

**STANDARD
COLLECTIVE
AGREEMENT**

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EFF.	86	04	01
TERM.	89	03	31
No. OF EMPLOYEES	1700		
NOMBRE D'EMPLOYÉS	JF		

between

CERTAIN EMPLOYERS REPRESENTED BY

CCERA

The Continuing Care
Employee Relations Association
of British Columbia

and



**Hospital
Employees
Union** Local 180

April 1, 1986 to March 31, 1989

0865101

**CONTINUING CARE EMPLOYEE RELATIONS
ASSOCIATION OF BRITISH COLUMBIA**

#300 - 2024 West 12th Avenue
Vancouver, B.C. V6J 4Y4
Telephone: (604) 736-8691

AND

HOSPITAL EMPLOYEES' UNION, LOCAL 180

J. D. GEROW, Secretary-Business Manager

Provincial Office:

8th Floor, 1111 West Georgia Street
Vancouver, B.C. V6E 3G7
Telephone: 734-3431 Toll Free 1-800-972-2203

Vancouver Island Office:

1402 Stadacona Avenue
Victoria, B.C. V8S 3T1
Telephone: 595-4433 Toll Free 1-800-742-8001

Okanagan Regional Office:

#103 - 2359 Highway 97 North
Kelowna, B.C. V1X 4H9
Telephone: 860-5115

Kootenay Regional Office:

745 Baker Street
Nelson, B.C. V1L 4J5

Northern Regional Office:

829 Victoria Street
Prince George, B.C. V2L 2K7
Telephone: 564-2102

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DEFINITIONS

For the purpose Of this Agreement:

1. "Employer" means:

Arrowsmith Lodge ✓	Kiwanis Park Lodge ✓
Beckley Farm Lodge ✓	Kiwanis Village Care Home ✓
Buchanan Memorial Sunset Lodge ✓	Luther Court ✓
Cedarview Lodge ✓	M.S.A. Manor ✓
Central City Mission ✓	Nanaimo Travellers Lodge ✓
COOPER Place ✓	Nelson Jubilee Manor ✓
Dr. F.W. Green Memorial Home ✓	New Vista Care Home ✓
Evergreen Baptist Home ✓	Richmond Lions Manor ✓
Golden Ears Retirement Centre ✓	Rosewood Manor ✓
Grandview Towers II ✓	Royal Arch Masonic Home ✓
Greenwoods ✓	Sagebrush Lodge ✓
Hardy View Lodge ✓	Salvation Army Sunset Lodge ✓
Haro Park Centre ✓	St. Jude's Anglican Home ✓
Kimberley Special Care Home ✓	Sunnybank Centre ✓
Kinsmen Retirement Centre ✓	Three Links Care Centre ✓
Kiro Manor ✓	Trinity Centre Care Society ✓

2. "Union" means the Hospital Employees' Union (H.E.U.), Local 180, hereinafter referred to as "the Union."

3. "Bargaining Unit" is the unit comprised of all employees of the Employer described in the Certifications issued, except ~~those~~ employees in positions mutually agreed to by the Parties.

4. "Common-law spouse" is defined as a man or woman not married to each other, who have lived together as husband and wife for a period of not less than two (2) years.

~~This~~ definitions shall apply to the following Sections of the Agreement:

Article VII, Section 6	— Compassionate Leave
Article XI, Section 9 (a) to (c)	— Medical Plan
	— Dental Plan
	— Extended Health Care Plan

PREAMBLE

WHEREAS the Union is a trade union formed by and including certain employees of the Employer;

AND WHEREAS the parties wish to make provision herein for the orderly and expeditious consideration and settlement of all matters of collective bargaining and of mutual interest, including wages, hours, working conditions, and the adjustment of grievances, with respect to the employees of the Employer for whom the Union has been certified as bargaining agent;

AND WHEREAS it is obligatory upon the Employer that an efficient operation be maintained;

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties hereto in consideration of the mutual covenants hereinafter contained, agree each with the other as follows:

Article I
RECOGNITION OF THE UNION

Section 1 — Sole Bargaining Agency

The **Employer** recognizes the Union as the sole bargaining agency on behalf of the **employees** for whom the Union has been certified as bargaining agent with respect to wages, hours of work, terms and conditions of employment during the life of this Agreement.

Section 2 — Union Shop

Employees in the **Bargaining Unit** who were employed by the Employer and were not members of the **Union** prior to date of certification by the Union, shall have the option of:

- (a) applying for membership in the Union, which membership they shall maintain, or
- (b) not applying for membership in the Union but, as a condition of employment, shall authorize the deduction from their pay cheques of an amount equal to Union Dues and Assessments, and shall be deemed to have made an irrevocable assignment under Article I, Section 2.

All other employees in the **Bargaining Unit** shall maintain membership in the Union as a condition of employment. ~~Employees who are brought~~ within the **Bargaining Unit**, including newly-hired employees, shall become members of the Union within thirty (30) days after their initial date of employment in the **Bargaining Unit**.

Where the Employer has knowledge of an employee failing to maintain Union membership, or the check-off of Union Dues or an amount equal to Union Dues, the **Employer** shall so advise the Union and, in turn, the Union shall advise the employee in writing. When the Employer is advised by the Union of non-compliance of either of the above, the Employer shall terminate the services of the employee within thirty (30) days of written advice as noted above.

In the event an employee is terminated pursuant to this Section, the following provisions shall not be applicable to the employee:

- Grievance Procedure Article IV, Section 6
- Dismissal/Suspension for Alleged Cause Article IV, Section 7
- Employer's Notice of Termination Article X, Section 3

Definition of Employee Status

(1) Regular Full-Time Employee

A regular full time employee is one who works full time on a regularly scheduled basis. Regular full time employees accumulate seniority and are entitled to all benefits outlined in this Collective Agreement.

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(2) Regular Part-Time Employee

A regular part time employee is one who works less than full time on a regularly scheduled basis. Regular part time employees accumulate seniority on an hourly basis and are entitled to all benefits outlined in this Collective Agreement, subject only to the 'Addendum on Part Time Employees'.

(3) Casual Employees

A casual employee is one who is not regularly scheduled to work other than during periods that such employee shall relieve a regular full time or regular part time employee. Casual employees accumulate seniority on an hourly basis and are entitled to such benefits as are contained in the 'Addendum on Casual Employees'.

(4) Restriction of Employee Status

The status of all employees covered by this Collective Agreement shall be defined under one of the preceding three (3) definitions. If a dispute arises over the proper allocation of employee status, such dispute shall be resolved through Article IV, Section 6 — Grievance Procedure.

Section 3 — Union Check-Off and Induction

The Employer agrees to the monthly check-off of all Union dues, assessments, initiation fees, and written assignments of amounts equal to Union dues, provided there are sufficient wages owing an employee to cover the deductions.

Such deductions shall be remitted to the Union within a period not to exceed twenty-one (21) days after the date of deduction and, as a condition of continued employment, employees shall sign a wage assignment covering such deductions.

The Employer shall provide the Union's Provincial Office with a list of all employees hired, and all employees who have left the employ of the Employer (who shall be designated as terminated and shall include discharges, resignations, retirements and deaths) in the previous month along with a list of all employees in the Bargaining Unit and their employee status and the amount of dues or equivalent monies currently being deducted for each employee. Such list shall be forwarded along with the deductions as above.

The Employer agrees to sign into the Union all new employees whose jobs are in the Bargaining Unit in accordance with the provisions of Article I, Section 2 — Union Shop.

The Employer shall supply each employee, without charge, a receipt in a form acceptable to Revenue Canada for income tax purposes, which shall record the amount of all deductions paid to the Union by employees during the taxation year. The receipts shall be mailed or delivered to employees prior to March 1 of the year following each taxation year.

At the beginning of each calendar month, the Employer shall provide the opportunity for a Union-designated representative to meet with any new employees hired within the previous thirty (30) days.

The Employer shall schedule a meeting for this purpose any day between Monday and Friday and between 0900 and 1700 hours, and will not deduct wages or benefits from those employees in attendance.

New employees shall receive regular wages while attending such meetings, but regular wages shall be limited to and shall not include any overtime even in cases in which the meeting is scheduled outside of and in addition to the scheduled work of the employees.

Section 4 — Shop Stewards

The Employer agrees to the operation of a Shop Steward system which shall be governed by the following:

- (1) Shop Stewards may be appointed by the Union on the basis of one (1) Shop Steward for every fifty (50) employees covered by this agreement, or major portion thereof, with a minimum number of two (2) to a maximum of twenty (20).
- (2) The Employer is to be kept advised of all Shop Steward appointments.
- (3) One (1) Shop Steward, or Union Committee member, shall be appointed by the Union as Chief Shop Steward who may present or assist in the presentation of any grievance.
- (4) When the absence of more than one (1) Shop Steward or Union Committee member shall interfere with the proper operation of a department, then no more than one (1) Shop Steward or Union Committee member from any one department shall be given leave of absence to transact Union business at any one time.
- (5) When a Shop Steward or Union Committee member is the only employee on duty in a department and where his/her absence would unduly interfere with the proper operation of the department, then such Shop Steward or Union Committee member may be refused leave of absence to transact Union business.

Section 5 — No Discrimination

The Employer and the Union subscribe to the principles of the Human Rights Code of British Columbia.

The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee for reason of membership or activity in the Union.

The Union and the Employer agree that employees are entitled to work in an environment which is free from sexual harassment by employees including management employees and the Employer agrees to take appropriate action where such sexual harassment is found to exist.

Article II
MANAGEMENT RIGHTS

Section 1 — Direction of Work Force

The **management** of the Employer's business, and the direction of the working forces **including** the hiring, **firing**, promotion and demotion of employees, is vested exclusively in the Employer, except as may be otherwise specifically provided in this Agreement.

The Union agrees that all **employees** shall be governed by all rules as adopted by the Employer and **published** to employees **on** bulletin or notice boards, or by general distribution, provided such rules are not in conflict with this Agreement.

Section 2 — Notice of New and Changed Positions

(a) **New Positions**

In the event the Employer shall establish **any new position**, the classification and wage **rate** for the new position shall be **established** by the Employer and written notice shall be given to the Union, and **unless** notice of objection thereto by the Union is given to the Employer within sixty (60) calendar days after such notice, such classification and wage rate shall be **considered** to have been **agreed**. Where the Union objects, it shall provide **reasons** for the objection in writing subject to the provisions of Article VI, Section 12(c).

If the classification and/or wage rate established by the Employer for such new position is revised **as** a result of **negotiation** or **arbitration**, then the revised classification and wage rate shall **be effective** from the date when the new position was established.

(b) **Change in Duties**

In the event the Employer shall adopt significant new methods of **operation**, the Employer shall give written notice to the Union of those existing **jobs** which have been **affected** by such new methods of operation with respect to changes in job content, and/or required qualifications, **along** with any change in the job classification and/or wage rate.

If notice of objection is not received from the Union within sixty (60) calendar days after such notice, then the classification and wage rate shall be considered to have **been** agreed. Where the Union objects, it shall provide **specific reasons** for the objection in writing subject to the provisions in Article **VI, Section 12(c)**.

Article III
TECHNOLOGICAL, AUTOMATION & OTHER CHANGES

This Article shall not interfere with the right of the **Employer to** make such changes in methods of operation as **are** consistent with **technological** advances in **the** long term health **care** field.

The purpose of the following provisions is to preserve job security and stabilize employment and to protect as many regular employees as possible from loss of employment.

Section 1 — Definition of Displacement

Any employee classified as a regular employee shall be considered displaced by technological change when his/her services shall no longer be required as a result of a change in plant or equipment, or a change in a process or method of operation diminishing the total number of employees required to operate the long term care facility in which he/she is employed.

Section 2 — Notice of Displacement

Employees affected by technological change shall be given reasonable notification in advance and allowed a training period to acquire the necessary skill for retaining employment with the Employer commensurate with their seniority and ability.

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Section 3 — Bumping

It is agreed that in instances where a job is eliminated, either by automation or change in method of operation, employees affected shall have the right to transfer to a job in line with seniority, provided such transfer does not effect a promotion and provided, further, the employee possesses the ability to perform the duties of the new job. Employees affected by such rearrangement of jobs shall similarly transfer to jobs in line with seniority and ability.

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A transfer under this Section shall not be deemed to effect a promotion unless it results in an increase in the pay rate of the transferring employee in excess of three percent (3%) of his/her existing pay rate.

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Section 4 — Technological Displacement

The Employer agrees that, whenever possible, no employee shall lose employment because of technological change, utilizing normal turnover of staff to absorb such displaced employees. However, when necessary to reduce staff, it shall be done as outlined in Article VI, Sections 2 and 8.

Section 5 — Job Training

The Employer and the Union shall establish, at the request of either party, a Joint Committee on Training and Skill Upgrading for the following purposes:

- (1) for planning training programs for those employees affected by technological change;
- (2) for planning training programs to enable employees to qualify for new positions being planned through future expansion or renovation;
- (3) for planning training programs for those employees affected by new methods of operation;

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(4) for planning training programs in the area of general skill upgrading.

Whenever necessary, this Committee shall seek the assistance of **external** training resources such as the **Federal** Department of Manpower and **Provincial** Department of Labour, or other recognized training institutions.

Article IV

DISCUSSION OF DIFFERENCES

Section 1 -- Committee on Labour Relations

The Employer shall **appoint** and maintain a committee to be called the "Committee on Labour Relations", one member of which shall be designated as Chairman. The Employer at all times shall keep the Union informed of the individual membership of the Committee.

Section 2 -- Union Committee

The Union shall **appoint and** maintain a committee comprising persons who **are** employees of the **Employer**, and/or the Secretary-Business Manager or his representative, which shall be known as the Union Committee. The Union, at all times, shall keep the Employer informed of the individual membership of the Committee. There shall not be more than three (3) employees as members of **the** Committee on paid leave, in accordance with Article VI, Section 4(a), at any one time.

Section 3 -- Union/Management Meetings

The Union Committee and the Secretary-Business Manager of the Union, or his representative, shall, **as occasion warrants**, meet with the Committee on Labour Relations for the purpose of discussing and, if possible, resolving any grievance or dispute arising between the Employer and the employee concerned. However, these matters shall be introduced to such meetings only after the established grievance procedure has been followed.

Grievances of a general nature may be initiated by a member of either Committee in Stage (b) of the grievance procedure.

Section 4 -- Committee Meetings

All meetings **of** the said Committee on Labour Relations with the Union Committee and the Secretary-Business Manager, or his representative, shall **be** under the **chairmanship** of a member of the Committee on **Labour** Relations. Meetings shall be **held at the call** of the Chairman as promptly as possible on request in writing of **either party**.

The Employer and the Union shall **make** every effort to exchange written agendas at least one (1) week prior to meetings called under this section.

Section 5 — Conduct of Grievance Procedure

(a) **Union** Representation

No Shop Steward, Union Committee member, or employee shall leave his/her work area without obtaining the permission of his/her immediate **supervisor**. Employee-Shop Steward or Union Committee member discussions shall take place where resident **care** is not affected. Shop Stewards or Union Committee members shall be permitted to represent an employee's interest without loss of pay when such meetings are scheduled during the Shop Steward's or Union **Committee** member's hours **of work**.

(b) Grievance Investigations

Where an employee has asked or is obliged to be **represented** by the Union in relation to the presentation of a grievance and a **Shop** Steward or Union Committee member wishes to discuss the grievance with that employee, the employee and the Shop Steward **or** Union Committee member shall, where **operational** requirements **permit**, be given reasonable time off without loss of pay for this purpose when the discussion takes place at the Employer's place of business.

(c) Employee **Called as a** Witness

The Employer shall grant leave without loss of pay to an employee called **as** a witness by an arbitration board for such time as his/her attendance is reasonably required, provided the dispute involves the Employer. On application, the arbitration board may determine summarily the amount of time required for the attendance of any witness.

(d) **Arbitration Board Hearings**

Where operational requirements permit, **the** Employer shall grant leave without loss of pay to a reasonable number of employees **representing** the Union before **an** arbitration board, provided the dispute involves the Employer.

(e) **Right to Grieve Disciplinary** Action

Disciplinary action **grievable** by the employee shall include written **cessures**, letters of reprimand, and **adverse** reports or adverse performance evaluation. **An** employee shall be given a copy of any such document placed on the employee's file which might be the **basis** of disciplinary action. Should an employee dispute any such entry in his/her file, he/she shall be entitled to **recourse** through the grievance **procedure**, and the eventual resolution thereof shall become part of his/her personnel record. Any such document, other than official evaluation reports, shall be removed from the employee's file after the expiration of eighteen (18) months from the date it was issued provided there has not been a further infraction. The Employer agrees not to introduce **as** evidence in any hearing any document from the file of an employee, **the** existence of which the employee was not aware at the time of filing or within a reasonable period thereafter.

(f) Evaluation Reports

Where a formal evaluation of an employee's performance is carried out, the employee shall be provided with a copy to read and review. Provision shall be made on the evaluation form for an employee to sign it. The form shall provide for the employee's signature in two places, one indicating that the employee has read and accepts the evaluation, and the other indicating that the employee disagrees with the evaluation. The employee shall sign in one of the places provided within seven (7) calendar days. No employee may initiate a grievance regarding the contents of an evaluation report unless the signature indicates disagreement with the evaluation. The employee shall receive a copy of the evaluation report at the time of signing. An evaluation report shall not be changed after an employee has signed it, without the knowledge of the employee, and any such changes shall be subject to the grievance procedure.

(g) Notice of Union Representative Visits

The Union shall inform the Employer when a Union representative intends to visit the Employer's place of business for the purpose of conducting Union business. Such visits will not interrupt the operation of the facility.

(h) Personnel File

An employee, or the Secretary-Business Manager of the Union, or his designated representative, with the written authority of the employee, shall be entitled to review the employee's personnel file, in the office in which the file is normally kept, in order to facilitate the investigation of a grievance or an employee may review his/her file for personal reference.

The employee or the Secretary-Business Manager of the Union, as the case may be, shall give the Employer seven (7) days' notice prior to examining the file.

The personnel file shall not be made public or be shown to any other individual without the employee's written consent, except in the proper operation of the Employer's business (including the provision of employment references to other employers) and/or for purposes of the proper application of this agreement.

Section 6 --- Grievance Procedure

In the event of an employee having a grievance, the settlement of said grievance shall be handled under the following procedures:

- (a) The individual employee, with or without his/her Shop Steward or Union Committee member (at the employee's option), shall first discuss the matter with his/her immediate supervisor or head of his/her department within seven (7) calendar days of the occurrence of the grievance. Should a settlement not be agreed upon at this stage, then:
- (b) The grievance shall be reduced to writing, signed by the employee and the Shop Steward or Union Committee member, and shall be presented

to the immediate supervisor or head of the **department** by the Shop Steward, or Union Committee member, who shall discuss the grievance. Within seven **(7)** calendar days of receipt of the grievance, the supervisor or department head shall give his/her written reply. Failing a satisfactory settlement at this stage, then:

- (c) **The** grievance shall be a matter of discussion between the Union Secretary-Business Manager or his representative, with or without the Union Committee, and the Administrator or his/her designated representative.
- (d) If the grievance is not satisfactorily settled at this stage, then the written grievance shall be presented to the Committee on Labour Relations which shall meet with the Union Committee and the Union **Secretary-Business Manager** or his **representative**, as soon as practical. The findings or decisions of the **Committee** on Labour Relations shall **be** conveyed in writing to the Union and the head of the department, and this written statement shall bear the signature of the chief executive of the Employer. Failing settlement at this stage, the matter shall **be** referred to arbitration as provided in Article V.
- (e) If at Step (c) or (d) of the above procedure more than two **(2)** months passes before proceeding to the next step of the grievance procedure or to arbitration, either party may enquire, in writing, by registered letter, as to the status of such grievance. If within fourteen (14) days of receipt of such letter, the Union has not advanced the grievance to the next step, or the Employer or the Union has not referred the grievance to arbitration, the grievance will be deemed to be abandoned.

