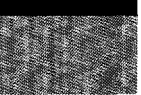


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Treasury Board of Secretariat



Groups:

# HOSPITAL SERVICES (supervisory and non-supervisory)

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

Codes: 656/90  
606/90

Expiry date:  
June 21, 1991

Canada  
0415803

JAN 29 1991

Amendment to Hospital Services (Supervisory and Non-Supervisory) Group Collective Agreement between the Treasury Board and the Public Service Alliance of Canada.

Codes 656/606 - Expiring June 21, 1991

French Agreement

Page 88 should precede page 89.  
Page 108 should precede page 109.

English Agreement

No changes required.

- - - - -  
Modification a la convention collective du groupe Services hospitaliers (surveillants et non-surveillants) entre le Conseil du Trésor et l'Alliance de la Fonction publique du Canada.

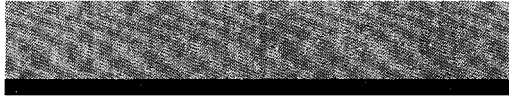
Codes 656/606 - Expirant le 21 juin 1991

Version française

La page 88 devrait précéder la page 89.  
La page 108 devrait précéder la page 109.

version anglaise

Aucun changement nécessaire.



Treasury Board of Canada  
Secretariat

Conseil du Trésor du Canada  
Secretariat

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Groups:

## **HOSPITAL SERVICES**

(supervisory and  
non-supervisory)

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the Treasury Board and  
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*Codes: 656/90  
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**Canada**

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PART I

MASTER

AGREEMENT

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

ARTICLE M-1PURPOSE AND SCOPE OF AGREEMENT

M-1.01 The purpose of this Agreement is to maintain harmonious and mutually beneficial relationships between the Employer, the Alliance and the employees and to set forth herein certain terms and conditions of employment upon which agreement has been reached through collective bargaining.

M-1.02 The parties to this Agreement share a desire to improve the quality of the Public Service of Canada and to promote the well-being and increased efficiency of its employees to the end that the people of Canada will be well and efficiently served. Accordingly, they are determined to establish, within the framework provided by law, an effective working relationship at all levels of the Public Service in which members of the bargaining units are employed.

**\*\***

M-1.03 The parties to this Master Agreement and Group Specific Agreements agree that the terms and conditions of employment established in this Master Agreement shall form part of Group Specific Agreements and in the event of conflict between this Agreement and a Group Specific Agreement, this Agreement shall prevail. There shall be no further negotiations or alteration within Group Specific Agreements of any provision contained in the Master Agreement nor shall any proposal considered in the Master Agreement negotiations be considered in Group Specific negotiations. **Notwithstanding the generality of the foregoing it is recognized that:**

- (a) (i) upon mutual agreement, the parties to this Master Agreement may direct that certain terms and conditions of employment be a subject of negotiations in Group Specific negotiations in order to meet the particular circumstances of certain employees within a bargaining unit,

and,

- (ii) where incorporated into a Group Specific Agreement, such terms or conditions shall not be deemed contrary to any Article contained in this Master Agreement but shall be deemed to have force and effect **as** exceptions.
- (b) (i) certain provisions of the Master Agreement may have no application at all to either a particular bargaining unit or to certain employees within a bargaining unit. In such cases, the bargaining unit or certain employees within the bargaining unit may be excluded from those provisions by mutual agreement of the parties to this Master Agreement, and
  - (ii) such bargaining units or such employees within a bargaining unit shall be deemed as exclusions for which there are no alternate provisions.
- (c) (i) certain provisions of the Master Agreement may only have application to a particular bargaining unit or certain employees within a bargaining unit, and
  - (ii) such provisions shall be deemed to be alternate provisions and will be contained in the relevant article.

ARTICLE M-2

INTERPRETATION AND DEFINITIONS

M-2.01 For the purpose of this Agreement and the Group Specific Agreements:

- (a) "Alliance" means the Public Service Alliance of Canada;

- (b) "bargaining unit" means the employees of the Employer in one of the Groups described in Article M-7;
- (c) (1) "compensatory leave" means leave with pay in lieu of cash payment for overtime. The duration of such leave will be equal to the overtime worked multiplied by the applicable overtime rate. The rate of pay to which an employee is entitled during such leave shall be based on the employee's hourly rate of pay as calculated from the classification prescribed in the employee's certificate of appointment on the day immediately prior to the day on which leave is taken;
- (d) "continuous employment" has the same meaning as specified in the existing Public Service Terms and Conditions of Employment Regulations of the Employer on the date of signing of this Agreement;
- (e) (1) "day of rest" in relation to a full-time employee means a day other than a holiday on which that employee is not ordinarily required to perform the duties of his or her position other than by reason of the employee being on leave or absent from duty without permission;
- (f) "employee" means a person so defined in the Public Service Staff Relations Act, and who is a member of one of the bargaining units specified in Article M-7;
- (g) "Employer" means Her Majesty in right of Canada as represented by the Treasury Board, and includes any person authorized to exercise the authority of the Treasury Board;



\*\*

- (h) (1) "holiday" means:
- (i) the twenty-four (24)-hour period commencing at 00:01 hours of a day designated as a paid holiday in this Agreement;
  - (ii) however, for the purpose of administration of a shift that does not commence and end on the same day, such shift shall be deemed to have been entirely worked:
    - (A) on the day it commenced where half (1/2) or more of the hours worked fall on that day,
    - or
    - (B) on the day it terminates where more than half (1/2) of the hours worked fall on that day;
- (i) "lay-off" means the termination of an employee's employment because of lack of work or because of the discontinuance of a function;
- (j) "leave" means authorized absence from duty by an employee during his or her regular or normal hours of work;
- (k) "membership dues" means the dues established pursuant to the constitution of the Alliance as the dues payable by its members as a consequence of their membership in the Alliance, and shall not include any initiation fee, insurance premium, or special Levy;

- (l) "spouse" will, when required, be interpreted to include "common-law spouse" except, for the purposes of the Foreign Service Directives, the definition of "spouse" will remain as specified in Directive 2 of the Foreign Service Directive;
- (m) a "common-law spouse" relationship exists when, for a continuous period of at least one year, an employee has lived with a person of the opposite sex, publicly represented that person to be his/her spouse and continues to live with the person as if that person were his/her spouse;
- (n) "straight-time rate" means the employee's hourly rate of pay;
- (o) "overtime" means:
- (i) in the case of a full-time employee, authorized work in excess of the employee's scheduled hours of work;
- or
- (ii) in the case of a part-time employee, authorized work in excess of the normal daily or weekly hours of work of a full-time employee specified by the relevant Group Specific Agreement but does not include time worked on a holiday;
- (p) "time and one-half" means one and one-half (1 1/2) times the employee's hourly rate of pay;
- (q) "double time" means two (2) times the employee's hourly rate of pay;
- \*\*
- (r) "Master Agreement" means Part I of this collective agreement signed by the Employer and the Public Service Alliance of Canada.

\*\*

- (s) "Group Specific Agreement" means Part II of this collective agreement signed by the Employer and the Public Service Alliance of Canada.

M-2.02 Except as otherwise provided in this Agreement, expressions used in this Agreement:

- (a) if defined in the Public Service Staff Relations Act, have the same meaning as given to them in the Public Service Staff Relations Act,

and

- (b) if defined in the Interpretation Act, but not defined in the Public Service Staff Relations Act, have the same meaning as given to them in the Interpretation Act.

#### ARTICLE M-3

##### APPLICATION

M-3.01 The provisions of this Agreement apply to the Alliance, employees and the Employer.

M-3.02 Both the English and French texts of this Agreement shall be official.

#### ARTICLE M-4

##### STATE SECURITY

M-4.01 Nothing in this Agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction or regulations given or made by or on behalf of the Government of Canada in the interest of the safety or security of Canada or any state allied or associated with Canada.

ARTICLE M-5PRECEDENCE OF LEGISLATION  
AND THE COLLECTIVE AGREEMENT

M-5.01 In the event that any law passed by Parliament, applying to Public Service employees covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.

ARTICLE M-6MANAGERIAL RESPONSIBILITIES

M-6.01 Except to the extent provided herein, this agreement in no way restricts the authority of those charged with managerial responsibilities in the Public Service.

ARTICLE M-7RECOGNITION

M-7.01 The Employer recognizes the Alliance as the exclusive bargaining agent for all employees of the Employer described in the certificates issued by the Public Service Staff Relations Board;

- (1) on July 12, 1967 covering employees of the Hospital Services (HS) Group whose duties include the supervision of other employees in the occupational group (S);
- (2) on July 12, 1967 covering employees of the Hospital Services (HS) Group whose duties do not include the supervision of other employees in that occupational group (NS);

ARTICLE M-8EMPLOYEE REPRESENTATIVES

M-8.01 The Employer acknowledges the right of the Alliance to appoint or otherwise select employees as representatives.

M-8.02 The Alliance and the Employer shall endeavour in consultation to determine the jurisdiction of each representative, having regard to the plan of organization, the number and distribution of employees at the work place and the administrative structure implied by the grievance procedure. Where the parties are unable to agree in consultation, then any dispute shall be resolved by the grievance/adjudication procedure.

M-8.03 The Alliance shall notify the Employer in writing of the name and jurisdiction of its representatives identified pursuant to clause M-8.02.

\*\*

M-8.04

- (a) A representative shall obtain the permission of his or her immediate supervisor before leaving his or her work to investigate employee complaints of an urgent nature, to meet with local management for the purpose of dealing with grievances and to attend meetings called by management. Such permission shall not be unreasonably withheld. Where practicable, the representative shall report back to his or her supervisor before resuming his or her normal duties.
- (b) Where practicable, when management requests the presence of an Alliance representative at a meeting, such request will be communicated to the employee's supervisor.

ARTICLE M-9USE OF EMPLOYER FACILITIES

**\*\***

M-9.01 Reasonable space on bulletin boards in convenient locations will be made available to the Alliance for the posting of official Alliance notices. The Alliance shall endeavour to avoid requests for posting of notices which the Employer, acting reasonably, could consider adverse to its interests or to the interests of any of its representatives. Posting of notices or other materials shall require the prior approval of the Employer, except notices related to the business affairs of the Alliance, including the names of Alliance representatives, and social and recreational events. Such approval shall not be unreasonably withheld.

M-9.02 The Employer will also continue its present practice of making available to the Alliance specific locations on its premises, and where it is practical to do so on vessels, for the placement of reasonable quantities of literature of the Alliance.

**M-9.03** A duly accredited representative of the Alliance may be permitted access to the Employer's premises, which includes vessels, to assist in the resolution of a complaint or grievance and to attend meetings called by management. Permission to enter the premises shall, in each case be obtained from the Employer. In the case of access to vessels, the Alliance representative upon boarding any vessel must report to the Master, state his or her business and request permission to conduct such business. It is agreed that these visits will not interfere with the sailing and normal operation of the vessels.

M-9.04 The Alliance shall provide the Employer a list of such Alliance representatives and shall advise promptly of any change made to the list.

ARTICLE M-10CHECK-OFF

M-10.01 Subject to the provisions of this Article, the Employer will, as a condition of employment, deduct an amount equal to the monthly membership dues from the monthly pay of all employees in the bargaining unit. Where an employee does not have sufficient earnings in respect of any month to permit deductions made under this Article, the Employer shall not be obligated to make such deduction from subsequent salary.

EI-10.02 The Alliance shall inform the Employer in writing of the authorized monthly deduction to be checked off for each employee.

M-10.03 For the purpose of applying clause M-10.01, deductions from pay for each employee in respect of each calendar month will start with the first full calendar month of employment to the extent that earnings are available.

M-10.04 An employee who satisfies the Employer to the extent that he or she declares in an affidavit that he or she is a member of a religious organization registered pursuant to the Income Tax Act, whose doctrine prevents him or her as a matter of conscience from making financial contributions to an employee organization and that he or she will make contributions to a charitable organization equal to dues, shall not be subject to this Article, provided that the affidavit submitted by the employee shows the registered number of the religious organization and is countersigned by an official representative of the religious organization involved.

M-10.05 No employee organization, as defined in Section 2 of the Public Service Staff Relations Act, other than the Alliance, shall be permitted to have membership dues and/or other monies deducted by the Employer from the pay of employees in the bargaining unit.

M-10.06 The amounts deducted in accordance with clause M-10.01 shall be remitted to the Comptroller of the Alliance by cheque within a reasonable period of time after deductions are made and shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf.

M-10.07 The Employer agrees to continue the past practice of making deductions for other purposes on the basis of the production of appropriate documentation.

M-10.08 The Alliance agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article, except for any claim or liability arising out of an error committed by the Employer limited to the amount actually involved in the error.

#### ARTICLE M-11

##### INFORMATION

M-11.01 The Employer agrees to supply the Alliance each quarter with the name, geographic location and classification of each new employee.

PI-11.02 The Employer agrees to supply each employee with a copy of the Collective Agreement and will endeavour to do so within one (1) month after receipt from the printer.

#### ARTICLE M-12

##### EMPLOYEES ON PREMISES OF OTHER EMPLOYERS

M-12.01 If employees are prevented from performing their duties because of a strike or lock-out on the premises of a provincial, municipal, commercial or industrial employer, the employees shall report the matter to the Employer, and the Employer will make



reasonable efforts to ensure that such employees are employed elsewhere, so that they shall receive their regular pay and benefits to which they would normally be entitled.

ARTICLE M-13

RESTRICTION ON OUTSIDE EMPLOYMENT

M-13.01 Unless otherwise specified by the Employer as being in an area that could represent a conflict of interest, employees shall not be restricted in engaging in other employment outside the hours they are required to work for the Employer.

ARTICLE M-14

LEAVE WITH OR WITHOUT PAY FOR ALLIANCE BUSINESS

Complaints made to the Public Service Staff Relations Board Pursuant to Section 20 of the Public Service Staff Relations Act

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M-14.01 When operational requirements permit, the Employer will grant leave with pay:

(a) to an employee who makes a complaint on his or her own behalf, before the Public Service Staff Relations Board,

and

(b) to an employee who acts on behalf of an employee making a complaint, or who acts on behalf of the Alliance making a complaint.

Applications for Certification, Representations and Interventions with respect to Applications for Certification

---

M-14.02 When operational requirements permit, the Employer will grant leave without pay:

- (a) to an employee who represents the Alliance in an application for certification or in an intervention,

and

- (b) to an employee who makes personal representations with respect to a certification.

M-14.03 The Employer will grant leave with pay:

- (a) to an employee called as a witness by the Public Service Staff Relations Board,

and

- (b) when operational requirements permit, to an employee called as a witness by an employee or the Alliance,

#### Arbitration Board and Conciliation Board Hearings

M-14.04 When operational requirements permit, the Employer will grant leave with pay to a reasonable number of employees representing the Alliance before an Arbitration Board or Conciliation Board.

M-14.05 The Employer will grant leave with pay to an employee called as witness by an Arbitration Board or Conciliation Board and, when operational requirements permit, leave with pay to an employee called as a witness by the Alliance.

#### Adjudication

M-14.06 When operational requirements permit, the Employer will grant leave with pay to an employee who is:

- (a) a party to the adjudication,
- (b) the representative of an employee who is a party to an adjudication,

and

- (c) a witness called by an employee who is a party to an adjudication.

Meetings During the Grievance Process

M-14.07 When operational requirements permit, the Employer will grant to an employee:

- (a) when the Employer originates a meeting with the employee who has presented the grievance, leave with pay when the meeting is held in the headquarters area of the employee and on duty status when the meeting is held outside the employee's headquarters area,

and

- (b) when an employee who has presented a grievance **seeks** to meet with the Employer, leave with pay to the employee when the meeting is held in the headquarters area of such employee and leave without pay when the meeting is held outside the headquarters area of such employee.

M-14.08 When an employee wishes to represent, at a meeting with the Employer, an employee who has presented a grievance, the Employer will arrange the meeting having regard to operational requirements, and will grant leave with pay to the representative when the meeting is held in the representative's headquarters area and leave without pay when the meeting is held outside the representative's headquarters area.

M-14.09 Where an employee has asked or is obliged to **be** represented by the Alliance in relation to the presentation of a grievance and an employee acting on behalf of the Alliance wishes to discuss the grievance with that employee, the employee and the representative of the employee will, where operational requirements permit, be given reasonable leave with pay for this purpose when the discussion takes place in his or her headquarters area and reasonable leave without pay when **it** takes place outside his or her headquarters area.

Contract Negotiation Meetings

M-14.10 When operational requirements permit, the Employer will grant leave without pay to an employee for the purpose of attending contract negotiation meetings on behalf of the Alliance.

Preparatory Contract Negotiation Meetings

M-14.11 When operational requirements permit, the Employer will grant leave without pay to a reasonable number of employees to attend preparatory contract negotiation meetings.

Meetings Between the Alliance and Management Not Otherwise Specified in this Article

M-14.12 When operational requirements permit, the Employer will grant leave with pay to a reasonable number of employees who are meeting with management on behalf of the Alliance.

\*\*

M-14.13 Subject to operational requirements, the Employer shall grant leave without pay to a reasonable number of employees to attend meetings of the Board of Directors of the Alliance, meetings of the National Executive of the Components, Executive Board meetings of the Alliance, and conventions of the Alliance, the Components, the Canadian Labour Congress and the Territorial and Provincial Federations of Labour.

Representatives' Training Courses

M-14.14 When operational requirements permit, the Employer will grant leave without pay to employees who exercise the authority of a representative on behalf of the Alliance to undertake training related to the duties of a representative.

ARTICLE M-15

ILLEGAL STRIKES

M-15.01 The Public Service Staff Relations Act provides penalties for engaging in illegal strikes. Disciplinary action may also be taken, which will include penalties up to and including discharge, for participation in an illegal strike as defined in the Public Service Staff Relations Act.

ARTICLE M-16

NO DISCRIMINATION

\*\*

M-16.01 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation, or any disciplinary action exercised or practiced with respect to an employee by reason of age, race, creed, colour, racial origin, religious affiliation, sex, sexual orientation, family status, mental or physical disability or membership or activity in the union.

\*\*

M-16.02

- (a) Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- (b) If by reason of M-16.02(a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

ARTICLE M-17

SEXUAL HARASSMENT

M-17.01 The Alliance and the Employer recognize the right of employees to work in an environment free

from sexual harassment and agree that sexual harassment will not be tolerated in the work place.

M-17.02

- (a) Any level in the grievance procedure shall be waived if a person hearing the grievance is the subject of the complaint.
- (b) If by reason of M-17.02(a) a level in the grievance procedure is waived, no other level shall be waived except by mutual agreement.

ARTICLE M-18

DUTY ABOARD VESSELS

M-18.01 Nothing in this Agreement shall be construed to impair in any manner whatsoever the authority of the Master.

M-18.02 The Master may, whenever he or she deems it advisable, require any employee to participate in lifeboat or other emergency drills without the payment of overtime.

M-18.03 Any work necessary for the safety of the vessel, passengers, crew or cargo shall be performed by all employees at any time on immediate call and, notwithstanding any provisions of this Agreement or a Group Specific Agreement which might be construed to the contrary, in no event shall overtime be paid for work performed in connection with such emergency duties of which the Master shall be the sole judge.

M-18.04 ~~When~~ an employee suffers loss of clothing or personal effects (those which can reasonably be expected to accompany the employee aboard the ship) because of marine disaster or shipwreck, the employee shall be reimbursed the value of those articles up to a maximum of one thousand (\$1,000) dollars based on replacement cost.

M-18.05

- (a) An employee shall submit to the Employer a full inventory of his or her personal effects and shall be responsible for maintaining it in a current state.
- (b) An employee or the employee's estate making a claim under this Article shall submit to the Employer reasonable proof of such loss, and shall submit an affidavit listing the individual items and values claimed.

