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COLLECTIVE AGREEMENT

BETWEEN :

COBOURG DISTRICT GENERAL HOSPITAL ASSOCIATION
(hereinafter called the "Employer" or the "Hospital")

AND

ONTARIO PUBLIC SERVICE EMPLOYEES UNION
AND ITS LOCAL 344
(hereinafter called the "Union")

PART-TIME UNIT

09426019

EXPIRES: March 31, 1991

MAR - 4 1992

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ARTICLE 1 - PURPOSE

1.01 The general purpose of this Agreement is to **establish** and maintain collective **bargaining** relations between the Hospital and the employees covered by this Agreement; to provide for **on-going** means of **communication** between the Union and the Hospital and the prompt disposition of grievances and the final settlement of disputes and to establish and maintain mutually satisfactory salaries, hours of work and other conditions of employment in accordance with the provisions of this Agreement.

It is recognized that employees wish to work together with the Hospital to secure the best possible care and health protection for patients.

ARTICLE 2 - RECOGNITION

2.01 In accordance with the Certificate issued by the Ontario Labour Relations Board, dated at Toronto on the 1st day of March, 1985, the Hospital recognized **the Ontario Public Service Employees Union** as the bargaining agent of all **paramedical employees** of the respondent in **Cobourg**, regularly employed for not more than **twenty-four (24)** hours per week and students employed during the school **vacation** period, save and except supervisors, persons above the rank of supervisor and employees in bargaining units for which any trade union held bargaining rights as of January 29, 1985 being the date of application.

For the purposes of clarity, the term "**paramedical**" includes: occupational therapists, speech therapists, speech pathologists, physiotherapists, therapeutic and administrative dieticians, registered and non-registered pathological technologists, radiological technologists (radiography), radiological technologists (nuclear medicine), registered and non-registered respiratory technologists, registered and non-registered EEG, ECG and ophthalmology technicians, registered and non-registered ultrasound technologists, glaucoma technicians, ear, nose and throat technicians, cardiovascular technicians, electro-encephalographers, electrical shock therapists, laboratory technicians, laboratory assistants, electronic technicians, psychometrists, pharmacists, pharmacy technicians, psychologists, remedial gymnasts, medical records librarians social workers and child care workers.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 The Union recognizes that the management of the Hospital and the direction of the working force are fixed exclusively in the Employer and shall remain solely with the Employer except as specifically limited by the express provisions of this Agreement. Without restricting the generality of the Foregoing, the Union acknowledges that it is the exclusive function of the Employer to:
- (a) maintain order, discipline and efficiency;
 - (b) hire, assign, retire, discharge, direct, promote, demote, classify, transfer, lay-off, recall and suspend or otherwise discipline employees provided that a claim of discharge or discipline without just cause may be the subject of a grievance and dealt with as hereinafter provided;
 - (c) determine, in the interest of efficient operation and highest standards of service, job rating or classification, the hours of work, work assignments, methods of doing the work and the working establishment For any service;
 - (d) determine the number of personnel required, the services to be performed and the methods, procedures and equipment in connection therewith;
 - (e) make and enforce and alter from time to time rules and regulations to be observed by the employees, provided that such rules and regulations shall not be inconsistent with the provisions of this Agreement.

ARTICLE 4 - DEFINITIONS

ARTICLE 5 - NO DISCRIMINATION

- 5.01 The Hospital and the Union agree that there will be no discrimination, interference, intimidation, restriction or coercion exercised or practiced by any of their representatives with respect to any employee because of his membership or non-membership in the Union or activity or lack of activity on behalf of the Union or by reason of exercising his rights under the Collective Agreement.

5.02 It is agreed that there will be no discrimination by either party or by any of the employees covered by this Agreement on the basis of race, creed, colour, national origin, sex, marital status, age, religious affiliation or any other factor which is not pertinent to the employment relationship.

ARTICLE 6 - NO STRIKE/NO LOCKOUT

6.01 The Union agrees there shall be no strikes and the Hospital agrees there shall be no lockouts so long as this Agreement continues to operate. The terms "strike" and "lockout" shall bear the meaning given them in the Ontario Labour Relations Act.

ARTICLE 7 - UNION SECURITY

7.01 The Hospital will deduct from each employee in the bargaining unit an amount equal to the regular monthly union dues designated by the Union in accordance with the constitution and by-laws of the Union. The amount of the regular monthly dues shall be as certified to the Hospital by the Treasurer of the Union from time to time. The amounts so deducted shall be remitted by the Hospital to the Union's Director of Finance no later than the 15th of the month following the month in which such deductions were made. In consideration of the deducting and forwarding of union dues by the Hospital, the Union agrees to indemnify and save harmless the Hospital against any claims or liabilities arising or resulting from the operation of this Article.

ARTICLE 8 - REPRESENTATION AND COMMITTEES

8.01 Union Stewards

The Hospital agrees to recognize union stewards to be elected or appointed from amongst employees in the bargaining unit for the purpose of handling grievances as provided under this Collective Agreement.

Union stewards have their regular duties and responsibilities to perform for the Hospital and shall not leave their regular duties without first obtaining permission from their immediate supervisor. Such permission shall not be unreasonably withheld. If, in the performance of his grievance duties, a union steward is required to enter an area within the Hospital in which he is not ordinarily employed he shall

report his presence to the supervisor in the area immediately upon entering it. When resuming his regular duties and responsibilities, such steward shall again report to his immediate supervisor. A union steward shall suffer no loss of earnings for time spent in performing the above duties during his regular scheduled working hours.

There shall be four (4) shop stewards, one selected from each area, who will represent full and part time staff.

8.02 Grievance Committee

The Hospital will recognize a grievance committee comprising of two (2) members to be elected or appointed from the bargaining unit. One member shall be chairman. The purpose of the committee is to deal with grievances as set out in this Collective Agreement.

The number of employees on the grievance committee shall be determined locally.

8.03 Labour-Management Committee

The parties mutually agree that there are matters that would be beneficial if discussed at a Labour-Management Committee Meeting during the term of this Agreement. The Committee shall be composed of an equal number of representatives of each party as mutually agreed and shall meet at a time and place mutually satisfactory. The Committee shall meet once every two (2) months, unless agreed otherwise. A request for a meeting hereunder will be made in writing at least fourteen (14) days prior to the date proposed and accompanied by an agenda of matters proposed to be discussed. Where a Hospital has two or more agreements with OPSEU, then a joint committee shall represent all units unless otherwise agreed.