Section 7 — Dismissal/Suspension for Alleged Cause

- (1) Employees dismissed or suspended for alleged cause shall have the right within seven **(7)** calendar days after the date of dismissal or suspension to process a grievance directly to the Union Secretary-Business Manager or his designated representative.
- (2) Within fourteen **(14)** calendar days after the date of dismissal, the Union Secretary-Business Manager or his designated representative shall meet with the Administrator or his/her designated representative, to effect a resolution of the grievance. The decision of the Administrator or his/her designated representative shall be forwarded to the Union's Secretary-Business Manager or his designated representative, within seven (7) calendar days of the meeting.
- (3) If within seven (7) calendar days following the meeting in (2) above there is **no** resolution of the said grievance, the grievance shall immediately be referred to a sole arbitrator who shall be selected under the provisions of Article V, section 2.
- (4) The arbitrator shall schedule a hearing within seven (7) calendar days of his appointment. The arbitrator shall hear and determine the dispute and issue a verbal or written decision within seven **(7)** days of the conclusion of the

hearing. Such decision shall be final and binding upon the parties. Upon receipt of the decision, either party may request written reasons for the decision. The parties agree that the time limits for appeal under the Labour Code of British Columbia will commence with the issuance of written reasons of the decision.

(5) A sole arbitrator shall have the same powers and authority as an arbitration board established under the provisions of Article V, Section 3.

Section 8 -- Reinstatement of Employees

If, prior to the constitution of an Arbitration Board pursuant to Article V, it is found that an employee was disciplined or dismissed without just and reasonable cause, or improperly laid off, that employee shall be reinstated by the Employer without loss of pay with all of his/her rights, benefits, and privileges which he/she would have enjoyed if the lay-off, discipline or discharge had not taken place, or upon such other basis as the parties may agree.

Section 9 -- Legal Picket Line

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1 Refusal to cross a legally established picket line shall not constitute cause for discipline or dismissal. An employee who refuses to cross a legally established picket line shall be considered to be absent without pay.

Section 10 -- Industry Troubleshooter

Where a difference arises between the parties relating to the dismissal, discipline, or suspension of an employee, or to the interpretation, application, operation, or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of the Collective Agreement, Dalton Larson, or a substitute agreed to by the parties shall, at the request of either party:

- (a) investigate the difference;
- (b) define the issue in the difference; and
- (c) make written recommendations to resolve the difference;

within five (5) days of the date of receipt of the request, and for those five (5) days from that date, time does not run in respect of the grievance procedure.

In the event the parties are unable to agree on an Industry Troubleshooter within a period of thirty (30) days from the date this Collective Agreement is signed, either party may apply to the Minister of Labour for the Province of British Columbia to appoint such person.

Section 11 -- Expedited Arbitration

1. A representative of C.C.E.R.A. and the Secretary-Business Manager of the Union, or his designate, shall meet each month, or as often as is required, to review outstanding grievances to determine, by mutual agreement, those grievances suitable for expedited arbitration.

2. Those grievances agreed to be suitable for expedited arbitration shall be scheduled to be heard **on** the next available expedited arbitration date. Expedited arbitration dates shall be agreed to by the parties and shall be scheduled monthly or as otherwise mutually agreed to by the parties.
3. The location of the hearing is to be agreed to by the parties but will be at a location central to the geographic area **in** which the dispute arose.
4. **As** the process is intended **to** be informal, lawyers will not be **used** to represent either party.
5. All presentations **are to be** short and concise and are to include a **comprehensive** opening statement. **The** parties agree to **make** limited use of **authorities** during their presentations.
6. The decision of the arbitrator is to be completed on the agreed to form and mailed to the parties within three (3) working days of the hearing.
7. All decisions of the arbitrators **are to be** limited in application to that particular dispute and are without **prejudice**. These decisions shall have **no precedential** value and shall not **be** referred to by either party **in** any subsequent proceeding.
8. All settlement of proposed expedited arbitration cases made prior to hearing shall be without prejudice.
9. The parties shall **equally** share the costs of the fees and expenses of the arbitrator.
10. The expedited arbitrators, who shall act as sole arbitrators, shall be D.R. M u m **and** S.F.D. Kelleher, or substitutes mutually agreed to **by** the parties.
11. **The** expedited arbitrator shall have the same powers and authority as an arbitration board established under the provisions of Article V, excepting Article V, **Section 4**.
12. It is understood that it is not the intention of either party to appeal a decision of an expedited arbitration.
13. Any suspension for alleged cause that is not dealt with under this section shall be referred immediately to Article IV, Section 7 for resolution.

Article V ARBITRATION

Section 1 — Composition of the Board

Should the Committee on Labour Relations, the Union Committee, and the Secretary-Business Manager of the Union fail to settle any difference, grievance, or dispute whatsoever arising between the Employer and the Union, or the employees concerned, such difference, grievance or dispute, including any question as **to** whether **any** matter is arbitrable, but excluding re-negotiation of the Agreement shall, at the instance of either party, be referred **to** the

arbitration, determination and award of an arbitration board of three (3) members. Such Board shall be deemed to be a Board of Arbitration within the meaning of the ~~Labour~~ Code of British Columbia.

One member is to be appointed by the Committee on Labour Relations, one by the Union, and the third, who shall be the Chairperson of the arbitration board, by the two thus appointed or, failing such appointment within two (2) weeks after either party has given notice to the other requiring that such appointment be made, the Chairperson of the arbitration board shall be appointed on a rotating basis under the provisions of Section 2.

Section 2 — Panel of Arbitrators

A list shall be maintained by C.C.E.R.A./H.E.U. from which arbitrators shall be drawn in sequence commencing with the first arbitrator named below. The rotation shall be administered on an industry basis without regard to the facility in which the grievance originates:

1. D.R. Munroe, Q.C.
2. S.F.D. Kelleher
3. N. Morrison
4. H.A. Hope, Q.C.
5. Bruce M. Greyell
6. J.E. Dorsey
7. B. Bluman
8. Angus MacDonald
9. R.M. Brown

The parties, by mutual agreement, may amend the list of arbitrators at any time or select a single arbitrator in the place of the three person board.

Section 3 — Powers of the Board

The decision of the said arbitrators, or any two of them, as the case may be, made in writing in regard to any difference or differences, shall be final and binding upon the Employer, the Union, and the employees concerned.

Section 4 — Reinstatement of Employees

If the Arbitration Board finds that an employee has been improperly laid off, or unjustly suspended or discharged, that employee shall be reinstated by the Employer and the Board may order that his/her reinstatement be without loss of pay, and/or with all his/her rights, benefits and privileges which he/she would have enjoyed if the layoff, suspension or discharge had not taken place.

Provided, however, if it is shown to the Board that the employee has been in receipt of wages during the period between layoff, suspension or discharge and reinstatement, the amount so received shall be deducted from wages which may be payable by the Employer pursuant to this clause, less any expenses which the employee has incurred in order to earn the wages so deducted.

Section 5 — Authority of Arbitration Board

The Arbitration Board shall have the power to settle the terms of the question to be arbitrated.

Section 6 — Time Limit for Decision of Arbitration Board

A Board of Arbitration established under this Article of the Collective Agreement shall have **twenty (20)** days to render a decision with respect to the question to be arbitrated, unless this time limit is extended by mutual agreement between the parties.

Section 7 — Expenses of Arbitration Board

Each party shall bear the expenses of the arbitrator appointed by such party, and shall pay half of the expenses of the Chairman and of the stenographic and other expenses of the Board, unless paid by the Labour Relations Board of the Province of British Columbia.

Article VI
SENIORITY

Section 1 — Calculation of Seniority, Probationary Period, and Portable Benefits

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- (a) For the first ~~three (3) calendar months~~ of continuous service with the Employer, an ~~employee shall be a probationary~~ employee. During the three (3) month probationary period, an employee may be terminated. If it is shown on behalf of the employee that the termination was not for just and reasonable cause, the employee shall be reinstated.
- (b) Upon completion of the probationary period, the initial date of employment shall be the anniversary date of the employee for the purpose of determining prerequisites and seniority.
- (c) Any new employee who, within three (3) months previous to being hired by the Employer, was employed by a facility listed in Appendix 'A', shall be required to serve a probationary period in accordance with subsection (a). Upon completion of the probationary period, the employee shall be credited with portable benefits as defined below.

Portable Benefits

(aa) Wages

Previous service in a similar position classification shall be recognized and the employee shall proceed to the increment step commensurate with his/her accumulated seniority. Credit given for such service shall carry with it the previous anniversary date.

(bb) Annual Vacation

Vacation entitlement earned during previous employment shall be credited to the employee, and vacations granted shall be in accordance with such previous entitlement (Article IX, Section 2).

(cc) Sick Leave

The employee shall be credited with any unused accumulation of sick leave from his/her previous employment, up to a maximum of one hundred ~~fifty-six~~ **(156)** days, and shall be entitled to sick leave in accordance with the provisions of Article ~~XI~~, Section 3, commensurate with his/her accumulated seniority.

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Section 2 -- Promotion, Transfer, Demotion, Release

In the ~~promotion, transfer,~~ demotion, or release of employees, efficiency, required qualifications, including initiative, and ~~seniority~~ shall be the determining factors.

Section 3 -- Qualifying Period

If a regular employee is promoted, voluntarily demoted, or transferred to a job, the classification for which the Union is the certified bargaining authority, then the promoted, voluntarily demoted, or transferred employee shall be considered a qualifying employee in his/her new job for a period of three (3) months.

In no instance during the qualifying period shall such an employee lose seniority or perquisites. However, if a regular employee has been promoted, voluntarily demoted or transferred and during the aforementioned three (3) month period is found unsatisfactory in the new position, then the promoted, voluntarily demoted or transferred employee shall be returned to his/her former job and increment step before the promotion, voluntary demotion or transfer took place, without loss of seniority, and any other employee hired, promoted, voluntarily demoted or transferred because of the rearrangement of jobs, shall be returned to his/her former job and pay rate without loss of seniority and accrued perquisites.

An employee who requests to be relieved of a promotion, voluntary demotion or transfer during the qualifying period in the new job shall return to the employee's former job classification without loss of seniority or perquisites on the same basis as outlined in paragraph (2) of this section.

Section 4 -- Temporary Promotion, Transfer, or Demotion

An employee granted a temporary promotion, transfer or demotion shall return to his/her former job and pay rate without loss of seniority and accrued perquisites when the temporary promotion, transfer or demotion terminates.

Section 5 -- Promotions

A regular employee promoted to a job with a higher wage rate structure shall receive, in the new job, the increment rate that is immediately higher than his/her wage rate immediately prior to the promotion.

For increment progression, the employee's increment anniversary date shall then become the initial day in the new job. Employee pay rates shall become effective from the first day in the new job and further increment increases shall become effective on the established increment date.

However, should the promotion at any time result in a lesser rate of pay than the employee would have received if the promotion had not occurred, then the employee shall retain the increment anniversary date of his/her prior job.

Section 6 — Transfers

A regular employee transferred to a job with the same pay rate structure as his/her former job shall remain at the same increment step in the pay rate structure and shall retain his/her former increment anniversary date.

A regular employee transferred upon the employee's request to a job with the same pay rate structure as his/her former job, who has the experience in or possesses the ability to perform the duties of the new job, shall retain the pay rate and increment anniversary date of his/her prior job.

A regular employee transferred upon the employee's request to a job with the same pay rate structure as his/her former job who does not have prior experience or ability to qualify as above, shall remain at the increment step immediately preceding the step indicated by length of overall seniority for a period not to exceed three (3) months. Upon completion of this qualifying period, the employee shall revert to the increment anniversary date of his/her prior job.

Section 7 — Demotions

An employee requesting a voluntary demotion from a higher to a lower-rated job, and who is subsequently demoted to the lower-rated job, shall go to the increment step of the lower-rated job commensurate with his/her overall seniority, provided he/she has experience in or possesses the ability to perform the duties of the lower-rated job without a training period. For the purpose of this Section and in the event of involuntary demotion, an employee who does not have prior experience or ability to qualify as above shall remain at the increment step immediately preceding the step indicated by length of overall seniority, for a period not to exceed three (3) months.

Section 8 — Reduction in Work Force

(1) In the event of a reduction in the work force, regular full time and regular part time employees shall be laid off in reverse order of seniority, provided that there are available employees with greater seniority who are qualified and willing to do the work of the employees laid off.

The Employer shall give regular employees the following written notice of lay-off or normal pay for that period in lieu of notice:

- (a) Less than two (2) years' seniority — thirty-one (31) calendar days;
- (b) Two (2) or more years' seniority but less than three (3) years' seniority — two (2) months;
- (c) Three (3) or more years' seniority but less than four (4) years' seniority — three (3) months;

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(d) Four (4) or more years' seniority but less than five (5) years' seniority — four (4) months

(e) Five (5) or more years' seniority — six (6) months.

(2) Notice of lay-off shall not apply where an Employer can establish that the lay-off results from an act of God, fire, or flood.

(3) Laid-off regular employees shall retain their seniority and perquisites accumulated up to the time of lay-off, for a period of one (1) year and shall be rehired, if the employee possesses the capability of performing the duties of the vacant job, on the basis of last off — first on.

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If a laid off employee is not recalled to work within twelve (12) calendar months of lay-off, such employee may be terminated by written notification at the expiration of the twelve (12) calendar month period. Laid off employees failing to report for work of an ongoing nature within seven (7) days of the date of receipt of notification by registered mail shall be considered to have abandoned their right to employment.

Employees required to give two (2) weeks' notice to another employer shall be deemed to be in compliance with the seven (7) day provision.

In the exercise of rights under this section, employees shall be permitted to exercise their rights in accordance with Article III — Section 3 of this agreement.

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(4) Where a notice of displacement or lay-off actually results in a lay-off, and prior to the lay-off becoming effective, two (2) copies of such notice shall be sent to the Secretary-Treasurer of the Unit.

Section 9 — Re-Employment

(a) Re-Employment After Retirement

Employees who have reached retirement age as prescribed under the Pension (Municipal) Act and continue in the Employer's service, or are re-engaged within three (3) calendar months of retirement, shall continue at their former increment step in the pay rate structure of the classification in which they are employed, and the employee's previous anniversary date shall be maintained. All perquisites earned up to the date of retirement shall be continued or reinstated.

(b) Re-Employment After Voluntary Termination or Dismissal for Cause

Where an employee voluntarily leaves the Employer's service, or is dismissed for cause and is later re-engaged, seniority and all perquisites shall date only from the time of re-employment, according to regulations applying to new employees.

Section 10 — Supervisory or Military Service

It is understood service with the Armed Forces of Canada in time of war or compulsory military service, or service with the Employer as a supervisory employee does not constitute a break in the continuous service and shall not affect an employee's seniority rights.

Section 11 — Seniority Dates

Upon request, the Employer agrees to make available to the Union the seniority dates of any employees covered by this Agreement. Such seniority dates shall be subject to correction for error on proper representation by the Union.

Section 12 — Job Descriptions

- (a) The Employer shall draw up job descriptions for all jobs and classifications in the bargaining unit.
- (b) The said job descriptions shall be presented in writing to the Secretary-Business Manager, or his designate, and the Unit Chairperson, and shall become the recognized job descriptions unless written notice of objection thereto is given by the Union within sixty (60) days.
- (c) Where the Union objects, it shall provide specific details of its objection which shall be generally limited to whether: (a) the procedure whereby the job shall have been established has been followed; (b) the job description accurately describes the type of duties, level of responsibilities and required qualifications of the job; (c) the job is properly remunerated in relation to the existing wage schedule; and (d) any qualifications established for the job are relevant and reasonable.

Section 13 — Job Postings and Applications

If a vacancy or a new job is created for which employees in the Bargaining Unit reasonably might be expected to be recruited, the following shall apply:

- (a) If the vacancy or new job has a duration of one (1) calendar month or more, the vacancy or new job including the salary range, a summary of the job description, the required qualifications, the hours of work including days off, the work area, and the commencement date shall, before being filled, be posted for a minimum of seven (7) calendar days, in a manner which gives all employees access to such information, provided that no regular employee shall be entitled to relieve other regular employees under this clause on more than two (2) occasions in one (1) calendar year unless the Employer and the Union otherwise agree in good faith.

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1 (b) In the posting of a vacancy or new job, the hours of work, including days off and work area, may be subject to change consistent with operational requirements and the provisions of the Collective Agreement.

- (c) If a vacancy or new job has a duration of less than one (1) calendar month, qualified regular full time employees who have indicated in writing their desire to work in such positions shall be given the opportunity, where practicable, consistent with the requirements of Article VI, Section 2. If the application of this paragraph requires the Employer to pay overtime to the employee pursuant to Article VIII, Section 3(a)(ii), the proposed move shall not be made.

- (d) The Employer shall **also** consider **applications** from **those** employees, with the required seniority, who **are absent** from their normal places of employment because of sick leave, annual vacation, unpaid leave, union leave, compassionate leave, education leave, or special leave, and who have filled in an application form before each absence, stating the jobs they would be interested in applying for should a vacancy or new job occur during their absence.
- (e) Where operational requirements make it necessary, the Employer may make temporary appointments pending the posting and consideration of Union personnel pursuant to paragraphs (a) and (c) above.
- (f) Two (2) copies of all postings shall be sent to the Secretary-Treasurer of the Unit within the aforementioned seven (7) calendar days.
- (g) The Employer shall, within three (3) calendar days of the successful candidate being notified, inform all applicants **of** the name of the successful applicant, either in writing to each applicant or posting the name of the successful applicant in the same manner in which the vacancy or new job was posted.
- (h) The Employer shall supply to the Union the names of all applicants for a job posting in the course of a grievance investigation within seven (7) calendar days of a demand by the Union.

Section 14 — Relieving in Higher and Lower-Rated Positions

In the event of an employee relieving in a higher-rated job, the employee shall receive the next higher increment rate of the new position, or a minimum increase of twenty dollars (\$20.00) monthly, **proportionate** to the time worked, whichever is greater, after not less than one (1) work day, retroactive to the start of the relief period. Maximum increment rates in the higher range shall not be exceeded by the application of this clause.

In cases where an employee is required to transfer temporarily to a lower-rated job, such employee shall incur no reduction in wages because of such transfer.

Employees temporarily assigned to the duties of supervisory personnel outside the contract shall receive ten percent (10%) per month **more than** the highest rate for his/her classification, or one hundred dollars (\$100.00) per month, or portion thereof, whichever is greater, if so employed for one (1) or more work days, retroactive to the start of the relief period.

**Article VII
LEAVE OF ABSENCE**

Section 1 — Unpaid Leave

Requests by employees for unpaid leave of absence shall be made in writing to the department supervisor and may be granted at the Employer's discretion.

The employee shall give at least seven (7) days' notice to minimize disruption of staff. The Employer shall make every reasonable effort to comply with such requests. Notice of the Employer's decision shall be given in writing as soon as possible.

Section 2 — Unpaid Leave — After Three Years

For every three (3) years' continuous service, an employee may request, in writing, an extended unpaid leave of absence, giving the longest possible advance notice. Every reasonable effort shall be made to comply with such requests, providing that replacements to ensure proper operation of the Employer's business can be found. Notices granting such leaves shall be in writing.

Section 3 — Unpaid Leave — Affecting Seniority

Any employee granted unpaid leave of absence totalling up to twenty (20) working days in any year shall continue to accumulate seniority and all benefits, and shall return to his/her former job and increment step.

If an unpaid leave of absence or an accumulation of unpaid leaves of absence exceeds twenty (20) working days in any year, the employee shall not accumulate benefits from the twenty-first (21st) day of the unpaid leave to the last day of the unpaid leave, but shall accumulate benefits and receive credit for previously earned benefits and seniority upon expiration of the unpaid leave.

