

SOURCE	Hosp		
EFF.	93	04	01
TERM.	96	03	31
No. OF EMPLOYEES	92		
NOMBRE D'EMPLOYÉS	92		

COMBINED

FULL-TIME

AND

PART-TIME

COLLECTIVE AGREEMENT

BETWEEN:

SUDBURY MEMORIAL HOSPITAL
(hereinafter referred to as "the Hospital")

- and -

ONTARIO PUBLIC SERVICE EMPLOYEES UNION
LOCAL 659
(hereinafter referred to as "the Union")

EXPIRY: March 31, 1996

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TABLE OF CONTENTS

	<u>PAGE</u>
ARTICLE 1	
Purpose	1
ARTICLE 2	
Scope and Recognition	1
ARTICLE 3	
Management Rights	1
ARTICLE 4	
Definitions	2
ARTICLE 5	
No Discrimination Or Harassment	2
ARTICLE 6	
No Strike/No Lockout	3
ARTICLE 7	
Union Security	3
ARTICLE 8	
Representation and Committees	3
8.01 Union Stewards.	3
8.02 Grievance Committee	4
8.03 Labour-Management Committee	4
8.04 Negotiating Committee	5
8.05 List of Union Representatives	6
8.06 New Employee Interview	6
ARTICLE 9	
Accident Prevention - Health and Safety Committee	6
ARTICLE 10	
Grievance and Arbitration Procedure	7
ARTICLE 11	
Letters of Reprimand and Access to Files	10

	PAGE
ARTICLE 12	
Seniority	11
12.01 Probationary Period	11
12.02 Seniority List	11
12.03 Part-Time Seniority Accumulation	11
12.04 Transfer of Seniority	11
12.05 Effect of Absence	12
12.06 Application of Seniority on Layoff and Recall	13
12.07 Layoff and Recall Rights	13
12.08 Retention and Accumulation of Seniority on Transfer	13
Outside Bargaining Unit	
12.09 Loss of Service and Seniority	13
 ARTICLE 13	
Layoff and Recall	14
 ARTICLE 14	
Technological Change	17
 ARTICLE 15	
Job Posting, Promotion and Transfer	18
 ARTICLE 16	
Leaves of Absence	20
16.01 Personal	20
16.02 Union Business	20
16.03 Bereavement	21
16.04 Jury and Witness Duty	21
16.05 Pregnancy and Parental	22
16.06 Transfer of Pregnant Employees	25
16.07 Education	25
16.08 Pre-Paid Leave	25
 ARTICLE 17	
Sick Leave and Long-term Disability	29
 ARTICLE 18	
Hours of Work and Overtime	30
18.01 Hours of Work	30
18.02 Rest Break	31
18.03 Overtime	31
18.04 Overtime Accumulation	32
18.05 Missed Meal Breaks	32
18.06 Meal allowance	32
18.07 Time Off Between Shifts	32
18.08 Change of Schedule	33

	PAGE
ARTICLE 19	
Standby	33
ARTICLE 20	
Call Back	34
ARTICLE 21	
Shift Premium	34
ARTICLE 22	
Transportation Allowance	35
ARTICLE 23	
Responsibility Pay	35
ARTICLE 24	
No Pyramiding	35
ARTICLE 25	
Paid Holidays	36
ARTICLE 26	
Vacations	38
ARTICLE 27	
Health and Welfare Benefits	40
27.01 Semi-private Hospital Insurance	40
27.02 Extended Health Care	40
27.03 Dental.....	40
27.04 Pension	41
27.05 Group Life Insurance	41
27.06 Change of Carrier.	41
27.07 Divisible Surplus	41
27.08 Part-Time Benefits	41
ARTICLE 28	
Miscellaneous	42
28.01 Gender Neutral Clause	42
28.02 Hepatitis B Vaccine	42
28.03 Professional Responsibility	42
28.04 Contracting Out	42
28.05 Work of Bargaining Unit	42
28.06 Extended Tours	43
28.07 Innovative/Flexible Scheduling	46
28.08 Modified Work	48
28.09 Job Sharing	48

	<u>PAGE</u>
ARTICLE 29 Compensation	49
ARTICLE 30 Superior Conditions	50
ARTICLE 31 <u>Social Contract Act</u> Dispute	50
ARTICLE 32 Health Examinations	50
ARTICLE 33 Latness	50
ARTICLE 34 Uniforms	51
ARTICLE 35 Duration	51
Letter of Intent Pay Equity	53
Letter of Understanding Benefits Review Subcommittee	54