8.04 (a) Negotiating Committee

The Hospital agrees to recognize a negotiating committee comprised of three (3) members to be elected or appointed from the bargaining unit, Where the Hospital participates in central bargaining, the purpose of the negotiating committee shall be to negotiate local issues as defined in this Collective Agreement. Where the Hospital does not participate in central bargaining, the purpose of the negotiating committee shall be to negotiate a renewal of this Collective Agreement. The Hospital agrees that the members of the negotiating committee shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending negotiating meetings with the Hospital up to, and including conciliation.

(b) Pay for Central Negotiating Committee

Union Negotiating Committee members up to a maximum of seven (7) shall be paid for time lost from their normal straight time working hours at their regular rate of pay and without loss of leave credits for attending central negotiating meetings with the Hospital Central Negotiating Committee in direct negotiations up to and including conciliation.

If the parties are unable to arrive at a negotiated collective agreement through either direct negotiations or conciliation, the Hospital agrees that members of the Union Negotiating Committee shall receive unpaid leave for purpose of attending arbitration hearings.

- 8.05 All new employees will have the opportunity to meet with a representative of the Union in the employ of the Hospital for a period of up to 15 minutes during the employee's probationary period, without loss of regular earnings. The purpose of such meeting will be to acquaint the employee(s) with such representative of the Union and the collective agreement. These interviews will be scheduled in advance and may be arranged collectively or individually by the Hospital.

ARTICLE 9 - ACCIDENT PREVENTION - HEALTH & SAFETY COMMITTEE

- 9.01 The Hospital and the Union agree that they mutually desire to maintain standards of safety and health in the Hospital in order to prevent accidents, injury and illness.
- 9.02 Recognizing its responsibilities under the applicable legislation, the Hospital agrees to accept as a member of its Accident Prevention - Health and Safety Committee, at least one (1) representative selected or appointed by the Union from amongst bargaining unit employees.
- 9.03 Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programmes and recommend actions to be taken to improve conditions related to safety and health.
- 9.04 The Hospital agrees to co-operate reasonably in providing necessary information to enable the Committee to fulfill its functions,
- 9.05 Meetings shall be held every second month or more frequently at the call of the chair, if required. The Committee shall maintain minutes of all meetings and make the same available for review.

- 9.06 Any representative appointed or selected in accordance with 9.02 hereof; shall serve for a term of at least one (1) calendar year from the date of appointment. Time off for such representative(s) to attend meetings of the Accident Prevention - Health and Safety Committee in accordance with the foregoing, shall be granted and any representative(s) attending such meetings during their regularly scheduled hours of work, shall not lose regular earnings as a result of such attendance.
- 9.07 The Union agrees to endeavour to obtain the full cooperation of its membership in the observation of all safety rules and practices.

ARTICLE 10 - GRIEVANCE & ARBITRATION PROCEDURE

- 10.01 Employees shall have the right, upon request, to the presence of a Union Steward at any stage of the grievance procedure, including the complaint stage, or at any, time when formal discipline is imposed.
- 10.02 For purposes of this Agreement, a grievance is defined as a difference arising between a member of the bargaining Unit and the Hospital relating to the interpretation, application, administration or alleged violation of the Agreement.
- 10.03 It is the mutual desire of the parties hereto that complaints shall be adjusted as quickly as possible, and it is understood that an employee has no grievance until he has first given his immediate supervisor the opportunity of adjusting his complaint. Such complaint shall be discussed with his immediate supervisor within seven (7) calendar days from the event giving rise to the grievance, or from when the employee should have reasonably become aware of the event giving rise to the grievance and, failing settlement within seven (7) calendar days, it shall then be taken up as a grievance within the seven (7) calendar days following his immediate supervisor's decision in the following manner and sequence:

Step No. 1

The employee must submit the grievance in writing signed by him to his immediate supervisor and may be accompanied, if he so desires, by his union steward. The grievance shall identify the nature of the grievance, the remedy sought, and should specify the provisions of the Agreement which are alleged to have been violated. The immediate supervisor will deliver his decision in writing within seven (7) calendar days following the day on which the grievance was presented to him. Failing settlement, then:

Step No. 2

10
Within seven (7) calendar days following the decision under Step No. 1, the employee who, if he **so** desires, may **be** accompanied by his union steward, may submit the written grievance to his Department Head who will deliver his decision in writing within **seven (7)** calendar days from the date on **which** the written grievance was presented. This step **may** be omitted where the employee's immediate supervisor and Department Head are the same person. Failing settlement, then :

Step No. 3

Within seven (7) calendar days following the decision in the immediately preceding step, the grievance may be submitted in writing to the Chief Executive Officer of the Hospital or his designate. A meeting will then be held between the Chief Executive Officer or his designate and the Grievance Committee within seven (7) calendar days of the submission of the grievance at Step No. 3 unless extended by agreement of the parties. It is further understood that either party may have such assistance as **they** may desire at such meeting. The decision of the Hospital shall be delivered in writing within fourteen (14) calendar days following the date of such meeting.

10.04

Policy Grievance

A grievance arising directly between the Hospital and the Union concerning the interpretation, application or alleged violation of the Agreement shall be originated at Step No. 3 within fourteen (14) calendar days following the circumstances giving rise to the grievance.

It is expressly understood, however, that the provisions of this Article may not be used with respect to a grievance directly affecting an employee which he could have instituted himself and the regular grievance procedure shall not be thereby bypassed. Where the grievance is a Hospital grievance it shall be filed with the Local Union President or designate.

10.05

Group Grievance

Where a number of employees have identical grievances and each one would be entitled to grieve separately, they may present a group grievance in writing, signed by each employee who is grieving, to the Department Head or his designate within fourteen (14) calendar days after the circumstances giving rise to the grievance have occurred. The grievance shall then be treated as being initiated at Step No. 2 and the applicable provisions of this Article shall then apply with respect to the handling of such grievance.

10.06

Discharge Grievance

The release of a probationary employee shall not be the subject of a grievance or arbitration. A claim by an employee who has completed his probationary period that he has been unjustly discharged shall be treated as a grievance if a written statement of such grievance is lodged by the employee with the Hospital at Step No. 3 within seven (7) calendar days after the date the discharge is effected. Such special grievance may be settled under the Grievance or Arbitration Procedure by:

- (a) confirming the Hospital's action in dismissing the employee, or
- (b) reinstating the employee with or without loss of seniority and with or without full compensation for the time lost, or
- (c) by any other arrangement which may be deemed just and equitable.

The Hospital agrees that it will not discharge without just cause, an employee who has completed his probationary period.

10.07

Failing settlement under the foregoing procedure, any grievance, including a question as to whether the grievance is arbitrable, may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within fourteen (14) calendar days after the decision under Step No. 3 is given, the grievance shall be deemed to have been abandoned.

