83	9.45	9.78
British Columbia/Colombie-Britannique (incl. Yukon)				
From/De:	\$ 9.44	9.82	9.98	10.26
To/À:	A 9.79	10.19	10.35	10.64
	B 10.13	10.55	10.71	11.01
	C 10.46	10.89	11.06	11.37

PAY NOTES

Delete clauses 30.03 and 30.04 (a), (b), and (c) and Pay Note (1) from the collective agreement signed between the Alliance and the Employer on September 18, 1981, which was extended by the Public Sector Compensation Restraint Act and which expired on December 21, 1984, and replace by the following new pay notes.

PAY INCREMENT ADMINISTRATION

- (1) An employee's salary shall be increased by a pay increment, provided the Employer is satisfied the employee is performing the duties of his position satisfactorily, on completion of the pay increment period.
- (2) The pay increment period for a full-time employee from the first to the second step in the scale of rates is six (6) months and thereafter the pay increment period is twelve (12) months, provided the maximum rate for the employee's level is not exceeded.
- (3) A part-time employee shall be eligible to receive a pay increment from the first to the second step in the scale of rates when the employee has worked a total of nine hundred and seventy-five (975) hours at the hourly rate of pay, and thereafter the employee shall be eligible to receive a pay increment when the employee has worked a total of nineteen hundred and fifty (1950) hours at the hourly rate of pay, provided that the maximum rate for the employee's level is not exceeded. The pay increment date shall be the first working day following completion of hours specified in this clause.
- (4) For the purposes of administering Pay Note (2), the pay increment date for an employee, appointed on or after September 18, 1981, to a position in the bargaining unit upon

promotion, demotion or from outside the public service, shall be the anniversary date of such appointment. The anniversary date for an employee who was appointed to a position in the bargaining unit prior to September 18, 1981 remains unchanged.

SPECIAL PAY PROVISIONS: ORDERLY-IN-TRAINING
OR COOK-IN-TRAINING

- (5) An employee who must complete an on-the-job training period prior to qualifying as an orderly or cook shall be paid during the training period, at the minimum rate specified in Appendix "AI". The duration of such training period shall be for a period of up to one year,
- (6) The pay increment period and pay increment date of an employee in training shall be in accordance with Notes (2) and (4).
- (7) An employee, upon successful completion of his training period, shall be paid at the PMS Level 5 (Orderly) or the HDO level 4 (**Cook**), as applicable,
 - (i) at the minimum rate of the salary range, if his training period is less than 6 months' duration. An employee shall proceed to the second step of the applicable salary range on the pay increment date following completion of his increment period, calculated from the day he was appointed to a training position.
 - (ii) at the second step of the salary range if his training is greater than 6 months.

**APPENDIX "A-2"APPENDICE «A-2»SUPERVISORY DIFFERENTIALPRIME DE SURVEILLANCE

Supervisory Level/ Niveau de surveillance	Supervisory Co-ordinates/ Coordonnées de surveillance	Supervisory Differential as a Percentage of Basic Rate/ Prime de surveillance calculée en pourcentage du taux de base
1	A1	4 %
2	B2	6 %
3	B3, C2	8 %
4	B4, C3, D2	10 %
5	B5, C4, D3	12 %
6	B6, C5, D4	14 %
7	B7, C6, D5	16 %
8	C, D6	18 %
9	D7	20 %