ARTICLE M-19

LEAVE - GENERAL

M-19.01 An employee is entitled, once in each fiscal year, to be informed upon request, of the balance of his or her vacation and sick leave credits.

M-19.02 The amount of leave with pay earned but unused credited to an employee by the Employer at the time when this Agreement is signed, or at the time when the employee becomes subject to this Agreement, shall be retained by the employee.

M-19.03 An employee shall not be granted two (2) different types of leave with pay or monetary remuneration in lieu of leave in respect of the same period of time.

M-19.04 An employee who, on the day that this Agreement is signed, is entitled to receive furlough leave, that is to say, five (5) weeks' leave with pay upon completing twenty (20) years of continuous employment, retains his or her entitlement to furlough leave subject to the conditions respecting the granting of such leave that are in force on the day that this Agreement is signed.

M-19.05 An employee is not entitled to leave with pay during periods he or she is on leave without pay or under suspension.

M-19.06 In the event of termination of employment for reasons other than death or lay-off, the Employer shall recover from any monies owed the employee an amount equivalent to unearned vacation and sick leave taken by the employee, as calculated from the classification prescribed in the employee's certificate of appointment on the date of the termination of the employee's employment.

M-19.07 An employee shall not tarn leave credits under this Collective Agreement or the employee's Group Specific Agreement in any month for which leave has already been credited to him or her under the terms of any other collective agreement to which the Employer is a party or under other rules or regulations of the Employer.

#### ARTICLE M-20

##### DESIGNATED PAID HOLIDAYS

M-20.01 Subject to clause M-20.02, the following days shall be designated paid holidays for employees:

- (a) New Year's Day,
- (b) Good Friday,
- (c) Easter Monday,
- (d) the day fixed by proclamation of the Governor in Council for celebration of the Sovereign's Birthday,
- (e) Canada Day,
- (f) Labour Day,
- (g) the day fixed by proclamation of the Governor in Council as a general day of Thanksgiving
- (h) Remembrance Day,



- (i) Christmas Day,
  - (j) Boxing Day,
  - (k) one additional day in each year that, in the opinion of the Employer, is recognized to be a provincial or civic holiday in the area in which the employee is employed or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, the first Monday in August,
- (1) one additional day when proclaimed by an Act of Parliament as a national holiday.

**M-20.02** An employee absent without pay on both his or her full working day immediately preceding and his or her full working day immediately following a designated holiday is not entitled to pay for the holiday, except in the case of an employee who is granted leave without pay under the provisions of Article **M-14**, Leave With or Without Pay For Alliance Business.

**M-20.03** When a day designated as a holiday under clause **M-20.01** coincides with an employee's day of rest, the holiday shall be moved to the first scheduled working day following the employee's day of rest. When a day that is a designated holiday is so moved to a day on which the employee is on leave with pay, that day shall count as a holiday and not as a day of leave.

When two (2) days designated as holidays under clause **M-20.01** coincide with an employee's consecutive days of rest, the holidays shall be moved to the employee's first two (2) scheduled working days following the days of rest. When the days that are designated holidays are so moved to days on which the employee is on leave with pay, those days shall count as holidays and not as days of leave.

M-20.04 When a day designated as a holiday for an employee is moved to another day under the provisions of clause 11-20.03:

- (a) work performed by an employee on the day from which the holiday was moved shall be considered as worked performed on a day of rest,

and

- (b) work performed by an employee on the day to which the holiday was moved, shall be considered as work performed on a holiday.

M-20.05 When an employee works on a holiday, he or she shall be paid:

- (a) time and one-half (1 1/2) for all hours worked up to the regular daily scheduled hours of work as specified by the relevant Group Specific Agreement, and double (2) time thereafter, in addition to the pay that the employee would have been granted had he or she not worked on the holiday,

or

- (b) upon request, and with the approval of the Employer, the employee may be granted:

- (i) a day of leave with pay (straight-time rate of pay) at a later date in lieu of the holiday,

and

- (ii) pay at one and one-half (1 1/2) times the straight-time rate of pay for a71 hours worked up to the regular daily scheduled hours of work as specified by the relevant Group Specific Agreement,

and

- (iii) pay at two (2) times the straight-time rate of pay for all hours worked by him or her on the holiday in excess of the regular daily scheduled hours of work as specified by the relevant Group Specific Agreement.
- (c) (i) Subject to operational requirements and adequate advance notice, the employer shall grant lieu days at such times as the employee may request.
  - (ii) When in a fiscal year an employee has not been granted all of his or her lieu days as requested by him or her, at the employee's option, such lieu days shall be paid off at his or her straight-time rate of pay or carried over for one year. In all other cases unused lieu days shall be paid off at the employee's straight-time rate of pay.
  - (iii) The straight-time rate of pay referred to in M-20.05(c)(ii) shall be the rate in effect when the lieu day was earned.

\*\*

M-20.06 When an employee works on a holiday contiguous to a day of rest on which the employee also worked and received overtime in accordance with Clause 22.04(b) (of the Group Specific Agreement), the employee shall be paid in addition to the pay that he or she would have been granted had he or she not worked on the holiday, two (2) times his or her hourly rate of pay for all time worked.

\*\*

ti-20.07 When an employee is required to report for work and reports on a designated holiday, the employee shall be paid the greater of:

- (i) compensation in accordance with the provisions of clause M-20.05;

or

- (ii) three (3) hours pay at the applicable overtime rate of pay.

M-20.08 Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

M-20.09 Where a day that is a designated holiday for an employee coincides with a day of leave with pay, that day shall count as a holiday and not as a day of leave.

\*\*

M-20.10 Where operational requirements permit, the Employer shall not schedule an employee to work both December 25 and January 1 in the same holiday season.

#### ARTICLE M-21

##### OTHER LEAVE WITH OR WITHOUT PAY

##### Grandfather Protection

- (i) In accordance with the definition of Grandfather Protection, page 8-1 of Annex "8", clause M-21.06 and sub-clause M-21.09(b)(i) do not apply to certain employees in the HS (S&NS) bargaining units.

See Annex "8", page 8-2 for protected provisions.

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##### M-21.01 Marriage Leave With Pay

- (a) After the completion of one (1) year's continuous employment in the Public Service, and providing an employee gives the Employer at least five (5) days' notice, the

employee shall be granted five (5) days' marriage leave with pay for the purpose of getting married.

- (b) For an employee with less than two (2) years of continuous employment, in the event of termination of employment for reasons other than death or lay-off within six (6) months after the granting of marriage leave, an amount equal to the amount paid the employee during the period of leave will be recovered by the Employer from any monies owed the employee.

M-21.02 Bereavement Leave With Pay

For the purpose of this clause, immediate family is defined as father, mother (or alternatively stepfather, stepmother, or foster parent), brother, sister, spouse (including common-law spouse resident with the employee), child (including child of common-law spouse), stepchild or ward of the employee, father-in-law, mother-in-law, and relative permanently residing in the employee's household or with whom the employee permanently resides.

- (a) ~~When~~ a member of the employee's immediate family dies, an employee shall be entitled to a bereavement period of four (4) consecutive calendar days which does not extend beyond the day following the day of the funeral. During such period the employee shall be paid for those days which are not regularly scheduled days of rest for the employee. In addition, the employee may be granted up to three (3) days' leave with pay for the purpose of travel related to the death.
- (b) In special circumstances and at the request of the employee, the four (4)-day bereavement period may be moved beyond the day following *the* day of the funeral but must include the day of the funeral.

- (c) An employee is entitled to one (1) day's bereavement leave with pay for the purpose related to the death of his or her grandparent, grandchild, son-in-law, daughter-in-law, brother-in-law or sister-in-law.
- (d) If, during a period of compensatory leave, an employee is bereaved in circumstances under which he or she would have been eligible for bereavement leave with pay under paragraph (a), (b) or (c) of this clause, the employee shall be granted bereavement leave with pay and his or her compensatory leave credits shall be restored to the extent of any concurrent bereavement leave with pay granted.
- (e) It is recognized by the parties that the circumstances which call for leave in respect of bereavement are based on individual circumstances. On request, the Deputy Head of a department may, after considering the particular circumstances involved, grant leave with pay for a period greater than that provided for in clause M-21.02(a) and c).

Effective April 23, 1990\*\*

M-21.03 Maternity Leave Without Pay

- (A) (i) An employee who becomes pregnant shall, upon request, be granted maternity leave without pay for a period beginning before, on or after the termination date of pregnancy and ending not later than twenty-six (26) weeks after the termination date of pregnancy, subject to the Paternity Leave Without Pay clause, M-21.04(d).
- \*\*
- (a) Nevertheless, where the employee's newborn child is born prematurely, or is born with, or contracts, a condition that requires its hospitalization within the period defined in subsection (i)

above, the period of maternity leave without pay therein defined may be extended beyond the date falling twenty-six (26) weeks after the date of childbirth by a period equal to the period during which the child is hospitalized.

\*\*

- (b) In any case described in subsection (i)(a) above where the employee has proceeded on maternity leave without pay and then returns to work during all or part of the period during which her newborn child is hospitalized, she may resume her maternity leave without pay when the child's hospitalization is over and remain on maternity leave without pay to the extent provided for in subsection (i)(a).

\*\*

- (c) **The** extension described in subsection (i)(a) or (b) shall end no later than fifty-two (52) weeks after the termination date of pregnancy.
- (ii) At its discretion, the Employer may require an employee to submit a medical certificate certifying pregnancy.
- (iii) An employee who has not **commenced** maternity leave without pay may elect to:
- (a) use earned vacation and compensatory leave credits up to and beyond the date that her pregnancy terminates,
- (b) use her sick leave credits **up** to and beyond the date that her pregnancy terminates, subject to the provisions set out in the

Sick Leave With Pay Article.  
For purposes of this clause,  
illness or injury as defined in  
the Sick Leave Article shall  
include medical disability  
related to pregnancy.

- (B) An employee shall inform the Employer in writing of her plans for taking leave with and without pay to cover her absence from work due to the pregnancy at least four (4) weeks in advance of the initial date of continuous leave of absence during which termination of pregnancy is expected to occur.
- (C)
  - (i) After completion of six (6) months' continuous employment, an employee who agrees to return to work for a period of at least six (6) months and who provides the Employer with proof that she has applied for and is eligible to receive unemployment insurance benefits pursuant to Section 30, Unemployment Insurance Act, 1971, shall be paid a maternity leave allowance in accordance with the Supplementary Unemployment Benefit Plan.
  - (ii) An applicant under clause M-21.03(C)(i) shall sign an agreement with the Employer, providing:
    - (a) that she will return to work and work for a period of at least six (6) months, less any period in respect of which she is granted leave with pay;
    - (b) that she will return to work on the date of the expiry of her pregnancy leave, unless this date is modified with the Employer's consent.



- \*\* (iii) Should the employee fail to return to work as per the provisions of clause M-21.03(C)(ii)(a) and (b) for reasons other than termination of employment due to death, lay-off or on having become disabled as defined in the Public Service Superannuation Act, the employee recognizes that she is indebted to the Employer for the full amount received as maternity leave allowance.
- (D) In respect of the period of maternity leave, maternity leave allowance payments made according to the Supplementary Unemployment Benefit Plan will consist of the following:
- (i) where an employee is subject to a waiting period of two (2) weeks before receiving unemployment insurance maternity benefits, an allowance of ninety-three percent (93%) of her weekly rate of pay for each week of the two-week waiting period less any other monies earned during this period; and/or
  - (ii) up to a maximum of fifteen (15) weeks, payment equivalent to the difference between the UI benefits the employee is eligible to receive and ninety-three percent (93%) of her weekly rate of pay, less any other monies earned during the period which may result in a decrease in UI benefits to which the employee would have been eligible if no extra monies had been earned during this period.
  - (iii) (a) for a full-time employee the weekly rate of pay referred to in clause M-21.03(D)(i) and (ii) shall be the weekly rate of pay, to which she is entitled for the classification prescribed in her

certificate of appointment of her substantive position, on the day immediately preceding the commencement of the maternity leave;

- (b) for a part-time employee the weekly rate of pay referred to in clause M-21.03(D)(i) and (ii) shall be the full-time weekly rate of pay for the classification prescribed in her certificate of appointment of her substantive position multiplied by the fraction obtained by dividing the employee's assigned hours of work averaged over the last **six** (6)-month period of continuous employment by the regularly scheduled full-time hours of work for the employee's classification on the day immediately preceding the commencement of the maternity leave.

- (iv) where an employee becomes eligible for a pay increment or an economic adjustment during the benefit period, payments under clause M-21.03(D)(i) or (ii) shall be adjusted accordingly.

**\*\***

- (E) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

#### M-21.04 Paternity Leave Without Pay

- (a) A male employee who intends to request paternity leave shall notify the Employer at least fifteen (15) weeks in advance of the expected date of the birth of his child.

- (b) A male employee may request paternity leave without pay at least four (4) weeks prior to the expected date of the birth of his child and, subject to sections (c) and (d) of this clause, shall be granted paternity leave without pay for a period beginning on the date of the birth of his child (or at a later date requested by the employee) and ending not later than twenty-six (26) weeks after the date of the birth of his child.
  - (c) The Employer may:
    - (i) defer the commencement of paternity leave without pay at the request of an employee;
    - (ii) require an employee to submit a birth certificate of the child.
  - (d) Paternity leave without pay and maternity leave without pay after the termination of pregnancy utilized by an employee-couple in conjunction with the birth of their child shall not exceed a total of twenty-six (26) weeks for both employees combined.
- \*\*
- (e) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

Effective April 23, 1990\*\*

M-21.05 Adoption Leave Without Pay

- (a) An employee who intends to request adoption leave shall notify the Employer as soon as the application for adoption has been approved by the adoption agency.

- (b) An employee may request adoption leave without pay at least four (4) weeks prior to the acceptance of custody of a child below the age of majority and, subject to section (c) of this clause, shall be granted adoption leave without pay for a period beginning on the date of such acceptance of custody or at a later date requested by the employee and ending not later than twenty-six (26) weeks after the date of such acceptance of custody.
- \*\* (i) Where the employee's child contracts, a condition that requires hospitalization within the period defined in section (b) above, the period of adoption leave without pay therein defined may be extended beyond the date falling twenty-six (26) weeks after the date of acceptance of custody by a period equal to any periods during which the child is hospitalized.
- \*\* (ii) In any case described in subsection (i) above where the employee has proceeded on adoption leave without pay and then returns to work during all or part of any periods during which his/her adopted child is hospitalized, the employee may resume the adoption leave without pay when the child's hospitalization has ended and remain on adoption leave without pay to the extent provided for in subsection (i).
- \*\* (iii) The extension described in subsection (i) or (ii) shall end no later than fifty-two (52) weeks after the date of acceptance of custody.
- (c) The Employer may:
- (i) defer the commencement of adoption leave without pay at the request of an employee;

- (ii) grant the employee adoption leave with less than four (4) weeks' notice prior to the acceptance of custody;
  - (iii) require an employee to submit proof of adoption.
- (d) Adoption leave without pay utilized by an employee-couple in conjunction with the adoption of a child shall not exceed a total of twenty-six (26) weeks for both employees combined.

\*\*

- (e) Leave granted under this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave. Time spent on such leave shall be counted for pay increment purposes.

**M-21.06** Leave Without Pay for the Care and Nurturing of **Pre-School** Age Children

Subject to operational requirements, an employee shall be granted leave without pay for the personal care and nurturing of the employee's **pre-school** age children in accordance with the following **conditions**:

- (i) an employee shall notify the Employer in writing as far in advance as possible but not less than four (4) weeks in advance of the commencement date of such leave, unless because of an urgent or unforeseeable circumstance such notice cannot be given;
- (ii) leave granted under this clause shall be for a minimum period of six (6) weeks;
- (iii) the total leave granted under this clause shall not exceed five (5) years during an employee's total period of employment in the Public Service;

\*\*

- (iv) leave granted under this clause for a period of more than three (3) months shall be deducted from the calculation of "continuous employment" for the purposes of calculating severance pay and from the calculation of "service" for the purposes of calculating vacation leave;
- (v) time spent on such leave shall not be counted for pay increment purposes.

**M-21.07 Leave Without Pay for Personal Needs**

Leave without pay will be granted for personal needs in the following manner:

- (a) subject to operational requirements, leave without pay for a period of up to three (3) months will be granted to an employee for personal needs;
- (b) subject to operational requirements, leave without pay for more than three (3) months but not exceeding one (1) year will be granted to an employee for personal needs;
- (c) an employee is entitled to leave without pay for personal needs only once under each of (a) and (b) of this clause during the employee's total period of employment in the Public Service. Leave without pay granted under this clause may not be used in combination with maternity, paternity or adoption leave without the consent of the Employer;
- (d) leave without pay granted under (a) of this clause shall be counted for the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation *leave*. Time spent on such leave shall not be counted for pay increment purposes;

\*\*

- (e) leave without pay granted under (b) of this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave for the employee involved. Time spent on such leave shall not be counted for pay increment purposes.

M-21.08 Leave Without Pay for Relocation of Spouse

- (a) At the request of an employee, leave without pay for a period of up to one (1) year shall be granted to an employee whose spouse is permanently relocated and up to five (5) years to an employee whose spouse is temporarily relocated.

\*\*

- (b) Leave without pay granted under this clause shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and "service" for the purpose of calculating vacation leave for the employee involved, except where the period of such leave is less than three (3) months. Time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.

M-21.09 Leave With Pay for Family-Related Responsibilities

- (a) For the purpose of this clause, family is defined as spouse (or common-law spouse resident with the employee), dependent children (including children of legal or common-law spouse), parents (including step-parents or foster parents), or any relative permanently residing in the employee's household or with whom the employee permanently resides.

- (b) The Employer shall grant leave with pay under the following circumstances:
- (i) up to one-half (1/2) day for a medical or dental appointment when the dependent family member is incapable of attending the appointments by himself or herself, or for appointments with appropriate authorities in schools or adoption agencies. An employee is expected to make reasonable efforts to schedule medical or dental appointments for dependent family members to minimize his or her absence from work. An employee requesting leave under this provision must notify his or her supervisor of the appointment as far in advance as possible;
  - (ii) up to two (2) consecutive days of leave with pay to provide for the temporary care of a sick member of the employee's family;
  - (iii) one (1) day's leave with pay for needs directly related to the birth or to the adoption of the employee's child. This leave may be divided into two (2) periods and granted on separate days.
- (c) The total leave with pay which may be granted under sub-clauses (b)(i), (ii) and (iii) shall not exceed five (5) days in a fiscal year.

#### M-21.10 Court Leave

The Employer shall grant leave with pay to an employee for the period of time he or she is required:

- (a) to be available for jury selection;
- (b) to serve on a jury;



- (c) by subpoena or summons to attend as a witness in any proceeding held:
  - (i) in or under the authority of a court of justice or before a grand jury,
  - (ii) before a court, judge, justice, magistrate or coroner,
  - (iii) before the Senate or House of Commons of Canada or a committee of the Senate or House of Commons otherwise than in the performance of the duties of the employee's position,
  - (iv) before a legislative council, legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it,

or

  - (v) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it.

**M-21.11 Injury-on-duty Leave**

An employee shall be granted injury-on-duty leave with pay for such reasonable period as may be determined by the Employer when a claim has been made pursuant to the Government Employees' Compensation Act, and a Workers' Compensation authority has notified the Employer that it has certified that the employee is unable to work because of:

- (a) personal injury accidentally received in the performance of his or her duties and not caused by the employee's willful misconduct,

or

- (b) an industrial illness or a disease arising out of and in the course of the employee's employment,

if the employee agrees to remit to the Receiver General of Canada any amount received by him or her in compensation for loss of pay resulting from or in respect of such injury, illness or disease providing, however, that such amount does not stem from a personal disability policy for which the employee or the employee's agent has paid the premium.