10.08

All agreements reached under the grievance procedure between the representatives of the Hospital, the representatives of the Union and the grievor(s) will be final and binding upon the Hospital, the Union, and the employee(s).

10.09

When either party requests that any matter be submitted to arbitration as provided in this Article, it shall make such request in writing addressed to the other party to this Agreement, and at the same time appoint a nominee within seven (7) calendar days thereafter, the other party shall appoint its nominee, provided however, that if such party fails to appoint its nominee as herein required, the Minister of Labour for the Province of Ontario shall have power to make such appointment upon application thereto by the party invoking the arbitration procedure. The two nominees shall attempt to agree upon a chairman of the Arbitration Board. If they are unable to agree upon such a chairman within a period of fourteen (14) calendar days, they shall then request the Minister of Labour for the Province of Ontario to appoint a chairman.

- 10.10 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance,
- 10.11 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the Grievance Procedure.
- 10.12 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to or amend any part of this Agreement.
- 10.13 The proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority, and where there is no majority, the decision of the chairman will be final and binding upon the parties hereto and the employee or employees concerned.
- 10.14 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will share equally the fees and expenses, if any, of the chairman of the Arbitration Board.
- 10.15 The time limits set out in this Article are mandatory and failure to comply strictly with such time limits, except by the written agreement of the parties, shall result in the grievance being deemed to have been abandoned.
- 10.16 Wherever arbitration board is referred to in the agreement, the parties my mutually agree in writing to substitute a single arbitrator for the arbitration board at the time of reference to arbitration and the other provisions referring to arbitration board shall appropriately apply.

ARTICLE 11 - LETTERS OF REPRIMAND AND ACCESS TO FILES

- 11.01 Any letter of reprimand or suspension will be removed from the record of an employee twenty-four (24) months following the receipt by the employee of such letter or suspension provided that the employee's record has been discipline free for such twenty-four (24) month period.
- 11.02 Each employee shall have reasonable access to his file for the purposes of reviewing any evaluations or formal disciplinary notations contained therein in the presence of the Employer, A copy of the evaluation will be provided to the employee at his request.

ARTICLE 12 - SENIORITY

- 12.01 Newly hired employees shall be considered ~~to~~ be on probation for a period of sixty (60) tours worked from date of last hire (450 hours of work for employees whose regular hours of work are other than the standard work day). If retained after the probationary period, the employee shall be credited with seniority from date of last hire. With the written consent of the Hospital, the probationary employee and the President of the Local Union or his designate, such probationary period **may** be extended.
- It is understood and agreed that any extension to the probationary period will not exceed an additional sixty (60) tours (450 hours) worked or such lesser period as **may** be agreed by the parties. The release of a probationary employee shall not be the subject of a grievance or arbitration.
- 12;02 A seniority list **shall** be maintained for each department. The Hospital shall post such list and provide the Union with a copy, indicating bargaining unit seniority, twice per year.
- 12.03 Part-time employees **shall** have **their** seniority expressed on a basis of number of hours worked.
- 12.04 Seniority shall be retained by an employee in the event he is transferred from full-time to part-time **or** vice versa. For the purposes of the **application** of seniority under the agreement but not for the purposes of service under any provisions of the agreement, an employee whose status **is** changed from full-time to part-time shall receive credit for his seniority on the basis of **1725** hours worked for each year of full-time seniority. For the purposes of the **application of seniority**, under the agreement but not for the purposes of service under any provisions of the agreement, an employee whose status is changed from part-time to full-time shall receive credit **for his** seniority on the basis **of one** (1) year **of** seniority for each **1725** hours worked. Any time worked in excess of an equivalent shall be **pro-rated** at the time of transfer.
- NOTE: Those Hospital **contracts** currently with a lesser requirement shall continue.
- 12.05 Not applicable to Part-time.
- 12.06 For purposes of layoff and recall, seniority **shall** operate on a **department-wide** basis, i.e., laboratory, radiology or such other departments which exist in the individual hospitals where the employees are covered by this Agreement.

- 12.07 Seniority lists and layoff and recall rights for full-time employees shall be separate from seniority lists and layoff and recall rights for part-time employees.
- 12.08 An employee who is transferred to a position outside the bargaining unit for:
- (a) a period of less than eighteen (18) months or such longer period as the parties may agree upon or;
 - (b) a specific term of appointment, including temporarily replacing an employee outside the bargaining unit
- shall retain but not accumulate seniority held at the time of transfer. In the event the employee is returned to a position in the bargaining unit within the time periods noted in (a) or (b) above he shall be credited with the seniority held at the time of transfer and shall resume accumulation from the date of his return to the bargaining unit.
- 12.09 An employee shall lose all service and seniority and shall be deemed to have terminated if he:
- (a) leaves of his own accord;
 - (b) is discharged and the discharge is not reversed through the grievance or arbitration procedure;
 - (c) has been laid off twenty-four (24) months;
 - (d) is absent from scheduled work for a period of three (3) or more consecutive working days, without notifying the Hospital of such absence and providing a reason satisfactory to the Hospital;
 - (e) fails to return to work (subject to the provisions of (d)) upon termination of an authorized leave of absence without satisfactory reason or utilizes a leave of absence, without permission, for purposes other than that for which the leave was granted;
 - (f) fails upon being notified of a recall to signify his intention to return within five (5) calendar days after he has received the notice of recall mailed by registered mail to the last known address according to the records of the Hospital and fails to report to work within ten (10) calendar days after he has received the notice of recall or such further period of time as may be agreed upon by the parties;

- (g) is absent due to illness or **disability** for a period of **twenty-four (24)** months, unless he has less than six (6) months service at the time the illness or **disability** commenced and is not eligible for long-term disability benefits. If the employee has less than six months' service at the time the illness or disability commenced and is not eligible for long-term **disability** benefits, this provision will apply after **an** absence equal to his length of service at the time the absence commenced.

ARTICLE 13 - LAYOFF AND RECALL

- 13.01 In the event of a proposed layoff at the Hospital of a permanent or long term nature, the Hospital will:
- (a) provide the Union with **no** less than **30** calendar days notice of such layoff, and
 - (b) meet with the Union through the Labour Management Committee to review the following:
 - (i) the reason causing the layoff
 - (ii) the service the Hospital will undertake after the layoff
 - (iii) the method **of** implementation including the areas of cut-back and employees to be laid off
 - (iv) ways the Hospital can assist employees to find **a**lternate employment.
- 13.02 Any agreement between the Hospital and the Union resulting from the above review concerning the method of implementation will take precedence over other terms **of** layoff in this Agreement. Notice of layoff shall be in accordance with the **provisions** of the Employment **Standards** Act.
- 13.03 In the event of layoff, the Hospital shall layoff employees **in** the reverse order of their seniority within their classification, providing that those employees who **rema in on** the **job** have the qualifications and ability to perform the work.
- 13.04 An employee who is subject to layoff shall have the right to either:
- (a) accept the layoff and be placed on a recall list for **twenty-four (24)** months; or

(b) displace an employee who has lesser bargaining unit seniority and who *is* the least senior employee in a lower or identical paying classification in the department **if** the employee originally subject to layoff can perform the duties of the lower or identical classification without training other than orientation. Such employee so displaced shall be laid off, subject to his rights under this section.