Section 4 — Unpaid Leave — Union Business

(a) Short-term leave of absence without pay to a maximum of fourteen (14) days at one time shall be granted to employees designated by the Union to transact Union business, including conventions and conferences unless this would unduly interrupt the operations of the department provided, however, that these designated employees shall be paid by the Employer for time lost in attending meetings during working hours whenever their attendance is requested by the Employer. The Union shall give reasonable notice to minimize disruption of the department, and the Union shall make every effort to give a minimum of seven (7) days' notice.

(b) Long-term leave of absence without pay shall be granted to employees designated by the Union to transact Union business for specific periods of not less than fourteen (14) days, unless this would unduly interrupt the operation of the department. Such requests shall be made, in writing, sufficiently in advance to minimize disruption of the department. Employees granted such leave of absence shall retain all rights and privileges accumulated prior to obtaining such leave. Seniority shall continue to accumulate during such leave and shall apply to such provisions as annual vacations, increments, and promotions.

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(c) Leave of absence without pay shall be granted to employees designated by the Union for the purpose of collective bargaining. Seniority and all benefits shall accumulate during such leave.

(d) The foregoing provisions shall not limit the provisions of Article IV, Section 5.

(e) Every effort will be made by the Employer to retain employees on unpaid leave of absence for Union business on the Employer's payroll and, where such employees are retained, the Union shall reimburse the Employer for the wages and benefits involved. This provision does not apply to employees on extended leaves of absence who are employed by the Union on a regular full-time basis.

(f) (i) Provided not less than seven (7) days' notice has been given, members of the Provincial Executive of the Union shall be granted leave of absence to attend the regular meetings of such executive.

(ii) Where less than seven (7) days' notice is given, leave pursuant to this paragraph shall be subject to reasonable operational requirements.

Section 5 — Unpaid Leave — Public Office

Employees shall be granted unpaid leave of absence to enable them to run for elected public office and, if elected, to serve their term(s) of office, subject to the following provisions:

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(a) Employees seeking election in a Municipal, Provincial, or Federal election shall be granted unpaid leave of absence for a period up to ninety (90) days.

(b) Employees elected to public office shall be granted unpaid leave of absence for a period up to five (5) years.

Section 6 — Compassionate Leave

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Compassionate leave of absence of three (3) days with pay shall be granted to a regular employee at the time of notification of death, upon application to the Employer, in the event of a death of a member of the employee's immediate family. This shall include parent (or alternatively, step-parent or foster-parent), spouse, common-law spouse, child, stepchild, brother, sister, father-in-law, mother-in-law, grandparent, grandchild, legal guardian, ward, and relative permanently residing in the employee's household or with whom the employee permanently resides.

Such compassionate leave shall be granted to employees who are on other paid leaves of absence, including sick leave and annual vacations. When compassionate leave of absence with pay is granted, any concurrent paid leave credits used shall be restored.

Compassionate leave of absence with pay shall not apply when an employee is on an unpaid leave of absence.

Section 7 — Special Leave

An employee shall earn special leave credits with pay up to a maximum of twenty-five (25) days (187.5 hours) at the rate of one-half (1/2) day (3.75 hours) every four (4) weeks (150 hours).

As special leave credits are used, they shall continue to be earned up to the maximum.

Special leave credits may be used for the following purposes:

- 63A (1) Marriage Leave — five (5) days
- (2) Paternity Leave (Birth of Child) — one (1) day
- 63B (3) ~~Serious~~ household or domestic emergency including illness in the immediate family of an employee, and when no one at the employee's home, other than the employee, can provide for the care of the ill immediate family — up to two (2) days at one time.
- (4) Leave of one (1) day may be added to three (3) days' compassionate leave.
- (5) Leave of three (3) days may be taken for travel associated with compassionate leave.
- 63C (6) Adoption Leave — One (1) day.

If a regular full-time or regular part-time employee has not earned sufficient special leave credits, he/she may request leave of absence without pay.

Section 8 — Educational Leave

Leave of absence ~~without loss of pay, seniority~~ and all benefits shall be granted to employees ~~whenever the Employer requests~~, in writing, that the employee take designated courses and/or examinations. The cost of the course and/or any examination fee and reasonable expenses incurred in taking the course and/or examination shall be paid by the Employer. 256

After three (3) years' continuous service, an employee may request an unpaid leave of absence to take educational courses relating to the delivery of health care, subject to the following provisions:

- (1) The employee shall give the longest possible advance notice in writing. Where an employee requests an unpaid leave of absence in excess of four (4) calendar months, such employee shall make every effort to give six (6) calendar months' advance notice in writing of such request.
- (2) Every effort shall be made by the Employer to comply with such requests, providing that replacements to ensure proper operation of the department can be found.
- (3) Notices granting such requests shall be given by the Employer in writing.

Article VIII
HOURS OF WORK AND OVERTIME

Section 1 — Continuous Operation

The work week shall provide for continuous operation Sunday through Saturday.

Section 2 — Hours of Work

The hours of work for each regular full-time ~~employee~~ covered by this agreement, exclusive of meal times, shall be seven and one-half (7½) hours per day, (average of 37½ hours per week), or an equivalent mutually agreed to by the employer and the Union.

Employees who are scheduled to be on-call during a meal period shall be paid for a full shift with the meal period being included within such shift.

Employees shall be scheduled off from work, exclusive of annual vacations, a minimum of one hundred and fifteen (115) days per year (that is, an average of two [2] days per week plus a minimum of eleven [11] statutory holidays). If at the end of fifty-two (52) weeks dating from an employee's first scheduled shift in January, an employee has not had a minimum of one hundred and fifteen (115) days off, he/she shall be paid extra at the applicable overtime rate for each day by which his/her total number of days off falls short of one hundred and fifteen (115) days, except that he/she shall not again be paid for any day for which he/she was paid overtime in accordance with Article VIII, Section 7 or Article IX, Section 1, Paragraph 7.

Employees shall not be required at any time to work more than six (6) consecutive shifts, and employees shall not receive at any time less than two (2) consecutive days off-duty, excluding statutory holidays, otherwise overtime shall be paid in accordance with Article VIII, Section 7. Subject to the approval of the Employment Standards Board, the foregoing provision may be varied by mutual agreement between the Employer and the Union.

Section 3 — Scheduling Provisions

- (a) (i) The Employer shall arrange the times of all on-duty and off-duty shifts, including statutory holidays, and post these at least fourteen (14) calendar days in advance of their effective date.
- (ii) If the Employer alters the scheduled work days of an employee without giving at least fourteen (14) calendar days' advance notice, such employee shall be paid overtime rates for the first shift worked pursuant to Article VIII, Section 7.
- (b) There shall be a minimum of twelve (12) consecutive hours off-duty between the completion of one work shift and the commencement of the next.

- (c) When it is not possible to schedule twelve (12) consecutive hours off-duty between work shifts, all hours by which such changeover falls short of twelve (12) consecutive hours shall be paid at overtime rates, in accordance with Section 7 of this Article.
- (d) If a written request for a change in starting time is made by an employee which would not allow twelve (12) consecutive hours off-duty between the completion of one work shift and the commencement of another, and such request is granted, then the application of paragraphs (b) and (c) of this Section shall be waived for all employees affected by the granting of such a request, provided they are in agreement.
- (e) Employees may exchange shifts with the approval of the Employer provided that, whenever possible, sufficient advance notice in writing is given and provided that there is no increase in cost to the Employer.
- (f) If the Employer changes a shift schedule without giving a minimum of fourteen (14) calendar days' advance notice, and such change requires an employee to work on a scheduled day off, then such hours worked shall be paid at overtime rates, pursuant to Article VIII, Section 7.

Section 4 -- Split Shifts

No split shifts shall be worked except in cases of emergency.

Section 5 -- Part-Time Employees

The Employer shall eliminate, where practical, the use of part-time employees.

Section 6 -- Shift Premiums

Employees working the evening or night shift shall be paid a shift differential of fifty cents (\$0.50) per hour for the entire shift worked.

Evening shift will be defined as any shift in which the major portion occurs between 4:00 p.m. (1600 hours) and 12:00 midnight (2400 hours), and night shift as any shift in which the major portion occurs between 12:00 midnight (2400 hours) and 8:00 a.m. (0800 hours).

Section 7 -- Overtime

(a) Employees requested to work in excess of the normal daily full shift hours as outlined in Section 2 of this Article, or who are requested to work on their scheduled off-duty days, shall be paid:

- $\frac{3.76}{2}$ (1) the rate of time and one-half of their basic hourly rate of pay for the first two (2) hours of overtime on a scheduled work day, and double time thereafter;
- $\frac{3.76}{0}$ (2) the rate of double time of their basic hourly rate of pay for all hours worked on a scheduled day off.

- (b) Employees required to work on a scheduled day ~~off~~ shall receive the over-time rate of double time, but shall not have the day ~~off~~ rescheduled.
- (c) If ~~an~~ employee works overtime on a statutory holiday which calls for a premium rate of pay as provided at Article IX, Section 1, the employee shall be paid overtime at the rate of time and one-half times the premium statutory holiday rate for all hours worked beyond seven and one-half (7½) in that day.
- (d) Overtime pay shall be paid to the employee within eight (8) days after the expiration of the pay period in which the overtime was earned except as provided in (e) below.
- (e) At the time an employee is required or requested to work overtime, the employee may opt for compensating time off at the applicable overtime rate in lieu of overtime pay. If an employee opts for compensating time off in lieu of overtime pay, the time shall be taken at a time mutually agreed to by the employee and the Employer, and shall be taken within twenty-four (24) calendar weeks of the occurrence of the overtime. If such time off is not taken by the end of the twenty-four (24) week period, overtime at the applicable overtime rate shall be paid on the employee's next regular pay cheque.
- (f) The hourly pay rate as calculated for computer purposes shall be the monthly wage rate of the employee, as shown in the wage schedules, multiplied by twelve (12) and divided by fifty-two (52), times the weekly hours of work as provided at Article VIII, Section 2, and such hourly rate so arrived at shall apply in the calculation of adjustments and overtime.
- (g) An employee who works two and one-half (2½) hours of overtime immediately before or following his/her scheduled hours of work shall, at the Employer's option, be provided with a meal or a meal allowance of seven dollars (\$7.00). One-half (½) hour with pay shall be allowed the employee in order that he/she may take a meal break either at or adjacent to his/her place of work.
- (i) This clause shall not apply to part-time employees until the requirements of paragraph (i) have been met.
- (ii) In the case of an employee called out on overtime to work on a rest day, this clause will apply only to hours worked outside his/her regular shift times for a normal work day.
- (h) When an employee is requested to work overtime on a scheduled work day or on a scheduled day ~~off~~, the employee may to work such overtime except in cases of emergency. Only in cases of emergency may an employee be required to work overtime.
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2 When an employee does not agree that an emergency exists, the employee shall work such overtime under protest and may file a grievance.

- (i) A regular part-time employee working less than the normal hours per day of a full-time employee, and who is requested to work longer than his/her regular work day, shall be paid at the rate of straight time for the hours so worked, up to and including the normal hours in the work day of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal hours in the work day of a full-time employee.
- (j) A regular part-time employee working less than the normal days per week of a full-time employee and who is requested to work other than his/her regularly scheduled work days, shall be paid at the rate of straight time for the days so worked up to and including the normal work days in the work week of a full-time employee. Overtime rates shall apply to hours worked in excess of normal work days in the work week of a full-time employee.
- (k) An employee required to work overtime adjoining his/her regularly scheduled shift shall be entitled to eight (8) clear hours between the end of the overtime work and the start of his/her next regular shift. If eight (8) clear hours of time off are not provided, overtime rates shall apply to all hours worked on the next regular shift.

Section 8 -- Call-Back 4801

Employees called back to work on their regular time off shall receive a minimum of two (2) hours' overtime pay at the applicable overtime rate, or shall be paid at the applicable overtime rate for the time worked, whichever is greater.

These employees shall receive a transportation allowance based on the cost of taking a taxi from their home to the Employer's place of business and return or, if the employee normally drives his/her automobile to work, an allowance of thirty-five cents (\$0.35) per mile from the employee's home to the Employer's place of business and return. Minimum allowance shall be two dollars (\$2.00).

Section 9 -- Call-In -- Statutory Requirement

Any employee, (except those covered by Section 8 of this Article) reporting for work at the call of the Employer, shall be paid his/her regular rate of pay for the entire period spent at the Employer's place of business, with a minimum of two (2) hours' pay at his/her regular rate of pay if he/she does not commence work, and a minimum of four (4) hours' pay at his/her regular rate if he/she commences work. 4802

Section 10 -- On-Call Differential ✓

Employees required to be on-call shall be paid an on-call differential of eighty cents (\$0.80) per hour, or portion thereof, and effective January 1, 1988, one dollar (\$1.00) per hour, or portion thereof.

The minimum on-call requirement shall be four (4) consecutive hours. Where an employee is on-call and is unavailable or does not report for work upon being called, the on-call differential shall not be paid for that period of being on-call within that calendar day.

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Article IX
STATUTORY HOLIDAYS AND ANNUAL VACATIONS

Section 1 — Statutory Holidays

Employees will be entitled to eleven (11) statutory holidays and such other holidays as may be in future proclaimed or declared by either the Provincial or Federal Governments:

- | | |
|--------------------|-------------------|
| New Year's Day | Easter Monday |
| Empire Day | Dominion Day |
| Thanksgiving Day | Labour Day |
| Boxing Day | Remembrance Day |
| Good Friday | Christmas Day |
| B.C. Day | |

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They shall be granted on the basis that employees shall be scheduled off from work, exclusive of annual vacations, a minimum of one hundred ~~fifteen~~ (115) days per year (two [2] days per week plus a minimum of eleven [11] statutory holidays).

If at the end of a year (52 weeks dating from an employee's first scheduled shift in January), an employee has not had a minimum of one hundred fifteen (115) days off, he/she shall be paid extra at double time rates for each day by which his/her total number of days off falls short of one hundred fifteen (115), except that he/she shall not again be paid for any day for which he/she was paid at the rate of double time under Article VIII, Section 7, or Article IX, Section 1, Paragraph 7. 379

Employees who are required to work on employer scheduled statutory holidays and are given less than seven (7) calendar days' advance notice of this requirement will receive pay at the rate of time and one-half (1%) for the time worked, in addition to their regular monthly pay rate, and will have such statutory holidays rescheduled in addition to such overtime pay.

Super Stats — All employees who are required to work on Good Friday, Labour Day, or Christmas day, shall be paid at time and one-half (1%) rates in addition to their regular monthly pay rate. Payment of time and one-half (1%) rates under this provision does not detract from statutory holiday entitlements otherwise owing to the employee. The Employer and the Union agree to be bound by the decision of Special Officer, D. R. Blair, dated August 29, 1974, regarding the interpretation and application of the foregoing Super Stats provision.

When an employee has been on sick leave that is inclusive of one or more working days prior to an Employer scheduled statutory holiday and one or more working days following such Employer scheduled statutory holiday, then the Employer scheduled statutory holiday shall become a day to which accrued sick leave credits shall be applied and it shall be rescheduled. The employee shall be

required in all such cases to provide a certificate of illness from a medical practitioner. The provisions of Article IX, Section 1, Paragraph 3 shall not apply to Employer scheduled statutory holidays rescheduled in accordance with this paragraph. Such rescheduled statutory holidays shall be rescheduled not later than January 31 of the year following the year in respect of which they were originally scheduled.

Employees required to work on scheduled days off will receive pay at the rate of double time for the time worked, but will not have the day off rescheduled.

The premium pay for working on a statutory holiday, other than a Super Stat, shall be at the rate of double time. Payment of premiums under this provision does not detract from statutory holiday entitlements otherwise owing to the employee.

If an employee terminates during the year, he/she shall be entitled to the same portion of one hundred fifteen (115) days off that his/her period of service in the year bears to a full year.

Every effort will be made to schedule such public holidays or their equivalent days, as additions to the employee's two (2) regularly scheduled days off per week so that employees will receive as many three-day breaks during each year as possible.

For employees working on a five (5) on, two (2) off; four (4) on, two (2) off rotation, every effort will be made to schedule such public holidays or their equivalent days which are not regularly scheduled as part of the rotation, as additions to the employee's two (2) regularly scheduled days off per week so that employees will receive as many three-day breaks during each year as possible.

The Employer shall make every effort to schedule either Christmas Day or New Year's Day off for employees so requesting.

If an Employer scheduled statutory holiday occurs within an employee's vacation period, an extra day's vacation will be allowed for each statutory holiday so occurring.

Section 2 -- Vacation

All employees shall be credited for and granted vacations earned up to July 1 each year, on the following basis:

- (a) New employees who have been continuously employed at least six (6) months prior to July 1 will receive vacation time based on total completed calendar months employed to July 1.

New employees who have not been employed six (6) months prior to July 1 will receive a partial vacation after six (6) months' service based on the total completed calendar months employed to July 1.

(b) **Employees** with one (1) or **more** years of continuous service shall have earned the following vacation with pay:

1 year's continuous service—	20	work days' vacation	54
2 years' continuous service—	20	work days' vacation	01-04
3 years' continuous service—	20	work days' vacation	
4 years' continuous service—	20	work days' vacation	
5 years' continuous service—	21	work days' vacation	05-04+1
6 years' continuous service—	22	work days' vacation	05-04+2
7 years' continuous service—	23	work days' vacation	05-04+3
8 years' continuous service—	24	work days' vacation	05-04+4
9 years' continuous service—	25	work days' vacation	05-05
10 years' continuous service—	26	work days' vacation	10-05+1
11 years' continuous service—	27	work days' vacation	11-05+2
12 years' continuous service—	28	work days' vacation	12-05+3
13 years' continuous service—	29	work days' vacation	13-05+4
14 years' continuous service—	30	work days' vacation	14-06
15 years' continuous service—	31	work days' vacation	15-06+1
16 years' continuous service—	32	work days' vacation	16-06+2
17 years' continuous service—	33	work days' vacation	17-06+3
18 years' continuous service—	34	work days' vacation	18-06+4
19 years' continuous service—	35	work days' vacation	19-07
20 years' continuous service—	36	work days' vacation	20-07+1
21 years' continuous service—	37	work days' vacation	21-07+2
22 years' continuous service—	38	work days' vacation	22-07+3
23 years' continuous service—	39	work days' vacation	23-07+4
24 years' continuous service—	40	work days' vacation	24-08
25 years' continuous service—	41	work days' vacation	25-08+1
26 years' continuous service—	42	work days' vacation	26-08+2
27 years' continuous service—	43	work days' vacation	27-08+3
28 years' continuous service—	44	work days' vacation	28-08+4
29 years' continuous service—	45	work days' vacation	29-09

This provision applies when the qualifying date occurs ~~before July 1~~ **before July 1** each year.

Supplementary Vacations

- (a) Upon reaching the employment anniversary of twenty-five (25) years of continuous service, employees shall have earned an additional five (5) work days' vacation with pay. This provision applies when the qualifying date occurs before July 1 in each year.
- (b) Upon reaching the employment anniversary of thirty (30) years of continuous service, employees shall have earned an additional ten (10) work days' vacation with pay. This provision applies when the qualifying date occurs before July 1 in each year.

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- 35 (c) Upon reaching the employment anniversary of thirty-five (35) years of continuous service, employees shall have earned an additional fifteen (15) work days' vacation with pay. This provision applies when the qualifying date occurs before July 1 in each year.
- 40 (d) Upon reaching the employment anniversary of forty (40) years of continuous service, employees shall have earned an additional fifteen (15) work days' vacation with pay. This provision applies when the qualifying date occurs before July 1 in each year.
- 55 (e) Upon reaching the employment anniversary of forty-five (45) years of continuous service, employees shall have earned an additional fifteen (15) work days' vacation with pay. This provision applies when the qualifying date occurs before July 1 in each year.

The supplementary vacations as set out above are to be banked on the outlined supplementary vacation employment anniversary date and taken at the employee's option at any time subsequent to the current supplementary vacation employment anniversary date, but prior to the next supplementary vacation employment anniversary date.