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 - SCOPE AND RECOGNITION

- 2.01 (L) All medical laboratory technologists and technicians, all radiology technologists and technicians, physiotherapists, respiratory therapists and technicians, dietitians, pharmacy technicians, the Discharge Planning Officer, **and** students employed during the school vacation period **employed by Sudbury Memorial Hospital in Sudbury, Ontario, save and except** assistant technical directors and co-ordinators, **supervisors**, persons **above** the rank of supervisor, all other technical employees and persons covered **by** other subsisting collective agreements.
- 2.02 (L) The **parties** declare that the combined bargaining units described above **does** not expand the bargaining rights of the applicant trade union to include any unrepresented **employees** of the employer.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 (L) The Union **acknowledges** that it is the exclusive right **and** function **of** the Employer subject **to** the terms of this Agreement:
- To direct **the** working forces, to discharge employees for just cause, to promote, demote, transfer, layoff, suspend or otherwise discipline employees subject to the use of the Grievance Procedure, **and** to hire,
- 3.02 (L) Generally to manage the Hospital and all the enterprises in which the Hospital **is** engaged.
- 3.03 (L) To maintain order, discipline and efficiency and to make and alter from time to time, rules and regulations **to be observed** not **inconsistent with** **the** provisions **of** this Agreement.

- 3.04 (L) It is agreed that the Employer may exercise any of the rights, powers and functions or authority which the Employer had prior to the signing of this Agreement except those rights, powers, functions or authority which are specifically abridged or modified by this Agreement and these rights shall not be exercised in a manner inconsistent with the express provisions of this Agreement.
- 3.05 (L) Government sponsored programs may be made available to the Employer from time to time, therefore, the Employer may hire persons in accordance with the terms of such programs at a rate of pay stipulated by the program. Such persons shall not be included in the bargaining unit. The Local Union President shall be notified when a program becomes available to the Employer, its duration and the persons to be utilized. It is understood that there will be no reduction in bargaining unit hours as a result of such programs.

ARTICLE 4 - DEFINITIONS

- 4.01 (L) a) Regular Part-time Employee is an employee who has completed his probationary period and normally works on a scheduled basis. Regular part-time employees shall sign a commitment and the Hospital reserves the right to determine the number of regular part-time employees required from time to time.
- (L) b) Casual Part-time Employee is an employee who has completed his probationary period and who works on an irregular basis as required.
- 4.02 (L) Part-time employees, if available, will be utilized to relieve full-time employees on a temporary basis during the absence of full-time employees. During such period of relief part-time employees shall retain part-time employee status and benefits and shall not thereby become full-time employees.

ARTICLE 5 - NO DISCRIMINATION OR HARASSMENT

The Hospital and the Union agree that there shall be no discrimination, interference, intimidation, restriction or coercion (or practiced by any of their representatives) with respect to any employment of his membership membership, the full or activity rank on behalf of the Union or by reason of exercising his rights under the collective bargaining 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.
- 5.03 Every employee who is covered by this agreement has a right to freedom from harassment in the workplace in accordance with the Ontario Human Rights Code.

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. The amount of 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 (a) 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.

The number of stewards, the areas which they represent, are to be determined locally and will be set out in article 8.01 (b).

- (L) (b) (See Article 8.01 (a))

8.02 Grievance Committee

The Hospital will recognize a grievance committee comprising of three (3) 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

- (a) 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 comprised 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.

- (b) The following provision applies to any reorganization or restructuring which occurs on or after July 21, 1994.

In the event of reorganization or restructuring of the Hospital, which will have potential adverse effects upon employees in the bargaining unit, the parties agree that they will discuss possible ways and means of avoiding or minimizing the impact, including:

- identifying and proposing possible alternatives to any action that the Hospital may propose taking;

- identifying and seeking ways to address on-the-job retraining needs of employees;
- identifying vacant positions within the Hospital for which surplus members of the bargaining unit might qualify, or such positions which are currently filled but which are expected to become vacant within a twelve (12) month period.

To allow the Labour Management Committee to carry out its mandated role under this Article (8.03(b)), the Hospital will provide the Committee with pertinent financial and staffing information and with a copy of any reorganization plans which impact on the bargaining unit.