\*\*

M-21.12 Personnel Selection Leave

Where an employee participates in a personnel selection process, including the appeal process where applicable, for a position in the Public Service, as defined in the Public Service Staff Relations Act, the employee is entitled to leave with pay for the period during which the employee's presence is required for purposes of the selection process, and for such further period as the Employer considers reasonable for the employee to travel to and from the place where his or her presence is so required.

M-21.13 Leave With or Without Pay for Other Reasons

At its discretion, the Employer may grant:

- (a) leave with pay when circumstances not directly attributable to the employee prevent his or her reporting for duty. Such leave shall not be unreasonably withheld;
- (b) leave with or without pay for purposes other than those specified in this Agreement.

ARTICLE M-22

SICK LEAVE WITH PAY

Credits

M-22.01 An employee shall earn sick leave credits at the rate of one and one-quarter (1 1/4) days for each calendar month for which the employee receives pay for at least ten (10) days.

Granting of Sick Leave

M-22.03 An employee shall be granted sick leave with pay when he or she is unable to perform his or her duties because of illness or injury provided that:

(a) he or she satisfies the Employer of this condition in such manner and at such time as may be determined by the Employer,

and

(b) he or she has the necessary sick leave credits.

M-22.04

(i) Unless otherwise informed by the Employer, a statement signed by the employee stating that because of illness or injury he or she was unable to perform his or her duties, shall, when delivered to the Employer, be considered as meeting the requirements of clause M-22.03(a), if the period of leave with pay requested does not exceed five (5) days, but no employee shall be granted more than ten (10) days' sick leave with pay in a fiscal year solely on the basis of statements signed by the employee.

M-22.05 When an employee has insufficient or no credits to cover the granting of sick leave with pay under the provisions of clause M-22.03, sick leave with pay may, at the discretion of the Employer, be granted to an employee:

(a) for a period of up to twenty-five (25) days if a decision on an application for injury-on-duty leave is being awaited,

or

(b) for a period of up to fifteen (15) days in all other cases,

subject to the deduction of such advanced leave from any sick leave credits subsequently earned.

M-22.06 When an employee is granted sick leave with pay and injury-on-duty leave is subsequently approved for the same period, it shall be considered, for the purpose of the record of sick leave credits, that the employee was not granted sick leave with pay.

M-22.07 Where, in respect of any period of compensatory leave, an employee is granted sick leave with pay on production of a medical certificate, the period of compensatory leave so displaced shall either be added to the compensatory leave period if requested by the employee and approved by the Employer or reinstated for use at a later date.

\*\*

M-22.08 Sick leave credits earned but unused by an employee during a previous period of employment in the Public Service shall be restored to an employee whose employment was terminated by reason of layoff and who is reappointed in the Public Service within one (1) year from the date of layoff.

\*\*

M-22.09 The Employer agrees that an employee recommended for release from employment under Section 31 of the Public Service Employment Act for incapacity by reason of ill-health shall not be released at a date earlier than the date at which the employee will have utilized his or her accumulated sick leave credits.

ARTICLE M-23EDUCATION LEAVE WITHOUT PAY  
AND CAREER DEVELOPMENT LEAVEEducation Leave Without Pay

PI-23.01 The Employer recognizes the usefulness of education leave. Upon written application by the employee and with the approval of the Employer, an employee may be granted education leave without pay for varying periods of up to one (1) year, which can be renewed by mutual agreement, to attend a recognized institution for studies in some field of education in which preparation is needed to fill the employee's present role more adequately or to undertake studies in some field in order to provide a service which the Employer requires or is planning to provide.

M-23.02 At the Employer's discretion, an employee on education leave without pay under this Article may receive an allowance in lieu of salary of up to 100% (one hundred per cent) of the employee's annual rate of pay, depending on the degree to which the education leave is deemed, by the Employer, to be relevant to organizational requirements. Where the employee receives a grant, bursary or scholarship, the education leave allowance may be reduced. In such cases, the amount of the reduction shall not exceed the amount of the grant, bursary or scholarship.

M-23.03 Allowances already being received by the employee may at the discretion of the Employer be continued during the period of the education leave. The employee shall be notified when the leave is approved whether such allowances are to be continued in whole or in part.

M-23.04 As a condition of the granting of education leave without pay, an employee shall, if required, give a written undertaking prior to the commencement of the leave to return to the service of the Employer for a period of not less than the period of the leave granted.

If the employee:

- (a) fails to complete the course;
- (b) does not resume employment with the Employer on completion of the course;

or

\*\*

- (c) ceases to be employed, except by reason of death or lay-off, before termination of the period he or she has undertaken to serve after completion of the course;

the employee shall repay the Employer all allowances paid to him or her under this Article during the education leave or such lesser sum as shall be determined by the Employer.

Career Development Leave With Pay

**M-23.05**

- (a) Career development refers to an activity which in the opinion of the Employer is likely to be of assistance to the individual in furthering his or her career development and to the organization in achieving its goals. The following activities shall be deemed to be part of career development:
  - (i) a course given by the Employer;
  - (ii) a course offered by a recognized academic institution;
  - (iii) a seminar, convention or study session in a specialized field directly related to the employee's work.
- (b) Upon written application by the employee, and with the approval of the Employer, career development leave with pay may be given for any one of the activities described in

sub-clause M-23.05(a) above. The employee shall receive no compensation under the Overtime and Travelling Time provisions of the relevant collective agreement during time spent on career development leave provided for in this clause.

- (c) Employees on career development leave shall be reimbursed for all reasonable travel and other expenses incurred by them which the Employer may deem appropriate.

Examination Leave With Pay

M-23.06 At the Employer's discretion, examination leave with pay may be granted to an employee for the purpose of writing an examination which takes place during the employee's scheduled hours of work. Such leave will only be granted where, in the opinion of the Employer, the course of study is directly related to the employee's duties or will improve his or her qualifications.

ARTICLE M-24

SEVERANCE PAY

M-24.01 Under the following circumstances and subject to clause M-24.02, an employee shall receive severance benefits calculated on the basis of the employee's weekly rate of pay:

\*\*

- (a) Lay-off - Effective May 17, 1989

- (i) On the first lay-off two (2) weeks' pay for the first complete year of continuous employment and one (1) week's pay for each additional complete year of continuous employment.

(ii) On second or subsequent lay-off one (1) week's pay for each complete year of continuous employment, less any period in respect of which the employee was granted severance pay under sub-clause (a)(i) above.

(b) Resignation

On resignation, subject to sub-clause M-24.01(d) and with ten (10) or more years of continuous employment, one-half (1/2) week's pay for each complete year of continuous employment up to a maximum of twenty-six (26) years with a maximum benefit of thirteen (13) weeks' pay.

(c) Rejection on Probation

On rejection on probation, when an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of rejection during a probationary period, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-seven (27) weeks' pay.

\*\*

(d) Retirement - Effective May 17, 1989

(i) On retirement, when an employee is entitled to an immediate annuity under the Public Service Superannuation Act or when the employee is entitled to an immediate annual allowance, under the Public Service Superannuation Act,

or

(ii) a part-time employee, who regularly works more than thirteen and one-half (13 1/2) but less than thirty (30) hours a week, and who, if he or she were a contributor under the Public Service Superannuation Act, would be



entitled to an immediate annuity thereunder, or who would have been entitled to an immediate annual allowance if he or she were a contributor under the Public Service Superannuation Act,

a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by 365, to a maximum of thirty (30) weeks' pay.

\*\*

(e) Death - Effective May 17, 1989

If an employee dies, there shall be paid to the employee's estate a severance payment in respect of the employee's complete period of continuous employment, comprised of one (1) week's pay for each complete year of continuous employment and, in the case of a partial year of continuous employment, one (1) week's pay multiplied by the number of days of continuous employment divided by 365, to a maximum of thirty (30) weeks' pay, regardless of any other benefit payable.

\*\*

(f) Release for Incapacity or Incompetence

Effective May 17, 1989

(i) When an employee has completed more than one (1) year of continuous employment and ceases to be employed by reason of release for incapacity pursuant to the provisions of Section 31 of the Public Service Employment Act, one (1) week's pay for

each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

- (ii) When an employee has completed more than ten (10) years of continuous employment and ceases to be employed by reason of release for incompetence pursuant to the provisions of Section 31 of the Public Service Employment Act, one (1) week's pay for each complete year of continuous employment with a maximum benefit of twenty-eight (28) weeks.

M-24.02 Severance benefits payable to an employee under this Article shall be reduced by any period of continuous employment in respect of which the employee was already granted any type of termination benefit. Under no circumstances shall the maximum severance pay provided under clause M-24.01 be pyramided.

M-24.03 The weekly rate of pay referred to in the above clauses shall be the weekly rate of pay to which the employee is entitled for the classification prescribed in the employee's certificate of appointment on the date of the termination of the employee's employment.

**\*\***

hi-24.04 Notwithstanding M-24.01 (b), an employee who resigns to accept an appointment with an organization listed in Part II of Schedule I of the Public Service Staff Relations Act may choose not to be paid severance pay provided that the appointing organization will accept the employee's Part I service for its severance pay entitlement.

ARTICLE M-25WASH-UP TIME

M-25.01 Where the Employer determines that due to the nature of work there is a clear cut need, wash-up time up to a maximum of ten (10) minutes will be permitted before the end of the working day.

ARTICLE M-26PENOLOGICAL FACTOR ALLOWANCEGeneral

M-26.01 A Penological Factor Allowance shall be payable to incumbents in some positions in the bargaining unit which are in Correctional Service Canada, subject to the following conditions.

M-26.02 The Penological Factor Allowance is used to provide additional compensation to an incumbent of a position who, by reason of duties being performed in a penitentiary, as defined in the Penitentiary Act as amended from time to time, assumes additional responsibilities for the custody of inmates other than those exercised by the Correctional Group, and is exposed to immediate hazards of physical injury by assault and other disagreeable conditions.

Degrees of Exposure

M-26.03 The factor recognizes the differences between maximum, medium and minimum security penal institutions, as designated by the Employer, and distinguishes between continual, frequent and limited degrees of exposure, as follows:

Continual	-	means fulfillment of the conditions described in Clause M-26.02 above throughout the working day and recurring daily.
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- Frequent - means fulfillment of the conditions described in clause M-26.02 above for part or parts of the working day and generally recurring daily.
- Limited - means fulfillment of the conditions described in clause M-26.02 above on an occasional basis.

Formula

M-26.04 The payment of the allowance for the Penological Factor is determined by the following formula:

\*\* Penological Factor (X)

Type of Institution

<u>Degree of Contact</u>	<u>Maximum</u>	<u>Medium</u>	<u>Minimum</u>
Continual	100% X (\$1600)	50% X (\$800)	30% X (\$480)
Frequent	50% X (\$800)	30% X (\$480)	20% X (\$320)
Limited	30% X (\$480)	20% X (\$320)	10% X (\$160)

Amount of PFA

\*\*

M-26.05 The value of "X" is set at \$1,600 per annum. This allowance shall be paid on the same basis as that for the employee's regular pay.

Application of PFA

M-26.06 Penological Factor Allowance shall only be payable to the incumbent of a position on the establishment of, or loaned to, Correctional Staff Colleges, Regional Headquarters, and National Headquarters, when the conditions described in clause M-26.02 above are applicable.

ti-26.07 The applicability of PFA to a position and the position's degree of PFA entitlement, shall be determined by the Employer following consultation with the bargaining agent.

M-26.08 Except as prescribed in clause M-26.11 below, an employee shall be entitled to receive PFA for any month in which he or she receives a minimum of ten (10) days' pay in a position(s) to which PFA applies.

M-26.09 Except as provided in clause M-26.10 below, PFA shall be adjusted when the incumbent of a position to which PFA applies, is appointed or assigned duties in another position to which a different degree of PFA applies, regardless of whether such appointment or assignment is temporary or permanent, and for each month in which an employee performs duties in more than one position to which PFA applies, the employee shall receive the higher allowance, provided he or she has performed duties for at least ten (10) days as the incumbent of the position to which the higher allowance applies.

M-26.10 When the incumbent of a position to which PFA applies, is temporarily assigned a position to which a different degree of PFA, or no PFA, applies, and when the employee's basic monthly pay entitlement in the position to which he or she is temporarily assigned, plus PFA, if applicable, would be less than his or her basic monthly pay entitlement plus PFA in his or her regular position, the employee shall receive the PFA applicable to his or her regular position.

M-26.11 An employee will be entitled to receive PFA, in accordance with the PFA applicable to his or her regular position:

- (a) during any period of paid leave up to a maximum of sixty (60) consecutive calendar days,

or

- (b) during the full period of paid leave where an employee is granted injury-on-duty leave with pay because of an injury resulting from an act of violence from one or more inmates.

M-26.12 PFA shall not form part of an employee's salary except for the purposes of the following benefit plans:

- Public Service Superannuation Act
- Public Service Disability Insurance Plan
- Canada Pension Plan
- Quebec Pension Plan
- Unemployment Insurance
- Government Employees Compensation Act
- Flying Accident Compensation Regulations

M-26.13 If, in any month, an employee is disabled or dies prior to establishing an entitlement to PFA, the PFA benefits accruing to the employee or the employee's estate shall be determined in accordance with the PFA entitlement for the month preceding such disablement or death.

ARTICLE M-27

PAY ADMINISTRATION

Grandfather Protection

- (i) In accordance with the definition of Grandfather Protection, page B-1 of Annex "B", there is an additional provision to clause M-27.07 for certain employees in the HS (S&NS) bargaining units.

See Annex "B", page B-3 for protected provision.

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M-27.01 Except as provided in this Article, the terms and conditions governing the application of pay to employees are not affected by this Agreement.

M-27.02 An employee is entitled to be paid for services rendered at:

(a) the pay specified in Appendix "A", of the relevant Group Specific Agreement, for the classification of the position to which the employee is appointed, if the classification coincides with that prescribed in the employee's certificate of appointment;

or

(b) the pay specified in Appendix "A". of the relevant Group Specific Agreement, for the classification prescribed in the employee's certificate of appointment, if that classification and the classification of the position to which the employee is appointed do not coincide.

M-27.03

(a) The rates of pay set forth in Appendices "A" of the Group Specific Agreements shall become effective on the dates specified in the Group Specific Agreements.

(b) Where the rates of pay set forth in Appendix "A" of the Group Specific Agreement have an effective date prior to the date of signing of the Group Specific Agreement the following shall apply:

(i) "retroactive period" for the purpose of clauses (ii) to (v) means the period commencing on the effective date of the retroactive upward revision in rates of pay and ending on the day the Group Specific Agreement is signed or when an arbitral award is rendered therefor;

(ii) a retroactive upward revision in rates of pay shall apply to employees, former employees or in the case of death, the estates of former employees

who were employees in the bargaining units identified in Article 7 of this Master Agreement during the retroactive period;

- (iii) rates of pay shall be paid in an amount equal to what would have been paid had the Group Specific Agreement been signed or an arbitral award rendered therefor on the effective date of the revision in rates of pay;
- (iv) in order for former employees or, in the case of death, for the former employees' representatives to receive payment in accordance with clause (b)(iii), the Employer shall notify, by registered mail, such individuals at their last known address that they have 30 days from the date of receipt of the registered letter to request in writing such payment, after which time any obligation upon the Employer to provide payment ceases;
- (v) no payment or no notification shall be made pursuant to clause M-27.03(b) for one dollar or less,

M-27.04 Where a pay increment and a pay revision are effected on the same date, the pay increment shall be applied first and the resulting rate shall be revised in accordance with the pay revision.

M-27.05 This article is subject to the Memorandum of Understanding signed by the Employer and the Public Service Alliance of Canada dated February 9, 1982 in respect of red-circled employees.

M-27.06 If, during the term of any Group Specific Agreement, a new classification standard for a group is established and implemented by the Employer, the Employer shall, before applying rates of pay to new levels resulting from the application of the



standard, negotiate with the Alliance the rates of pay and the rules affecting the pay of employees on their movement to the new levels.

M-27.07

- (a) When an employee is required by the Employer to substantially perform the duties of a higher classification level in an acting capacity and performs those duties for at least the period specified in (b) below, the employee shall be paid acting pay calculated from the date on which he or she commenced to act as if he or she had been appointed to that higher classification level for the period in which he or she acts,

\*\*

- (b) for the number of consecutive working days as follows :

Group	Levels	No. of Days
HS (S&NS).....	ALL .....	2

M-27.08 When the regular pay day for an employee falls on his or her day of rest, every effort shall be made to issue his or her cheque on his or her last working day, provided it is available at his or her regular place of work.

ARTICLE M-28

TRAVELLING TIME

M-28.01 For the purposes of this Agreement, travelling time is compensated for only in the circumstances and to the extent provided for in this Article.

M-28.02 When an employee is required to travel outside his or her headquarters area on government business, as these expressions are defined by the

Employer, the time of departure and the means of such travel shall be determined by the Employer and the employee will be compensated for travel time in accordance with clauses M-28.03 and M-28.04. Travelling time shall include time necessarily spent at each stop-over enroute provided such stop-over is not longer than three (3) hours.

**M-28.03** For the purposes of clauses M-28.02 and M-28.04, the travelling time for which an employee shall be compensated is as follows:

For travel by public transportation, the time between the scheduled time of departure and the time of arrival at a destination, including the normal travel time to the point of departure, as determined by the Employer,

For travel by private means of transportation, the normal time as determined by the Employer, to proceed from the employee's place of residence or work place, as applicable, direct to the employee's destination and, upon the employee's return, direct back to the employee's residence or work place.

In the event that an alternate time of departure and/or means of travel is requested by the employee, the Employer may authorize such alternate arrangements, in which case compensation for travelling time shall not exceed that which would have been payable under the Employer's original determination.

**M-28.04** If an employee is required to travel as set forth in clauses M-28.02 and M-28.03:

- (a) On a normal working day on which the employee travels but does not work, the employee shall receive his or her regular pay for the day.
- (b) On a normal working day on which the employee travels and works, the employee shall be paid:

(i) his regular pay for the day for a combined period of travel and work not exceeding his or her regular scheduled working hours,

and

(ii) at the applicable overtime rate for additional travel time in excess of his or her regularly scheduled hours of work and travel, with a maximum payment for such additional travel time not to exceed eight (8) hours' pay at the straight-time rate of pay.

(c) on a day of rest or on a designated paid holiday, the employee shall be paid at the applicable overtime rate for hours travelled to a maximum of eight (8) hours' pay at the straight-time rate of pay.

M-28.05 This Article does not apply to an employee when the employee travels by any type of transport in which he or she is required to perform work, and/or which also serves as his or her living quarters during a tour of duty. In such circumstances, the employee shall receive the greater of:

(a) on a normal working day, his or her regular pay for the day,

or

(b) pay for actual hours worked in accordance with Article M-20, Designated Paid Holidays and the overtime provisions of the relevant Group Specific Agreement.

M-28.06 Compensation under this Article shall not be paid for travel time to courses, training sessions, conferences and seminars, unless the employee is required to attend by the Employer.

ARTICLE M-29

CALL-BACK PAY

Alternate Provisions\*

- (i) Clauses M-29.01, M-29.02 and M-29.03 do not apply to employees covered by M-29.04.

- - - - -

M-29.01 If an employee is called back to work

- (a) on a designated paid holiday which is not the employee's scheduled day of work,  
or
- (b) on the employee's day of rest,  
or
- (c) after the employee has completed his or her work for the day and has left his or her place of work,

and returns to work, the employee shall be paid the greater of:

- \*\* (i) the minimum of three (3) hours' pay at the applicable overtime rate of pay for each call-back to a maximum of eight (8) hours' pay in an eight (8)-hour period. Such maximum shall include any reporting pay pursuant to clause M-20.07 of Article M-20 of the Plaster Agreement and the Reporting Pay Provisions of the relevant Group Specific Agreement,  
or
- (ii) compensation at the applicable rate of overtime compensation for time worked,

provided that the period worked by the employee is not contiguous to the employee's normal hours of work.