Section 3 — Vacation Period

Vacation time earned up to July 1 as indicated in Section 2 of this Article shall be granted as follows:

Sixty percent (60%) of the employees shall be scheduled and granted vacations during the months of June, July, August and September.

Forty percent (40%) of the employees shall be scheduled and granted vacations during the remainder of the year.

The choice of vacation periods shall be granted employees on the basis of seniority with the Employer, except where the period requested would be detrimental to the operation of a department.

Section 4 — Splitting of Vacation Periods

Annual vacations for employees with ten (10) work days' vacation or more shall be granted in one continuous period but may, upon request from the employee, be divided into not more than four (4) periods subject to the approval of the Employer.

Employees wishing to split their vacations shall exercise seniority rights in the choice of the first vacation period. Seniority shall prevail in the choice of the second vacation period, but only after all other "first" vacation periods have been posted. Seniority shall also prevail in the choice of the third vacation period, but only after all other "first" and "second" vacation periods have been posted. Seniority shall also prevail in the choice of the fourth vacation period, but only after all other "first," "second" and "third" vacation periods have been posted.

Annual vacations for employees with less than ten (10) work days' vacation shall be granted in one (1) continuous period.

Section 5 — Vacation Pay

The pay for an annual vacation to which an employee is entitled shall be paid in one payment to the employee at least one (1) day before the beginning of the employee's annual vacation.

Section 6 — Vacations Non-Accumulative

Vacation time shall not be cumulative from calendar year to calendar year.

Section 7 — Vacation Entitlement Upon Dismissal

Employees dismissed for cause shall be paid their unused earned vacation allowance pursuant to Section 2 of this Article.

Section 8 — Reinstatement of Vacation Days — Sick Leave

In the event an employee is sick or injured prior to the commencement of his/her vacation, such employee shall be granted sick leave and the vacation period so displaced shall be added to the vacation period if requested by the employee and it is mutually agreed by the employee and the Employer; but where the parties do not agree, it shall be reinstated for use at a later date.

Section 9 — Call Back From Vacations

Employees who have commenced their annual vacation shall not be called back to work except in cases of extreme emergency. If such occurs, an employee shall receive two (2) times the applicable rate of pay for all hours worked and shall have the vacation period so displaced rescheduled with pay at a mutually agreeable time. All reasonable travel expenses incurred shall be reimbursed to the employee.

Article X

CONDITIONS OF EMPLOYMENT

Section 1 — Unusual Job Requirements of Short Duration

The nature of health care is such that at times it is necessary for an employee to perform work not normally required in his/her job and, therefore, the requirements of the moment shall determine the type of work to be performed. It is understood that an employee shall not be expected to perform a task for which he/she is not adequately trained.

Section 2 — Vaccination and Inoculation

Any employee refusing, without sufficient medical grounds, to take medical or x-ray examination at the request of the Employer, or to undergo vaccination, inoculation and other immunization when required, may be dismissed from the service of the Employer. Where an employee is required by the Employer to take a medical or x-ray examination or undergo vaccination, inoculation or other immunization, it shall be at the Employer's expense and on the Employer's time.

Section 3 — Employer's Notice of Termination

The Employer shall give regular full-time and regular part-time employees twenty-eight (28) calendar days' notice in writing or normal pay for that period in lieu of notice, where services are no longer required, except for casual employees or employee dismissed for just and reasonable cause. The period of notice must be for time to be worked, and must not include vacation time.

Section 4 — Employee's Notice of Termination

Employees shall make every effort to give twenty-eight (28) calendar days' notice when terminating their employment.

Employees leaving with less than fourteen (14) calendar days' notice shall be paid their earned vacations, less two percent (2%). For example:

- Employees entitled to eight percent (8%) shall be paid six percent (6%);
- Employees entitled to ten percent (10%) shall be paid eight percent (8%); etc.

Notwithstanding the foregoing, if the employee can show reasonable cause for giving less than fourteen (14) calendar days' notice, the employee shall be paid all earned vacations.

The period of notice must be for time to be worked and must not include vacation time.

Section 5 — Employment Abandoned

Any employee who fails to report for work and does not notify his/her supervisor within three (3) work days and who cannot give an acceptable reason for his/her absence shall be considered as having abandoned his/her position.

Article XI

GENERAL PROVISIONS

Section 1 — Uniforms and Employer Property

(a) Uniforms

The Employer shall supply and maintain uniforms for employees who are required to wear same.

(b) Joint Committee on Uniforms

If employees are required to wear uniforms, the Employer and the Union shall, at the request of either party, establish a joint committee for the purpose of regulating uniforms.

The joint committee shall have equal representation appointed by the Union and appointed by the Employer.

The joint committee shall meet regularly by mutual agreement.

The Employer shall continue to pay the employees regular wages for time spent at meetings of the joint committee which take place during the regular scheduled hours of work.

(c) **Uniform Allowance**

If the Employer requires an employee to supply and/or maintain specified clothing in place of a uniform which would otherwise be supplied and maintained for jobs involving the direct care of residents, then a clothing/maintenance allowance of Eight Dollars (\$8.00) per bi-weekly pay period shall be paid.

This allowance does not apply to non-resident areas.

(d) **Employer Property**

Employees must return to the Employer all Employer property in their possession at the time of termination of employment. The Employer shall take such action as required to recover the value of articles which are not returned.

(e) Upon submission of reasonable proof, the Employer will repair or indemnify with respect to damage to the chattels of an employee while on duty caused by the actions of a resident, provided such personal property is an article of use or wear of a type suitable for use while on duty.

(f) Where an employee is charged with an offence resulting directly from the proper performance of his/her duties and is subsequently found not guilty, the employee shall be reimbursed for reasonable legal fees.

(g) The Employer, where currently supplying tools to employees, shall continue to supply tools to employees. The Employer shall supply tools to employees upon the requirement of the Employer that the employees provide tools calibrated to the metric scale. The Employer shall replace tools upon satisfactory proof that they have been lost, broken, or stolen, while being used in the work of the Employer, with the knowledge and consent of the Employer, and upon reasonable proof that reasonable precautions were taken by the employee to protect the tools against loss or theft.

Section 2 -- Badges and Insignia

Employees shall be permitted to wear Union pins or Shop Steward Badges.

Employees shall be permitted to wear pins and caps from recognized health care organizations.

Section 3 -- Sick Leave

The following sick leave provisions may be varied by mutual agreement between the Union and the Employer in the event further U.I.C. premium reductions for eligible sick leave plans are attainable under the Unemployment Insurance Act.

43 (a) Sick leave credits with pay shall be granted on the basis of one and one-half (1½) work days per month, cumulative up to one hundred fifty-six (156) work days.

18156 Upon completion of three (3) months probationary period, employees shall have sick leave benefits paid retroactive to their starting date, to the extent of the accumulated sick leave credits earned up to the date of return from illness.

- (b) Sick leave with pay is only payable because of sickness, and employees **who are** absent from duty because of sickness may be required to prove sickness. Failure to meet this requirement can be cause for disciplinary action. Repeated failure to meet this requirement can lead to dismissal.

Employees must notify the Employer as promptly as possible of any absence from duty because of sickness, and employees must notify the Employer prior to their return.

- (c) Sick leave pay shall be paid for the one (1) day or less not covered by the Workers' Compensation Act.

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An employee shall be granted reasonable injury-on-duty leave with pay if it is determined by the Provincial Workers' Compensation **Board** that he/she is unable to perform his/her duties and the **employee agrees** to pay to the Employer any amount received by him/her for loss of **wages** in settlement of any claim he/she may have in respect of such compensable injury or accident.

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.

- (d) Employees **qualifying** for Workers' Compensation coverage shall be continued on the **payroll** and shall not have their employment terminated during the compensable period.

- (e) Sick leave **pay** shall be computed on the basis of scheduled work days and all claims **shall** be paid on this basis.

Sick leave deductions shall be according to actual time off.

- (f) An employee must apply for sick **leave pay** to cover **periods** of actual time lost from work owing to sickness or **accident**.

Where medical and/or dental appointments cannot be scheduled outside the employee's working hours, sick leave with pay shall be granted, from accumulated sick leave credits.

- (g) Employees with more than one (1) year's **service** who are off because of sickness or accident shall, at **the** expiration of paid sick leave benefits, be continued on the **payroll** under the heading of leave of absence without pay for a period of not less **than** one (1) month plus an additional one (**1**) month for each additional three (3) years of service, or proportion thereof, beyond the first year of service.

Further leave of absence without pay shall be **granted** upon written request provided that the request is reasonable. The **Employer** may **require** the **employee** to prove sickness or incapacity and provide a medical opinion **as to the** expected date of return to work. **The** Employer's decision for further leave of absence without pay shall be in **writing**.

If no written report is received by the Employer by the end of the leave of absence without pay explaining the employee's condition, the employee's services shall be terminated.

- (h) Employees with less than one (1) year's service who are off because of sickness or accident shall be continued on the payroll under the heading of leave of absence without pay for a period of seven (7) work days. Further leave of absence periods of seven (7) work days without pay may be granted upon written request. These written requests shall be acknowledged in writing. If no written report is received by the Employer within the seven (7) work days from such an employee explaining his/her conditions, he/she shall be removed from the payroll.
- (i) The Employer shall inform all employees at least once each year of the number of sick days accumulated and shall make the information available to an employee on request.
- (j) All sick leave credits are cancelled when an employee terminates his/her employment except when an employee transfers to another health care institution in accordance with Article VI, Section I (cc) and except as provided in paragraph (k) below.

(k) Cash Pay-out of Unused Sick Leave Credits

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Upon retirement as defined in Article XII, Severance Allowance, regular full-time and regular part-time employees shall be paid in cash an amount equivalent to forty percent (40%) of unused sick leave credits calculated at the employee's rate of pay at retirement.

Section 4 — Maternity Leave and Adoption Leave

(a) **Maternity Leave**

Regnancy shall not constitute cause for dismissal. Medical complications of pregnancy, including complications during an unpaid leave of absence for maternity reasons preceding the period stated by the Unemployment Insurance Act, shall be covered by sick leave credits providing the employee is not in receipt of maternity benefits under the Unemployment Insurance Act or any wage loss replacement plan.

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Employees shall be granted maternity leave of absence without pay.

Leave of absence for maternity may be taken for a period not to exceed six (6) months. For the first twenty (20) days of such leave, the employee shall be entitled to the benefits applicable to other leaves of absence. For the balance of an eighteen (18) week period, i.e.; eighteen (18) weeks less twenty (20) days, the employee shall be entitled to the maternity leave benefits set forth in the Employment Standards Act. The balance of a maternity leave shall be without pay or benefits. The duration of the maternity leave of absence before confinement and subsequent to confinement shall be at the option of the employee.

Employees shall make every effort to give at least fourteen (14) days' notice prior to the commencement of maternity leave of absence without pay, and employees shall give at least fourteen (14) days' notice of their intention to return to work prior to the termination of the leave of absence.

If an employee is unable or incapable of performing her duties prior to the commencement of the maternity leave of absence without pay, the employee may be required to take unpaid leave of absence.

The Employer may require the employee to provide a doctor's certificate indicating the employee's general condition during pregnancy along with the expected date of confinement.

Upon return to work, the employee shall continue in her former position without loss of ~~perquisites accumulated up~~ to the date of commencement of the maternity leave of absence without pay, and subject to the provisions of Article VII, Section 3.

(b) Adoption Leave

Upon request, and having completed his/her initial probationary period, an employee shall be granted leave of absence without pay for up to six (6) months following the adoption of a child.

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The employee shall furnish proof of adoption. Where both parents are employees of the Employer, the employees will decide which of them will apply for leave.

Employees shall make every effort to give at least fourteen (14) days' notice prior to the commencement of adoption leave of absence without pay, and employees shall give at least fourteen (14) days' notice of their intention to return to work prior to the termination of the leave of absence.

Section 5 — Pay Days

Employees shall be paid by cheque every second Friday, subject to the following provisions:

- (1) The statements given to employees with their pay cheques shall include the designation of statutory holidays paid, the list of all adjustments including overtime and promotions, and an itemization of all deductions. At the end of each month, the Employer will provide each employee with a written statement of their sick leave accumulation.
- (2) When a pay day falls on a non-banking day, the pay cheque shall be given prior to the established pay day.
- (3) Employees on evening shift shall receive their pay cheques on the day immediately prior to pay day.
- (4) Employees on night shift shall receive their pay cheques on the morning of pay day at the conclusion of their shift.
- (5) Employees whose days off coincide with pay day shall be paid, as far as practicable, on his/her last working day preceding the pay day, provided the cheque is available at his/her place of work.

(6) The pay for an annual vacation to which an employee is entitled shall be paid to the employee in one payment by the last working day before the beginning of the employee's annual vacation.

Section 6 — Rest and Meal Periods

(a) Rest Periods

Employees working a full shift shall receive two (2) fifteen (15) minute rest periods, one in each half of the shift. Employees working less than a full shift shall receive one (1) rest period.

(b) Meal Periods

All employees covered by the Collective Agreement shall receive a one-half (½) hour meal period, no more, no less. The Employer shall attempt to schedule the meal period as close as possible to the middle of the shift.

Section 7 — Bulletin Boards

Bulletin Boards located in a conspicuous place of access to the employees shall be supplied by the Employer for the use of the Union. The Union shall use these for the posting of Employer/Union business only.

Section 8 — Jury Duty

An employee who is subpoenaed by the Crown for jury duty, or for the Crown or the defence (not being himself/herself a party to the proceeding), shall continue to receive his/her regular pay and benefits. The employee shall turn over to the Employer any monies he/she receives from the Court on the days he/she is normally scheduled to work, providing this does not exceed his/her regular pay rate.

The employee shall not be required to turn over allowances received for travelling and meals.

Section 9 — Health Care Plans

(a) Medical Plan

Eligible employees and dependents shall be covered by the British Columbia Medical Services Plan or carrier approved by the British Columbia Medical Services Commission. The Employer shall pay one hundred percent (100%) of the premium.

A dependent is one who is so classified for income tax purposes. An eligible employee who wishes to have coverage for other than dependents may do so provided the Medical Plan is agreeable, and the extra premium is paid by the employee through payroll deduction.

Membership shall be a condition of employment for eligible employees who shall be enrolled for coverage following the completion of three (3) months' employment, or upon the initial date of employment for those employees with portable service as outlined in Article VI, Section 1.

(b) Dental Plan

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- (1) Employees shall be provided with a dental plan covering 100% of the costs of the basic plan (Plan A), 60% of the costs of the extended plan (Plan B), and 50% of the costs of the orthodontic plan (Plan C). An employee is eligible for orthodontic services under Plan C after twelve months' participation in the plan. Orthodontic services are subject to a lifetime maximum payment of \$1,750.00 per patient, with no run-offs for claims after termination of employment.
 - (2) The dental plan shall cover employees, their spouses and children, provided they ~~are~~ not enrolled in another comparable plan.
 - (3) The Employer shall pay 100% of the premium.

(c) Extended Health Care Plan

- (1) The Employer shall ~~pay~~ provide monthly premiums for extended health care coverage for employees and their families.
- (2) There shall be coverage for eyeglasses and hearing aids.

(d) Long-Term Disability Insurance Plan

- (1) The Employer shall provide a long ~~term~~ disability insurance plan.
- (2) The plan shall cover post-probationary employees and provide such employees with two-thirds' ($\frac{2}{3}$) salary continuation until the age of sixty-five (65) in the event of a disability.
- (3) The plan shall be as provided in the Addendum -- Group Life and Long-Term Disability Insurance Plans.
- (4) The Employer shall pay 100% of the premium. *see p 58*

section 10 --- Unemployment Insurance coverage

All employees affected by this Agreement shall be covered by the Unemployment Insurance Act, or succeeding Acts.

Premiums rebated by the Unemployment Insurance Commission shall be paid directly to employees by the Employer.

Section 11 --- Superannuation

Upon completion of three (3) months' service, eligible employees shall be brought within the scope of the Pension (Municipal) Act.

The Employer agrees that at the time an employee retires, assistance will be given to the same extent as in the past in the preparation and forwarding of applications for superannuation, pension and medical coverage. In the event that Extended Health Benefits or a Dental Plan becomes available to retirees under the present superannuation scheme, the Employer will render the same assistance with respect thereto at the point of retirement. It is understood that this shall be at no cost to the Employer.

Section 12 — Union Advised of Changes

The Union Secretary-Business Manager shall be informed in writing of any change contemplated by the Employer which shall affect the terms of this Agreement.

Section 13 — Printing of the Agreement

The Union and the Employer desire every employee to be familiar with the provisions of this Agreement, and his/her rights and obligations under it. For this reason the Employer shall print sufficient copies of the Agreement for distribution to employees.

This Agreement shall be printed in a union shop and bear a recognized union label.

In this Agreement, including the printed form thereof, titles shall be descriptive only and shall form no part of the interpretation of the Agreement by the parties or an Arbitration Board.

Section 14 — Group Life Insurance

- (1) The Employer shall provide a group life insurance plan.
- (2) The plan shall provide fifty thousand dollars (\$50,000.00) insurance coverage for post-probationary employees. *700*
- (3) The plan shall include provision for conversion at the time of retirement termination.
- (4) The plan shall also include coverage for accidental death and dismemberment.
- (5) The plan shall be as provided in the Addendum — Group Life and Long Term Disability Insurance Plans. *760*
- (6) The Employer shall pay one hundred percent (100%) of the premium.

Section 15 — Occupational Health and Safety

The parties agree that a Joint Occupational Health and Safety Committee will be established.

The Committee shall govern itself in accordance with the provisions of the Industrial Health and Safety Regulations made pursuant to the Workers' Compensation Act.

The Employer and the Union will each appoint no more than two (2) persons to serve on the Committee, unless otherwise mutually agreed.

In addition to persons appointed by the parties, either party may involve other employees of the facility who are neither members of the Bargaining Unit or Management, provided such is done by mutual agreement. *664*

Section 16 — Transportation Allowance

An employee who uses his/her own motor vehicle to conduct business on behalf of and at the request of the Employer shall receive an allowance of thirty-five cents (\$0.35) per mile. Minimum allowance shall be two dollars (\$2.00).

Article ~~MI~~
SEVERANCE ALLOWANCE

(1) Employees ~~who~~ qualify defined

30 (a) A severance allowance shall be paid to each employee who has completed ten (10) years' service and who:

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- (1) ~~retires~~ at age 60 or any subsequent age up to 65, or other ~~minima/~~ ~~maxima~~ retiring ages pursuant to subsequent amendments to the Pension (Municipal) Act, or
 - (2) is terminated because the employee's services ~~are~~ no longer required due to ~~closure~~ of the long ~~term~~ health care facility, job redundancy, etc., ~~except employees dismissed for cause, or~~
 - (3) Dies in service, or

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(b) Where ~~an~~ employee is laid off, and such employee would be entitled to severance allowance upon the expiration of the one (1) year period of seniority retention, ~~such~~ employee may, at the time of lay-off, or at any time during the one year ~~period~~ aforesaid, elect in writing to be terminated rather than accept or retain a lay-off status, in which event the severance allowance shall be payable forthwith.

(c) Eligibility shall not be ~~dependent~~ upon participation in or contribution to the Pension (Municipal) ~~Act~~.

(d) Regardless of length of service, a severance allowance shall ~~be~~ paid to an employee (enrolled under the provisions of the Pension [Municipal] Act) who is ~~required~~ to retire because of ~~medical~~ disability as defined under the Pension (Municipal) Act.

(e) ~~Regardless of length of service, in the case of an employee not enrolled in the Pension (Municipal) Act, medical disability shall be determined by a board of medical practitioners established in a manner similar to that provided in the Pension (Municipal) Act.~~

(2) Definition of Service Related to Calculation ~~of~~ Severance Allowance Monies

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(a) An employee's service shall be calculated from the initial date of ~~employment~~ (regardless of the date of H.E.U. certification) as a ~~regular~~ full-time or ~~regular part-time~~ employee (Article I, section 2 — Definition of ~~Employee Status~~), subject to the application ~~of~~ Article VII, Section 3, and the following:

(1) An employee voluntarily terminating his/her service ~~and who~~ is later hired by another H.E.U. certified employer within 365 calendar days shall have continuous service for purposes of severance allowance, subject to (c) below;

(2) An employee whose service is terminated by the Employer (~~except~~ employees dismissed for cause) ~~and~~ who is later hired within 365

calendar days by the same employer or another H.E.U. certified employer shall have continuous service for purposes of severance allowance, subject to (c) below.