8.04 (a) Negotiating Committee

The Hospital agrees to recognize a negotiating committee comprised of five (5) 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.

The number of members on the negotiating committee shall be determined locally.

(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 The Union agrees to provide and maintain an up-to-date list of all Union Representatives (including Union Stewards, Union Executive, Grievance Committee, Labour/Management Committee and Negotiating Committee) to the Director of Human Resources or designate.
- 8.06 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'S - 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 fulfil 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 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

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

Pursuant to Section 43.1 subsection (2) of the Labour Relations Act, the parties confirm that 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 The Hospital agrees that it will not discipline an employee without just cause.
- 10.08 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.
- 10.09 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).
- 10.10 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.

- 10.11 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 10.12 No matter may be submitted to arbitration which has not been properly carried through all requisite steps of the Grievance Procedure.
- 10.13 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.
- 10.14 The proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority, and where there is no majority, the decision of the chairman will be final and binding upon the parties hereto and the employee or employees concerned.
- 10.15 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will, share equally the fees and expenses, if any, of the chairman of the Arbitration Board.
- 10.16 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.
- 10.17 Wherever arbitration board is referred to in the agreement, the parties may mutually agree in writing to substitute a single arbitrator for the arbitration board at the time of reference to arbitration and the other provisions referring to arbitration board shall appropriately apply.

ARTICLE 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 eighteen (18) months following the receipt by the employee of such letter or suspension provided that the employee's record has been discipline free for such eighteen (18) 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 of work for employees whose regular hours of work are other than the standard work day) 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 will 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 Applies to Part-time Employees Only

- (a) Part-time employees shall have their seniority expressed on the basis of number of hours worked.
- (b) Notwithstanding Article 12.03 (a) seniority shall accrue during a pregnancy leave or parental leave. For the purposes of pregnancy leave and parental leave, seniority accrual shall be determined by multiplying the normal weekly hours times the number of weeks the employee is absent due to a pregnancy leave up to a maximum of 17 weeks and/or the number of weeks the employee is absent due to a parental leave up to a maximum of 18 weeks, whichever is applicable.

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 1650 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 f

seniority for each 1650 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 hourly requirement shall continue.

12.05 **Applies to Full-Time Employees Only**

(a) Effect of Absence

- (i) It is understood that during an approved unpaid absence not exceeding thirty (30) continuous days or any approved absence paid by the Hospital, both seniority and service will **accrue**.

During an unpaid absence exceeding thirty (30) continuous calendar days, credit for service for purposes of salary increments, vacation, sick leave, or any other benefit under any provision of the Collective Agreement or elsewhere, shall be suspended; the benefits concerned appropriately reduced on a pro rata **basis** and the employee's anniversary date adjusted accordingly.

In addition, the employee will become responsible ~~for~~ full payment of subsidized employee benefits in which he is participating for the period of the absence. The ~~employee~~ may arrange with the Hospital to prepay the full premium of any applicable subsidized benefits in which he is participating during the period of leave in excess of thirty (30) continuous days to ensure continuing coverage.

It is further understood that during such absence, credit for seniority shall **be suspended** and not accrue during ~~the~~ period of absence. Notwithstanding this provision, seniority shall accrue for a period of thirty (30) months if an employee's absence is due to disability resulting in WCB or LTD benefits.

- (ii) Notwithstanding Article 12.05 (a) (i), ~~service~~ and seniority will accrue for a maximum period of ~~seventeen~~ (17) weeks if an employee's absence is ~~due~~ to a pregnancy leave, and for a maximum period of eighteen (18) weeks if an employee's absence is due to a parental leave. In addition, the Hospital will continue to pay its share of the premiums of the subsidized employee benefits ~~in~~ which the employee is participating for up to seventeen (17)

weeks from the commencement of the leave while the ~~employee~~ is on pregnancy leave, and for up to eighteen (18) weeks from the commencement of the leave while the employee is on parental leave, unless the employee does not intend to pay her contributions.

- (b) The Hospital agrees to provide, in response to an employee's request, his service and/or anniversary date.

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 without recall pursuant to Article 13.06 for 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 thirty (30) 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.

12.10 (L) Seniority is a principle of granting preference to employees for promotion, transfers, demotions, layoffs, and recall after layoffs and all other matters of seniority, in accordance with length of accumulative service, but only when all other qualifications necessary to fill the requirements of the job are equal as shown in Clause 15.06 hereof. . . Seniority means the relative ranking of the employees as determined by the respective length of accumulated service with the Employer.