\*\*

- (d) The minimum payment referred to in M-29.01(c)(i) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with M-39.11.

**M-29.02** Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than the employee's normal place of work, time spent by the employee reporting to work or returning to his or her residence shall not constitute time worked.

No Pyramiding of Payments

**M-29.03** Payments provided under Overtime and Reporting Pay provisions of the relevant Group Specific Agreement, the Designated Paid Holiday and Standby provisions of the Master Agreement and clause **M-29.01** above shall not be pyramided, that is an employee shall not receive more than one compensation for the same service.

**M-29.04** This Article does not apply where an employee who has accommodation on board a vessel and:

- (a) is not in his or her home port, reports for sailing in accordance with posted sailing orders or as otherwise required by the Master

or

- (b) is on the Employer's premises at the time of notification of the requirement to work overtime.

ARTICLE M-30

STANDBY

Exclusion\*\*

Employees in the HS (S&NS) Groups working in  
DND.

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\*\*

M-30.01 Where the Employer requires an employee to be available on standby during off-duty hours, an employee shall be entitled to a standby payment of ten dollars (\$10) for each eight (8) consecutive hours or portion thereof that he or she is on standby.

M-30.02 An employee designated by letter or by list for standby duty shall be available during his or her period of standby at a known telephone number and be available to return for duty as quickly as possible if called. In designating employees for standby, the Employer will endeavour to provide for the equitable distribution of standby duties.

M-30.03 No standby payment shall be granted if an employee is unable to report for duty when required.

\*\*

M-30.04 An employee on standby who is required to report for work shall be paid, in addition to the standby pay, the greater of:

(a) the applicable overtime rate for the time worked,

or

(b) the minimum of three (3) hours' pay at the applicable overtime rate of pay, except that this minimum shall apply only the first time that an employee is required to report for work during a period of standby of eight (8) hours.

M-30.05 Other than when required by the Employer to use a vehicle of the Employer for transportation to a work location other than an employee's normal place of work, time spent **by** the employee reporting to work or returning to his or her residence shall not constitute time worked.

No Pyramiding of Payments

EI-30.06 Payments provided under the Overtime and Reporting Pay provisions of the relevant Group Specific Agreement, the Designated Paid Holidays and Call-Back Pay provisions of the Master Agreement and clause M-30.04 above shall not be pyramided, that is an employee shall not receive more than one compensation for the same service.

ARTICLE M-31

SHIFT PREMIUMS

Effective April 23, 1990

**\*\***

**M-31.01** Shift Premium

An employee working on shifts, half or more of the hours of which are regularly scheduled between 4:00 p.m. and 8:00 a.m., will receive a shift premium of one dollar (\$1.00) per hour for all hours worked, including overtime hours, between 4:00 p.m. and 8:00 a.m. The shift premium will not be paid for hours worked between 8:00 a.m. and 4:00 p.m.

Effective April 23, 1990

**\*\***

**M-31.02** Weekend Premium

- (a) Employees shall receive an additional premium of seventy-five cents (75¢) per hour for work on a Saturday and/or Sunday for hours worked as stipulated in (b) below;

- (b) weekend premium shall be payable in respect of all regularly scheduled hours at straight-time rates worked on Saturday and/or Sunday.

ARTICLE M-32

STATEMENT OF DUTIES

M-32.01 Upon written request, an employee shall be provided with a complete and current statement of the duties and responsibilities of his or her position, including the classification level and, where applicable, the point rating allotted by factor to his or her position, and an organization chart depicting the position's place in the organization.

ARTICLE M-33

SUSPENSION AND DISCIPLINE

M-33.01 When an employee is suspended from duty, the Employer undertakes to notify the employee in writing of the reason for such suspension. The Employer shall endeavour to give such notification at the time of suspension.

M-33.02 The Employer shall notify the local representative of the Alliance that such suspension has occurred.

Effective April 23, 1990

**\*\***

M-33.03 When an employee is required to attend a meeting, the purpose of which is to render a disciplinary decision concerning him, advise him that he is being terminated for any reason, or discuss conduct for which the Employer is considering discipline or termination, the employee is entitled to have, at his request, a representative of the Alliance attend the meeting. Where practicable, the employee shall receive a minimum of one day's notice of such a meeting.



M-33.04 The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an employee the content of which the employee was not aware of at the time of filing or within a reasonable period thereafter.

M-33.05 Any document or written statement related to disciplinary action, which may have been placed on the personnel file of an employee shall be destroyed after two (2) years have elapsed since the disciplinary action was taken, provided that no further disciplinary action has been recorded during this period.

ARTICLE M-34

EMPLOYEE PERFORMANCE REVIEW AND EMPLOYEE FILES

M-34.01

- (a) When a formal assessment of an employee's performance is made, the employee concerned must be given an opportunity to sign the assessment form in question upon its completion to indicate that its contents have been read. A copy of the assessment form will be provided to the employee at that time. An employee's signature on his or her assessment form will be considered to be an indication only that its contents have been read and shall not indicate the employee's concurrence with the statements contained on the form.
- (b) The Employer's representative(s) who assess an employee's performance must have observed or been aware of the employee's performance for at least one-half (1/2) of the period for which the employee's performance is evaluated.
- (c) An employee has the right to make written comments to be attached to the performance review form.

M-34.02

- (a) Prior to an employee performance review the employee shall be given:
  - (i) the evaluation form which will be used for the review;
  - (ii) any written document which provides instructions to the person conducting the review;
- (b) if during the employee performance review, either the form or instructions are changed they shall be given to the employee.

M-34.03 Upon written request of an employee, the personnel file of that employee shall be made available once per year for his or her examination in the presence of an authorized representative of the Employer.

ARTICLE M-35

HEALTH AND SAFETY

M-35.01 The Employer shall make reasonable provisions for the occupational safety and health of employees. The Employer will welcome suggestions on the subject from the Alliance, and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury.

ARTICLE M-36

JOINT CONSULTATION

M-36.01 The parties acknowledge the mutual benefits to be derived from joint consultation and are prepared to enter into discussion aimed at the

development and introduction of appropriate machinery for the purpose of providing joint consultation on matters of common interest.

M-36.02 Within five (5) days of notification of consultation served by either party, the Alliance shall notify the Employer in writing of the representatives authorized to act on behalf of the Alliance for consultation purposes.

M-36.03 Upon request of either party, the parties to this Agreement shall consult meaningfully at the appropriate level about contemplated changes in conditions of employment or working conditions not governed by this Agreement.

M-36.04 Without prejudice to the position the Employer or the Alliance may wish to take in future about the desirability of having the subjects dealt with by the provisions of collective agreements, the subjects that may be determined as appropriate for joint consultation will be by agreement of the parties.

#### ARTICLE M-37

##### NATIONAL JOINT COUNCIL AGREEMENTS

M-37.01 Agreements concluded by the National Joint Council of the Public Service on items which may be included in a collective agreement, and which the parties to this agreement have endorsed after December 6, 1978 will form part of this agreement, subject to the Public Service Staff Relations Act (PSSRA) and any legislation by Parliament that has been or may be, as the case may be, established pursuant to any Act specified in Schedule III of the PSSRA.

M-37.02 NJC items which may be included in a collective agreement are those *items* which the parties to the NJC agreements have designated as such or upon which the Chairman of the Public Service Staff Relations Board has made a ruling pursuant to

clause (c) of the NJC Memorandum of Understanding which became effective December 6, 1978.

M-37.03 The following directives, policies or regulations, as amended from time to time by National Joint Council recommendation and which have been approved by the Treasury Board of Canada, form part of this collective agreement:

- (1) Foreign Service Directives;
- (2) Travel Policy;
- (3) Withdrawal from Work in Imminent Danger Policy and Procedures;
- (4) Isolated Posts Directive;
- (5) Clothing Policy;
- (6) Living Accommodation Charges Policy;
- (7) First Aid to the General Public - Allowance for Employees;
- (8) Memorandum of Understanding on the Definition of the Word "Spouse";
- (9) Relocation Policy;
- (10) Commuting Assistance Policy;
- (11) Bilingualism Bonus Policy;
- Health/Safety Standards (12/27):
- (12) Boilers and Pressure Vessels;
- (13) Dangerous Substances;
- (14) Electrical;
- (15) Elevating Devices;
- (16) First Aid;

- (17) Hand Tools and Portable Power Tools
- (18) Hazardous Confined Spaces;
- (19) Machine Guarding;
- (20) Materials Handling;
- (21) Motor Vehicle Operations;
- (22) Noise Control and Hearing Conservation;
- (23) Personal Protective Equipment;
- (24) Pesticides;
- (25) Elevated Work Structures;
- (26) Use and Occupancy of Buildings;
- (27) Sanitation;
- (28) Work Force Adjustment Policy.

During the term of this Collective Agreement, other directives, policies or regulations may be added to the above noted list.

M-37.04 Grievances in regard to the above directives, policies or regulations shall be filed in accordance with clause M-38.01 of the Article on grievance procedure in this Collective Agreement.

#### ARTICLE M-38

##### GRIEVANCE PROCEDURE

M-38.01 In cases of alleged misinterpretation or misapplication arising out of agreements concluded by the National Joint Council of the Public Service on items which may be included in a collective *agreement* and which the parties to this agreement have endorsed, the grievance procedure will be in accordance with Section 7.0 of the NJC By-Laws.

M-38.02 Subject to and as provided in Section 90 of the Public Service Staff Relations Act, an employee who feels that he or she has been treated unjustly or considers himself or herself aggrieved by any action or lack of action by the Employer in matters other than those arising from the classification process is entitled to present a grievance in the manner prescribed in clause M-38.05 except that,

- (a) where there is another administrative procedure provided by or under any Act of Parliament to deal with the employee's specific complaint, such procedure must be followed,

and

- (b) where the grievance relates to the interpretation or application of this Collective Agreement, the relevant Group Specific Agreement or an Arbitral Award, the employee is not entitled to present the grievance unless he or she has the approval of and is represented by the Alliance.

M-38.03 Except as otherwise provided in this Agreement a grievance shall be processed by recourse to the following levels:

- (a) Level 1 - first level of management;
- (b) Levels 2 and 3 - intermediate level(s) where such level or levels are established in departments or agencies;
- (c) Final level - Deputy Head or Deputy Head's authorized representative.

Whenever there are four levels in the grievance procedure, the grievor may elect to waive either Level 2 or 3.

M-38.04 The Employer shall designate a representative at each level in the grievance procedure and shall inform each employee to whom the procedure applies of the name or title of the person so designated together

with the name or title and address of the immediate supervisor or local officer-in-charge to whom a grievance is to be presented. This information shall be communicated to employees by means of notices posted by the Employer in places where such notices are most likely to come to the attention of the employees to whom the grievance procedure applies, or otherwise as determined by agreement between the Employer and the Alliance.

M-38.05 An employee who wishes to present a grievance at a prescribed level in the grievance procedure, shall transmit this grievance to his or her immediate supervisor or local officer-in-charge who shall forthwith:

- (a) forward the grievance *to* the representative of the Employer authorized to deal with grievances at the appropriate level,

and

- (b) provide the employee with a receipt stating the date on which the grievance was received by him or her.

M-38.06 Where it is necessary *to* present a grievance by mail, the grievance shall be deemed to have been presented on the day on which it is postmarked and it shall be deemed to have been received by the Employer on the date it is delivered to the appropriate office of the department or agency concerned. Similarly the Employer shall be deemed to have delivered a **reply** at any level on the date on which the letter containing the reply is postmarked, but the time limit within which the grievor may present his or her grievance at the next higher level shall be calculated from the date on which the Employer's reply was delivered to the address shown on the grievance form.

M-38.07 A grievance of an employee shall not be deemed to be invalid by reason only that it is not in accordance with the form supplied **by** the Employer.

M-38.08 An employee may be assisted and/or represented by the Alliance when presenting a grievance at any level.

M-38.09 The Alliance shall have the right to consult with the Employer with respect to a grievance at each level of the grievance procedure. Where consultation is with the deputy head, the deputy head shall render the decision.

M-38.10 An employee may present a grievance to the First Level of the procedure in the manner prescribed in clause M-38.05, not later than the twenty-fifth (25th) day after the date on which he or she is notified orally or in writing or on which he or she first becomes aware of the action or circumstances giving rise to grievance.

M-38.11 The Employer shall normally reply to an employee's grievance, at any level in the grievance procedure, except the final level, within ten (10) days after the date the grievance is presented at that level. Where such decision or settlement is not satisfactory to the employee, he or she may submit a grievance at the next higher level in the grievance procedure within ten (10) days after that decision or settlement has been conveyed to him or her in writing.

M-38.12 If the Employer does not reply within fifteen (15) days from the date that a grievance is presented at any level, except the final level, the employee may, within the next ten (10) days, submit the grievance at the next higher level of the grievance procedure.

M-38.13 The Employer shall normally reply to an employee's grievance at the final level of the grievance procedure within thirty (30) days after the grievance is presented at that level.

M-38.14 Where an employee has been represented by the Alliance in the presentation of his or her grievance, the Employer will provide the appropriate representative of the Alliance with a copy of the Employer's decision at each level of the grievance procedure at



the same time that the Employer's decision is conveyed to the employee.

M-38.15 The decision given by the Employer at the Final Level in the grievance procedure shall be final and binding upon the employee unless the grievance is a class of grievance that may be referred to adjudication.

M-38.16 In determining the time within which any action is to be taken as prescribed in this procedure, Saturdays, Sundays and designated paid holidays shall be excluded.

M-38.17 The time limits stipulated in this procedure may be extended by mutual agreement between the Employer and the employee and, where appropriate, the Alliance representative.

M-38.18 Where it appears that the nature of the grievance is such that a decision cannot be given below a particular level of authority, any or all the levels, except the final level, may be eliminated by agreement of the Employer and the employee, and, where applicable, the Alliance.

ti-38.19 Where the Employer discharges an employee, the grievance procedure set forth in this Agreement shall apply except that the grievance shall be presented at the final level only.

M-38.20 An employee may abandon a grievance by written notice to his or her immediate supervisor or officer-in-charge.

M-38.21 An employee who fails to present a grievance to the next higher level within the prescribed time limits shall be deemed to have abandoned the grievance, unless the employee was unable to comply with the prescribed time limits due to circumstances beyond his or her control.

M-38.22 No person who is employed in a managerial or confidential capacity shall seek by intimidation, by threat of dismissal or by any other kind of threat to cause an employee to abandon his or her grievance or

refrain from exercising his or her right to present a grievance as provided in this Collective Agreement.

M-38.23 Where an employee has presented a grievance up to and including the Final Level in the grievance procedure with respect to:

- (a) the interpretation or application in respect of him or her of a provision of this Collective Agreement or a related arbitral award,

or

- (b) disciplinary action resulting in discharge, suspension or a financial penalty,

and the employee's grievance has not been dealt with to his or her satisfaction, he or she may refer the grievance to adjudication in accordance with the provisions of the Public Service Staff Relations Act and Regulations.

M-38.24 Where a grievance that may be presented by an employee to adjudication is a grievance relating to the interpretation or application in respect of him or her of a provision of a Collective Agreement or an arbitral award, the employee is not entitled to refer the grievance to adjudication unless the bargaining agent for the bargaining unit to which the Collective Agreement or arbitral award applies signifies in prescribed manner:

- (a) its approval of the reference of the grievance to adjudication,

and

- (b) its willingness to represent the employee in the adjudication proceedings.

ARTICLE M-39

PART-TIME EMPLOYEES

Definition

PI-39.01 Part-time employee means a person whose normal hours of work are less than those established in the Hours of Work Article of the relevant Group Specific Agreement, but not less than those prescribed in the Public Service Staff Relations Act.

General

M-39.02 Part-time employees shall be entitled to the benefits provided under the Master Agreement and the relevant Group Specific Agreement in the same proportion as their normal weekly hours of work compare with the normal weekly hours of work, specified by the relevant Group Specific Agreement, of full-time employees unless otherwise specified in this Agreement.

M-39.03 Part-time employees shall be paid at the straight-time rate of pay for all work performed up to the normal daily or weekly hours specified by the relevant Group Specific Agreement for a full-time employee.

M-39.04 The days of rest provisions of this agreement apply only in a week when a part-time employee has worked five (5) days and the weekly hours specified by the relevant Group Specific Agreement.

M-39.05 Leave will only be provided

(i) during those periods in which employees are scheduled to perform their duties;

or

(ii) where it may displace other leave as prescribed by the Master Agreement and the relevant Group Specific Agreement.

Designated Holidays**\*\***

M-39.06 A part-time employee shall not be paid for the designated holidays but shall, instead be paid four decimal two five (4.25) percent for all straight-time hours worked.

M-39.07 ~~When~~ a part-time employee is required to work on a day which is prescribed as a designated paid holiday for a full-time employee in clause M-20.01 of the Master Agreement, the employee shall be paid at time and one-half (1 1/2) of the straight-time rate of pay for all hours worked up to the regular daily scheduled hours of work as specified by the relevant Group Specific Agreement and double (2~~x~~) thereafter.

**\*\***

M-39.08 A part-time employee who reports for work as directed on a day which is prescribed as a designated paid holiday for a full-time employee in clause M-20.01 of the Master agreement, shall be paid for the time actually worked in accordance with clause M-39.07, or a minimum of four (4) hours pay at the straight-time rate, whichever is greater.

Overtime

M-39.09 Overtime means authorized work performed in excess of the normal daily or weekly hours of work, specified by the relevant Group Specific Agreement, of a full-time employee, but does not include time worked on a holiday.

M-39.10 Subject to M-39.09 a part-time employee who is required to work overtime shall be paid overtime as specified by the relevant Group Specific Agreement.

Call-Back**\*\***

M-39.11 ~~When~~ a part-time employee meets the requirements to receive call-back pay in accordance with M-29.01 and is entitled to receive the minimum payment rather than pay for actual time worked, the

part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate.

#### Reporting Pay

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M-39.12 Subject to M-39.04, when a part-time employee meets the requirements to receive reporting pay on a day of rest, in accordance with the reporting pay provision of the relevant Group Specific Agreement, and is entitled to receive a minimum payment rather than pay for actual time worked, the part-time employee shall be paid a minimum payment of four (4) hours pay at the straight-time rate of pay.

#### Bereavement Leave

\*\*

M-39.13 Notwithstanding clause M-39.02, there shall be no prorating of a "day" in clause M-21.02 - Bereavement Leave With Pay.

#### Vacation Leave

M-39.14 A part-time employee shall earn vacation leave credits for each month in which the employee receives pay for at least twice the number of hours in the employee's normal workweek, at the rate for years of service established in the vacation leave entitlement clause specified by the relevant Group Specific Agreement, prorated and calculated as follows:

- (a) when the entitlement is five-sixths ( $5/6$ ) of a day a month, one-sixth ( $1/6$ ) of the hours in the employee's workweek per month;
- (b) when the entitlement is one and one-quarter ( $1\ 1/4$ ) days a month, one-quarter of the hours in the employee's workweek per month;
- (c) when the entitlement is one and two-thirds ( $1\ 2/3$ ) days a month, one-third of the hours in the employee's workweek per month;

- (d) when the entitlement is two and one-twelfth ( $2 \frac{1}{12}$ ) days a month, five-twelfths of the hours in the employee's workweek per month;
- \*\*
- (e) when the entitlement is two and a half ( $2 \frac{1}{2}$ ) days a month, one-half of the hours in the employee's workweek per month;
- (f) however, a part-time employee who has received or is entitled to receive furlough leave shall have his or her vacation leave credits earned reduced by one-twelfth of the hours in the part-time workweek, beginning in the month in which the twentieth (20th) anniversary of service occurs until the beginning of the month in which his or her twenty-fifth (25th) anniversary of service occurs.