- (b) Length of service shall include paid sick leave, annual vacations, statutory holidays and periods of unpaid leave of absence up to twenty (20) working days per year granted under Article VII, Section 3. Length of service shall also include accrued annual vacation and statutory holidays at the date of termination.
- (c) The same period of service cannot be used more than once for calculating severance allowance.

(3) Calculation of Severance Allowance Monies

(a) Severance allowance monies for regular full-time and regular part-time employees shall be calculated on the basis of ~~one (1) weeks' pay for every two (2) years of service, to a maximum of twenty (20) weeks' pay.~~

Proportionate payments shall be paid for service less than two (2) years as calculated in the following example:

If an employee has 15 years' service and 1,000 hours into his/her 16th year, he/she shall be entitled to:

14 years' service	7 weeks
15th year	2.5 days
1000 hours additional	$1000 \times 2.5 \text{ days}$
		<hr/> 1957.5 or 1.277 days

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(b) Length of service for part-time employees shall be calculated as follows:

- (1) Total hours worked divided by 37.5 hours to establish weeks of service, then
- (2) Weeks of service to be divided by 52 weeks, to give years of service for severance allowance payment.

(c) In addition to the foregoing severance allowance, regular full-time and regular part-time employees shall be paid, in cash, an amount equivalent to forty percent (40%) of unused sick leave credits calculated at the employee's rate of pay at retirement.

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Article XIII

WAGE SCHEDULES, ATTACHMENTS AND ADDENDA

Employees shall be compensated in accordance with the applicable Wage Schedules, Attachments and Addenda appended to this Collective Agreement.

Regular full-time and regular part-time employees shall move to the increment step indicated by calendar length of service with the Employer.

Casual employees shall move to the increment step indicated by accumulated hours of service with the Employer.

Article XIV
VARIATIONS

The general provisions of this Agreement shall have application save and except where specific variations are provided in Attachments to this Agreement.

Article XV
BINDING TRIBUNAL

At the option of the Union, any or all unresolved bargaining demands shall be submitted to resolution and binding settlement by a Board of Arbitration within the meaning of the Labour Code of the Province of British Columbia, or its successor Act, by the Union giving written notice to the Employer and the Minister of Labour. One member of the Board shall be appointed by the Employer or its duly authorized or accredited bargaining agent, one by the Union, and a third, who shall be the Chairman of the Arbitration Board, by the two thus appointed or, failing such appointment within two (2) weeks after either party has given notice to the other requiring that such appointment be made, by the Minister of Labour for the Province of British Columbia, upon the application of either party.

Prior to commencing the arbitration proceedings, the chairperson of the arbitration board shall act as a mediator to assist the parties in reaching a voluntary resolution of the issues in dispute. In the event of an impasse, the proceedings shall be immediately reverted to arbitration.

Article XVI
CONTRACTING OUT

The Employer agrees not to contract out bargaining unit work to any outside agency which would result in the laying off of employees within the bargaining unit.

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Article XVII
SAVINGS CLAUSE

In the event that present or future legislation renders null and void or materially alters any provision of this Collective Agreement, the following shall apply:

- (a) The remaining provisions of the Collective Agreement shall remain in full force and effect for the term of the Collective Agreement.
- (b) The Employer and the Union shall, as soon as possible, negotiate mutually agreeable provisions to be substituted for the provisions so rendered null and void or materially altered.
- (c) If a mutual agreement cannot be struck as provided in (b) above, the matter shall be arbitrated pursuant to Article V of the Collective Agreement.



Article XVIII VOLUNTEERS

It is agreed that volunteers have a role to fill in the operation of a long term care facility and are an important link to the community being served. Any volunteers used shall be supernumerary to established positions in the bargaining unit and will not result in the lay-off of bargaining unit employees; nor will volunteers be used to fill established positions within the bargaining unit.

It is further agreed that utilization of volunteers, as of the date of execution of this agreement, is consistent with the above.

Article XIX EFFECTIVE AND TERMINATING DATES

This Agreement ~~shall be effective from April 1, 1986, and shall remain in force and be binding upon the parties until March 31, 1989, and from year to year thereafter unless terminated by either party on written notice served during the month of December, 1988.~~

It is agreed that the operation of Subsection 2 of Section 66 of the Labour Code of British Columbia is excluded from this Agreement.

All wage increases shall be effective from April 1, 1986. All increases in compensatory benefits shall be effective from April 1, 1988. All other changes shall be effective from the date of signing unless otherwise specified in the Collective Agreement. It is understood that in relation to Article IX, Section 2 — Vacations, that all employees shall, effective April 1, 1988, be immediately entitled to those annual vacations as are provided in that clause depending upon their continuous service to that date.

Changes in Agreement

Any change deemed necessary in this Agreement may be made by mutual agreement of the parties at any time during the life of this Agreement.

Article XX SUPERIOR BENEFITS OR VARIATIONS

All superior benefits or variations contained in Attachments, except as they are amended by negotiations, shall be continued in the Collective Agreement.

SIGNED ON BEHALF OF THE EMPLOYERS

Per: _____
J.L. Bennett — President

Per: _____
J.K. Arnold — Executive Director

Per: _____
K. Loughlin — Past President

Per: _____
S. Rinfret — Senior Negotiations ~~Officer~~

Per: _____
J.A. Gray — Committee ~~Chairman~~

Per: _____
B. Donnelly — ~~Committee~~ Member

Dated this 27th day of October, 1987.

SIGNED ON BEHALF OF THE HOSPITAL EMPLOYEES' UNION

Per: _____
J.D. Gerow, Secretary-Business Manager

Per: _____
E Muzin, Chairperson, Provincial Bargaining Committee

Per: _____
J. Amendt, Member, Provincial Bargaining Committee

Per: _____
P. MacLeod, Member Provincial Bargaining Committee

Per: _____
P. Shiplack, Member Provincial Bargaining Committee

Per: _____
E. Theobald, Member Provincial Bargaining Committee

Per: _____
C. Gardner, Member Provincial Bargaining Committee

Per: _____
J. Fairbanks, Member Provincial Bargaining Committee

Per: _____
C. Parrish, Member Provincial Bargaining Committee

Per: _____
N. White, Member Provincial Bargaining Committee

Per: _____
L. Bibbo, Member Provincial Bargaining Committee

Per: _____
T. Beaugrand, Member Provincial Bargaining Committee

Per: _____
B. Osborne, Member Provincial Bargaining Committee

Per: _____
R. Campbell, Member Provincial Bargaining Committee

Per: _____
D. Allen, Member Provincial Bargaining Committee

Dated this 27th day of October, 1987.

ADDENDUM
PART-TIME EMPLOYEES

A regular part-time employee as defined in Article I, Section 2, Regular Part-time Employees, shall receive the same perquisites, on a proportionate basis, as granted a regular full-time employee, including the following:

(a) Vacations

Regular part-time employees shall be credited with and granted vacations as set out in Article IX, Section 2; that is, eight percent (8%) during the first (1st) year of regular part-time employment; and vacation with pay based on a proportionate amount of the vacation entitlements as set out under Article IX, Section 2. *8815*

(b) Statutory Holidays

Three (3) hours off with pay every thirty-three (33) days for employees working an average of fifteen (15) hours per week, or pay in lieu thereof; or a proportionate amount depending on time worked. *880*

(c) Sick Leave

7.2 days (54.0) hours per year for those working an average of fifteen (15) hours per week per calendar year, or a proportionate amount depending on time worked. All sick leave credits shall be paid in conformity with Article XI, Section 3. *88d*

(d) Special Leave

Two and three-fifths (2%) days (19% hours) per year for those working an average of fifteen (15) hours per week per calendar year, or a proportionate amount depending on time worked. All special leave credits shall be paid in conformity with Article VII, Section 7.

(e) Qualifying Period

Employees promoted to a regular full-time position shall be considered qualifying employees in that position for a period of three (3) calendar months.

(f) Increment Progression

Based on calendar length of service with the Employer.

(g) Seniority

Applicable on a proportionate basis. *88g*

ADDENDUM

LANGUAGE PROVISIONS— WAGE SCHEDULES

All employees affected by this Agreement shall automatically move to the pay rate indicated in accordance with their service with the Employer.

Upon recruiting new (including previous) employees, the Employer agrees that previous comparable experience shall be taken into consideration, and the commencing pay rate may be at any step in the range above the minimum.

A former employee, re-engaged for a previous job, who has been absent from employment from a long term care institution for a period not exceeding three (3) years, shall be recruited at any step in the range above the minimum.

No employee who is, at present, receiving a more favourable rate or condition than is specified herein shall incur a reduction in such rate or condition unless a reduction in such rate or condition was negotiated.

ADDENDUM
WAGE SCHEDULES

The pay rates (including increments and stated extras) as agreed to and hereinafter in this Schedule provided, shall be in effect during the term of the Employees' Agreement on the dates set out on the Wage Schedule.

ADDENDUM

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WAGES

- (1) Across the **board** wage increases shall be immediately implemented in each facility:
 - (a) Effective April 1, 1986 all wages shall be increased in the amount of \$30.00 per month;
 - (b) Effective November 1, 1986 all wages shall be increased in the amount of a further \$40.00 per month;
 - (c) Effective April 1, 1987 all wage rates shall be increased in the amount of a further \$20.00 per month;
 - (d) Effective June 1, 1987 all wage rates shall be increased by 2.7%;
 - (e) Effective April 1, 1988 all wage rates shall be increased by 3%.
- (2) The parties agree that notwithstanding the above wage increases the appropriate standard wage rates for each job category are as follows:

Standard Wage Schedule

Categories	April 1 1986	Nov. 1 1986	June 1 1987	April 1 1988
Resident Care Aide				
Activity Aide				
Start	1560	1580	1623	1672
12 Months	1620	1640	1684	1735
24 Months	1680	1700	1746	1798
36 Months	1760	1780	1828	1883
Housekeeping Aide	1640	1660	1705	1756
Laundry Aide	1660	1680	1725	1777
Cook I	1900	1920	1972	2031
Cook II	1800	1820	1869	1925
Dietary Aide	1640	1660	1705	1756
Utility/Maintenance	1870	1890	1941	1999
Janitor/Utility	1760	1780	1828	1883
Receptionist/Clerk				
start	1520	1540	1582	1629
12 Months	1580	1600	1643	1692
24 Months	1640	1660	1705	1756
36 Months	1700	1720	1766	1819

- (3) As at April 1, 1988 any facility covered by this agreement which is not paying the above standard rates of pay after implementation of the 3% increase in sub-paragraph (1)(e) shall immediately implement rates equal to one half of the difference. The standard rates shall thereafter be fully implemented on **October 1, 1988**.

ADDENDUM
RETROACTIVITY

Employees who have severed employment subsequent to April 1, 1986 shall be paid full retroactivity of the general increases in *salary* to the date of severance. The Employer shall notify all such employees (**once** in writing) at their last known mailing address that such retroactivity is payable **upon** written application.

The Employer will make every effort **to make** such retroactive payments within sixty (60) calendar **days** of the date of signing of this Agreement.

ADDENDUM

GROUP LIFE AND LONG TERM DISABILITY INSURANCE PLANS

PART A — GROUP LIFE INSURANCE PLAN

Section 1 — Eligibility

Regular full-time and ~~regular part-time employees~~ who are on staff on the effective date of the Plan or who join the staff following that date shall, upon completion of the three (3) month probationary period, become members of the Group Life Insurance Plan as a condition of employment.

Section 2 — Benefits

The Plan shall provide basic life insurance in the amount of Fifty Thousand Dollars (\$50,000.00) and standard twenty-four (24) hour ~~accidental death and dismemberment~~ insurance. Coverage shall continue until termination of employment. On termination of employment (including retirement), coverage shall continue without premium payment for a period of thirty-one (31) days, during which time the conversion privilege may be exercised; that is, the individual covered may convert all or part of his/her Group Life Insurance to any whole life, endowment, or term life policy normally issued by the insurer and at the insurer's standard rates at the time, without medical evidence.

Section 3 — Premiums

The cost of the Plan shall be borne by the Employer.

PART B — LONG TERM DISABILITY PLAN

Section 1 — Eligibility

- (a) Regular full-time and ~~regular part-time employees~~ who are on staff at the date of the signing of the agreement and who are not presently disabled from working or who join the staff following that date shall, upon completion of the three month probationary period, become members of the Long Term Disability Plan as a condition of employment.
- (b) Seniority accumulation and benefit entitlement for employees on long term disability shall be consistent with the provisions of Article VII, Section 3, of the Collective Agreement, which reads:

Any employee granted unpaid Leave of Absence totalling up to twenty (20) working days in any year shall continue to accumulate seniority and all benefits, and shall return to his/her former job and increment step.

If an unpaid Leave of Absence or an accumulation of unpaid Leaves of Absence exceeds twenty (20) working days in any year, the employee shall not accumulate benefits from the twenty-first (21st) day of the unpaid leave to the last day of the unpaid leave, but shall accumulate benefits and receive credit for previously earned benefits and seniority upon expiration of the unpaid leave.

Employees on long term disability shall be considered employees for the purposes of superannuation in accordance with the Pension (Municipal) Act.

Employees on long term disability shall have their Group Life Insurance Premiums waived, and coverage under the Group Term Life Insurance Plan shall be continued for an amount not to exceed the amount of life insurance for the employee on the last day he/she was actively at work.

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Section 2 — Waiting Period and Benefits

In the event an employee, while enrolled in this Plan, becomes totally disabled as a result of an accident or an illness then, after the employee has been totally disabled for six (6) months, the employee shall receive a benefit equal to two-thirds (2/3) of monthly earnings, to a maximum of fifteen hundred dollars (\$1,500.00) per month, in accordance with the Plan which shall be filed with the Union.

For the purposes of the above, earnings shall mean basic monthly earnings as at the date of disability. Basic monthly earnings for regular part-time employees shall be calculated on the basis of the employee's average monthly hours of work for the twelve (12) month period or such shorter period that the employee has been employed, prior to the date of disability, multiplied by his/her hourly pay rate as at the date of disability.

The long term disability benefit payment shall be made so long as an employee remains totally disabled and shall cease on the date the employee reaches age 65, recovers, or dies, whichever occurs first, or as of the date of failure to provide requested written proof, satisfactory to the Company, of his/her continuous total disability.

Section 3 — Total Disability Defined

(a) Total disability, as used in this Plan, means during the first twenty-four (24) months of a benefit payment period, the employee's complete inability, as a result of bodily sickness or injury, to engage in his normal occupation, and after the first twenty-four (24) months of a benefit payment period, the employee's complete inability, as a result of bodily sickness or injury, to engage in any occupation or employment for wages, compensation or profit, for which he/she is reasonably qualified by education, training, or experience, or may reasonably become so qualified, subject always to the terms of the provision LIMITATIONS AND EXCLUSIONS.

(b) Total disabilities resulting from mental or nervous disorders are covered by the Plan in the same manner as total disabilities resulting from accidents or

other sicknesses, except **that** an employee who is totally disabled as a result of a mental or nervous disorder and who has received twenty-four (24) months of Long Term Disability Plan benefit payments must be confined to a hospital or mental institution or, where they are at home, under the direct care and supervision of a medical doctor, in order to continue to be eligible for benefit payments.

- (c) During a period of total disability, an employee must be under the regular and personal care of a legally qualified doctor of medicine.
- (d) After twenty-four (24) months of disability, an employee who is able by reason of education, training, or experience, to perform the duties of any gainful occupation, shall no longer be considered totally disabled and, therefore, shall not continue to be eligible for benefits under this Long Term Disability Plan.
- (e) If an employee who is receiving this Long Term Salary Continuance benefit enters into a rehabilitation program, benefits may, at the discretion of the Company, be continued for up to twenty-four (24) months. However, the monthly benefit payable to the employee during the rehabilitation program will be the amount of benefit calculated in accordance with the terms of this policy less twenty-five percent (25%) of the total amount of any wages, compensation, or profit earned by the employee during the rehabilitation program. In the event that income from rehabilitative employment and the benefit paid under this Plan shall exceed eighty percent (80%) of the employee's earnings at date of disability, the benefit from this Plan shall be further reduced by the excess amount.

"Rehabilitative employment" shall mean any occupation or employment for wage or profit, or any course or training that entitles the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee's doctor and the underwriter of the Plan.

The rehabilitative employment of a disabled employee shall continue until such time as the employee's earnings from rehabilitative employment exceed eighty percent (80%) of the employee's earnings at the date of disability, but in no event for more than twenty-four (24) months from the date rehabilitative employment commences.

If the earnings are received by an employee during a period of total disability and, if such earnings are derived from employment which has not been approved as rehabilitative employment, then the regular monthly benefit from the Plan shall be reduced by one hundred percent (100%) of such earnings.

Section 4 — Exclusions and Limitations

Exclusions

No benefit shall be payable, in accordance with the terms of this policy, for any disability which is caused by or results from:

1. intentionally self-inflicted bodily injury or sickness, while sane or insane;
2. pregnancy, including complications of pregnancy, if the disability occurs **during** a period for which the employee would otherwise be eligible for **benefits** under the Unemployment Insurance Act 1971 Canada, and its regulations;
3. rebellion or insurrection, war, whether war has been declared or not, or by full or part-time service in any **Armed** Forces;
4. flying or air travel, except when flying or travelling **as** a passenger in **an** aircraft for which a certificate of airworthiness has been issued by the appropriate government authority and which is operated by a properly licensed pilot.

Limitations

1. An employee, physically able to engage in an occupation or employment, shall not be deemed **to be** totally disabled **if he is prevented** from engaging in that occupation or employment by any **disqualification** of law, licensing, or employment **practice**, even though such disqualification may arise from or be related to **bodily injury** or sickness for which he has received benefits provided by this policy.
2. In no event shall absence outside the territorial limits of Canada or the United States in North America be considered as **part** of disability period unless approved by the Company in writing prior to the beginning of such absence.

Section 5 — Integration with Other Disability Income

The **amount** of benefit payable to an employee shall be the amount for which **he/she** is insured on the date of commencement of **his/ her total disability**, subject to any provision for the reduction or termination of insurance contained in this policy on such date.

However, if during a disability period, the employee is entitled to receive income from any of the following sources:

- (i) Workers' Compensation Act, or similar law;
- (ii) Department of Veterans' Affairs;
- (iii) Retirement or Pension Plan with any employer;
- (iv) any disability provision or any group insurance policy;
- (v) any law providing disability or retirement benefits enacted by any government, including the Employee Benefit of the Canada Pension Plan and the Quebec Pension **Plan;**

the amount of benefit shall be reduced by the amount of such income, excluding any portion the employee **was** receiving **prior** to commencement of disability, regardless of whether the employee has actually applied for and received such income.

However, no reduction in the amount of monthly benefit payable to the employee during the same period of disability will be made on account of increases in the amount of his income from the above sources if the increases are the direct result of application of a cost-of-living indexing formula to the amount of such income. No reduction will be made in this benefit by reason of the Canada Pension Plan or Quebec Pension Plan Dependent Benefit. Private or individual disability plan benefits of the disabled employee shall not reduce the benefit from this Plan.

Section 6 — Successive Disabilities

Successive disability period means a disability period which begins within one hundred and eighty (180) days after the termination of a prior disability period.

Until the employee has resumed his/her previous occupation on a full-time basis sufficiently recovered to prevent relapse, any period of total disability arising from the same cause or causes as a previous period of total disability will be considered a continuation of the previous period of total disability. In no event, however, will periods of total disability separated by one hundred and eighty (180) days or more of regular employment be considered as one period of total disability.