13.05 An employee who displaces an employee in a lower paying classification will be placed **on** the salary grid of the lower classification consistent with the level he would have achieved in the lower classification based on his service and experience with the Hospital.

13.06 An employee shall have opportunity of recall from a layoff to an available opening, in order of seniority, provided he has the qualifications and ability to perform the work, before such opening is filled on a regular basis under a job posting procedure. The posting procedure in the collective agreement shall not apply until the recall process **has** been completed. An employee who is recalled shall **be** credited with the seniority he had at the time of the layoff,

13.07 An employee recalled to work in a different classification from which he was laid off, or an employee who has displaced an employee in a lower classification shall be entitled to return to the position he held prior to the layoff should it become vacant within **twenty-four** (24) months of the layoff, -provided that the employee **remains** qualified and able to perform the duties of his former position.

No new employees shall be hired until all those laid off have been given an opportunity to return to work and have failed to do **so**, in accordance with the loss of Seniority provision, or have been found unable to perform the work available.

13.08 The Hospital shall notify the employee of recall opportunity by registered mail, addressed to the last address **on** record with the Hospital (which notification shall **be** deemed to be received on the fifth day following the date of **mailing**). The notification shall state the **job** to which the employee is eligible to be recalled and the date and time at which the employee shall report for work. The employee is solely responsible for his proper address being on record with the Hospital.

NOTE: Article 13 applies to Regular Part-time Employees **ONLY**.

ARTICLE 14 - TECHNOLOGICAL CHANGE

14.01 The Hospital undertakes to notify the Union in advance, so far as practicable, of any technological changes which the Hospital has decided to introduce which will significantly change the status of employees within the bargaining unit.

The Hospital agrees to discuss with the Union the effect of such technological changes on the employment status of employees and to consider practical ways and means of minimizing the adverse effect, if any, upon employees concerned.

Employees with one or more years of continuous service who are subject to lay-off under conditions referred to above, will be given notice of the impending change in employment status at *the* earliest reasonable time in keeping with the notification to the Union as set forth above and the requirements of the applicable legislation.

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

NOTE: Article 14 applies to Regular Part-time Employees ONLY.

ARTICLE 15 - JOB POSTING, PROMOTION AND TRANSFER

15.01 Where a vacancy exists, or where the Hospital creates a new position in the bargaining unit, such vacancy shall be posted for a period of seven (7) calendar days. Applications for such vacancies shall be made in writing within the seven (7) day period referenced herein.

Notwithstanding the above, the Hospital may fill at its own discretion vacancies caused by:

- (a) illness;
- (b) accident;
- (c) leave of absence not expected to exceed six (6) months;
- (d) vacation;
- (e) specific tasks not expected to exceed six (6) months.

In filling such temporary vacancies the Hospital shall consider employees who have expressed an interest, in writing, in filling such vacancies, on the basis of the selection criteria as set out in Article 15.06.

Employees in bargaining units at the Hospital represented by OPSEU selected to fill such temporary vacancies agree not to apply for other temporary positions while filling the temporary vacancy. Upon completion of the temporary vacancy, the bargaining unit employee will be returned to his former position. Such employees shall continue to accrue seniority while filling a temporary vacancy.

Employees newly hired to fill such temporary vacancy will not accrue seniority during the filling of such vacancy.

If such employees successfully post into a permanent position within the bargaining unit, prior to the end of the non-posted vacancy, they will be credited with seniority from their last date of hire. The release or discharge of such employee at the completion of the temporary vacancy shall not be the subject of a grievance or arbitration.

- 15.02 Notices of vacancies referred to in 15.01 shall include, for informational purposes: department, classification, qualifications.
- 15.03 A copy of the posted notice will be sent to the local President or his designate, within the aforementioned seven (7) calendar days.
- 15.04 The name of the successful applicant will be posted and a copy sent to the local President or his designate.
- 15.05 The Hospital agrees to discuss with unsuccessful applicants ways in which they can improve for future postings, if requested.
- 15.06 In filling posted vacancies the selection shall be made based on skill, ability, experience, and relevant qualifications of the applicants. Where these factors are relatively equal, bargaining unit seniority shall be the governing factor.
- 15.07 In matters of promotion and staff transfer, a successful bargaining unit applicant shall be allowed a trial period of up to sixty (60) days worked during which the Hospital will determine if the employee can satisfactorily perform the job. Within this period the employee may voluntarily return, or be returned by the Hospital, to the position formerly occupied, without loss of seniority. Should the employee return or be returned to his former job, the filling of subsequent vacancies will be reversed.

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

The employee's anniversary date shall be adjusted.

15.09 An employee selected as a result of a **posted** vacancy need not be Considered for a further vacancy for a period of up to twelve (12) months from his date of selection.

ARTICLE 16 - LEAVES OF ABSENCE

NOTE: Article 16 applies to Regular Part-Time employees ONLY;

16.01 Written requests for a personal leave of absence without pay will be considered on an individual basis by the employee's Department Head or his designate. Such requests are to be submitted as far in advance as possible and a written reply will be given. Such leave shall not be unreasonably withheld.

16.02 (a) Local Union Business Leave

The Hospital agrees to grant leaves of absence without pay to local bargaining unit members for the purpose of attending Union seminars and/or attending to Union business. The cumulative total leave of absence will be determined locally, but shall not exceed twenty (20) days per year per hospital. The total of such leave of absence shall not be for longer than a two (2) week period. Not more than two (2) employees shall be eligible for leave of absence for Union business at one time.

(b) Union Position Leave - F.T.

When an employee is elected as the Union's President or First Vice-president (Provincially) the Union will immediately following such election advise the Employer of the name of the employee so elected. Leave of absence shall be granted from the employee's place of employment for the duration of the current term of office. The Union shall reimburse the Employer the amounts paid on behalf of the employee, including pay and benefits.