#### Sick Leave

M-39.15 A part-time employee shall earn sick leave credits at the rate of one-quarter ( $\frac{1}{4}$ ) of the number of hours in an employee's normal workweek for each calendar month in which the employee has received pay for at least twice the number of hours in the employee's normal workweek.

#### **M-39.16** Vacation and Sick Leave Administration

- (a) For the purposes of administration of clauses M-39.14 and M-39.15, where an employee does not work the same number of hours each week, the normal workweek shall be the weekly average of the hours worked at the straight-time rate calculated on a monthly basis.
- (b) An employee whose employment in any month is a combination of both full-time and part-time employment shall not earn vacation or sick leave credits in excess of the entitlement of a full-time employee.

Severance Pay

M-39.17 Notwithstanding the provisions of Article M-24 (Severance Pay) of the Master Agreement, where the period of continuous employment in respect of which severance benefit is to be paid consists of both full- and part-time employment or varying levels of part-time employment, the benefit shall be calculated as follows: the period of continuous employment eligible for severance pay shall be established and the part-time portions shall be consolidated to equivalent full-time. The equivalent full-time period in years shall be multiplied by the full-time weekly pay rate for the appropriate group and level to produce the severance pay benefit.

ARTICLE M-40VARIABLE HOURS OF WORK

The Employer and the Public Service Alliance of Canada agree that the following conditions shall apply to employees for whom variable hours of work schedules are approved pursuant to the relevant provisions of the applicable Group Specific Agreement. The Master Agreement and Group Specific Agreements are modified by these provisions to the extent specified herein.

It is agreed that the implementation of any such variation in hours shall not result in any additional expenditure or cost by reason only of such variation.

1. General Terms

The scheduled hours of work of any day as set forth in a work schedule, may exceed or be less than the regular workday hours specified by the relevant Group Specific Agreement; starting and finishing times, meal breaks and rest periods shall be determined according to

operational requirements as determined by the Employer and the daily hours of work shall be consecutive.

For shift workers such schedules shall provide that an employee's normal workweek shall average the weekly hours per week specified in the relevant Group Specific Agreement over the life of the schedule. The maximum life of a schedule shall be six (6) months.

For day workers, such schedules shall provide that an employee's normal workweek shall average the weekly hours per week specified in the relevant Group Specific Agreement over the life of the schedule. The maximum life of a schedule shall be twenty-eight (28) days.

Whenever an employee changes his or her variable hours or no longer works variable hours, all appropriate adjustments will be made.

2. Conversion of Days to Hours

The provisions of the blaster and Group Specific Agreements which specify days shall be converted to hours. Where the Agreements refer to a "day", it shall be converted to hours in accordance with the Hours of work specified in the relevant Group Specific Agreement.

- \*\* Notwithstanding the above, in clause M-21.02 - Bereavement Leave with Pay, a "day" will have the same meaning as the provisions of the Collective Agreement.

Where the Group Specific Agreement specifies a workweek:

- (i) of thirty-seven and one-half (37 1/2) hours, a day shall be converted to seven decimal five (7.5) hours;



(ii) of forty (40) hours, a day shall be converted to eight (8) hours;

3. Implementation/Termination

Effective the date on which this article applies to an employee, the accrued leave credits shall be converted from days to hours.

A change to the normal weekly hours of work for an employee will require that the accrued hourly credits be reverted to days and recalculated at the changed conversion rate.

Effective the date on which this article ceases to apply to an employee, the accrued vacation, sick leave and lieu day credits shall be converted from hours to days.

4. Leave - General

When leave is granted, it will be granted on an hourly basis and the hours debited for each day of leave shall be the same as the hours the employee would normally have been scheduled to work on that day.

All leave provisions which specify days in the blaster and Group Specific Agreements shall be converted to hours as follows:

	HOURS	
		<u>8</u>
- five-twelfths (5/12) day	3.125	3.333
- one-half (1/2) day	3.750	4.000
- five-sixths (5/6) days	6.250	6.667
- one (1) day	7.500	8.000

		<u>HOURS</u>
	7 1/2	<u>8</u>
- one and one-quarter (1 1/4) days	9.375	10.0
- one and two-thirds (1 2/3) days	12.500	13.333
- two and one-twelfth (2 1/12) days	15.625	16.667
- two and one-half (2 1/2) days	18.750	20.0

5. Specific Application

For greater certainty, the following provisions shall be administered as provided herein:

Interpretation and Definitions

"Daily rate of pay" - shall not apply.

Overtime

Overtime shall be compensated for all work performed:

- (a) in excess of an employee's scheduled hours of work on a scheduled working day in accordance with the provisions of the relevant Group Specific Agreement;
- (b) on days of rest at time and one-half (1 1/2) except that if the overtime is worked by the employee on two (2) or more consecutive and contiguous days of rest, the employee shall be paid at double time for each hour worked on the second and subsequent days of rest. Second and subsequent days of rest means the second and subsequent

days in an unbroken series of consecutive and contiguous calendar days of rest.

#### Travel

Overtime compensation referred to in clause M-28.04 of the Master Agreement shall only be applicable on a normal day for hours in excess of the employee's daily scheduled hours of work.

#### Designated Paid Holidays

- (a) A designated paid holiday shall account for the normal daily hours specified by the relevant Group Specific Agreement.
- (b) When an employee works on a Designated Paid Holiday, the employee shall be compensated, in addition to the normal daily hours' pay specified by the relevant Group Specific Agreement, time and one-half (1 1/2) up to his or her regular scheduled hours worked and double (2) time for all hours worked in excess of his or her regular scheduled hours.

#### Vacation Leave

Employees shall earn vacation at the rates prescribed for their years of service as set forth in the specific article of the relevant Group Specific Agreement. Leave will be granted on an hourly basis and the hours debited for each day of vacation leave shall be the same as the employee would normally have been scheduled to work on that day.

Employees scheduled to work any portion of a fiscal year under the variable hours of work provisions of a Group Specific Agreement shall not have fractional vacation entitlement of less or more than one-half (1/2) day increased to the nearest half day.

Sick Leave

Employees shall earn sick leave credits at the rate prescribed in Article M-22 of the Master Agreement. Leave will be granted on an hourly basis and the hours debited for each day of sick leave shall be the same as the employee would normally have been scheduled to work on that day.

\*\* Shift Premium

(a) Shift work employees on variable hour shift schedules pursuant to the clause stipulated in (b) below, will receive a shift premium in accordance with clause M-31.01(a).

(b)	<u>Group</u>	Clause
	HS (S&NS) .....	21.02

Acting Pay

The qualifying period for acting pay as specified in Article M-27, clause M-27.07 shall be converted to hours.

Exchange of Shifts

On exchange of shifts between employees, if provided in the relevant Group Specific Agreement, the Employer shall pay as if no exchange had occurred.

Minimum Number of Hours Between Shifts

The provision in the relevant Group Specific Agreement relating to the minimum period between the termination and commencement of the employee's next shift shall not apply to an employee subject to variable hours of work.



\*\*

ARTICLE M-41DENTAL CARE PLAN

The Dental Care Plan as contained in the Master Agreement between the Treasury Board and the Public Service Alliance of Canada, with an expiry date of June 30, 1988, and as amended by the terms and conditions of the Dental Care Plan agreement between the Public Service Alliance of Canada and the Treasury Board, signed on March 10, 1988, shall be deemed to form part of this agreement.

ARTICLE M-42AGREEMENT REOPENER

E1-42.01 This Agreement may be amended by mutual consent.

ARTICLE M-43DURATION

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M-43.01 The provisions of this Master Agreement will expire on June 21, 1991.

M-43.02 Unless otherwise expressly stipulated, the provisions of the Master Agreement shall become effective on the date it is signed.

ANNEX "B"

SECTION 9 - GRANDFATHER PROTECTION

The benefits as specified in the agreement under Section 9 of the Terms of Reference are grandfathered for all employees in any bargaining unit on the date of the issuance of the award (October 29, 1986). However, this grandfathering continues only for so long as an employee remains in the same bargaining unit he is in on the date of the issuance of the award (October 29, 1986). Without limiting the generality of the foregoing, employees, for example, who are promoted or transferred out of the bargaining unit lose the grandfathering protection.

SECTION 9 - GRANDFATHER PROTECTION

ARTICLE 21

OTHER LEAVE WITH OR WITHOUT PAY

Leave Without Pay for the Care and Nurturing of  
Pre-school Age Children

21.06

HS (S&NS)

- (a) At the request of an employee, leave without pay in one (1) or more periods to a total maximum of five (5) years during an employee's total period of employment in the Public Service shall be provided for the care and nurturing of pre-school age children.
- (b) Leave without pay which is for a period of more than three (3) months, granted under this clause, shall be deducted from the calculation of "continuous employment" for the purpose of calculating severance pay and vacation leave for the employee involved. Time spent on such leave shall not be counted for pay increment purposes.

Leave With Pay for Family-Related Responsibilities

21.09(b)(i)

HS (S&NS)

up to one-half (1/2) day of leave with pay for an appointment to take a dependent family member for medical or dental appointments, or for appointments with school authorities or adoption agencies;

SECTION 9 - GRANDFATHER PROTECTION

ARTICLE 27

PAY ADMINISTRATION

Acting Pay - Qualifying Period to Include Designated  
Paid Holiday

27.07(c) - Additional Clause

HS (S&NS)

When a day designated as a paid holiday occurs during the qualifying period the holiday shall be considered as a day worked for purposes of the qualifying period.



PART II

GROUP SPECIFIC AGREEMENT

BETWEEN

THE TREASURY BOARD

AND

THE PUBLIC SERVICE ALLIANCE OF CANADA

GROUPS: HOSPITAL SERVICES  
(SUPERVISORY AND  
NON-SUPERVISORY)

ARTICLE 1PURPOSE AND SCOPE OF AGREEMENT

1.01 The purpose of this Group Specific 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 PSSRB 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 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 2INTERPRETATION AND DEFINITIONS

2.01 For the purpose of this Agreement:

- d) "daily rate of pay" means an employee's hourly rate of pay times the employee's 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 7RECOGNITION

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 Groups.

ARTICLE 16

VACATION LEAVE

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 the employee receives pay for at least ten (10) days :

- (a) (i) effective April 1st, 1989 one and one-quarter (1 1/4) days until the month in which the anniversary of the employee's eighth (8th) year of continuous employment occurs;
- (ii) effective date of signing one and one-quarter (1 1/4) days until the month in which the anniversary of the employee's eighth (8th) year of service occurs;
- (b) (i) effective April 1st, 1989 one and two-thirds (1 2/3) days commencing with the month in which the employee's eighth (8th) anniversary of continuous employment occurs;
- (ii) effective date of signing one and two-thirds (1 2/3) commencing with the month in which the employee's eighth (8th) anniversary of service occurs;

- (c)
  - (i) two and one-twelfth ( $2 \frac{1}{12}$ ) days commencing with the month in which the employee's twentieth (20th) anniversary of continuous employment occurs;
  - (ii) effective April 1st, 1990, two and one-twelfth ( $2 \frac{1}{12}$ ) days commencing with the month in which the employee's nineteenth (19th) anniversary of continuous employment occurs;
  - (iii) effective date of signing two and one-twelfth ( $2 \frac{1}{12}$ ) days commencing with the month in which the employee's nineteenth (19th) anniversary of service occurs;
- (d)
  - (i) effective April 1st, 1989, two and one-half ( $2 \frac{1}{2}$ ) days commencing with the month in which the employee's thirtieth (30th) anniversary of continuous employment occurs;
  - (ii) effective date of signing two and one-half ( $2 \frac{1}{2}$ ) days commencing with the month in which the employees thirtieth (30th) anniversary of service occurs.
- (e) 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 ( $\frac{5}{12}$ ) of a day per month from the beginning of the month in which the employee's twentieth (20th) anniversary of continuous employment occurs until the beginning of the month in which the employee's twenty-fifth (25th) anniversary of service occurs.

\*\*

16.03

- (i) Effective on the date of signing, for the purpose of clause 16.02 only, all service within the Public Service, whether continuous

or discontinuous, shall count toward vacation leave except where a person who, on leaving the Public Service, takes or has taken severance pay. However, the above exception shall not apply to an employee who receives severance pay on lay-off and is reappointed to the Public Service within one year following the date of lay-off.

- (ii) Notwithstanding (i) above, an employee who was a member of the bargaining unit on the date of signing of the collective agreement shall retain, for the purpose of "service" and of establishing his or her vacation entitlement pursuant to this Article, those periods of former service which had previously qualified for counting as continuous employment, until such time as his or her employment in the Public Service is terminated.

#### Entitlement to Leave

**16.04** An employee is entitled to vacation leave with pay to the extent of the employee's 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.

**16.05** 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

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

16.07 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 16.07(b), provided that changes in shift schedules that result from such granting of vacation leave do not result in increased cost to the Employer.

16.08 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.

16.09 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

16.10

- (a) Where in any vacation year the Employer has not granted all of the vacation leave credited to the employee, the unused portion of the employee's 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 the employee's certificate of appointment of the employee's substantive position on March 31st, of the previous vacation year.

16.11 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 the employee has proceeded on vacation leave.
- (b) When, during any period of vacation leave, an employee is recalled to duty, the employee shall be reimbursed for reasonable expenses, as normally defined by the Employer, that the employee incurs:

(i) in proceeding to the employee's place of duty,

and

(ii) in returning to the place from which the employee was recalled if the employee immediately resumes vacation upon completing the assignment for which the employee 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 the employee is entitled under clause 16.11(b) to be reimbursed for reasonable expenses incurred by the employee.

#### Leave When Employment Terminates

16.12 When an employee dies or otherwise ceases to be employed, the employee or the employee's 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 the employee's credit by the daily rate of pay to which the employee is entitled by virtue of the certificate of appointment in effect at the time of the termination of the employee's employment.

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

\*\*

16.16 Notwithstanding clause 16.12 an employee who resigns to accept an appointment with an organization listed in Part II of Schedule I of the Public Service Staff Relations Act may choose not to be paid for unused vacation and furlough leave credits, provided that the appointing organization will accept such credits.

### ARTICLE 21

#### HOURS OF WORK

##### 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) on a weekly basis, work thirty-seven and one-half (37 1/2) hours and five (5) days per week;

and

- (b) on a daily basis, work seven and one-half (7 1/2) hours per day.

**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 1/2) hours per week and either,

- (i) seven and one-half (7 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 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* or her shift schedule, he or she will receive a premium rate of time and one-half (1 1/2) 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 or her 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 22OVERTIME22.02 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 the deputy minister's 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 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 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;
- (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;
- (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 the employee's 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 or her shift, that he or she will be required to work overtime on that day at a time which is not contiguous to his or her work period, the employee shall be paid for the time actually worked or a minimum of two (2) hours' pay at the employee's hourly rate of pay, whichever is greater.

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

## 22.06

- (a) An employee who works three (3) or more hours of overtime immediately before or immediately following his or her scheduled hours of work shall be reimbursed 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 the employee may take a meal break either at or adjacent to the employee's place of work.

- (b) When an employee works overtime continuously extending four (4) hours or more beyond the period provided in (a) above, the employee 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 the employee may take a meal break either at or adjacent to the employee's place or work.

ARTICLE 27

REPORTING PAY

**\*\***

27.01 An employee who reports for work on his or her scheduled shift shall be paid for the time actually worked, or a minimum of four (4) hours' pay at straight time, whichever is the greater.

27.02

**\*\***

(a) An employee who reports for work as directed on a day of rest shall be paid for the time actually worked, or a minimum of three (3) hours' pay at the applicable overtime rate, whichever is greater.

**\*\***

(b) The minimum payment referred to in 27.02 (a) above, does not apply to part-time employees. Part-time employees will receive a minimum payment in accordance with M-39.12 of the Master Agreement.

27.03 Time spent by the employee reporting to work or returning to the employee's residence shall not constitute time worked.

27.04 Payments provided under Article M-29 (Call-Back Pay) and Article 27 (Reporting Pay) shall not be pyramided; that is an employee shall not receive more than one compensation for the same service.

ARTICLE 31

SUPERVISORY DIFFERENTIAL

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

40.01 This Agreement may be amended by mutual consent.

ARTICLE 45

TECHNOLOGICAL CHANGE

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.

**\*\***

**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 eighty (180) 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.

**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 the employee's 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

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47.01 The duration of this collective agreement shall be from the date it is signed to June 21, 1991.

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

SIGNED AT OTTAWA, this 7th day of the month of  
June 1990.

THE TREASURY BOARD

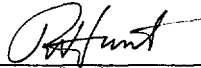
THE PUBLIC SERVICE

OF

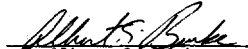
ALLIANCE OF

CANADA

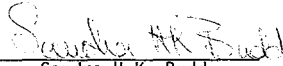
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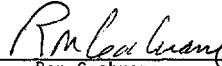
Ron Hunt



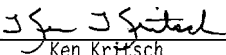
Albert S. Burke



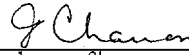
Sandra H.K. Budd



Ron Cochrane



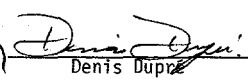
Ken Krietsch



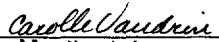
Joann Charron



John Gowdy



Denis Dupre



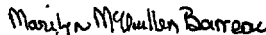
Carolle Vaudrin



Jacques Frechette



Paul D. Robinson



Marilyn McQuillen-Barreau



Donna Gammon



Mike McNamara

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APPENDIX "A"HS - HOSPITAL SERVICES GROUPRATES OF PAY

X: Effective December 22, 1987  
 A: Effective December 22, 1987  
 B: Effective December 22, 1988  
 C: Effective December 22, 1989  
 D: Effective December 22, 1990

REGION: ATLANTICHS-1

From:	\$:	6.98	7.20	7.43	7.68
To:	X:				7.68
	A:				8.06
	B:				8.46
	C:				8.80
	D:				9.06

HS-2

From:	\$:	7.62	7.89	8.19	8.45
To:	X:				9.07
	A:				9.52
	B:				10.00
	C:				10.40
	D:				10.71

HS-3

From:	\$:	7.89	8.19	8.46	8.71
To:	X:				10.57
	A:				11.10
	B:				11.66
	C:				12.13
	D:				12.49

REGION: ATLANTICHS-4

From:	\$:	8.19	8.46	8.75	9.06
To:	X:				11.12
	A:				11.68
	B:				12.26
	C:				12.75
	D:				13.13

HS-5

From:	\$:	8.57	8.87	9.16	9.49
To:	X:				12.65
	A:				13.28
	B:				13.94
	C:				14.50
	D:				14.94

From:	\$:	8.91	9.28	9.58	9.94
To:	X:				13.00
	A:				13.65
	B:				14.33
	C:				14.90
	D:				15.35

From:	\$:	9.49	9.81	10.18	10.50
To:	X:				13.64
	A:				14.32
	B:				15.04
	C:				15.64
	D:				16.11

REGION: ATLANTICHS-8

From:	\$:	10.00	10.37	10.72	11.12
To:	X:				14.26
	A:				14.97
	B:				15.72
	C:				16.35
	D:				16.84

HS-9

From:	\$:	10.52	10.90	11.33	11.73
To :	X:				15.34
	A:				16.11
	B:				16.92
	C:				17.60
	D:				18.13

HS-10

From:	\$:				
To :	X:				16.24
	A:				17.05
	B:				17.90
	C:				18.62
	D:				19.18