For each initial disability period, payment of benefits will commence following expiration of the qualification period of one hundred and eighty (180) days. For each successive disability period, payment of benefits will commence following expiration of:

(i) the qualification period less the total number of days absent due to the same cause or causes during the last preceding initial disability period and all intervening successive disability periods, or

(ii) thirty (30) days,

whichever is greater.

Section 7 — Expiration of Sick Leave

Employees who have unused sick leave credits after the one hundred and eighty (180) day waiting period when the long term disability benefit becomes payable shall either exhaust all such sick leave credits before receiving the long term disability benefit, or bank the unused sick leave credits for future use.

Employees who will be eligible for benefits under the Long Term Disability Plan shall not have their employment terminated. Following expiration of their sick leave credits, they shall be placed on unpaid leave of absence until receipt of long term disability benefits.

Upon return to work following recovery, an employee who was on long term disability shall, where possible, return to his/her former job, exercising his/her seniority rights if necessary, pursuant to Article III, Section 3, of the Collective Agreement.

Section 8 — Benefits Upon Plan Termination

In the event this Long Term Disability Plan is terminated, the benefit payments shall continue to be paid, in accordance with the provision of this Plan, to disabled employees who became disabled while covered by this Plan prior to its termination.

Section 9 — Premiums

The cost of this Plan shall be borne by the Employer. Payment of premiums shall cease on termination of employment, or six (6) months prior to an employee's 65th birthday, whichever occurs first.

Section 10 — Waiver of Premium

In the event an employee is receiving long term salary continuance benefits provided by this policy, the premium for his insurance shall be waived for the period during which benefits are paid.

Section 11 — Claims

Written notice of a claim for long term salary continuance benefits must be sent to the Company by the participating Employer on the form provided by the Company for that purpose, and received by the Company not later than thirty (30) days after the expiration of the qualification period. Initial proof of total disability, obtained at the employee's expense, must be sent to the Company on the form provided by the Company for that purpose, and received by the Company not later than thirty (30) days after the expiration of the qualification period. Further proofs of total disability, when required by the Company, must be provided at the employee's expense.

Failure by the participating Employer to provide written notice of claim within the time limit specified above shall neither invalidate nor reduce any claim if it is shown that the employee had advised his employer of intention to claim within the time limit specified above.

Failure by the employee to provide written proof of claim as required above shall not invalidate a claim if notice is given to the Company within the time limit specified above, showing that it was not reasonably possible to obtain such proof.

Section 12 — Administration

The Employer shall administer the Plan. Upon request, the Union shall be provided access to any reports provided by the claims-paying agent regarding experience information. All questions arising as to the interpretation of the Plan shall be subject to the grievance and arbitration procedures of the Collective Agreement. In cases of discrepancy between this Addendum and the Master Policy, the Master Policy will prevail.

ADDENDUM

CASUAL EMPLOYEES

- I. (a) Casual employees shall be **employed** only to relieve in positions occupied by regular full-time and **regular** part-time **employees**, provided that a casual employee shall not be used for a **period** in excess of one (1) calendar month in any one (1) position. **Without** limiting the generality of the foregoing, the Employer may call casual employees to **perform** the following work
 - (1) vacation relief;
 - (2) sick leave relief;
 - (3) education relief;
 - (4)** maternity leave relief;
 - (5)** compassionate leave relief;
 - (6)** union business relief;
 - (7)** educational leave relief;
 - (8)** such other leave relief as is provided by the Collective Agreement.
- (b) **In** an emergency, where an extraordinary workload develops, a casual employee may be used to do work having a duration of less than one (1) calendar month.
2. Casual employees shall be called to work in the order of their seniority provided that they **are** registered to work in a job classification applicable **to** the work required to be done. A casual **employee** shall be entitled to register for **work** in any **job** classification in a **single** department in respect of which such employee meets the requirements of the class. **No** casual employee shall be **registered** in **more** than one department, except where the Employer and the Union otherwise agree in **good** faith.
3. Where it appears that the regular employee whose position is being filled by a casual employee will not return to his/her position within one (1) calendar month, that position shall be posted and filled pursuant to the provisions of Article VI, Section 13(a) of the collective agreement.
4. (a) **A** casual employee who is appointed to fill a position under **Section 3** shall not thereby become a regular employee. A casual employee may become a regular employee **only** by successfully bidding into a permanent vacancy in **respect** of **which** there is no **present** regular incumbent. Upon completion of **an** assignment, a casual employee shall be reverted to the casual list.
- (b) Where a position is filled by a casual employee under Section 3 and that position will last more **than three** (3) months, that casual employee shall be enrolled in the benefit plans listed below at the sole cost of the

Employer following thirty-one (31) days in the position provided always that the employee **has** completed the probationary **period** under Section 12(1) of this Addendum:

- (i) Article **XI**, Section 9
 - (a) medical plan
 - (b) dental plan
 - (c) extended health care plan

- (ii) Article **XI**, Section 14 group life and long term disability plan.

(c) Coverage under this section shall cease when either:

- (i) the regular incumbent returns to the position, or
- (ii) the casual employee is no longer working in the posted position.

(d) Casual employees receiving benefits under this section shall not be entitled to receive benefits under Section 15(2).

5. Casual employees **are** entitled to all benefits of the collective agreement except the **following**:

- (1) Article III — Technological, Automation and Other Changes;
- (2) Article VI — Seniority, Sections 1, 3, 4, 5, 6, 7, 8, 9, 10 and 13(c);
- (3) Article **VII** — Leave of Absence;
- (4) Article **VIII** — ~~Hours~~ of Work and Overtime; Sections 3 and 7(i) and (j);
- (5) Article IX — Statutory Holidays and Annual Vacations, Sections 3 and 4;
- (6) Article **X** — Conditions of Employment, Section 3;
- (7) Article **XI** — General Provisions, Sections **3, 4, 8, 9, 11** and **14**;
- (8) Article XII — Severance Allowance.

6. Casual employees shall accumulate seniority on the basis of the number of hours worked.

7. The Employer shall maintain both (a) a master casual seniority list which shall include all casual employees employed by the Employer listed in descending order of their seniority; and (b) a classification registry for each job classification in which casual employees may be **used**. Each classification registry shall list **those** casual employees who have been qualified **to** work in that job classification in descending order of hours worked.

8. The manner in which casual employees shall be called to work shall be as follows:

- (1) The Employer shall call, by telephone, only those casual employees who are registered in the classification registry applicable to the work required to be done, at a number provided by the employee. The Employer shall commence by calling the most senior employee in the

classification registry. Only one call need be made to any one casual employee, provided that the telephone shall be permitted to ring a minimum of eight times. In the event of a busy signal, the employee shall be recalled after two minutes and if it is still busy, the next person on the list shall be called.

- (2) All such calls shall be recorded in a log book maintained for the purpose which shall show the name of the employee called, the time that the call was made, the job required to be done, whether the employee accepts or declines the invitation to work, or fails to answer the telephone, and the signature of the person who made the call. In the event of a dispute, the Union shall have reasonable access to the log book and shall be entitled to make copies.
 - (3) If the casual employee who is being called fails to answer or declines the invitation to work or is unable to work, the Employer shall then call the next most senior employee registered in that job classification and so on until a casual employee is found who is ready, willing and able to work.
9. Casual employees shall not be dismissed except for just and proper cause.
10. Casual employees may be laid off from the casual list in the inverse order of their seniority where it becomes necessary to reduce the work force due to economic circumstances. Laid off casual employees shall retain their seniority for one (1) year, subject to which they shall be reinstated to the casual list in the order of their seniority when it becomes necessary to expand the work force.
11. (1) The master casual employee seniority list and each classification registry shall be revised and updated every three (3) months as at January 1, April 1, July 1 and October 1 (the "adjustment dates") in each year. The seniority of each casual employee thus determined shall be entered in the classification registry in descending order of the most hours worked to the least. Casual employees hired after an adjustment date shall be added to such classification registry or registries as are applicable in the order that they are hired.
- (2) For purposes of a call-in to do casual work, any time accumulated in a current period shall not be reckoned until the next following adjustment date.
 - (3) Within two weeks of each adjustment date the Employer shall send to the Secretary-Business Manager of the Union a revised copy:
 - (a) of the master casual seniority list; and
 - (b) of each classification registry maintained by the Employer.
12. (1) Except for regular employees who transfer to casual status under Section 15, casual employees shall serve a probationary period of four hundred and eighty-eight (488) hours of work. During the said probationary period casual employees may be terminated for unsatisfactory service.

- (2) A casual employee who has not completed probation under this clause and who successfully bids into a regular position, shall serve a probationary **period** pursuant to Article **VI**, Section 1 of the collective agreement.
- (3) Where a casual employee who has completed probation successfully bids into a **regular** position, such employee shall not be required to serve another probationary period under Article **VI**, Section 1.
13. **For purposes** of relating the seniority of a casual employee to that of regular **employees**, the seniority date or initial **date** of hiring of such employee shall be calculated by:
- (1) dividing his/her number of seniority hours by a factor of 7.5, which shall be deemed to be the number of days worked; and then
 - (2) taking the number of days worked derived under subsection (1) herein multiplied by a factor of 1.4 rounded **off** to the nearest whole **number**, which shall be deemed to be the number of calendar days of employment. The **seniority** date shall then be calculated by backdating from the applicable date the number of calendar days thus determined.
14. Casual employees shall receive **12.2%** of their straight time pay in lieu of scheduled vacations and statutory holidays.
15. (1) Provided that the employee **so** elects within sixty (60) days of the completion of 180 hours of work, or after the completion of each two year period thereafter, casual employees shall have an option to enroll in the following benefit plans:
- (a) medical services plan;
 - (b) dental plan;
 - (c) extended health plan.
- An employee who makes an election under this provision must **enroll** in each and every of the benefit plans and shall not be entitled to except any of them.
- (2) In order to fund the cost of those benefits in whole or in part, the Employer shall pay such employees **11.2%** of their straight time pay in addition to any payments prescribed by Section 14.
- Such employee shall **then pay to the** Employer, in advance, the full cost of such benefits and **shall maintain** payment of them by any method agreeable to the Employer from month **to** month.
- (3) Where a casual employee subsequently elects to withdraw from **the** benefit plans **or** fails **to** maintain the required payments, the Employer shall terminate the benefits, and the employee shall cease receiving payments under subsection (2). Thereafter, the employee shall only **be** entitled to **re-enroll** in the sixty (60) day period following the completion of a further two (2) calendar years of employment **as a** casual employee.

16. A regular employee who is laid off shall be entitled, as of right, to transfer to casual status. Other regular employees may transfer to casual status, provided that the Employer requires additional casual employees. Upon transfer, such employees shall be entitled only to such benefits as are available to casual employees. Such employees shall maintain all accumulated seniority and benefits to the date of the transfer, converted to hours on the following formula:
- (1) to determine the number of days worked, take the number of calendar days between the employee's seniority date and the date of transfer, multiplied by a factor of 0.714; and then
 - (2) to determine the number of seniority hours, multiply the result obtained under subparagraph (1) by a factor of 7.5.
17. Regular part-time employees may register for casual work under this Addendum except that Sections 12, 13, 14 and 15 shall not apply. Where the regular schedule of a part time employee registered under this section conflicts with a casual assignment, the part time employee shall be deemed to be unable to work except that where the assignment is longer than three (3) days the employee shall be relieved of his/her regular schedule at the option of the employee. All time worked shall be credited to the employee under the provisions of the Addendum — Part Time Employees.
18. Casual employees shall move to the increment step indicated by accumulated hours of service with the Employer.
19. All the provisions of this Addendum shall be effective October 1, 1987.
20. Transitional. Any seniority accumulated by existing casual employees shall be continued and shall be reckoned in these provisions, and in particular, in the calculation of the probationary period and the qualification for benefits.
21. Transitional. Regular employees who shall have been laid off within one year prior to October 1, 1987 shall be entitled to transfer to casual status pursuant to the provisions of Section 16 herein.
22. Transitional. Any casual employee who shall have become a regular employee as at October 1, 1987 (the "effective date") but who does not have a regular position (a "rolled over casual employee") shall be governed by the following provisions:
- (a) In order to preserve as many regular part-time jobs as possible for rolled over casual employees, the Employer shall make every reasonable effort to create as many regular part-time positions out of existing casual work as may be practicable. Where any such position is created, it shall be posted and filled in accordance with the provisions of the Agreement.
- As at March 31, 1988, the Employer shall prepare a report which shall be forwarded to the Secretary-Business Manager of the Union, no later than April 20, 1988, stating what efforts were made to create regular part-time positions and the extent to which those efforts were successful.

- (b) Any rolled over casual employee who is relieving a regular employee shall continue in that assignment on the same **terms** and conditions as apply on the effective date until the regular incumbent returns.
- (c) Any rolled over casual employee who is not relieving a regular employee shall be continued as a regular part-time **employee** with all benefits applicable to regular part-time employees (**insofar as** they may be applicable) except that he/she shall be placed on the master casual seniority list and shall be registered and scheduled for work as a casual employee.
- (d) Where a regular incumbent **returns** to work and displaces a rolled over casual employee under (a), that employee shall be continued as a regular part-time **employee** with all benefits applicable to regular part-time employees (**insofar as** they may be applicable), except that he/she shall be placed on the master casual seniority list, and shall be registered and scheduled for work as a casual employee.
- (e) At the end of six **(6)** months **from** the time that a rolled over casual employee is placed on the master casual seniority list under (c) or (d), he/she shall become a full status casual employee, and all regular benefits shall be discontinued consistent with Section 15, of the casual award subject to the following exceptions:
 - (i) that thirty-one **(31)** calendar days prior to the end of the six **(6)** month period such employee shall be served a notice of displacement and shall be **given an opportunity to bump** pursuant to Article III, Section 3 of the **Collective Agreement**;
 - (ii) that any rolled over casual employee who shall have worked **an average of at least fifteen (15) hours per week in a single classification over the six (6) month period** shall continue as a regular part-time employee until September 30, 1988. As at that date, all remaining rolled over casual employees with regular part-time status shall become full status casual employees, and all regular benefits shall be discontinued, provided that subsection (i) herein shall apply **pari passu**.
- (f) Any rolled over casual employee who elects not to bump, or fails to bump another employee shall not be laid off but shall become a full **status** casual employee. Where a reduction of forces **subsequently** becomes necessary, any layoff of rolled over casual employees shall be accomplished under Section 10 herein.
- (g) Rolled over casual employees shall be specifically identified on the master casual seniority list by the designation 'R.C.E.' after their names.

APPENDIX "A"

LIST OF GROUP OF LONG TERM CARE FACILITIES REPRESENTED BY CONTINUING CARE EMPLOYEE RELATIONS ASSOCIATION OF B.C. AND CERTIFIED BY THE HOSPITAL EMPLOYEES' UNION, LOCAL 180

Facility and Location

Arrowsmith Lodge, Parksville
Beckley Farm Lodge, Victoria
Buchanan Memorial Sunset Lodge, New Westminster
Cedarview Lodge, North Vancouver
Crossroads Treatment Centre, Kelowna
Dr. F.W. Green Memorial Home, Cranbrook
Golden Ears Retirement Centre, Maple Ridge
Grandview Towers II, Vancouver
Greenwoods, Ganges
Hardy View Lodge, Grand Forks
Haro Park Centre, Vancouver
Kimberley Special Care Home, Kimberley
Kinsmen Retirement Centre, Delta
Kiro Manor, Trail
Kiwanis Park Lodge, West Vancouver
Kiwanis Village Care Home, Gibsons
Luther Court, Victoria
M.S.A. Manor, Abbotsford
Nanaimo Travellers Lodge, Nanaimo
Nelson Jubilee Manor, Nelson
New Vista Care Home, Burnaby
Richmond Lions Manor, Richmond
Rosewood Manor, Richmond
Royal Arch Masonic Home, Vancouver
Sagebrush Lodge, Osoyoos
Salvation Army Sunset Lodge, Victoria
St. Jude's Anglican Home, Vancouver
Sunnybank Centre, Oliver
Three Links Care Centre, Vancouver
Trinity Centre Care Society, Penticton

**FACILITY
WAGE
SCHEDULES**

ARROWSMITH LODGE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1475	\$1515	\$1535	\$1576	\$1623	\$1648	\$1672
12 Month						\$1679	\$1735
24 Month						\$1711	\$1798
36 Month						\$1753	\$1883
Dietary Ai& *	\$1475	\$1515	\$1535	\$1576	\$1623	\$1690	\$1756
Cook II	\$1621	\$1661	\$1681	\$1726	\$1778	\$1852	\$1925
Maintenance/Utility	\$1770	\$1810	\$1830	\$1879	\$1935	\$1967	\$1999
Housekeeping Aide	\$1475	\$1515	\$1535	\$1576	\$1623	\$1690	\$1756
Laundry Aide	\$1475	\$1515	\$1535	\$1576	\$1623	\$1700	\$1777
Receptionist/Unit Clerk/Messenger/ Driver							
Start	\$1475	\$1515	\$1535	\$1576	\$1623	\$1626	\$1629
12 Month						\$1658	\$1692
24 Month						\$1690	\$1756
36 Month						\$1721	\$1819

* Dietary Aides with regular cooking responsibilities will receive a \$.31 per hour premium

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Category	BECKLEY FARM LODGE						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Ai&							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777

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OCT 1, 87

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BUCHANAN MEMORIAL, SUNSET LODGE
 Apr. 1/86 Nov. 1/86 Apr. 1/87 June 1/87 Apr. 1/88 Apr. 1/88 Oct. 1/88

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Aide (Persons employed in this category who are currently earning \$7.60/hr shall be paid as follows:)	\$1180	\$1220	\$1240	\$1274	\$1313	\$1535	\$1756
Head Housekeeping Aide	\$1393	\$1433	\$1453	\$1492	\$1537	\$1744	\$1950
Laundry Aide	\$1393	\$1433	\$1453	\$1492	\$1537	\$1657	\$1777
Cook II	\$1437	\$1477*	\$1497*	\$1537*	\$1583	\$1754**	\$1925**
Dietary Aide (Persons employed in this category who are currently earning \$7.08/hr shall be paid as follows:)	\$1180	\$1220	\$1240	\$1274	\$1313	\$1535	\$1756
Resident Care Aide (Persons employed in this category who are currently earning \$8.02/hr shall be paid as follows:)	\$1333	\$1373	\$1393	\$1431	\$1474	\$1615	\$1756
Activity Aide (Persons employed in this category who are currently earning \$7.08/hr shall be paid as follows:)	\$1180	\$1220	\$1240	\$1274	\$1313	Start \$1493 12 Mth. \$1524 24 Mth. \$1555 36 Mth. \$1598	\$1672 \$1735 \$1798 \$1883

Notes: * Monthly rate based on employees working 8 hrs/day, 40 hrs/week exclusive of meal periods.
 ** Monthly rate based on employees working 7½ hrs/day, 37½ hrs/week exclusive of meal periods.

BUCHANAN MEMORIAL SUNSET LODGE—Continued

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide Activity Aide (Cont'd.) (Persons employed in this category who are currently earning \$7.08/hr and working 8 hrs/day and/or 40 hrs/week shall be paid as follows:)	\$1257*	\$1297*	\$1317*	\$1353*	\$1394*	Start \$1533** 12 Mth. \$1565** 24 Mth. \$1596** 36 Mth. \$1639**	\$1672** \$1735** \$1798** \$1883**
(Persons employed in this category who are currently earning \$7.34/hr shall be paid as follows:)	\$1223	\$1263	\$1283	\$1318	\$1358	Start \$1515 12 Mth. \$1547 24 Mth. \$1578 36 Mth. \$1621	\$1672 \$1735 \$1798 \$1883
75 (Persons employed in this category who are currently earning \$7.60/hr shall be paid as follows:)	\$1265	\$1305	\$1325	\$1361	\$1402	Start \$1537 12 Mth. \$1569 24 Mth. \$1600 36 Mth. \$1643	\$1672 \$1735 \$1798 \$1883
(Persons employed in this category who are currently earning \$8.12/hr shall be paid as follows:)	\$1349	\$1389	\$1409	\$1447	\$1490	Start \$1581 12 Mth. \$1613 24 Mth. \$1644 36 Mth. \$1687	\$1672 \$1735 \$1798 \$1883
Gardner	\$1437*	\$1477*	\$1497*	\$1537*	\$1583*	\$1733**	\$1883**
Janitor/Utility	\$1758*	\$1798*	\$1818*	\$1867*	\$1883*	\$1883**	\$1883**

Notes: * Monthly rate based on employees working 8 hrs/day, 40 hrs/week exclusive of meal periods.
 ** Monthly rate based on employees working 7½ hrs/day, 37½ hrs/week exclusive of meal periods.