- (c) Where an individual of the bargaining units represented centrally by OPSEU is elected or appointed as an Executive Board Member, Executive Officer, or member of the central negotiating committee, such individual shall be granted leave of absence for the time off required to exercise the duties of such appointment. The notice requirements to obtain such time off shall be governed in accordance with the leave of absence policy and procedure of the affected Hospital. Such positions shall be limited to two (2) members from a Hospital with no more than one individual from within a section/division within a Department.
- (d) For leaves of absence without pay for Union business under the terms of this Agreement, including unpaid leave for members of the Central Negotiating Team, the employee's salary and applicable benefits will be maintained by the Hospital and the Union will reimburse the Hospital for the cost of salary and benefits. The Hospital will bill the Union and the Union will reimburse the Hospital within a reasonable period of time.

16.03

Bereavement Leave

Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for three consecutive calendar days off without loss of regular pay from regularly scheduled hours in conjunction with the day of the funeral of a member of his immediate family.

Immediate family, for the purposes of this section, shall mean spouse, child, parent, sister, brother, mother-in-law, father-in-law, grandparent, grandchild, brother-in-law, sister-in-law and grandparent of spouse.

The Hospital, in its discretion, may extend such leave with or without pay. Furthermore, where an employee does not qualify under the above-noted conditions, the Hospital may, nonetheless, grant a paid bereavement leave.

16.04

Jury and Witness Duty

If an employee is requested to serve as a juror in any court of law, or is required by subpoena to attend a court of law as a witness called on behalf of the Crown, or is required to attend a coroner's inquest in connection with a case concerning the Hospital, the employee shall not lose regular pay because of necessary absence from work due to such attendance, and shall not be required to work on the day of such duty, provided that the employee:

- (a) informs the Employer immediately **upon** being notified **that** the employee will **be** required to attend court or the **coroner's** inquest;
- (b) presents proof of service requiring the **employee's** attendance; and
- (c) promptly repays the Employer the amount (other than expenses) paid to the employee for such service **as** a juror or for attendance **as** such witness.

In addition to the foregoing, where a part-time employee is required by subpoena to attend a Court of Law or Coroner's inquest, in **connection** with a case arising from the employee's duties at the Hospital, on his regularly scheduled day off, he shall receive regular pay **as** if he had been scheduled to work the day.

16.05

Maternity Leave

- (a) Such leave of absence as provided under the Employment Standards legislation for pregnancy will be extended to an aggregate of six months under the same conditions as provided in this agreement if such extension is requested prior to the commencement of the leave.
- (b) (i) Effective on confirmation by the Unemployment Insurance Commission of the appropriateness of the **Hospital's Supplemental Unemployment Benefit (SUB)** plan, an employee in a classification below the Registered Technologist I classification who is on maternity leave as provided under this agreement and who is in receipt of unemployment insurance pregnancy benefits pursuant to Section 30 of the Unemployment Insurance Act, 1971, shall be paid a **supplemental unemployment benefit**. That benefit will be equivalent to the difference between **seventy-five per cent (75%)** of her regular weekly earnings and the sum of her weekly unemployment insurance benefits and any other earnings. Such payment shall commence following completion of the two week unemployment insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance cheque stub **as** proof that she is in receipt of Unemployment Insurance pregnancy benefits, and **shall** continue while the employee is in receipt of such benefits for a maximum period of fifteen (15) weeks. The employee's regular weekly earnings **shall** be determined by **multiplying** her regular hourly rate **on** her last day worked prior to the commencement of the leave times her normal weekly hours.

- (b) (ii) Effective on confirmation by the Unemployment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) plan, and retroactive to April 1, 1988 an employee in the Registered Technologist I classification or above, who is on maternity leave as provided under this agreement and who is in receipt of Unemployment Insurance pregnancy benefits pursuant to Section 30 of the Unemployment Insurance Act, 1971, shall be paid a supplemental unemployment benefit. That benefit will be equivalent to the difference between seventy-five per cent (75%) of her regular weekly earnings and the sum of her weekly Unemployment insurance benefits and any other earnings. Such payment shall commence following completion of the two week unemployment insurance waiting period, and receipt by the Hospital of the employee's Unemployment Insurance cheque stub as proof that she is in receipt of Unemployment Insurance pregnancy benefits, and shall continue while the employee is in receipt of such benefits for a maximum period of fifteen (15) weeks. The employee's regular weekly earnings shall be determined by multiplying her regular hourly rate on her last day worked prior to the commencement of the leave times her normal weekly hours.

16.06 Transfer of Pregnant Employees

Pregnant employees may request to be transferred from their current duties if, in the professional opinion of the employee's physician the pregnancy may be at risk, If such a transfer is not feasible, the pregnant employee, if she so requests, will be granted an unpaid leave of absence before commencement of the current contractual maternity leave provisions.

16.07 Adoption Leave

Where an employee, with at least ten (10) months of seniority qualifies to adopt a child, such employee may be entitled to a leave of absence without pay for a period of up to six (6) months duration, Such employee shall advise the Hospital as far in advance as possible of their qualifying to adopt, and shall request the leave of absence in writing upon receipt of confirmation of the pending adoption, such request for adoption leave shall not be unreasonably withheld.

16.08 Education Leave

Where the Hospital directs and the employee agrees to take an educational course to upgrade or acquire new employment qualifications such employee shall not lose regular pay

because of necessary absence from work due to participation in such course. The Hospital shall pay the full cost of such course in advance. The Employee may apply to the Hospital for a reasonable advance to cover additional costs associated with the course.

16.09

Pre-Paid Leave

(a) Purpose

The Pre-Paid Leave Plan is a plan developed to afford employees the opportunity to take a one (1) year leave of absence, funded solely by the employee through the deferral of salary over a defined period, in accordance with Part LXVIII or the Income Tax Regulations, Section 6801 (as may be amended from time to time).

(b) Application

Eligible employees must make written application to the Department Head, with a copy to the Director of Human Resources/Personnel, at least six (6) months prior to the intended commencement date of the salary deferral portion of the Pre-Paid Leave Plan. Such application will outline the reason the leave is being requested. Priority will be given to applicants intending to use the leave to pursue formal education related to their profession. As between two (2) or more candidates, from the same department, with the same intended purpose seniority shall govern. The employee will be informed of the disposition of his application as soon as is reasonably possible after the closing date for applications.

- (c) The total number of employees that may be accepted into the Pre-Paid Leave Plan in any one plan year as defined in Article 16.09 (1) and from any one department shall be (number subject to local negotiations). Where there are more applications than spaces allotted, seniority shall govern subject to 16.09 (b) above.

There can be up to two (2) employees on prepaid leave plan per year. This will be a total of both full-time and part-time and there will be only one per department at any one time.