\*\*

APPENDIX "A"HS - HOSPITAL SERVICES GROUPRATES OF PAY

X: Effective December 22, 1987  
 A: Effective December 22, 1987  
 B: Effective December 22, 1987  
 C: Effective December 22, 1987  
 D: Effective December 22, 1990

REGION: QUEBECHS-1

From:	\$:	7.96	8.22	8.49	8.80
To :	X:				8.80
	A:				9.24
	B:				9.70
	C:				10.09
	D:				10.39

HS-2

From:	\$:	8.69	9.01	9.33	9.65
To :	X:				9.65
	A:				10.13
	B:				10.64
	C:				11.07
	D:				11.40

HS-3

From:	\$:	9.01	9.33	9.67	9.99
To :	X:				10.81
	A:				11.35
	B:				11.92
	C:				12.40
	D:				12.77



REGION: QUEBECHS-4

From:	4:	9.33	9.68	10.00	10.35
To:	X:				11.35
	A:				11.92
	B:				12.52
	C:				13.02
	D:				13.41

HS-5

From:	\$:	9.81	10.16	10.50	10.87
To:	X:				13.00
	A:				13.65
	B:				14.33
	C:				14.90
	D:				15.35

From:	\$:	10.26	10.63	11.03	11.39
To:	X:				13.36
	A:				14.03
	B:				14.73
	C:				15.32
	D:				15.78

HS-7

From:	\$:	10.88	11.31	11.72	12.14
To:	X:				14.01
	A:				14.71
	B:				15.45
	C:				16.07
	D:				16.55

REGION: QUEBECHS-8

From:	\$:	11.51	11.96	12.41	12.86
To :	X:				14.68
	A:				15.41
	B:				16.18
	C:				16.83
	D:				17.33

HS-9

From:	\$:	12.17	12.62	13.11	13.56
TO :	X:				15.66
	A:				16.44
	B:				17.26
	C:				17.95
	D:				18.49

From:	\$:				
To :	X:				16.54
	A:				17.37
	B:				18.24
	C:				18.97
	D:				19.54

\*\*

APPENDIX "A"HS - HOSPITAL SERVICES GROUPRATES OF PAY

X: Effective December 22, 1987  
 A: Effective December 22, 1987  
 B: Effective December 22, 1988  
 C: Effective December 22, 1989  
 D: Effective December 22, 1990

REGION: ONTARIOHS-1

From:	\$:	8.34	8.63	8.91	9.23
To:	X:				9.23
	A:				9.69
	B:				10.17
	C:				10.58
	D:				10.90

HS-2

From:	\$:	9.14	9.50	9.81	10.13
To:	X:				10.13
	A:				10.64
	B:				11.17
	C:				11.62
	D:				11.97

HS-3

From:	\$:	9.49	9.81	10.16	10.50
To:	X:				11.27
	A:				11.83
	B:				12.42
	C:				12.92
	D:				13.31

REGION: ONTARIOHS-4

From:	\$:	9.81	10.18	10.52	10.89
To:	X:				11.85
	A:				12.44
	B:				13.06
	C:				13.58
	D:				13.99

HS-5

From:	\$:	10.29	10.68	11.07	11.48
To:	X:				13.52
	A:				14.20
	B:				14.91
	C:				15.51
	D:				15.98

HS-6

From:	\$:	10.80	11.17	11.58	12.04
To:	X:				13.93
	A:				14.63
	B:				15.36
	C:				15.97
	D:				16.45

HS-7

From:	\$:	11.48	11.92	12.36	12.80
To:	X:				14.59
	A:				15.32
	B:				16.09
	C:				16.73
	D:				17.23

REGION: ONTARIOHS-8

From:	\$:	12.15	12.62	13.09	13.56
To:	X:				15.28
	A:				16.04
	B:				16.84
	C:				17.51
	O:				18.04

HS-9

From:	\$:	12.83	13.32	13.83	14.35
To:	X:				16.37
	A:				17.19
	B:				18.05
	C:				18.77
	D:				19.33

HS-10

From:	\$:				
To:	X:				17.30
	A:				18.17
	B:				19.08
	C:				19.84
	O:				20.44

\*\*

APPENDIX "A"HS - HOSPITAL SERVICES GROUPRATES OF PAY

X: Effective December 22, 1987  
 A: Effective December 22, 1987  
 B: Effective December 22, 1988  
 C: Effective December 22, 1989  
 D: Effective December 22, 1990

REGION: MANITOBAHS-1

From:	\$:	7.43	7.69	7.97	8.25
To :	X:				8.25
	A:				8.66
	B:				9.09
	C:				9.45
	D:				9.73

HS-2

From:	\$:	8.16	8.46	8.75	9.07
To :	X:				9.07
	A:				9.52
	B:				10.00
	C:				10.40
	D:				10.71

HS-3

From:	\$:	8.45	8.75	9.07	9.39
To :	X:				10.51
	A:				11.04
	B:				11.59
	C:				12.05
	D:				12.41

REGION: MANITOBAHS-4

From:	\$:	8.71	9.07	9.39	9.73
To :	X:				11.06
	A:				11.61
	B:				12.19
	C:				12.68
	D:				13.06

HS-5

From:	\$:	9.14	9.51	9.83	10.20
To :	X:				13.60
	A:				14.28
	B:				14.99
	C:				15.59
	D:				16.06

HS-6

From:	\$:	9.57	9.95	10.29	10.66
To :	X:				13.97
	A:				14.67
	B:				15.40
	C:				16.02
	D:				16.50

HS-7

From:	\$:	10.16	10.52	10.91	11.33
To :	X:				14.67
	A:				15.40
	B:				16.17
	C:				16.82
	D:				17.32

REGION: MANITOBAHS-8

From:	\$:	10.71	11.13	11.56	12.01
To :	X:				15.33
	A:				16.10
	B:				16.91
	C:				17.59
	D:				18.12

HS-9

From:	\$:	11.32	11.78	12.22	12.68
To :	X:				15.62
	A:				16.40
	B:				17.22
	C:				17.91
	D:				18.45

HS-10

From:	\$:				
To :	X:				16.08
	A:				16.88
	B:				17.72
	C:				18.43
	D:				18.98



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APPENDIX "A"

HS - HOSPITAL SERVICES GROUP

RATES OF PAY

- X: Effective December 22, 1987
- A: Effective December 22, 1987
- B: Effective December 22, 1988
- C: Effective December 22, 1989
- O: Effective December 22, 1990

REGION: SASKATCHEWAN

HS-1

From:	\$:	7.53	7.81	8.05	8.35
To:	X:				8.35
	A:				8.77
	B:				9.21
	C:				9.58
	D:				9.87

HS-2

From:	\$:	8.23	8.56	8.86	9.16
To:	X:				9.24
	A:				9.70
	B:				10.19
	C:				10.60
	D:				10.92

HS-3

From:	\$:	8.52	8.86	9.16	9.50
To:	X:				10.54
	A:				11.07
	B:				11.62
	C:				12.08
	D:				12.44

REGION: SASKATCHEWANHS-4

From:	\$:	8.84	9.16	9.50	9.82
To :	X:				11.09
	A:				11.64
	B:				12.22
	C:				12.71
	O:				13.09

HS-5

From:	\$:	9.26	9.62	9.96	10.29
To :	X:				12.82
	A:				13.46
	B:				14.13
	C:				14.70
	D:				15.14

HS-6

From:	\$:	9.71	10.05	10.44	10.80
To :	X:				13.20
	A:				13.86
	B:				14.55
	C:				15.13
	O:				15.58

From:	\$:	10.26	10.66	11.07	11.48
To :	X:				13.84
	A:				14.53
	B:				15.26
	C:				15.87
	D:				16.35

REGION: SASKATCHEWANHS-8

From:	\$:	10.87	11.31	11.73	12.15
To:	X:				14.50
	A:				15.23
	B:				15.99
	C:				16.63
	D:				17.13

HS-9

From:	\$:	11.47	11.92	12.38	12.86
To:	X:				15.30
	A:				16.07
	B:				16.87
	C:				17.54
	D:				18.07

HS-10

From:	\$:				
To:	X:				16.16
	A:				16.97
	B:				17.82
	C:				18.53
	D:				19.09

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APPENDIX "A"HS - HOSPITAL SERVICES GROUPRATES OF PAY

X: Effective December 22, 1987  
 A: Effective December 22, 1988  
 B: Effective December 22, 1989  
 C: Effective December 22, 1990  
 D: Effective December 22, 1991

REGION: ALBERTA AND NORTHWEST TERRITORIESHS-1

From:	\$:	8.31	8.61	8.89	9.17
To:	X:				9.17
	A:				9.63
	B:				10.11
	C:				10.51
	D:				10.83

HS-2

From:	\$:	9.13	9.45	9.78	10.09
To:	X:				10.54
	A:				11.07
	B:				11.62
	C:				12.08
	D:				12.44

HS-3

From:	\$:	9.45	9.78	10.10	10.45
To:	X:				12.34
	A:				12.96
	B:				13.61
	C:				14.15
	D:				14.57

REGION: ALBERTA AND NORTHWEST TERRITORIESHS-4

From:	\$:	9.79	10.13	10.47	10.86
To:	X:				12.95
	A:				13.60
	B:				14.28
	C:				14.85
	O:				15.30

HS-5

From:	\$:	10.26	10.65	11.03	11.42
To:	X:				14.28
	A:				14.99
	B:				15.74
	C:				16.37
	D:				16.86

HS-6

From:	4:	10.75	11.15	11.56	11.96
To:	X:				14.71
	A:				15.45
	B:				16.22
	C:				16.87
	D:				17.38

HS-7

From:	\$:	11.46	11.88	12.33	12.73
To:	X:				15.44
	A:				16.21
	B:				17.02
	C:				17.70
	D:				18.23

REGION: ALBERTA AND NORTHWEST TERRITORIESHS-8

From:	\$:	12.12	12.59	13.03	13.53
To :	X:				16.19
	A:				17.00
	B:				17.85
	C:				18.56
	D:				19.12

HS-9

From:	\$:	12.79	13.29	13.76	14.26
To :	X:				17.90
	A:				18.80
	B:				19.74
	C:				20.53
	D:				21.15

HS-10

From:	\$:				
To :	X:				18.89
	A:				19.83
	B:				20.82
	C:				21.65
	D:				22.30

\*\*

APPENDIX "A"HS - HOSPITAL SERVICES GROUPRATES OF PAY

X: Effective December 22, 1987  
 A: Effective December 22, 1987  
 E: Effective December 22, 1988  
 C: Effective December 22, 1989  
 D: Effective December 22, 1990

REGION: BRITISH COLUMBIA AND YUKONHS-1

From:	\$:	9.71	9.96	10.33	10.66
To:	X:				10.66
	A:				11.19
	B:				11.75
	C:				12.22
	D:				12.59

HS-2

From:	\$:	10.66	10.94	11.37	11.80
To:	X:				11.80
	A:				12.39
	B:				13.01
	C:				13.53
	D:				13.94

HS-3

From:	\$:	11.06	11.37	11.81	12.22
To:	X:				12.34
	A:				12.96
	B:				13.61
	C:				14.15
	D:				14.57

REGION: BRITISH COLUMBIA AND YUKONHS-4

From:	\$:	11.48	11.81	12.25	12.72
To:	X:				12.95
	A:				13.60
	B:				14.28
	C:				14.85
	D:				15.30

HS-5

From:	\$:	12.11	12.43	12.90	13.36
To:	X:				14.47
	A:				15.19
	B:				15.95
	C:				16.59
	O:				17.09

HS-6

From:	4:	12.68	13.04	13.55	14.01
To:	X:				14.92
	A:				15.67
	B:				16.45
	C:				17.11
	O:				17.62

HS-7

From:	4:	13.53	13.91	14.41	15.00
To:	X:				15.63
	A:				16.41
	B:				17.23
	C:				17.92
	D:				18.46



REGION: BRITISH COLUMBIA AND YUKONHS-8

From:	\$:	14.33	14.73	15.30	15.89
To:	X:				16.37
	A:				17.19
	B:				18.05
	C:				18.77
	D:				19.33

HS-9

From:	\$:	15.15	15.61	16.22	16.83
To:	X:				17.90
	A:				18.80
	B:				19.74
	C:				20.53
	D:				21.15

From:	\$:				18.89
To:	X:				19.83
	A:				20.82
	B:				21.65
	C:				22.30
	D:				



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APPENDIX "A-1"HOSPITAL SERVICES GROUPRATES OF PAY

A: Effective December 22, 987  
 B: Effective December 22, 988  
 C: Effective December 22, 989  
 O: Effective December 22, 990

SPECIAL PAY PROVISIONS

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

<u>Region</u>	<u>Orderly- In-Training</u>	<u>Cook- In-Training</u>
<u>Atlantic</u>		
From:	\$ 8.34	8.19
To:	A 8.76	8.60
	B 9.20	9.03
	C 9.57	9.39
	D 9.86	9.67
<u>Quebec</u>		
From:	\$ 9.39	9.33
To:	A 9.86	9.80
	B 10.35	10.29
	C 10.76	10.70
	D 11.08	11.02
<u>Ontario</u>		
From:	\$ 9.62	9.81
To:	A 10.10	10.30
	B 10.61	10.82
	C 11.03	11.25
	D 11.36	11.59

Manitoba

From:	\$	8.75	8.75
To :	A	9.19	9.19
	B	9.65	9.65
	C	10.04	10.04
	D	10.34	10.34

Saskatchewan

From:	\$	9.07	8.86
To :	A	9.52	9.30
	B	10.00	9.77
	C	10.40	10.16
	D	10.71	10.46

Alberta and Northwest Territories

From:	\$	9.83	9.78
To :	A	10.32	10.27
	B	10.84	10.78
	C	11.27	11.21
	D	11.61	11.55

British Columbia and Yukon

From:	\$	10.89	11.37
To :	A	11.43	11.94
	B	12.00	12.54
	C	12.48	13.04
	D	12.85	13.43

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APPENDIX "A-2"SUPERVISORY DIFFERENTIAL,

<u>Supervisory Level</u>	<u>Supervisory Co-ordinates</u>	<u>Supervisory Differential as a Percentage of Basic Rate</u>
1	A1	4.0
2	B2	6.0
3	B3, C2	8.5
4	B4, C3, D2	11.5
5	B5, C4, D3	14.5
6	B6, C5, D4	17.5
7	C6, D5	20.5
8	D6	23.5

The Supervisory Rates Table is to be used in the following manner:

- 1) determine non-supervisory rates according to region and level;
- 2) using Supervisory Rates Table, find the row in the left hand column where the rate determined is located;
- 3) when row is located determine the column by the applicable supervisory differential code;
- 4) the point where column and row meet is the supervisory rate required.

For example, an employee on December 22, 1987 in Ontario at Level 5 and supervisory co-ordinate C3, would receive \$14.20 according to the Collective Agreement. By locating \$14.20 on the Supervisory Rates Table, then looking down column C3, the rate for Supervisory reads \$1.63. This is the supervisory differential for this particular supervisor which is to be added to the base hourly rate to determine the supervisory rate.

For example, an employee on December 22, 1989 in Quebec at Level 6 and supervisory co-ordinate B2, would receive \$15.32 according to the Collective Agreement. By locating \$15.32 on the Supervisory Rates Table, then looking down column B2, the rate for Supervisory reads \$0.92. This is the supervisory differential for this particular supervisor which is to be added to the base hourly rate to determine the supervisory rate.

HOSPITAL SERVICES: SUPERVISORY RATES				SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE				
Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
7.20	0.29	0.43	0.61	0.83	1.04	1.26	1.48	1.69
7.43	0.30	0.45	0.63	0.85	1.08	1.30	1.52	1.75
7.53	0.30	0.45	0.64	0.87	1.09	1.32	1.54	1.77
7.62	0.30	0.46	0.65	0.88	1.10	1.33	1.56	1.79
7.68	0.31	0.46	0.65	0.88	1.11	1.34	1.57	1.80
7.69	0.31	0.46	0.65	0.88	1.12	1.35	1.58	1.81
7.81	0.31	0.47	0.66	0.90	1.13	1.37	1.60	1.84
7.89	0.32	0.47	0.67	0.91	1.14	1.38	1.62	1.85
7.96	0.32	0.48	0.68	0.92	1.15	1.39	1.63	1.87
7.97	0.32	0.48	0.68	0.92	1.16	1.39	1.63	1.87
8.03	0.32	0.48	0.68	0.92	1.16	1.41	1.65	1.89
8.05	0.32	0.48	0.68	0.93	1.17	1.41	1.65	1.89
8.06	0.32	0.48	0.69	0.93	1.17	1.41	1.65	1.89
8.16	0.33	0.49	0.69	0.94	1.18	1.43	1.67	1.92
8.19	0.33	0.49	0.70	0.94	1.19	1.43	1.68	1.92
8.22	0.33	0.49	0.70	0.95	1.19	1.44	1.69	1.93
8.23	0.33	0.49	0.70	0.95	1.19	1.44	1.69	1.93
8.25	0.33	0.50	0.70	0.95	1.20	1.44	1.69	1.94
8.28	0.33	0.50	0.70	0.95	1.20	1.45	1.70	1.95
8.31	0.33	0.50	0.71	0.96	1.20	1.45	1.70	1.95
8.34	0.33	0.50	0.71	0.96	1.21	1.46	1.71	1.96
8.35	0.33	0.50	0.71	0.96	1.21	1.46	1.71	1.96
8.43	0.34	0.51	0.72	0.97	1.22	1.48	1.73	1.98
8.45	0.34	0.51	0.72	0.97	1.23	1.48	1.73	1.99
8.46	0.34	0.51	0.72	0.97	1.23	1.48	1.73	1.99
8.49	0.34	0.51	0.72	0.98	1.23	1.49	1.74	2.00
8.52	0.34	0.51	0.72	0.98	1.24	1.49	1.75	2.00
8.56	0.34	0.51	0.73	0.98	1.24	1.50	1.75	2.01
8.57	0.34	0.51	0.73	0.99	1.24	1.50	1.76	2.01
8.60	0.34	0.52	0.73	0.99	1.25	1.51	1.76	2.02

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES		SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE						
Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
8.61	0.34	0.52	0.73	0.99	1.25	1.51	1.77	2.02
8.63	0.35	0.52	0.73	0.99	1.25	1.51	1.77	2.03
8.66	0.35	0.52	0.74	1.00	1.26	1.52	1.78	2.04
8.69	0.35	0.52	0.74	1.00	1.26	1.52	1.78	2.04
8.71	0.35	0.52	0.74	1.00	1.26	1.52	1.79	2.05
8.75	0.35	0.53	0.74	1.01	1.27	1.53	1.79	2.06
8.76	0.35	0.53	0.74	1.01	1.27	1.53	1.80	2.06
8.77	0.35	0.53	0.75	1.01	1.27	1.53	1.80	2.06
8.80	0.35	0.53	0.75	1.01	1.28	1.54	1.80	2.07
8.84	0.35	0.53	0.75	1.02	1.28	1.55	1.81	2.08
8.85	0.35	0.53	0.75	1.02	1.28	1.55	1.81	2.08
8.86	0.35	0.53	0.75	1.02	1.28	1.55	1.82	2.08
8.87	0.35	0.53	0.75	1.02	1.29	1.55	1.82	2.08
8.88	0.36	0.53	0.75	1.02	1.29	1.55	1.82	2.09
8.89	0.36	0.53	0.76	1.02	1.29	1.56	1.82	2.09
8.91	0.36	0.53	0.76	1.02	1.29	1.56	1.83	2.09
8.95	0.36	0.54	0.76	1.03	1.30	1.57	1.83	2.10
9.01	0.36	0.54	0.77	1.04	1.31	1.58	1.85	2.12
9.03	0.36	0.54	0.77	1.04	1.31	1.58	1.85	2.12
9.04	0.36	0.54	0.77	1.04	1.31	1.58	1.85	2.12
9.06	0.36	0.54	0.77	1.04	1.31	1.59	1.86	2.13
9.07	0.36	0.54	0.77	1.04	1.32	1.59	1.86	2.13
9.08	0.36	0.55	0.77	1.05	1.32	1.59	1.86	2.14
9.13	0.37	0.55	0.78	1.05	1.32	1.60	1.87	2.15
9.14	0.37	0.55	0.78	1.05	1.33	1.60	1.87	2.15
9.16	0.37	0.55	0.78	1.05	1.33	1.60	1.88	2.15
9.17	0.37	0.55	0.78	1.05	1.33	1.60	1.88	2.15
9.19	0.37	0.55	0.78	1.06	1.33	1.61	1.88	2.16
9.20	0.37	0.55	0.78	1.06	1.33	1.61	1.89	2.16
9.21	0.37	0.55	0.78	1.06	1.34	1.61	1.89	2.16