12.11 (L) Seniority lists shall be posted for fifteen (15) days, during which time complaints of inaccuracies may be made and after which times such lists as amended will be deemed to be correct.

ARTICLE 13 - LAYOFF AND RECALL

Note: Article 13 applies to Full-Time and Regular Part-Time Employees ONLY.

13.01 In the event of a proposed layoff at the Hospital of a permanent or long term (in excess of 13 weeks) nature, the Hospital will:

- (a) provide the Union with no less than 30 calendar days' notice of long-term layoffs and no less than 5 months' notice of permanent layoff;

- (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 alternate employment.

This provision applies to notice of layoff given on or after July 21, 1994. Where notice of layoff is given prior to July 21, 1994, the previous notice requirements apply.

13.02 Any agreement **between** the Hospital and the Union resulting from the above review concerning the method of implementation will take precedence over the terms of layoff in this Agreement.

13.03 In the event of layoff, the Hospital shall lay off employees in the reverse order of their seniority within their classification, providing that those employees who remain on the job have the qualifications and ability to perform the work. Employees shall be entitled to 3 months' notice of permanent layoff. In the event of a long-term layoff, the employee shall be entitled to notice in accordance with the provisions of the Employment Standards Act. It is agreed and understood that Regulation 327, Section 7, of the Employment Standard Act applies. It is further **agreed** that notice to both the Union and the employees may run concurrently.

This provision applies to notice of layoff given on or after July 21, 1994. Where notice of layoff is given prior to July 21, 1994, the previous notice requirements apply.

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.

If the employee cannot displace an employee in her department, the employee may displace ~~an~~ an employee who has lesser bargaining unit seniority and who is the least senior employee in a lower or identical paying classification in another department, if the employee subject to layoff can perform the duties of the lower or identical classification without training other than orientation.

For purposes of layoff under this Article, the clinical laboratory department would include the sub-disciplines of laboratory medicine.

- 13.05 An employee who displaces ~~an~~ an employee in a lower paying classification will be placed ~~on~~ on the salary grid of the lower classification consistent with ~~the~~ 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~~ 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~~ 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~~ the position he held prior to the **layoff** should it become vacant within ~~twenty-four~~ twenty-four (24) months ~~of~~ of the layoff, ~~provided~~ provided that the employee remains qualified and able to perform the duties of his former position.
- No ~~new~~ 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.

- 13.09 Where there is an available opening which has not been filled in accordance with Article 13.06, an employee who has either accepted a layoff or is under notice of layoff and is unable to displace any other employee will be given an opportunity for on-the-job retraining of up to 6 months, subject to the staffing requirements of the hospital, if, with the benefit of such retraining, the employee could reasonably be expected to obtain the qualifications and ability to perform the work. Such opportunities will be provided in order of seniority. During the period of on-the-job retraining the recall period will continue to apply from the original date of layoff. If, following the period of on-the-job retraining the employee has not obtained the qualifications and ability to perform the work, the employee will be returned to the recall list or will be terminated in accordance with Article 12.09 (c).
- 13.10 In the event that an employee who has been laid off and is placed on a recall list is assigned, by the Hospital, ad hoc shifts or to a temporary vacancy, she will retain, but not accumulate her seniority and service held at the time of layoff. Employees in such assignments will be treated as part-time. Where an employee is recalled pursuant to Article 13.06, she will receive credit for service and seniority for shifts worked under this provision, Any assignments under this provision will be offered on a voluntary basis.

ARTICLE 14 - TECHNOLOGICAL CHANGE

Note: Article 14 applies to Full-Time and Regular Part-Time Employees ONLY. It does not apply to Casual Part-Time Employees.

- 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 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,

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) pregnancy and parental leaves of absence;
- (d) leave of absence not expected to exceed six (6) months;
- (e) vacation;
- (f) 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 (450 hours for employees whose regular hours of work are other than the standard work day) 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 six (6) months from his date of selection.
- 15.10 Where there are no successful applicants from within the bargaining unit for posted vacant positions, employees in other OPSEU Paramedical bargaining units at **the** Hospital will be considered for such staff transfers or promotions prior to considering persons outside OPSEU Paramedical bargaining units at the Hospital. The employees eligible for consideration shall be **limited** to those employees who have applied for the position in accordance with Article 15, and selection shall be made in accordance with Article 15.06. All provisions of Article 15 will apply to employees selected in accordance with this provision.