(d) Nature of Final Agreement

Final approval for entry into the pre-paid leave program will be subject to the employee entering into a formal agreement with the Hospital, authorizing the Hospital to make the appropriate deductions from the employee's pay. The agreement will also include:

- (a) A statement that the employee is entering the plan in accordance with Article 16.09 of the Collective Agreement,
- (b) The period of salary deferral and the period for which the leave is requested,
- (c) The manner in which the deferred salary is to be held.

The letter of application to enter the plan will be appended to, and form part of, the written agreement.

(e) Deferral Plan

The deferral portion of the plan shall involve an employee spreading four (4) years' salary over a five (5) year period. During the four (4) years of salary deferral, 20% of the employee's gross annual earnings will be deducted and held for the employee. Such deferred salary will not be accessible to the employee until the year of the leave or upon the collapse of the plan.

(f) Deferred Earnings

The manner in which the deferred salary is held shall be at the discretion of the Hospital. The employee will be made aware, in advance of having to sign any formal agreement, of the manner of holding such deferred salary.

Interest which is accumulated during each year of the deferral period shall be paid out to the employee in accordance with Part LXVIII of the Income Tax Regulations, Section 6801.

(g) Health and Welfare Benefits

All benefits shall be kept whole during the deferral period of the plan,

(h) Seniority and Service

Applicable to Full-Time only.

(i) Assignment on Return

On return from leave, a participant will be assigned to his former position unless it is no longer available. In such a case the employee will be given a comparable job, if possible, or the layoff provisions will be applied.

(j) Withdrawal Rights

25

(i) A participant may withdraw from the plan at any time up to a date three (3) months prior to the commencement of the leave. Deferred salary, and accrued interest will be returned to the participant within a reasonable period of time.

(ii) On Leaving Employment

If a participant resigns, or is terminated, prior to the commencement of the leave, deferred salary plus interest will be returned to the participant within a reasonable period of time. In the event of the death of a participant, such funds will be paid to the participant's estate.

(k) Replacement Employees

The Hospital will endeavour to find a temporary replacement for the employee, as far in advance as practicable. If the Hospital is unable to find a suitable replacement, it may postpone the leave. If, after a period of postponement, a suitable temporary replacement cannot be found, the Hospital will have the option of considering a further postponement or of collapsing the plan. The employee, subject to such a postponement, will have the option of remaining in the plan and rearranging the leave at a mutually agreeable time, or of withdrawing from the plan as outlined in Article 16.09 (j).

(l) Plan Year

The year for the purposes of the plan shall be from September 1 of one year, to August 31, of the following year, or such other years as the parties may agree to.

(m) Status of Replacement Employee

Only the original vacancy resulting from an absence due to pre-paid leave will be posted.

Employees in bargaining units at the Hospital represented by OPSEU, selected to fill vacancies resulting from replacing an employee on a pre-paid leave need not be considered for other vacancies while replacing such employee. Upon completion of the leave, the replacing employee will be returned to his former position, and the filling of subsequent vacancies will likewise be reversed.

Employees newly hired to fill vacancies resulting from replacing an employee on pre-paid leave will not accrue seniority during the filling of such vacancies. Furthermore, such employees need not be considered for other

vacancies. If such employees do post into permanent positions they will be credited with seniority from their last date of hire. The release or discharge of such employees will not be subject of a grievance or arbitration.

ARTICLE 17 - SICK LEAVE AND LONG-TERM DISABILITY

Not applicable to part-time employees.

ARTICLE 18 - HOURS OF WORK AND OVERTIME

- 18.01 The normal or standard work week shall be an average of thirty-seven and one-half (37 1/2) hours, with a normal or standard work day of seven and one-half (7 1/2) hours except in those Hospitals where agreements already provide a standard or normal work week of less than thirty-seven and one-half (37 1/2) hours per week and seven and one-half (7 1/2) hours per day. (Those Hospitals with the lesser required hours shall reflect in the salary rates a pro-rata lesser amount compared with salaries for other Hospitals based on the ratio that the standard or normal hours of work at the Hospital concerned are to thirty-seven and one-half (37 1/2) hours).
- Part-time employees shall be entitled to overtime pay at the rate of time and one-half (1 1/2) their regular straight time hourly rate for all hours worked in excess of the normal or standard work day or in excess of the normal or standard full-time work week.
- 18.02 Employees shall be entitled, subject to the exigencies of patient care, to relief periods during the shift on the basis of fifteen (15) minutes for each half shift.
- 18.03 Overtime shall be defined as being all hours worked in excess of the normal or standard work day, or in excess of the normal or standard work week, The overtime rate shall be one and one-half (1 1/2) times the regular straight time hourly rate of pay.
- 18.04 Overtime Accumulation
- Not applicable to part-time.
- 18.05 If an employee is authorized to work, during the lunch break, due to the requirements of patient care, he will be paid his regular straight time hourly rate for all hours worked. Notwithstanding this provision, he will be paid time and one-half (1 1/2) his regular straight time hourly rate for all time worked in excess of the normal or standard work day.

18.06 An employee who continues to work **more** than two (2) hours of overtime immediately following his scheduled, **hours** of work, shall be provided with a meal voucher valued at a maximum of four dollars (\$4.00) or four dollars (\$4.00) if the Hospital is unable to provide a meal voucher.

18.07 Failure to provide 20 hours between the commencement of an **employee's scheduled shift** and the commencement of such employee's next scheduled shift shall result in payment of one and one-half (1 1/2) times the employee's regular straight time hourly rate for only those hours which reduce the 20 hour period.

Where the 20 hour period is reduced as a **result** of an approved change of shift(s) requested by the **employee(s)**, such premium payment shall not apply.

18.08 **Persuant** to 18.03 weekly overtime is expressed in terms of hours worked in excess of **seventy-five (75)** hours in a two (2) week pay period.

ARTICLE 19 - STANDBY

19.01 An employee required to standby or remain available **for call-back** duty on other than regular scheduled hours shall be paid at the rate of two dollars and ten cents (\$2.10) per hour of standby time. Hours worked for **call-back** shall be deducted from hours for which the employee receives standby pay. However, an employee shall be entitled to a minimum of five dollars (\$5.00) for each eight hour period on standby even if called back to **work**.

ARTICLE 20 - CALL-BACK

20.01 An employee who is called to work after leaving the Hospital premises and outside of his regular scheduled hours, shall be paid a **minimum** of no less than two (2) hours pay (except those Hospitals where 2 1/2 or 3 hours is applicable) at **time** and one-half (1 1/2) his regular straight time hourly rate for work performed **on** each **call-in**. In the event that such two (2) hour period overlaps and extends into **his** regular shift, he will receive the two (2) hour guarantee payment at **time** and one-half (1 1/2) and his regular hourly rate for the remaining hours of his regular shift. The reference to leaving the Hospital premises referred to above **will not be applicable** where an employee remains in the Hospital on standby arrangement with the Hospital.