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES				SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE					
Base Hourly Rate	A1	E2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D6	D6	
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5	
9.23	0.37	0.55	0.78	1.06	1.34	1.62	1.89	2.17	
9.24	0.37	0.55	0.79	1.06	1.34	1.62	1.89	2.17	
9.25	0.37	0.56	0.79	1.06	1.34	1.62	1.90	2.18	
9.28	0.37	0.56	0.79	1.07	1.35	1.62	1.90	2.18	
9.30	0.37	0.56	0.79	1.07	1.35	1.63	1.91	2.19	
9.31	0.37	0.56	0.79	1.07	1.35	1.63	1.91	2.19	
9.32	0.37	0.56	0.79	1.07	1.35	1.63	1.91	2.19	
9.33	0.37	0.56	0.79	1.07	1.35	1.63	1.91	2.19	
9.39	0.38	0.56	0.80	1.08	1.36	1.64	1.92	2.21	
9.40	0.38	0.56	0.80	1.08	1.36	1.65	1.93	2.21	
9.45	0.38	0.57	0.80	1.09	1.37	1.65	1.94	2.22	
9.46	0.38	0.57	0.80	1.09	1.37	1.66	1.94	2.22	
9.48	0.38	0.57	0.81	1.09	1.37	1.66	1.94	2.23	
9.49	0.38	0.57	0.81	1.09	1.38	1.66	1.95	2.23	
9.50	0.38	0.57	0.81	1.09	1.38	1.66	1.95	2.23	
9.51	0.38	0.57	0.81	1.09	1.38	1.66	1.95	2.23	
9.52	0.38	0.57	0.81	1.09	1.38	1.67	1.95	2.24	
9.57	0.38	0.57	0.81	1.10	1.39	1.67	1.96	2.25	
9.58	0.38	0.57	0.81	1.10	1.39	1.68	1.96	2.25	
9.62	0.38	0.58	0.82	1.11	1.39	1.68	1.97	2.26	
9.63	0.39	0.58	0.82	1.11	1.40	1.69	1.97	2.26	
9.65	0.39	0.58	0.82	1.11	1.40	1.69	1.98	2.27	
9.67	0.39	0.58	0.82	1.11	1.40	1.69	1.98	2.27	
9.68	0.39	0.58	0.82	1.11	1.40	1.69	1.98	2.27	
9.69	0.39	0.58	0.82	1.11	1.41	1.70	1.99	2.28	
9.70	0.39	0.58	0.82	1.12	1.41	1.70	1.99	2.28	
9.71	0.39	0.58	0.83	1.12	1.41	1.70	1.99	2.28	
9.72	0.39	0.58	0.83	1.12	1.41	1.70	1.99	2.28	
9.73	0.39	0.58	0.83	1.12	1.41	1.70	1.99	2.29	
9.77	0.39	0.59	0.83	1.12	1.42	1.71	2.00	2.30	

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APPENDIX "A-2"/APPENDICE "A-2"

## HOSPITAL SERVICES: SUPERVISORY RATES

## SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
9.78	0.39	0.59	0.83	1.12	1.42	1.71	2.00	2.30
9.79	0.39	0.59	0.83	1.13	1.42	1.71	2.01	2.30
9.80	0.39	0.59	0.83	1.13	1.42	1.72	2.01	2.30
9.81	0.39	0.59	0.83	1.13	1.42	1.72	2.01	2.31
9.82	0.39	0.59	0.83	1.13	1.42	1.72	2.01	2.31
9.83	0.39	0.59	0.84	1.13	1.43	1.72	2.02	2.31
9.86	0.39	0.59	0.84	1.13	1.43	1.73	2.02	2.32
9.87	0.39	0.59	0.84	1.14	1.43	1.73	2.02	2.32
9.92	0.40	0.60	0.84	1.14	1.44	1.74	2.03	2.33
9.93	0.40	0.60	0.84	1.14	1.44	1.74	2.04	2.33
9.94	0.40	0.60	0.84	1.14	1.44	1.74	2.04	2.34
9.95	0.40	0.60	0.85	1.14	1.44	1.74	2.04	2.34
9.96	0.40	0.60	0.85	1.15	1.44	1.74	2.04	2.34
9.97	0.40	0.60	0.85	1.15	1.45	1.74	2.04	2.34
9.98	0.40	0.60	0.85	1.15	1.45	1.75	2.05	2.35
9.99	0.40	0.60	0.85	1.15	1.45	1.75	2.05	2.35
10.00	0.40	0.60	0.85	1.15	1.45	1.75	2.05	2.35
10.04	0.40	0.60	0.85	1.15	1.46	1.76	2.06	2.36
10.05	0.40	0.60	0.85	1.16	1.46	1.76	2.06	2.36
10.07	0.40	0.60	0.86	1.16	1.46	1.76	2.06	2.37
10.09	0.40	0.61	0.86	1.16	1.46	1.77	2.07	2.37
10.10	0.40	0.61	0.86	1.16	1.46	1.77	2.07	2.37
10.11	0.40	0.61	0.86	1.16	1.47	1.77	2.07	2.38
10.13	0.41	0.61	0.86	1.16	1.47	1.77	2.08	2.38
10.16	0.41	0.61	0.86	1.17	1.47	1.78	2.08	2.39
10.17	0.41	0.61	0.86	1.17	1.47	1.78	2.08	2.39
10.18	0.41	0.61	0.87	1.17	1.48	1.78	2.09	2.39
10.19	0.41	0.61	0.87	1.17	1.48	1.78	2.09	2.39
10.20	0.41	0.61	0.87	1.17	1.48	1.79	2.09	2.40
10.21	0.41	0.61	0.87	1.17	1.48	1.79	2.09	2.40

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES		SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE						
Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
10.26	0.41	0.62	0.87	1.18	1.49	1.80	2.10	2.41
10.27	0.41	0.62	0.87	1.18	1.49	1.80	2.11	2.41
10.29	0.41	0.62	0.87	1.18	1.49	1.80	2.11	2.42
10.30	0.41	0.62	0.88	1.18	1.49	1.80	2.11	2.43
10.32	0.41	0.62	0.88	1.19	1.50	1.81	2.12	2.43
10.33	0.41	0.62	0.88	1.19	1.50	1.81	2.12	2.43
10.34	0.41	0.62	0.88	1.19	1.50	1.81	2.12	2.43
10.35	0.41	0.62	0.88	1.19	1.50	1.81	2.12	2.43
10.37	0.41	0.62	0.88	1.19	1.50	1.81	2.13	2.44
10.39	0.42	0.62	0.88	1.19	1.51	1.82	2.13	2.44
10.40	0.42	0.62	0.88	1.20	1.51	1.82	2.13	2.44
10.42	0.42	0.63	0.89	1.20	1.51	1.82	2.14	2.45
10.44	0.42	0.63	0.89	1.20	1.51	1.83	2.14	2.45
10.45	0.42	0.63	0.89	1.20	1.52	1.83	2.14	2.46
10.46	0.42	0.63	0.89	1.20	1.52	1.83	2.14	2.46
10.47	0.42	0.63	0.89	1.20	1.52	1.83	2.15	2.46
10.48	0.42	0.63	0.89	1.21	1.52	1.83	2.15	2.46
10.50	0.42	0.63	0.89	1.21	1.52	1.84	2.15	2.47
10.51	0.42	0.63	0.89	1.21	1.52	1.84	2.15	2.47
10.52	0.42	0.63	0.89	1.21	1.53	1.84	2.16	2.47
10.54	0.42	0.63	0.90	1.21	1.53	1.84	2.16	2.48
10.57	0.42	0.63	0.90	1.22	1.53	1.85	2.17	2.48
10.58	0.42	0.63	0.90	1.22	1.53	1.85	2.17	2.49
10.60	0.42	0.64	0.90	1.22	1.54	1.86	2.17	2.49
10.61	0.42	0.64	0.90	1.22	1.54	1.86	2.18	2.49
10.62	0.42	0.64	0.90	1.22	1.54	1.86	2.18	2.50
10.63	0.43	0.64	0.90	1.22	1.54	1.86	2.18	2.50
10.64	0.43	0.64	0.90	1.22	1.54	1.86	2.18	2.50
10.65	0.43	0.64	0.91	1.22	1.54	1.86	2.18	2.50
10.66	0.43	0.64	0.91	1.23	1.55	1.87	2.19	2.51

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APPENDIX "A-2"/APPENDICE "A-2"

## HOSPITAL SERVICES: SUPERVISORY RATES

## SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 2	B4 C3 m	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
10.68	0.43	0.64	0.91	1.23	1.55	1.87	2.19	2.51
10.70	0.43	0.64	0.91	1.23	1.55	1.87	2.19	2.51
10.71	0.43	0.64	0.91	1.23	1.55	1.87	2.20	2.52
10.72	0.43	0.64	0.91	1.23	1.55	1.88	2.20	2.52
10.75	0.43	0.65	0.91	1.24	1.56	1.88	2.20	2.53
10.76	0.43	0.65	0.91	1.24	1.56	1.88	2.21	2.53
10.78	0.43	0.65	0.92	1.24	1.56	1.89	2.21	2.53
10.80	0.43	0.65	0.92	1.24	1.57	1.89	2.21	2.54
10.81	0.43	0.65	0.92	1.24	1.57	1.89	2.22	2.54
10.82	0.43	0.65	0.92	1.24	1.57	1.89	2.22	2.54
10.84	0.43	0.65	0.92	1.25	1.57	1.90	2.22	2.55
10.86	0.43	0.65	0.92	1.25	1.57	1.90	2.23	2.55
10.87	0.43	0.65	0.92	1.25	1.58	1.90	2.23	2.55
10.88	0.44	0.65	0.92	1.25	1.58	1.90	2.23	2.56
10.89	0.44	0.65	0.93	1.25	1.58	1.91	2.23	2.56
10.90	0.44	0.65	0.93	1.25	1.58	1.91	2.23	2.56
10.91	0.44	0.65	0.93	1.25	1.58	1.91	2.24	2.56
10.92	0.44	0.66	0.93	1.26	1.58	1.91	2.24	2.57
10.94	0.44	0.66	0.93	1.26	1.59	1.91	2.24	2.57
10.98	0.44	0.66	0.93	1.26	1.59	1.92	2.25	2.58
11.02	0.44	0.66	0.94	1.27	1.60	1.93	2.26	2.59
11.03	0.44	0.66	0.94	1.27	1.60	1.93	2.26	2.59
11.04	0.44	0.66	0.94	1.27	1.60	1.93	2.26	2.59
11.06	0.44	0.66	0.94	1.27	1.60	1.94	2.27	2.60
11.07	0.44	0.66	0.94	1.27	1.61	1.94	2.27	2.60
11.08	0.44	0.66	0.94	1.27	1.61	1.94	2.27	2.60
11.09	0.44	0.67	0.94	1.28	1.61	1.94	2.27	2.61
11.10	0.44	0.67	0.94	1.28	1.61	1.94	2.28	2.61
11.12	0.44	0.67	0.95	1.28	1.61	1.95	2.28	2.61
11.13	0.45	0.67	0.95	1.28	1.61	1.95	2.28	2.62

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES

SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 C2	B4 a D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
11.15	0.45	0.67	0.95	1.28	1.62	1.95	2.29	2.62
11.17	0.45	0.67	0.95	1.28	1.62	1.95	2.29	2.62
11.19	0.45	0.67	0.95	1.29	1.62	1.96	2.29	2.63
11.21	0.45	0.67	0.95	1.29	1.63	1.96	2.30	2.63
11.23	0.45	0.67	0.95	1.29	1.63	1.97	2.30	2.64
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11.25	0.45	0.68	0.96	1.29	1.63	1.97	2.31	2.64
11.27	0.45	0.68	0.96	1.30	1.63	1.97	2.31	2.65
11.31	0.45	0.68	0.96	1.30	1.64	1.98	2.32	2.66
11.32	0.45	0.68	0.96	1.30	1.64	1.98	2.32	2.66
11.33	0.45	0.68	0.96	1.30	1.64	1.98	2.32	2.66
<hr/>								
11.35	0.45	0.68	0.96	1.31	1.65	1.99	2.33	2.67
11.36	0.45	0.68	0.97	1.31	1.65	1.99	2.33	2.67
11.37	0.45	0.68	0.97	1.31	1.65	1.99	2.33	2.67
11.39	0.46	0.68	0.97	1.31	1.65	1.99	2.33	2.68
11.40	0.46	0.68	0.97	1.31	1.65	2.00	2.34	2.68
<hr/>								
11.42	0.46	0.69	0.97	1.31	1.66	2.00	2.34	2.68
11.43	0.46	0.69	0.97	1.31	1.66	2.00	2.34	2.69
11.46	0.46	0.69	0.97	1.32	1.66	2.01	2.35	2.69
11.47	0.46	0.69	0.97	1.32	1.66	2.01	2.35	2.70
11.48	0.46	0.69	0.98	1.32	1.66	2.01	2.35	2.70
<hr/>								
11.51	0.46	0.69	0.98	1.32	1.67	2.01	2.36	2.70
11.53	0.46	0.69	0.98	1.33	1.67	2.02	2.36	2.71
11.55	0.46	0.69	0.98	1.33	1.67	2.02	2.37	2.71
11.56	0.46	0.69	0.98	1.33	1.68	2.02	2.37	2.72
11.58	0.46	0.69	0.98	1.33	1.68	2.03	2.37	2.72
<hr/>								
11.59	0.46	0.70	0.99	1.33	1.68	2.03	2.38	2.72
11.61	0.46	0.70	0.99	1.34	1.68	2.03	2.38	2.73
11.62	0.46	0.70	0.99	1.34	1.68	2.03	2.38	2.73
11.64	0.47	0.70	0.99	1.34	1.69	2.04	2.39	2.74
11.66	0.47	0.70	0.99	1.34	1.69	2.04	2.39	2.74

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES				SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE					
Base Hourly Rate	A1	B2	B3 C2	B4 A1 D2	B5 C4 M	B6 C4 D4	C6 D6	D6	
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5	
11.68	0.47	0.70	0.99	1.34	1.69	2.04	2.39	2.74	
11.72	0.47	0.70	1.00	1.35	1.70	2.05	2.40	2.75	
11.73	0.47	0.70	1.00	1.35	1.70	2.05	2.40	2.76	
11.75	0.47	0.71	1.00	1.35	1.70	2.06	2.41	2.76	
11.78	0.47	0.71	1.00	1.35	1.71	2.06	2.41	2.77	
11.80	0.47	0.71	1.00	1.36	1.71	2.07	2.42	2.77	
11.81	0.47	0.71	1.00	1.36	1.71	2.07	2.42	2.78	
11.83	0.47	0.71	1.01	1.36	1.72	2.07	2.43	2.78	
11.85	0.47	0.71	1.01	1.36	1.72	2.07	2.43	2.78	
11.88	0.48	0.71	1.01	1.37	1.72	2.08	2.44	2.79	
11.92	0.48	0.72	1.01	1.37	1.73	2.09	2.44	2.80	
11.94	0.48	0.72	1.01	1.37	1.73	2.09	2.45	2.81	
11.96	0.48	0.72	1.02	1.38	1.73	2.09	2.45	2.81	
11.97	0.48	0.72	1.02	1.38	1.74	2.09	2.45	2.81	
11.99	0.48	0.72	1.02	1.38	1.74	2.10	2.46	2.82	
12.00	0.48	0.72	1.02	1.38	1.74	2.10	2.46	2.82	
12.01	0.48	0.72	1.02	1.38	1.74	2.10	2.46	2.82	
12.04	0.48	0.72	1.02	1.38	1.75	2.11	2.47	2.83	
12.05	0.48	0.72	1.02	1.39	1.75	2.11	2.47	2.83	
12.08	0.48	0.72	1.03	1.39	1.75	2.11	2.48	2.84	
12.11	0.48	0.73	1.03	1.39	1.76	2.12	2.48	2.85	
12.12	0.48	0.73	1.03	1.39	1.76	2.12	2.48	2.85	
12.13	0.49	0.73	1.03	1.39	1.76	2.12	2.49	2.85	
12.14	0.49	0.73	1.03	1.40	1.76	2.12	2.49	2.85	
12.15	0.49	0.73	1.03	1.40	1.76	2.13	2.49	2.86	
12.17	0.49	0.73	1.03	1.40	1.76	2.13	2.49	2.86	
12.19	0.49	0.73	1.04	1.40	1.77	2.13	2.50	2.86	
12.22	0.49	0.73	1.04	1.41	1.77	2.14	2.51	2.87	
12.25	0.49	0.74	1.04	1.41	1.78	2.14	2.51	2.88	
12.26	0.49	0.74	1.04	1.41	1.78	2.15	2.51	2.88	

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APPENDIX "A-2"/APPENDICE "A-2"

## HOSPITAL SERVICES: SUPERVISORY RATES

## SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
12.33	0.49	0.74	1.05	1.42	1.79	2.16	2.53	2.90
12.34	0.49	0.74	1.05	1.42	1.79	2.16	2.53	2.90
12.35	0.49	0.74	1.05	1.42	1.79	2.16	2.53	2.90
12.36	0.49	0.74	1.05	1.42	1.79	2.16	2.53	2.90
12.38	0.50	0.74	1.05	1.42	1.80	2.17	2.54	2.91
12.39	0.50	0.74	1.05	1.42	1.80	2.17	2.54	2.91
12.40	0.50	0.74	1.05	1.43	1.80	2.17	2.54	2.91
12.41	0.50	0.74	1.05	1.43	1.80	2.17	2.54	2.92
12.42	0.50	0.75	1.06	1.43	1.80	2.17	2.55	2.92
12.43	0.50	0.75	1.06	1.43	1.80	2.18	2.55	2.92
12.44	0.50	0.75	1.06	1.43	1.80	2.18	2.55	2.92
12.48	0.50	0.75	1.06	1.44	1.81	2.18	2.56	2.93
12.49	0.50	0.75	1.06	1.44	1.81	2.19	2.56	2.94
12.52	0.50	0.75	1.06	1.44	1.82	2.19	2.57	2.94
12.54	0.50	0.75	1.07	1.44	1.82	2.19	2.57	2.95
12.59	0.50	0.76	1.07	1.45	1.83	2.20	2.58	2.96
12.62	0.50	0.76	1.07	1.45	1.83	2.21	2.59	2.97
12.65	0.51	0.76	1.08	1.45	1.83	2.21	2.59	2.97
12.68	0.51	0.76	1.08	1.46	1.84	2.22	2.60	2.98
12.71	0.51	0.76	1.08	1.46	1.84	2.22	2.61	2.99
12.72	0.51	0.76	1.08	1.46	1.84	2.23	2.61	2.99
12.73	0.51	0.76	1.08	1.46	1.85	2.23	2.61	2.99
12.75	0.51	0.77	1.08	1.47	1.85	2.23	2.61	3.00
12.77	0.51	0.77	1.09	1.47	1.85	2.23	2.62	3.00
12.79	0.51	0.77	1.09	1.47	1.85	2.24	2.62	3.01
12.80	0.51	0.77	1.09	1.47	1.86	2.24	2.62	3.01
12.82	0.51	0.77	1.09	1.47	1.86	2.24	2.63	3.01
12.83	0.51	0.77	1.09	1.48	1.86	2.25	2.63	3.02
12.85	0.51	0.77	1.09	1.48	1.86	2.25	2.63	3.02
12.86	0.51	0.77	1.09	1.48	1.86	2.25	2.64	3.02