Category	CEDARVIEW LODGE						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1478	\$1518	\$1538	\$1580	\$1627	\$1650	\$1672
12 Month						\$1681	\$1735
24 Month						\$1713	\$1798
36 Month						\$1755	\$1883
Housekeeping Aide	\$1345	\$1385	\$1405	\$1443	\$1486	\$1621	\$1756
Laundry Aide	\$1345	\$1385	\$1405	\$1443	\$1486	\$1632	\$1777
Coot II	\$1649	\$1689	\$1709	\$1755	\$1808	\$1867	\$1925
Dietary Aide	\$1345	\$1385	\$1405	\$1443	\$1486	\$1621	\$1756
Janitor/Utility	\$1559	\$1599	\$1619	\$1663	\$1713	\$1798	\$1883
Utility/Maintenance	\$1627	\$1667	\$1687	\$1733	\$1785	\$1892	\$1999

CENTRAL CITY MISSION

Category	Aug. 5/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88	
Cart Attendant and Unit Clerk	\$1375	\$1415	\$1435	\$1474	\$1518	Start	\$1595	\$1672
						12 Mth.	\$1627	\$1735
						24 Mth.	\$1658	\$1798
						36 Mth.	\$1701	\$1883
	\$1420	\$1460	\$1480	\$1520	\$1566	Start	\$1619	\$1672
						12 Mth.	\$1651	\$1735
						24 Mth.	\$1682	\$1798
						36 Mth.	\$1725	\$1883
	\$1441	\$1481	\$1501	\$1542	\$1588	Start	\$1630	\$1672
						12 Mth.	\$1662	\$1735
						24 Mth.	\$1693	\$1798
						36 Mth.	\$1736	\$1883
	\$1606	\$1646	\$1666	\$1711	\$1762	Start	---	\$1672
						12 Mth.	---	\$1735
						24 Mth.	\$1780	\$1798
						36 Mth.	\$1823	\$1883
	\$1670	\$1710	\$1730	\$1777	\$1830	Start	---	\$1672
						12 Mth.	---	\$1735
24 Mth.						---	\$1798	
36 Mth.						\$1857	\$1883	
\$1715	\$1755	\$1775	\$1823	\$1878	Start	---	\$1672	
					12 Mth.	---	\$1735	
					24 Mth.	---	\$1798	
					36 Mth.	\$1881	\$1883	
Activity Aide	\$1430	\$1470	\$1490	\$1530	\$1576	Start	\$1624	\$1672
						12 Mth.	\$1656	\$1735
						24 Mth.	\$1687	\$1798
						36 Mth.	\$1730	\$1883

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Category	Aug. 5/86	GENERAL CITY MISSION - (Continued)				Apr. 1/88	Oct. 1/88
A.R.P. Caseworker	\$1168	\$1208	\$1228	\$1261	\$1299	Start \$1486	\$1672
						12 Mth. \$1517	\$1735
						24 Mth. \$1549	\$1798
						36 Mth. \$1591	\$1883
	\$1470	\$1510	\$1530	\$1571	\$1618	Start \$1645	\$1672
						12 Mth. \$1677	\$1735
						24 Mth. \$1708	\$1798
						36 Mth. \$1751	\$1883
	\$1570	\$1610	\$1630	\$1674	\$1724	Start —	\$1672
						12 Mth. \$1730	\$1735
						24 Mth. \$1761	\$1798
						36 Mth. \$1804	\$1883
Cook I	\$1470	\$1510	\$1530	\$1571	\$1618	\$1825	\$2031
Dietary Aide	\$1156	\$1196	\$1216	\$1249	\$1286	\$1521	\$1756
	\$1159	\$1199	\$1219	\$1252	\$1290	\$1523	
	\$1170	\$1210	\$1230	\$1263	\$1301	\$1529	
	\$1255	\$1295	\$1315	\$1351	\$1392	\$1574	
	\$1280	\$1320	\$1340	\$1376	\$1417	\$1587	
	\$1288	\$1328	\$1348	\$1384	\$1426	\$1591	
	\$1400	\$1440	\$1460	\$1499	\$1544	\$1650	
	\$1170	\$1210	\$1230	\$1263	\$1301	\$1529	\$1756
	\$1209	\$1249	\$1269	\$1303	\$1342	\$1549	
	\$1288	\$1328	\$1348	\$1384	\$1426	\$1591	
Housekeeping Aide	\$1349	\$1389	\$1409	\$1447	\$1490	\$1623	
	\$1410	\$1450	\$1470	\$1510	\$1555	\$1656	
	\$1455	\$1495	\$1515	\$1556	\$1603	\$1680	
	\$1531	\$1571	\$1591	\$1634	\$1683	\$1720	
	\$1288	\$1328	\$1348	\$1384	\$1426	\$1602	\$1777
	\$1410	\$1450	\$1470	\$1510	\$1555	\$1666	

CENTRAL CITY MISSION—Continued

Category	Aug. 5/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Janitor/Utility	—	—	—	—	—	—	\$1883
Utility/Maintenance	\$1880	\$1920	\$1940	\$1992	\$1999	\$1999	\$1999
	\$1805	\$1845	\$1865	\$1915	\$1972	\$1986	
Desk Security	\$1240	\$1280	\$1300	\$1335	\$1375	Start \$1502	\$1629
						12 Mth. \$1534	\$1692
						24 Mth. \$1566	\$1756
						36 Mth. \$1597	\$1819
	\$1270	\$1310	\$1330	\$1366	\$1407	Start \$1518	\$1629
						12 Mth. \$1550	\$1692
						24 Mth. \$1582	\$1756
						36 Mth. \$1613	\$1819
	\$1430	\$1470	\$1490	\$1530	\$1576	Start \$1603	\$1629
						12 Mth. \$1634	\$1692
						24 Mth. \$1666	\$1756
						36 Mth. \$1698	\$1819
	\$1471	\$1511	\$1531	\$1572	\$1619	Start \$1624	\$1629
						12 Mth. \$1656	\$1692
						24 Mth. \$1688	\$1756
						36 Mth. \$1719	\$1819
Financial Aide						Start \$1624	\$1629
Word Processor	\$1471	\$1511	\$1531	\$1572	\$1619	12 Mth. \$1656	\$1692
						24 Mth. \$1688	\$1756
						36 Mth. \$1719	\$1819

Category	COOPER PLACE				
	May 13/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide					
Activity Aide					
Start	\$1537	\$1578	\$1625	\$1649	\$1672
12 Month	\$1552	\$1594	\$1642	\$1689	\$1735
24 Month	\$1566	\$1608	\$1656	\$1727	\$1798
36 Month				\$1770	\$1883
Housekeeping Aide					
Start	\$1487	\$1527	\$1573	\$1665	\$1756
12 Month	\$1501	\$1542	\$1588	\$1672	\$1756
24 Month	\$1516	\$1557	\$1604	\$1680	\$1756
Laundry Aide					
Start	\$1487	\$1527	\$1573	\$1675	\$1777
12 Month	\$1501	\$1542	\$1588	\$1683	\$1777
24 Month	\$1516	\$1557	\$1604	\$1691	\$1777
Cook I					
Start	\$1797	\$1846	\$1901	\$1966	\$2031
12 Month	\$1815	\$1864	\$1920	\$1976	\$2031
24 Month	\$1833	\$1882	\$1938	\$1985	\$2031
Cook II					
Start	\$1661	\$1706	\$1757	\$1841	\$1925
12 Month	\$1677	\$1722	\$1774	\$1850	\$1925
24 Month	\$1693	\$1739	\$1791	\$1858	\$1925
Dietary Aide					
Start	\$1487	\$1527	\$1573	\$1665	\$1756
12 Month	\$1501	\$1542	\$1588	\$1672	\$1756
24 Month	\$1516	\$1557	\$1604	\$1680	\$1756
Community Worker					
Start	\$1627	\$1672	\$1672	\$1672	\$1672
12 Month	\$1724	\$1735	\$1735	\$1735	\$1735
24 Month	\$1740	\$1787	\$1798	\$1798	\$1798
36 Month				\$1841	\$1883
Receptionist					
Start	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1487	\$1527	\$1573	\$1633	\$1692
24 Month	\$1501	\$1542	\$1588	\$1672	\$1756
36 Month				\$1704	\$1819

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		EVERGREEN BAPTIST HOME				
Category	Feb. 17/87	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide						
Activity Aide						
Start	\$1451	\$1471	\$1511	\$1556	\$1614	\$1672
3 Month	\$1484	\$1504	\$1545	\$1591	\$1632	\$1672
12 Month					\$1663	\$1735
24 Month					\$1695	\$1798
36 Month					\$1737	\$1883
Housekeeping Aide						
Start	\$1411	\$1431	\$1470	\$1514	\$1635	\$1756
3 Month	\$1484	\$1504	\$1545	\$1591	\$1674	\$1756
Laundry Aide						
Start	\$1411	\$1431	\$1470	\$1514	\$1646	\$1777
3 Month	\$1484	\$1504	\$1545	\$1591	\$1684	\$1777
Cook II						
F	\$1719	\$1739	\$1786	\$1840	\$1883	\$1925
Dietary Aide						
Start	\$1419	\$1439	\$1478	\$1522	\$1639	\$1756
3 Month	\$1451	\$1471	\$1511	\$1556	\$1656	\$1756
6 Month	\$1484	\$1504	\$1545	\$1591	\$1674	\$1756
Utility/Maintenance						
F	\$1581	\$1601	\$1644	\$1693	\$1846	\$1999
Receptionist/Clerk						
Start	\$1451	\$1471	\$1511	\$1556	\$1593	\$1629
3 Month	\$1484	\$1504	\$1545	\$1591	\$1610	\$1629
12 Month					\$1642	\$1692
24 Month					\$1674	\$1756
36 Month					\$1705	\$1819

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DR. F.W. GREEN MEMORIAL HOME

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Head Housekeeping Aide	\$1604	\$1644	\$1664	\$1709	\$1760	\$1855	\$1950
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Activity Coordinator							
Start	\$1619	\$1659	\$1679	\$1724	\$1776	\$1809	\$1841
12 Month	\$1664	\$1704	\$1724	\$1771	\$1824	\$1856	\$1888
24 Month	\$1698	\$1738	\$1758	\$1805	\$1859	\$1898	\$1936
36 Month	\$1732	\$1772	\$1792	\$1840	\$1895	\$1939	\$1983
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999
Receptionist/Clerk							
Start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1500	\$1540	\$1560	\$1602	\$1650	\$1671	\$1692
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$1756
36 Month						\$1783	\$1819

Category	GOLDEN EARS RETIREMENT CENTRE						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1307	\$1347	\$1367	\$1404	\$1446	\$1559	\$1672
12 Month						\$1591	\$1735
24 Month						\$1622	\$1798
36 Month						\$1665	\$1883
Head Housekeeping Aide	\$1237	\$1277	\$1297	\$1332	\$1372	\$1661	\$1950
Housekeeping Aide	\$1211	\$1251	\$1271	\$1305	\$1344	\$1550	\$1756
Laundry Aide	\$1211	\$1251	\$1271	\$1305	\$1344	\$1561	\$1777
Cook I	\$1477	\$1517	\$1537	\$1578	\$1626	\$1828	\$2031
Cook II	\$1398	\$1438	\$1458	\$1497	\$1542	\$1734	\$1925
Dietary Aide	\$1211	\$1251	\$1271	\$1305	\$1344	\$1550	\$1756
Activity Coordinator							
Start	\$1412	\$1452	\$1472	\$1512	\$1557	\$1699	\$1841
12 Month						\$1722	\$1888
24 Month						\$1747	\$1936
36 Month						\$1770	\$1983
Utility/Maintenance *		\$1371	\$1391	\$1429	\$1472	\$1736	\$1999

Notes: * Effective November 3, 1986.

GRANDVIEW TOWERS

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Activity Coordinator							
Start	\$1619	\$1659	\$1679	\$1724	\$1776	\$1809	\$1841
12 Month	\$1664	\$1704	\$1724	\$1771	\$1824	\$1856	\$1888
24 Month	\$1698	\$1738	\$1758	\$1805	\$1859	\$1898	\$1936
36 Month	\$1732	\$1772	\$1792	\$1840	\$1895	\$1939	\$1983
Practical Nurse							
Start	\$1621	\$1661	\$1681	\$1726	\$1778	\$1810	\$1841
12 Month	\$1668	\$1708	\$1728	\$1775	\$1828	\$1860	\$1893
24 Month	\$1700	\$1740	\$1760	\$1808	\$1862	\$1896	\$1931
36 Month	\$1742	\$1782	\$1802	\$1851	\$1907	\$1958	\$2010
Graduate Nurse	\$1909	\$1949	\$1969	\$2022	\$2083	\$2142	\$2201
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cooks Helper	\$1597	\$1637	\$1657	\$1702	\$1753	\$1816	\$1879
Head Waitress	\$1597	\$1637	\$1657	\$1702	\$1753	\$1784	\$1814
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Janitor/Utility	\$1666	\$1706	\$1726	\$1773	\$1826	\$1855	\$1883

Category	GREENWOODS						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999
Receptionist/Clerk							
Start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1501	\$1541	\$1561	\$1603	\$1651	\$1672	\$1692
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$1756
36 Month						\$1783	\$1819

HARDY VIEW LODGE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/81	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1418	\$1458	\$1478	\$1518	\$1584	\$1618	\$1672
12 Month	\$1473	\$1513	\$1533	\$1574	\$1686	\$1678	\$1735
24 Month	\$1534	\$1574	\$1594	\$1637	\$1756	\$1742	\$1798
36 Month	\$1600	\$1640	\$1660	\$1705	\$1820	\$1820	\$1883
Activity Coordinator							
Start	\$1572	\$1612	\$1632	\$1676	\$1726	\$1784	\$1841
12 Month	\$1616	\$1656	\$1676	\$1721	\$1773	\$1831	\$1888
24 Month	\$1649	\$168	\$1709	\$1755	\$1808	\$1872	\$1936
36 Month	\$1682	\$177	\$1742	\$1789	\$1843	\$1913	\$1983
Housekeeping Aide	\$1484	\$1524	\$1544	\$1586	\$1634	\$1695	\$1756
Cook II	\$1660	\$1700	\$1720	\$1766	\$1819	\$1872	\$1925
Dietary Aide	\$1484	\$1524	\$1544	\$1586	\$1634	\$1695	\$1756
Janitor/Utility	\$1618	\$1658	\$1678	\$1723	\$1775	\$1829	\$1883
Maintenance/Housekeeping Supervisor*	\$1806	\$1846	\$1866	\$1916	\$1973	\$1986	\$1999

* Maintenance/Housekeeping Supervisor will receive a \$.25/hour premium for supervisory duties.

HARO PARK

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
ResidentCare Aide							
Activity Aide							
Start	\$1277	\$1317	\$1337	\$1373	\$1414	\$1543	\$1672
6 Month	\$1399	\$1439	\$1459	\$1498	\$1543	\$1608	\$1672
12 Month	\$1487	\$1527	\$1547	\$1589	\$1637	\$1686	\$1735
18 Month	\$1528	\$1568	\$1588	\$1631	\$1680	\$1708	\$1735
24 Month						\$1739	\$1798
36 Month						\$1782	\$1883
Housekeeping Aide							
Start	\$1204	\$1244	\$1264	\$1298	\$1337	\$1547	\$1756
6 Month	\$1319	\$1359	\$1379	\$1416	\$1458	\$1607	\$1756
12 Month	\$1440	\$1480	\$1500	\$1541	\$1587	\$1672	\$1756
18 Month	\$1481	\$1521	\$1541	\$1583	\$1630	\$1693	\$1756
Laundry Aide							
Start	\$1204	\$1244	\$1264	\$1298	\$1337	\$1557	\$1777
6 Month	\$1319	\$1359	\$1379	\$1416	\$1458	\$1618	
12 Month	\$1440	\$1480	\$1500	\$1541	\$1587	\$1682	
18 Month	\$1481	\$1521	\$1541	\$1583	\$1630	\$1704	\$1777
Cook I							
Start	\$1576	\$1616	\$1636	\$1680	\$1730	\$1881	\$2031
6 Month	\$1674	\$1714	\$1734	\$1781	\$1834	\$1933	\$2031
12 Month	\$1711	\$1751	\$1771	\$1819	\$1874	\$1953	\$2031
Cook II							
Start	\$1352	\$1392	\$1412	\$1450	\$1494	\$1710	\$1925
6 Month	\$1460	\$1500	\$1520	\$1561	\$1608	\$1767	\$1925
12 Month	\$1609	\$1649	\$1669	\$1714	\$1765	\$1845	\$1925
Dietary Aide							
Start	\$1204	\$1244	\$1264	\$1298	\$1337	\$1547	\$1756
6 Month	\$1319	\$1359	\$1379	\$1416	\$1458	\$1607	\$1756
12 Month	\$1440	\$1480	\$1500	\$1541	\$1587	\$1672	\$1756
18 Month	\$1481	\$1521	\$1541	\$1583	\$1630	\$1693	\$1756

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HAROPARK—Continued

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Utility/Maintenance							
Start	\$1431	\$1471	\$1491	\$1531	\$1577	\$1788	\$1999
6 Month	\$1539	\$1579	\$1599	\$1642	\$1691		\$1999
12 Month	\$1552	\$1592	\$1612	\$1656	\$1706		\$1999
Janitor/Utility							
Start	\$1204	\$1244	\$1264	\$1298	\$1337	\$1610	\$1883
6 Month	\$1319	\$1359	\$1379	\$1416	\$1458	\$1671	\$1883
12 Month	\$1440	\$1480	\$1500	\$1541	\$1587	\$1735	\$1883
18 Month	\$1481	\$1521	\$1541	\$1583	\$1630	\$1757	\$1883
Clerk							
Start	\$1260	\$1300	\$1320	\$1356	\$1397	\$1513	\$1629
6 Month	\$1384	\$1424	\$1444	\$1483	\$1527	\$1578	\$1629
12 Month	\$1463	\$1503	\$1523	\$1564	\$1611	\$1652	\$1692
24 Month						\$1684	\$1756
36 Month						\$1715	\$1819
68 Receptionist/Clerk							
Start	\$1204	\$1244	\$1264	\$1298	\$1337	\$1483	\$1629
6 Month	\$1272	\$1312	\$1332	\$1368	\$1409	\$1519	\$1629
12 Month	\$1298	\$1338	\$1358	\$1395	\$1437	\$1565	\$1692
24 Month						\$1597	\$1756
36 Month						\$1628	\$1819

KIMBERLEYSPECIAL CAREHOME

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Activity Coordinator							
start	\$1619	\$1659	\$1679	\$1724	\$1776	\$1809	\$1841
12 Month	\$1664	\$1704	\$1724	\$1771	\$1824	\$1856	\$1888
24 Month	\$1698	\$1738	\$1758	\$1805	\$1859	\$1898	\$1936
36 Month	\$1732	\$1772	\$1792	\$1840	\$1895	\$1939	\$1983
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999

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KINSMEN RETIREMENT CENTRE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1733
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1843	\$1883
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999
Receptionist/Clerk							
Start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1501	\$1541	\$1561	\$1603	\$1651	\$1672	\$1692
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$1756
36 Month						\$1783	\$1819