NOTE: Article 20 applies to Regular Part-Time Employees ONLY.

NOTE: For purposes of clarification, Article 20.01 does not apply to **prescheduled** hours of work. Article 20.01 does not apply where the employee elects to work additional unscheduled hours made available by the Hospital.

ARTICLE 21 - SHIFT PREMIUM

- 21.01 Employees shall be paid a shift premium of 45¢ (forty-five) per hour for each hour worked outside the normal hours of the day shift provided that such hours exceed two (2) hours if worked in conjunction with the day shift. Shift premium will not form part of the employee's straight time hourly rate.
- 21.02 Effective April 1, 1990, an employee shall be paid a weekend premium of 45¢ (forty-five cents) per hour for each hour worked between 2400 hours Friday to 2400 hours Sunday or such other 48 hour period that the Hospital may establish. If an employee is in receipt of premium payment pursuant to a local scheduling regulation with respect to consecutive weekends worked, he will not receive weekend premium under this provision

ARTICLE 22 - TRANSPORTATION ALLOWANCE

- 22.01 When an employee is required to travel to the Hospital, or to return to his home, as a result of being called back to work outside of his regularly scheduled hours, the Hospital will pay transportation costs either by taxi or by his own vehicle at the rate of 32¢ per mile or such greater amount that the Hospital may in its discretion determine for each trip. The employee will provide to the Hospital satisfactory proof of payment of such taxi fare.

ARTICLE 23 - RESPONSIBILITY PAY

- 23.01 Where an employee is assigned temporarily to perform the duties and assume the responsibilities of a higher paying classification in or out of the bargaining unit, for one full shift or more, he shall be paid a premium equal to the greater of his next or last increment in his salary range for the duration of the assignment.

ARTICLE 24 - NO PYRAMIDING

- 24.01 Premium payment (including both overtime and holiday premium payment) shall be calculated and paid under one provision of this Agreement only, even though hours worked may be premium payment hours under more than one provision. In such circumstances the highest premium will be applied. The provision of this clause will not negate any entitlement to shift premium, call-back, standby, or weekend premium.

ARTICLE 25 - PAID HOLIDAYS

- 25.01 The collective agreements shall provide twelve (12) paid holidays with appropriate payment to all employees who have completed twenty (20) days worked with the employer, provided that he fulfills the qualifying conditions, if any, set out in the respective collective agreements.
- | | |
|--|---------------------|
| New Years Day | Civic Holiday |
| 2nd Monday in February
(or Heritage Day, if
so proclaimed) | Labour Day |
| Good Friday | Thanksgiving Day |
| Victoria Day | Christmas Day |
| Canada Day | Boxing Day |
| | Employee's Birthday |
| | Float |
- 25.02 An employee required to work on any of the designated holidays listed in the collective agreement shall be paid at the rate of time and one-half (1 1/2) his regular straight time rate of pay for all hours worked on such holiday, subject to Article 25.03.
- 25.03 Where the employee is required to work on a paid holiday for which he is paid at the rate of time and one-half (1 1/2) his regular straight time hourly rate and is required to work additional hours following the full shift on that day (but not including hours on a subsequent regularly scheduled tour for such employee) he shall receive two (2) times his regular straight time hourly rate for such additional hours worked.
- 25.04 A shift that begins or ends during the twenty-four (24) hour period, where the major portion of the time worked falls within the holidays, shall be deemed to be work performed on the holiday for the full period of the shift.
- 25.05 Should the Hospital be required to observe an additional paid holiday as a result of legislation, it is understood that one of the existing holidays recognized by the Hospital shall be established as the legislated holiday after discussion with the Union, so that the Hospital's obligation to provide the number of paid holidays as noted above remains unchanged.

ARTICLE 26 - VACATIONS

- 26.01 All regular part-time employees shall be entitled to vacation pay based upon the applicable percentage provided in accordance with the vacation entitlement of full-time employees of their gross salary for work performed in the preceding year. Equivalent years of service shall be used to determine vacation pay entitlement. Effective April 1, 1988, equivalent years of service shall be calculated on the basis of one (1) year of service for each 1725 hours worked.

- 26.02 Not applicable to part-time, 30
- 26.03 Should an employee terminate with less than two weeks notice of termination, the vacation pay requirements of the Employment Standards Act will apply.

ARTICLE 27 - BENEFITS FOR PART-TIME EMPLOYEES

- 27.01 A part-time employee shall receive in lieu of all fringe benefits (being those benefits to an employee, paid in whole or in part by the hospital, as part of direct compensation or otherwise, including holiday pay, save and except salary, vacation pay, standby pay, call-in pay, responsibility pay, jury and witness duty, bereavement leave and maternity supplemental unemployment benefits) an amount equal to 14% of his regular straight time hourly rate for all straight time hours paid.

Articles 27.02 to 27.07 are not applicable to Part-Time.

27.08 Divisible Surplus

The parties agree that any surplus, credits, refunds or reimbursements excluding sick leave and/or pension credits, under whatever name accrue to and for the benefit of the Hospital.

ARTICLE 28 - MISCELLANEOUS

- 28.01 Whenever the feminine pronoun is used in this Agreement, it includes the masculine pronoun and vice versa where the context so requires. Where the singular is used, it may also be deemed to mean plural and vice versa.

28.02 Hepatitis B Vaccine

Where the Hospital identifies high risk areas where employees are exposed to Hepatitis B, the Hospital will provide, at no cost to the Employees, a Hepatitis B vaccine.

28.03 Professional Responsibility

Where an employee, or group of employees, covered by this agreement and governed by an Ontario College under the Health Disciplines Act, have cause to believe that they are being asked to perform more work than is consistent with proper patient care it is agreed by the parties that such workload problems may be discussed by the local Labour Management Committee. Such complaint must be filed in writing within fifteen (15) calendar days of the alleged improper assignment.

28.04 Contracting Out

The Hospital shall not contract out work currently perform by members of this bargaining unit if, as a result of such contracting out, a layoff of any bargaining unit employees occurs. This clause will not apply in circumstances where the Hospital no longer provides particular services as a result of the rationalization or sharing of services between Hospitals in a particular geographic district, or as a result of the withdrawal of the Hospital's license to perform such services.