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES			SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE						
Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D6	D6	
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5	
12.90	0.52	0.77	1.10	1.48	1.87	2.26	2.64	3.03	
12.92	0.52	0.78	1.10	1.49	1.87	2.26	2.65	3.04	
12.95	0.52	0.78	1.10	1.49	1.88	2.27	2.65	3.04	
12.96	0.52	0.78	1.10	1.49	1.88	2.27	2.66	3.05	
13.00	0.52	0.78	1.11	1.50	1.89	2.28	2.67	3.06	
13.01	0.52	0.78	1.11	1.50	1.89	2.28	2.67	3.06	
13.02	0.52	0.78	1.11	1.50	1.89	2.28	2.67	3.06	
13.03	0.52	0.78	1.11	1.50	1.89	2.28	2.67	3.06	
13.04	0.52	0.78	1.11	1.50	1.89	2.28	2.67	3.06	
13.06	0.52	0.78	1.11	1.50	1.89	2.29	2.68	3.07	
13.09	0.52	0.79	1.11	1.51	1.90	2.29	2.68	3.08	
13.11	0.52	0.79	1.11	1.51	1.90	2.29	2.69	3.08	
13.13	0.52	0.79	1.12	1.51	1.90	2.30	2.69	3.09	
13.20	0.52	0.79	1.12	1.52	1.91	2.31	2.71	3.10	
13.28	0.52	0.80	1.13	1.53	1.93	2.32	2.72	3.12	
13.29	0.52	0.80	1.13	1.53	1.93	2.33	2.72	3.12	
13.31	0.52	0.80	1.13	1.53	1.93	2.33	2.73	3.13	
13.32	0.52	0.80	1.13	1.53	1.93	2.33	2.73	3.13	
13.36	0.52	0.80	1.14	1.54	1.94	2.34	2.74	3.14	
13.41	0.54	0.80	1.14	1.54	1.94	2.35	2.75	3.15	
13.43	0.54	0.81	1.14	1.54	1.95	2.35	2.75	3.16	
13.45	0.54	0.81	1.14	1.55	1.95	2.36	2.76	3.16	
13.52	0.54	0.81	1.15	1.55	1.96	2.37	2.77	3.18	
13.53	0.54	0.81	1.15	1.56	1.96	2.37	2.77	3.18	
13.55	0.54	0.81	1.15	1.56	1.96	2.37	2.78	3.18	
13.56	0.54	0.81	1.15	1.56	1.97	2.37	2.78	3.19	
13.58	0.54	0.81	1.15	1.56	1.97	2.38	2.78	3.19	
13.60	0.54	0.82	1.16	1.56	1.97	2.38	2.79	3.20	
13.64	0.54	0.82	1.16	1.57	1.97	2.38	2.79	3.20	
13.94	0.55	0.82	1.16	1.57	1.98	2.39	2.80	3.21	



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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES			SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE					
Base Hourly Rate	A1	E2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C5 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
13.65	0.55	0.82	1.16	1.57	1.98	2.39	2.80	3.21
13.76	0.55	0.83	1.17	1.58	2.00	2.41	2.82	3.23
13.83	0.55	0.83	1.18	1.59	2.01	2.42	2.84	3.25
13.84	0.55	0.83	1.18	1.59	2.01	2.42	2.84	3.25
13.86	0.55	0.83	1.18	1.59	2.01	2.43	2.84	3.26
13.91	0.56	0.83	1.18	1.60	2.02	2.43	2.85	3.27
13.93	0.56	0.84	1.18	1.60	2.02	2.44	2.86	3.27
13.94	0.56	0.84	1.18	1.60	2.02	2.44	2.86	3.28
13.97	0.56	0.84	1.19	1.61	2.03	2.44	2.86	3.28
13.99	0.56	0.84	1.19	1.61	2.03	2.45	2.87	3.29
14.01	0.56	0.84	1.19	1.61	2.03	2.45	2.87	3.29
14.03	0.56	0.84	1.19	1.61	2.03	2.46	2.88	3.30
14.13	0.57	0.85	1.20	1.62	2.05	2.47	2.90	3.32
14.15	0.57	0.85	1.20	1.63	2.05	2.48	2.90	3.33
14.20	0.57	0.85	1.21	1.63	2.06	2.49	2.91	3.34
14.26	0.57	0.86	1.21	1.64	2.07	2.50	2.92	3.35
14.28	0.57	0.86	1.21	1.64	2.07	2.50	2.93	3.36
14.32	0.57	0.86	1.22	1.65	2.08	2.51	2.94	3.37
14.33	0.57	0.86	1.22	1.65	2.08	2.51	2.94	3.37
14.35	0.57	0.86	1.22	1.65	2.08	2.51	2.94	3.37
14.41	0.58	0.86	1.22	1.66	2.09	2.52	2.95	3.39
14.47	0.58	0.87	1.23	1.66	2.10	2.53	2.97	3.40
14.50	0.58	0.87	1.23	1.67	2.10	2.54	2.97	3.41
14.53	0.58	0.87	1.24	1.67	2.11	2.54	2.98	3.41
14.55	0.58	0.87	1.24	1.67	2.11	2.55	2.98	3.42
14.57	0.58	0.87	1.24	1.68	2.11	2.55	2.99	3.42
14.59	0.58	0.88	1.24	1.68	2.12	2.55	2.99	3.43
14.63	0.59	0.88	1.24	1.68	2.13	2.56	3.00	3.44
14.67	0.59	0.88	1.25	1.69	2.13	2.57	3.01	3.45
14.68	0.59	0.88	1.25	1.69	2.13	2.57	3.01	3.45

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TABLEAU n°4 / ANNEXE n°4

HOSPITAL SERVICES: SUPERVISORY RATES				SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE					
Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6	
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5	
14.70	0.59	0.88	1.25	1.69	2.13	2.57	3.01	3.45	
14.71	0.59	0.88	1.25	1.69	2.13	2.57	3.02	3.46	
14.73	0.59	0.88	1.25	1.69	2.14	2.58	3.02	3.46	
14.85	0.59	0.89	1.26	1.71	2.15	2.60	3.04	3.49	
14.90	0.60	0.89	1.27	1.71	2.16	2.61	3.05	3.50	
14.91	0.60	0.89	1.27	1.71	2.16	2.61	3.06	3.50	
14.92	0.60	0.90	1.27	1.72	2.16	2.61	3.06	3.51	
14.94	0.60	0.90	1.27	1.72	2.17	2.61	3.06	3.51	
14.97	0.60	0.90	1.27	1.72	2.17	2.62	3.07	3.52	
14.99	0.60	0.90	1.27	1.72	2.17	2.62	3.07	3.52	
15.00	0.60	0.90	1.28	1.73	2.18	2.63	3.08	3.53	
15.04	0.60	0.90	1.28	1.73	2.18	2.63	3.08	3.53	
15.13	0.61	0.91	1.29	1.74	2.19	2.65	3.10	3.56	
15.14	0.61	0.91	1.29	1.74	2.20	2.65	3.10	3.56	
15.15	0.61	0.91	1.29	1.74	2.20	2.65	3.11	3.56	
15.19	0.61	0.91	1.29	1.75	2.20	2.66	3.11	3.57	
15.23	0.61	0.91	1.29	1.75	2.21	2.67	3.12	3.58	
15.26	0.61	0.92	1.30	1.75	2.21	2.67	3.13	3.59	
15.28	0.61	0.92	1.30	1.76	2.22	2.67	3.13	3.59	
15.30	0.61	0.92	1.30	1.76	2.22	2.68	3.14	3.60	
15.32	0.61	0.92	1.30	1.76	2.22	2.68	3.14	3.60	
15.33	0.61	0.92	1.30	1.76	2.22	2.68	3.14	3.60	
15.34	0.61	0.92	1.30	1.76	2.22	2.68	3.14	3.60	
15.35	0.61	0.92	1.30	1.77	2.23	2.69	3.15	3.61	
15.36	0.61	0.92	1.31	1.77	2.23	2.69	3.15	3.61	
15.40	0.62	0.92	1.31	1.77	2.23	2.70	3.16	3.62	
15.41	0.62	0.92	1.31	1.77	2.23	2.70	3.16	3.62	
15.44	0.62	0.93	1.31	1.78	2.24	2.70	3.17	3.63	
15.45	0.62	0.93	1.31	1.78	2.24	2.70	3.17	3.63	
15.51	0.62	0.93	1.32	1.78	2.25	2.71	3.18	3.64	

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APPENDIX "A-2"/APPENDICE "A-2"

HOSPITAL SERVICES: SUPERVISORY RATES

SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 C2	B4 C1 D2	B5 C4 M	B6 C5 D4	O6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
15.58	0.62	0.93	1.32	1.79	2.26	2.73	3.19	3.66
15.59	0.62	0.94	1.33	1.79	2.26	2.73	3.20	3.66
15.61	0.62	0.94	1.33	1.80	2.26	2.73	3.20	3.67
15.62	0.62	0.94	1.33	1.80	2.26	2.73	3.20	3.67
15.63	0.63	0.94	1.33	1.80	2.27	2.74	3.20	3.67
15.64	0.63	0.94	1.33	1.80	2.27	2.74	3.21	3.68
15.66	0.63	0.94	1.33	1.80	2.27	2.74	3.21	3.68
15.67	0.63	0.94	1.33	1.80	2.27	2.74	3.21	3.68
15.72	0.63	0.94	1.34	1.81	2.28	2.75	3.22	3.69
15.74	0.63	0.94	1.34	1.81	2.28	2.75	3.23	3.70
15.78	0.63	0.95	1.34	1.81	2.29	2.76	3.23	3.71
15.87	0.63	0.95	1.35	1.83	2.30	2.78	3.25	3.73
15.89	0.64	0.95	1.35	1.83	2.30	2.78	3.26	3.73
15.95	0.64	0.96	1.36	1.83	2.31	2.79	3.27	3.75
15.97	0.64	0.96	1.36	1.84	2.32	2.79	3.27	3.75
15.98	0.64	0.96	1.36	1.84	2.32	2.80	3.28	3.76
15.99	0.64	0.96	1.36	1.84	2.32	2.80	3.28	3.76
16.02	0.64	0.96	1.36	1.84	2.32	2.80	3.28	3.76
16.04	0.64	0.96	1.36	1.84	2.33	2.81	3.29	3.77
16.06	0.64	0.96	1.37	1.85	2.33	2.81	3.29	3.77
16.07	0.64	0.96	1.37	1.85	2.33	2.81	3.29	3.78
16.08	0.64	0.96	1.37	1.85	2.33	2.81	3.30	3.78
16.09	0.64	0.97	1.37	1.85	2.33	2.82	3.30	3.78
16.10	0.64	0.97	1.37	1.85	2.33	2.82	3.30	3.78
16.11	0.64	0.97	1.37	1.85	2.34	2.82	3.30	3.79
16.16	0.65	0.97	1.37	1.86	2.34	2.83	3.31	3.80
16.17	0.65	0.97	1.37	1.86	2.34	2.83	3.31	3.80
16.18	0.65	0.97	1.38	1.86	2.35	2.83	3.32	3.80
16.19	0.65	0.97	1.38	1.86	2.35	2.83	3.32	3.80
16.21	0.65	0.97	1.38	1.86	2.35	2.84	3.32	3.80

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APPENDIX 1-2<sup>II</sup>/APPENDICE 1-2<sup>II</sup>

HOSPITAL SERVICES: SUPERVISORY RATES

SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
16.22	0.65	0.97	1.38	1.87	2.35	2.84	3.33	3.81
16.24	0.65	0.97	1.38	1.87	2.35	2.84	3.33	3.82
16.35	0.65	0.98	1.39	1.88	2.37	2.86	3.35	3.84
16.37	0.65	0.98	1.39	1.88	2.37	2.86	3.36	3.85
16.40	0.66	0.98	1.39	1.89	2.38	2.87	3.36	3.85
16.41	0.66	0.98	1.39	1.89	2.38	2.87	3.36	3.86
16.44	0.66	0.99	1.40	1.89	2.38	2.88	3.37	3.86
16.45	0.66	0.99	1.40	1.89	2.39	2.88	3.37	3.87
16.50	0.66	0.99	1.40	1.90	2.39	2.89	3.38	3.88
16.54	0.66	0.99	1.41	1.90	2.40	2.89	3.39	3.89
16.55	0.66	0.99	1.41	1.90	2.40	2.90	3.39	3.89
16.59	0.66	1.00	1.41	1.91	2.41	2.90	3.40	3.90
16.63	0.67	1.00	1.41	1.91	2.41	2.91	3.41	3.91
16.73	0.67	1.00	1.42	1.92	2.43	2.93	3.43	3.93
16.82	0.67	1.01	1.43	1.93	2.44	2.94	3.45	3.95
16.83	0.67	1.01	1.43	1.94	2.44	2.95	3.45	3.96
16.84	0.67	1.01	1.43	1.94	2.44	2.95	3.45	3.96
16.86	0.67	1.01	1.43	1.94	2.44	2.95	3.46	3.96
16.87	0.67	1.01	1.43	1.94	2.45	2.95	3.46	3.96
16.88	0.68	1.01	1.43	1.94	2.45	2.95	3.46	3.97
16.91	0.68	1.01	1.44	1.94	2.45	2.96	3.47	3.97
16.92	0.68	1.02	1.44	1.95	2.45	2.96	3.47	3.98
16.97	0.68	1.02	1.44	1.95	2.46	2.97	3.48	3.99
17.00	0.68	1.02	1.45	1.96	2.47	2.98	3.49	4.00
17.02	0.68	1.02	1.45	1.96	2.47	2.98	3.49	4.00
17.05	0.68	1.02	1.45	1.96	2.47	2.98	3.50	4.01
17.09	0.68	1.03	1.45	1.97	2.48	2.99	3.50	4.02
17.11	0.68	1.03	1.45	1.97	2.48	2.99	3.51	4.02
17.13	0.69	1.03	1.46	1.97	2.48	3.00	3.51	4.03
17.19	0.69	1.03	1.46	1.98	2.49	3.01	3.52	4.04

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APPENDIX "A-2"/APPENDICE "A-2"

## HOSPITAL SERVICES: SUPERVISORY RATES

## SERVICES HOSPITALIERS: TAUX DE SURVEILLANCE

Base Hourly Rate	A1	B2	B3 C2	B4 C3 D2	B5 C4 D3	B6 C5 D4	C6 D5	D6
Taux Horaire de Base	4.0	6.0	8.5	11.5	14.5	17.5	20.5	23.5
17.22	0.69	1.03	1.46	1.98	2.50	3.01	3.53	4.05
17.23	0.69	1.03	1.46	1.98	2.50	3.02	3.53	4.05
17.26	0.69	1.04	1.47	1.98	2.50	3.02	3.54	4.06
17.30	0.69	1.04	1.47	1.99	2.51	3.03	3.55	4.07
17.32	0.69	1.04	1.47	1.99	2.51	3.03	3.55	4.07
17.33	0.69	1.04	1.47	1.99	2.51	3.03	3.55	4.07
17.37	0.69	1.04	1.48	2.00	2.52	3.04	3.56	4.08
17.38	0.70	1.04	1.48	2.00	2.52	3.04	3.56	4.08
17.51	0.70	1.05	1.49	2.01	2.54	3.06	3.59	4.11
17.54	0.70	1.05	1.49	2.02	2.54	3.07	3.60	4.12
17.59	0.70	1.06	1.50	2.02	2.55	3.08	3.61	4.13
17.60	0.70	1.06	1.50	2.02	2.55	3.08	3.61	4.14
17.62	0.70	1.06	1.50	2.03	2.55	3.08	3.61	4.14
17.70	0.71	1.06	1.50	2.04	2.57	3.10	3.63	4.16
17.72	0.71	1.06	1.51	2.04	2.57	3.10	3.63	4.16
17.82	0.71	1.07	1.51	2.05	2.58	3.12	3.65	4.19
17.85	0.71	1.07	1.52	2.05	2.59	3.12	3.66	4.19
17.90	0.72	1.07	1.52	2.06	2.60	3.13	3.67	4.21
17.91	0.72	1.07	1.52	2.06	2.60	3.13	3.67	4.21
17.92	0.72	1.08	1.52	2.06	2.60	3.14	3.67	4.21
17.95	0.72	1.08	1.53	2.06	2.60	3.14	3.68	4.22
18.04	0.72	1.08	1.53	2.07	2.62	3.16	3.70	4.24
18.05	0.72	1.08	1.53	2.08	2.62	3.16	3.70	4.24
18.07	0.72	1.08	1.54	2.08	2.62	3.16	3.70	4.25
18.12	0.72	1.09	1.54	2.08	2.63	3.17	3.71	4.26
18.13	0.73	1.09	1.54	2.08	2.63	3.17	3.72	4.26
18.17	0.73	1.09	1.54	2.09	2.63	3.18	3.72	4.27
18.23	0.73	1.09	1.55	2.10	2.64	3.19	3.74	4.28
18.24	0.73	1.09	1.55	2.10	2.64	3.19	3.74	4.29
18.43	0.74	1.11	1.57	2.12	2.67	3.23	3.78	4.33



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APPENDIX "B"MEMORANDUM OF UNDERSTANDINGSHIFT PRINCIPLE

1.01 It is recognized that certain full-time indeterminate employees whose hours of work are regularly scheduled on a shift basis in accordance with clause 21.02 of the Hospital Services (S & NS) Collective Agreement and who receive Shift Premium (clause M-31.01) in accordance with Article M-31 (hereinafter referred to as a shift work employee) are required to attend certain proceedings, under this collective agreement as identified in clause 1.01(a) and certain other proceedings identified in clause 1.01(b) which normally take place between the hours of 9 a.m. to 5 p.m. from Mondays to Fridays inclusive.

When a shift work employee is scheduled to work on the day of that proceeding and when the proceeding is not scheduled during the employee's scheduled shift for that day and when the majority of the hours of the employee's scheduled shift on that day do not fall between the hours of 9 a.m. to 5 p.m., upon written application by the employee, the Employer shall endeavour, where possible, to change the shift work employee's shift on the day of the proceeding so that the majority of the hours fall between 9 a.m. to 5 p.m. provided that operational requirements are met, there is no increase in cost to the Employer and sufficient advance notice is given by the employee.

(a) Certain Proceedings Under This Agreement

- (i) PSSRB Proceedings Clauses M-14.01, M-14.02, M-14.04, M-14.05 and M-14.06
- (ii) Personnel Selection Process Clause M-21.12

- (iii) Contract Negotiation and Preparatory Contract Negotiation Meetings Clauses M-14.10 and M-14.11

(b) Certain Other Proceedings


- (i) Training Courses which the employee is required to attend by the Employer.
- (ii) To write Provincial Certification Examinations which are a requirement for the continuation of the performance of the duties of the employee's position.

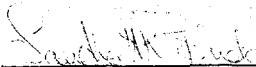
SIGNED AT OTTAWA, this 7th day of the month of June 1990.

THE TREASURY BOARD  
OF  
CANADA

THE PUBLIC SERVICE  
ALLIANCE OF  
CANADA

  
Peter Hunt

  
Albert S. Burke

  
Sandra H.K. Budd

  
Ron Cochrane