KIRO MANOR

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Resident Care Aide II							
Start	\$1517	\$1557	\$1577	\$1620	\$1669	\$1735	\$1800
12 Month	\$1573	\$1613	\$1633	\$1677	\$1727	\$1784	\$1840
24 Month	\$1641	\$1681	\$1701	\$1747	\$1799	\$1840	\$1880
36 Month	\$1681	\$1721	\$1741	\$1788	\$1842	\$1882	\$1921
Head Housekeeping Aide	\$1676	\$1716	\$1736	\$1783	\$1836	\$1893	\$1950
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999
Janitor/Utility	\$1666	\$1706	\$1726	\$1773	\$1826	\$1855	\$1883

KIWANIS VILLAGE CARE HOME

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1419	\$1459	\$1479	\$1519	\$1565	\$1619	\$1672
12 Month						\$1650	\$1735
24 Month						\$1682	\$1798
36 Month						\$1724	\$1883
Housekeeping Aide	\$1395	\$1435	\$1455	\$1494	\$1539	\$1648	\$1756
Laundry Aide	\$1395	\$1435	\$1455	\$1494	\$1539	\$1658	\$1777
Cook I	\$1712	\$1752	\$1772	\$1820	\$1875	\$1953	\$2031
Cook II	\$1590	\$1630	\$1650	\$1695	\$1746	\$1836	\$1925
Dietary Aide	\$1395	\$1435	\$1455	\$1494	\$1539	\$1648	\$1756
Activity Coordinator							
Start	\$1590	\$1630	\$1650	\$1695	\$1746	\$1793	\$1841
12 Month						\$1817	\$1888
24 Month						\$1841	\$1936
36 Month						\$1864	\$1983

KIWANIS PARK LODGE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1117	\$1157	\$1177	\$1209	\$1245	\$1459	\$1672
3 Month	\$1236	\$1276	\$1296	\$1331	\$1371	\$1522	\$1672
12 Month						\$1553	\$1735
24 Month						\$1583	\$1798
36 Month						\$1627	\$1883
Housekeeping Aide							
Start	\$1117	\$1157	\$1177	\$1209	\$1245	\$1501	\$1756
3 Month	\$1236	\$1276	\$1296	\$1331	\$1371	\$1564	\$1756
Laundry Aide							
Start	\$1117	\$1157	\$1177	\$1209	\$1245	\$1511	\$1777
3 Month	\$1236	\$1276	\$1296	\$1331	\$1371	\$1574	\$1777
Cook I	\$1633	\$1673	\$1693	\$1739	\$1791	\$1911	\$2031
Cook II (Cook's Aide)	\$1486	\$1526	\$1546	\$1588	\$1636	\$1781	\$1925
Dietary Aide							
Start	\$1117	\$1157	\$1177	\$1209	\$1245	\$1501	\$1756
3 Month	\$1236	\$1276	\$1296	\$1331	\$1371	\$1564	\$1756
Receptionist/Clerk							
Start	\$1406	\$1446	\$1466	\$1506	\$1551	\$1590	\$1629
12 Month						\$1622	\$1692
24 Month						\$1654	\$1756
36 Month						\$1685	\$1819
Head Housekeeping Aide	\$1330	\$1370	\$1390	\$1428	\$1471	\$1711	\$1950
Activity Coordinator							
start	\$1525	\$1565	\$1585	\$1628	\$1677	\$1759	\$1841
12 Month						\$1783	\$1888
24 Month						\$1807	\$1936
36 Month						\$1830	\$1983
Head Laundry Aide	\$1330	\$1370	\$1390	\$1428	\$1471	\$1690	\$1908

LUTHER COURT

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Houskeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Activity Coordinator							
Start	\$1619	\$1659	\$1679	\$1724	\$1776	\$1809	\$1841
12 Month	\$1664	\$1704	\$1724	\$1771	\$1824	\$1856	\$1888
24 Month	\$1698	\$1738	\$1758	\$1805	\$1859	\$1898	\$1936
36 Month	\$1732	\$1772	\$1792	\$1840	\$1895	\$1939	\$1983
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$199
Receptionist/Clerk							
Start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$162
12 Month	\$1501	\$1541	\$1561	\$1603	\$1651	\$1672	\$169
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$175
36 Month						\$1783	

Category	M.S.A. MANOR						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Houskeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756

* Dietary Aides with regular cooking responsibilities will receive a \$.31 per hour premium.

NANAIMO TRAVELLERS LODGE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Daycare Program Worker							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999
Receptionist/Clerk							
Start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1501	\$1541	\$1561	\$1603	\$1651	\$1672	\$1692
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$1756
36 Month						\$1783	\$1819

NELSON JUBILEE MANOR

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
(Persons employed in this category who are currently earning \$1144/mo (\$6.60/hr) shall be paid as follows:)						(½ Comp and Full Comp Rates based on 37½ hour week)	
Start	\$1174	\$1214	\$1234	\$1267	\$1305	\$1489	\$1672
12 Month						\$1520	\$1735
24 Month						\$1552	\$1798
36 Month						\$1594	\$1883
(Persons employed in this category who are currently earning \$1101/mo (\$6.35/hr) shall be paid as follows:)							
Start	\$1131	\$1171	\$1191	\$1223	\$1260	\$1466	\$1672
12 Month						\$1498	\$1735
24 Month						\$1529	\$1798
36 Month						\$1572	\$1883
(Persons employed in this category who are currently earning \$1094/mo (\$6.19/hr) shall be paid as follows:)							
Start	\$1094	\$1134	\$1154	\$1185	\$1221	\$1477	\$1700
12 Month						\$1478	\$1700
24 Month						\$1510	\$1758
36 Month						\$1552	\$1838
Head Housekeeping Aide	110	\$1142	\$	\$1193	\$	\$190	\$
is e Aide	102	\$1068	\$1088	\$1117	\$1151	\$1454	\$1756
rk II	\$1131	\$	\$1191	\$1223	\$	\$1593	\$1925

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* Resident Care Aides with regular administrative/supervisory duties to receive an addi H \$ 2.

		NEW VISTA CARE HOME					
Department/Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct 1/88
CARE							
Resident Care Aide							
Activity Aide							
Start	\$1470	\$1510	\$1530	\$1571	\$1618	\$1645	\$1672
12 Month	\$1527	\$1567	\$1587	\$1630	\$1679	\$1707	\$1735
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1772	\$1798
36 Month	\$1659	\$1699	\$1719	\$1765	\$1818	\$1851	\$1883
Care Assistant/Practical Nurse							
Start	\$1627	\$1667	\$1687	\$1733	\$1785	\$1813	\$1841
12 Month	\$1676	\$1716	\$1736	\$1783	\$1836	\$1865	\$1893
24 Month	\$1707	\$1747	\$1767	\$1815	\$1869	\$1900	\$1931
36 Month	\$1750	\$1790	\$1810	\$1859	\$1915	\$1963	\$2010
48 Month	\$1796	\$1836	\$1856	\$1906	\$1963	\$1987	\$2010
Care Assistant/Medication							
Start	\$1627	\$1667	\$1687	\$1733	\$1785	\$1813	\$1841
12 Month	\$1676	\$1716	\$1736	\$1783	\$1836	\$1865	\$1893
24 Month	\$1707	\$1747	\$1767	\$1815	\$1869	\$1900	\$1931
36 Month	\$1750	\$1790	\$1810	\$1859	\$1915	\$1963	\$2010
48 Month	\$1796	\$1836	\$1856	\$1906	\$1963	\$1987	\$2010
Activity Aide							
Start	\$1470	\$1510	\$1530	\$1571	\$1618	\$1645	\$1672
12 Month	\$1527	\$1567	\$1587	\$1630	\$1679	\$1707	\$1735
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1772	\$1798
36 Month	\$1659	\$1699	\$1719	\$1765	\$1818	\$1851	\$1883
FOOD SERVICES							
Dietary Aide	\$1539	\$1579	\$1599	\$1642	\$1691	\$1724	\$1756
Cooks Helper	\$1539	\$1579	\$1599	\$1642	\$1691	\$1785	\$1879
Kitchen Porter	\$1659	\$1699	\$1719	\$1765	\$1818	\$1849	\$1879
Dishwasher	\$1573	\$1613	\$1633	\$1677	\$1727	\$1771	\$1814
Head Dietary Aide	\$1596	\$1636	\$1656	\$1701	\$1752	\$1783	\$1813
Cook II	\$1722	\$1762	\$1782	\$1830	\$1885	\$1905	\$1925
Cook I	\$1802	\$1842	\$1862	\$1912	\$1969	\$2000	\$2031

001

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NEW VISTA CARE HOME—Continued

Department/Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
HOUSEKEEPING							
Housekeeping Attendant	\$1539	\$1579	\$1599	\$1642	\$1691	\$1724	\$1756
Laundry Attendant	\$1573	\$1613	\$1633	\$1677	\$1727	\$1752	\$1777
Senior Laundry	\$1592	\$1632	\$1652	\$1697	\$1748	\$1792	\$1835
CLERICAL							
Receptionist							
Start	\$1438	\$1478	\$1498	\$1538	\$1584	\$1607	\$1629
6 Month	\$1511	\$1551	\$1571	\$1613	\$1629	\$1629	\$1629
12 Month					\$1661	\$1677	\$1692
24 Month						\$1709	\$1756
36 Month						\$1740	\$1819
Accounts Clerk							
Start	\$1468	\$1508	\$1528	\$1569	\$1616	\$1661	\$1706
6 Month	\$1571	\$1611	\$1631	\$1675	\$1706	\$1706	\$1706
12 Month					\$1725	\$1740	\$1754
24 Month						\$1754	\$1783
36 Month						\$1775	\$1824
Cash Clerk							
Start	\$1468	\$1508	\$1528	\$1569	\$1616	\$1623	\$1629
6 Month	\$1571	\$1611	\$1629	\$1629	\$1629	\$1629	\$1629
12 Month					\$1678	\$1685	\$1692
24 Month						\$1717	\$1756
36 Month						\$1749	\$1819
Payroll Clerk							
Start	\$1656	\$1696	\$1716	\$1762	\$1815	\$1831	\$1847
6 Month	\$1797	\$1837	\$1847	\$1847	\$1847	\$1847	\$1847
12 Month					\$1902		\$1910
24 Month							\$1974
36 Month						\$1970	\$2037
MAINTENANCE							
Janitor/Cleaner	\$1659	\$1699	\$1719	\$1765	\$1818	\$1851	\$1883
Maintenance/							
Grounds Maintenance	\$1779	\$1819	\$1839	\$1889	\$1946	\$1973	\$1999
Senior Maintenance	\$1825	\$1865	\$1885	\$1936	\$1994	\$2020	\$2045

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Category	RICHMOND LIONS MANOR						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month		\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1579	\$1687	\$1707	\$1733	\$1806	\$1845	\$1883
	\$1643	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Housekeeping Aide							
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999

ROSEWOOD MANOR

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1660	\$1700	\$1735
24 Month	\$1537	\$1577	\$1597	\$1640	\$1689	\$1744	\$1798
36 Month						\$1786	\$1883
Housekeeping Aide	\$1466	\$1506	\$1526	\$1567	\$1614	\$1685	\$1756
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1466	\$1506	\$1526	\$1567	\$1614	\$1685	\$1756
Laundry Aide	\$1466	\$1506	\$1526	\$1567	\$1614	\$1696	\$1777
Receptionist/Clerk							
Start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1487	\$1527	\$1547	\$1589	\$1637	\$1665	\$1692
24 Month						\$1697	\$1756
36 Month						\$1728	\$1819

ROYAL ARCHMASONIC HOME

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1505	\$1545	\$1565	\$1607	\$1655	\$1664	\$1672
12 Month						\$1695	\$1735
24 Month						\$1727	\$1798
36 Month						\$1769	\$1883
Housekeeping Aide	\$1460	\$1500	\$1520	\$1561	\$1608	\$1682	\$1756
Laundry Aide	\$1460	\$1500	\$1520	\$1561	\$1608	\$1693	\$1777
Cook I	\$1677	\$1717	\$1737	\$1784	\$1838	\$1935	\$2031
Cook II	\$1530	\$1570	\$1590	\$1633	\$1682	\$1804	\$1925
Dietary Aide	\$1460	\$1500	\$1520	\$1561	\$1608	\$1682	\$1756
Utility/Maintenance	\$1677	\$1717	\$1737	\$1784	\$1838	\$1919	\$1999
Janitor/Utility	\$1530	\$1570	\$1590	\$1633	\$1682	\$1783	\$1883
Receptionist/Clerk							
start	\$1505	\$1545	\$1565	\$1607	\$1629	\$1629	\$1629
12 Month	\$1505	\$1545	\$1565	\$1607	\$1655	\$1674	\$1692
24 Month						\$1706	\$1756
36 Month						\$1737	\$1819

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Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
Star	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
Activity Aide	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756

SAGEBRUSH LODGE

Category	ST. JUDE'S SANGLICANHOME						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/67	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
start	\$1301	\$1341	\$1361	\$1398	\$1440	\$1556	\$1672
12 Month	\$1301	\$1341	\$1361	\$1398	\$1440	\$1588	\$1735
15 Month	\$1514	\$1554	\$1574	\$1616	\$1664	\$1700	\$1735
24 Month						\$1731	\$1798
36 Month						\$1774	\$1883
Housekeeping Aide							
start	\$1247	\$1287	\$1307	\$1342	\$1382	\$1569	\$1756
3 Month	\$1390	\$1430	\$1450	\$1489	\$1534	\$1645	\$1756
12 Month	\$1463	\$1503	\$1523	\$1564	\$1611	\$1684	\$1756
Practical Nurse							
Start	\$1348	\$1388	\$1408	\$1446	\$1489	\$1665	\$1841
3 Month	\$1502	\$1542	\$1562	\$1604	\$1652	\$1747	\$1841
12 Month	\$1580	\$1620	\$1640	\$1684	\$1735	\$1814	\$1893
24 Month						\$1833	\$1931
36 Month						\$1873	\$2010
Cook II							
Start	\$1389	\$1429	\$1449	\$1488	\$1533	\$1729	\$1925
3 Month	\$1549	\$1589	\$1609	\$1652	\$1702	\$1814	\$1925
12 Month	\$1631	\$1671	\$1691	\$1737	\$1789	\$1857	\$1925
Dietary Aide							
Start	\$1247	\$1287	\$1307	\$1342	\$1382	\$1569	\$1756
3 Month	\$1390	\$1430	\$1450	\$1489	\$1534	\$1645	\$1756
12 Month	\$1463	\$1503	\$1523	\$1564	\$1611	\$1684	\$1756

Category	SUNNYBANK						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$167
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$173
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Houskeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777

Category	SUNSET LODGE						
	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Rate	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Housekeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Utility/Maintenance	\$1766	\$1806	\$1826	\$1875	\$1931	\$1965	\$1999
Janitor/Utility	\$1666	\$1706	\$1726	\$1773	\$1826	\$1855	\$1883
Receptionist/Clerk							
Rate	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1501	\$1541	\$1561	\$1603	\$1651	\$1672	\$1692
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$1756
36 Month						\$1783	\$1819

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THREELINKS CARE CENTRE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
start	\$1460	\$1500	\$1520	\$1561	\$1608	\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620	\$1669	\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683	\$1733	\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Houskeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Janitor/Utility	\$1666	\$1706	\$1726	\$1773	\$1826	\$1855	\$1883
Receptionist/Clerk							
start	\$1409	\$1449	\$1469	\$1509	\$1554	\$1592	\$1629
12 Month	\$1501	\$1541	\$1561	\$1603	\$1651	\$1672	\$1692
24 Month	\$1590	\$1630	\$1650	\$1695	\$1746	\$1751	\$1756
36 Month						\$1783	\$1819
Head Housekeeping Aide *				\$1803	\$1857	\$1904	\$1950

Notes: * Effective June 19, 1987

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TRINITY CENTRE

Category	Apr. 1/86	Nov. 1/86	Apr. 1/87	June 1/87	Apr. 1/88	Apr. 1/88	Oct. 1/88
Resident Care Aide							
Activity Aide							
Start	\$1460	\$1500	\$1520	\$1561		\$1640	\$1672
12 Month	\$1517	\$1557	\$1577	\$1620		\$1702	\$1735
24 Month	\$1579	\$1619	\$1639	\$1683		\$1766	\$1798
36 Month	\$1647	\$1687	\$1707	\$1753	\$1806	\$1845	\$1883
Houskeeping Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Laundry Aide	\$1558	\$1598	\$1618	\$1662	\$1712	\$1745	\$1777
Cook I	\$1788	\$1828	\$1848	\$1898	\$1955	\$1993	\$2031
Cook II	\$1710	\$1750	\$1770	\$1818	\$1873	\$1899	\$1925
Dietary Aide	\$1528	\$1568	\$1588	\$1631	\$1680	\$1718	\$1756
Janitor/Utility	\$1666	\$1706	\$1726	\$1773	\$1826	\$1855	\$1883
Head Housekeeper	\$1676	\$1716	\$1736	\$1783	\$1836	\$1893	\$1950
Supervisor/Maintenance Laundry & Housekeeping	\$2019	\$2059	\$2079	\$2135	\$2199	\$2349	\$2499
Physiotherapist Grade II							
Start	\$2191	\$2231	\$2251	\$2312	\$2381	\$2397	\$2412
12 Month	\$2273	\$2313	\$2333	\$2396	\$2468	\$2484	\$2499
24 Month	\$2355	\$2395	\$2415	\$2480	\$2554	\$2572	\$2589
36 Month	\$2436	\$2476	\$2496	\$2563	\$2640	\$2661	\$2682
48 Month	\$2517	\$2557	\$2577	\$2647	\$2726	\$2752	\$2778
60 Month	\$2597	\$2637	\$2657	\$2729	\$2811	\$2865	\$2918

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1988

JANUARY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

MARCH

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

APRIL

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

JULY

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

NOVEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

DECEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

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JANUARY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

FEBRUARY

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

MARCH

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

WAGE CARD FOR AGREEMENT NO. 0865101

JURISDICTION

FED
PROV x
PSSRA

AGREEM. EFFEC. DATE: 860401	SETTLEMENT DATE: 871
AGREEM. EXP. DATE: 890331	WAGE EFFECTIVE DATE: 860
NO. OF EMPLOYEES: 1700	WAGE REOPENER DATE:
STAGE OF SETTLEMENT: B	
DUR. OF NEGOTIATION: 02	

SIC: 821

COMPANY: Continuing Care Employee Relations Assn. of B.C.
UNION: Hospital Employees' Union

LOCATION: Province-Wide, B.C.

COLA: NONE X DELETED EXISTS INACTIVE

COMMENTS:

> first time as sample (as ccera)
>
>

OCCUP.: ACTIVITY AIDE (start) ~~ARTICULATE~~

HOURS WORKED: 1950.00

PREV. NEG. BASE RATE: 9.415 + COLA FOLD-IN AMT: (0.000) = 9.415

DATE	RATE	%	DATE	RATE	%	DATE	RATE	%
860401	9.600	1.96	861101	9.723	1.28	870601	9.988	2.73
880401	10.290	3.02		0.000	0.00		0.000	0.00
	10.289							

WAGE INCREASES:

>
>
LUMP SUM PAMNTS: >
CHNGS. IN INCR.: >
SPEC. ADJ.: >
OTHER:
>
>

*** PREVIOUS COLA INFORMATION ***

CARRY-OVER FLOAT = 0.000 FOLD-INS OF CARRY-OVER FLOAT: (Y or N)
DATE AMOUNT ; DATE AMOUNT ; DATE AMOUNT ; DATE AMOUNT ;

*** CURRENT COLA INFORMATION ***

CPI TYPE: >
COLA TYPE: < # OF CALC.: COMP. FG.
>
>
TRIGGER: >
CAP: >
COMP. PER.:
>
>
FOLD-IN DTS: >
OTHER:
>
>
>