28.05 Bulletin Board

It is agreed and understood that the Employer shall provide at no cost to the Union and shall place in a mutually agreeable location, a bulletin board to be used solely for the purpose of posting Union notices and job postings. Such notices shall not be removed by unauthorized personnel.

Such notices shall be submitted by a representative of the Union to the office of the Director of Support Services for approval. There shall be no distribution or posting by employees of pamphlets, advertising or political matter, cards, notices or any other literature on the Hospital's property, unless initialled by the Union Local President and the Director of Support Services of the Hospital or his designee.

28.06 Uniforms

The Employer will continue, during the terms of this Agreement, the existing policies with respect to the provision of uniforms or protective clothing,

ARTICLE 29 - COMPENSATION

29.01 When a new classification in the bargaining unit is established by the Hospital, or the Hospital makes a substantial change in the job content of an existing classification, the Hospital shall advise the Union of such new or substantially changed classification and the rate of pay which is established. If so requested within thirty (30) calendar days of such advice, the Hospital agrees to meet with the Union to permit the Union to make representations with respect to the appropriate rate of pay, providing any such meetings shall not delay the implementation of the new or substantially changed classification. Where the Union challenges the rate established by the Hospital and the matter is not resolved following the meeting with the Union, the matter may be referred to arbitration in accordance with the arbitration provisions contained in this collective agreement, it being understood that any arbitration board shall



be limited to establishing an appropriate rate based on the relationship existing among other classifications within the Hospitals (which are covered by the O'Shea award) and the duties and responsibilities involved. It is further understood and agreed that when determining the appropriate rate, primacy must be given to the relationship between job classifications covered by this collective agreement and that such relativity must be maintained. Each change in the rate established by the Hospital either through meetings with the Union or by a Board of Arbitration shall be retroactive from the time at which the new or substantially changed classification was first filled,

29.02 Claim for recent related experience, if any, shall be made in writing by the employee at the time of hiring on the application for employment form or otherwise. The employee shall cooperate with the Hospital by providing verification of previous experience. The Hospital will credit the employee with one increment on the salary scale for every two years of recent, related, full-time hospital experience, as determined by the Hospital, to a maximum of two increment levels below the maximum of the salary scale.

For the purposes of this clause, part-time experience will be calculated on the basis of 1/25 hours worked equalling one year of experience.

29.03 Effective April 1, 1988, part-time employees will accumulate service for purposes of progression on the salary grid, on the basis of one year of service for each 1725 hours worked.

ARTICLE 30 - SUPERIOR BENEFITS

30.01 Unless existing benefits, rights, privileges, practices, terms or conditions of employment which may be considered to be superior to those contained herein are specifically retained by this Agreement, they shall be deemed not to continue in effect.

ARTICLE 31 - DURATION AND RENEWAL

31.01 This Agreement shall continue in effect until the 31st, day of March, 1991 and shall continue automatically thereafter for annual periods of one year each unless either party notifies the other in writing that it intends to amend or terminate this Agreement in accordance with the following:

31.02 (a) In the event the parties to this Agreement agree to negotiate for its renewal through the process of central bargaining, either party may give notice to the other of its desire to bargain for the renewal of this Agreement within 120 days

LETTER OF INTENT

It is understood and agreed that a portion of the percentage in lieu provided for in Article 27.09 of the collective agreement is attributable to pensions. In the event that it is determined that legislation requires the Hospitals to provide part-time employees with access to the pension plan, such access will be provided to all part-time employees. The reduction, if any, in the percentage in lieu will be negotiated by the parties. The _____ Board of Arbitration, established under the Memorandum of Conditions for Joint Bargaining, dated January 21, 1988, will be asked to remain seized and determine the matter of any reduction should the parties not be able to reach agreement,

DATED AT Cobourg, Ontario, this 17 day of MAY 1989.

FOR THE COBOURG DISTRICT
GENERAL HOSPITAL ASSOCIATION

Carol Irvine
John Lindsay
Ann Hill

FOR THE ONTARIO PUBLIC
SERVICE EMPLOYEES UNION

Elizabeth Brown
John R. ...
P. Pasfield
B. Todd
[Signature]

LETTER OF INTENT.
PHASE III
FULL TIME AND PART TIME UNITS.

THE PARTIES AGREE TO THE IMPLEMENTATION
OF PHASE III AT COBOURG DISTRICT GENERAL HOSPITAL

SIGNED AT COBOURG THE 20TH DAY OF FEB 1980

FOR THE HOSPITAL

~~John~~
Chambers
Carol Irvine
Rockman

FOR THE UNITS

~~Ally~~ Runkle
Dennis Bense
Elizabeth Bon
Warfield

COBOURG DISTRICT GENERAL HOSPITAL

O.P.S.E.U.

Registered Technologist

	<u>April 1, 1989</u>		<u>April 1, 1990</u>	
Start	2627.06	16.17	2732.14	16.81
1 Year	2766.95	17.03	2877.63	17.71
2 Year	2810.09	17.29	2922.49	17.98
3 Year	2860.40	17.60	2974.82	18.31
4 Year	2931.93	18.04	3049.21	18.76
5 Year	2989.70	18.40	3109.29	19.13
6 Year	3054.69	18.80	3176.88	19.55
7 Year	3126.90	19.24	3251.98	20.01
8 Year	3173.80	19.53	3300.75	20.31
9 Year			3350.26	20.62

Physiotherapists/Occupational
Therapists

	<u>April 1, 1989</u>		<u>April 1, 1990</u>	
Start	2855	17.57	2976	18.31
1 Year	2924	17.99	3048	18.76
2 Year	2990	18.40	3117	19.18
3 Year	3056	18.81	3186	19.61
4 Year	3122	19.21	3255	20.03

Psychometrist. Social Worker
(B.A. Level)

	<u>April 1, 1989</u>		<u>April 1, 1990</u>	
Start	2734	16.82	2850	17.54
1 Year	2808	17.28	2927	18.01
2 Year	2878	17.71	3000	18.46
3 Year	2946	18.13	3071	18.90
4 Year	3016	18.56	3144	19.35
5 Year	3084	18.98	3215	19.78

COBOURG DISTRICT GENERAL HOSPITAL

O.P.S.E.U.

37

Psychometrist, Social Worker
(M.A. Level)

April 1, 1989

April 1, 1990

Start	3050	18.77	3180	19.57
1 Year	3145	19.35	3279	20.18
2 Year	3248	19.99	3386	20.84
3 Year	3349	20.61	3491	21.48
4 Year	3446	21.21	3592	22.10
5 Year	3547	21.83	3698	22.76

Non-Registered Technologist

April 1, 1989

April 1, 1990

	2104	12.95	2193	13.50
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