ARTICLE 16 - LEAVES OF ABSENCE

Note: **Article 16** applies to Full-Time and Regular Part-Time Employees ONLY.
It does not apply to Casual Part-Time Employees.

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) (i) 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 forty (40) days per year per hospital. The amount of notice required and the number of employees who may **be absent** at any one time **and** from any one area shall be determined locally and will be set out in Article 16.02 (a) (ii).

(ii) The Employer, upon four (4) weeks written notice from the **Union** shall grant leave of absence without pay to an employee appointed by the Union to attend Union functions for an aggregate of twenty (20) calendar days in a calendar year, and providing the **granting** of such leave does not interfere with **the efficient** operation of the Hospital.

(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, member of the central negotiating committee, member of Medical Division Executive or as a

Membership Development Trainee, 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. In addition, there shall be no loss of seniority during such leaves of absence.

16.03 Bereavement Leave

Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for up to three (3) consecutive scheduled working days off without loss of regular pay from regularly scheduled hours within the seven (7) calendar day period commencing three (3) calendar days prior to 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 as a witness in a court proceeding in which the Crown is a party, 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,

Applicable to Full-Time Employees ONLY

In addition to the foregoing, where an employee is required by subpoena to attend a Court of Law or Coroner's Inquest, in connection with a case arising from the employee's duties at the Hospital, on his regularly scheduled day off or during his regularly scheduled vacation, the Hospital will attempt to reschedule the employee's regular day off or vacation period, it being understood that any rescheduling shall not result in the payment of any premium pay. If the Hospital fails to reschedule such employees, the Hospital shall arrange lieu time off work for all days the employees would otherwise be off work had it not been for the attendance at Court or the Coroner's Inquest.

Applicable to Part-Time Employees ONLY

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 (a) **Pregnancy Leave**

- (i) Pregnancy leave will be granted in accordance with the provisions of the Employment Standards Act, except where amended in this agreement.

Applies to Full-Time and Regular Part-Time Employees ONLY.

- (ii) Effective on confirmation by the Unemployment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) plan, and retroactive to date of confirmation by the Unemployment Insurance Commission, an employee who is on pregnancy leave as provided under this agreement and who is in receipt of

Unemployment Insurance pregnancy benefits pursuant to Section 18 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 during her leave 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 15 weeks for a pregnancy leave. 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.

This provision only applies to employees with at least 10 months of continuous service at the hospital prior to the commencement of the pregnancy leave.

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

(b) Parental Leave

- (i) Parental leaves will be granted in accordance with the provisions of the Employment Standards Act, except where amended in this agreement.

Applies to Full-Time and Regular Part-Time Employees ONLY.

- (ii) Effective on confirmation by the Unemployment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) plan, and retroactive to date of confirmation by the Unemployment Insurance Commission, an employee who is on parental leave as provided under this agreement and who is in receipt of Unemployment Insurance parental benefits pursuant to Section 20 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 during her leave 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 parental benefits, and shall continue while the employee is in receipt of such benefits, for a maximum **period** of ten (10) weeks for a parental leave. 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 parental leave times her normal weekly hours.

This provision only applies to employees with at least 10 months of continuous service at the hospital prior to the commencement of the parental leave.

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

Applicable to Time Employees

- (iii) Where an employee has become a natural father or has qualified to adopt a child and has at **least 10 months** of service at the commencement of his/her approved parental leave, such employee may be entitled to extend the parental leave up to an aggregate of six (6) months without pay. 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 an extension of the parental leave shall not be unreasonably withheld.

It is understood that during any such extension of the parental leave, credit for service or seniority for the purposes of salary increments, vacations, sick leave, or any other benefits under any provisions of the collective agreement or elsewhere shall **be** suspended during such leave and the employee's anniversary

date adjusted accordingly. In addition, the employee will become responsible for full payment of subsidized employee benefits in which he or she is participating for the period of the absence.

Applicable to Part-Time Employees ONLY

Where an employee has become a natural father or has qualified to adopt a child and has at least 10 months of service at the commencement of his/her approved parental leave, such employee may be entitled to extend the parental leave up to an aggregate of six (6) months without pay. 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 an extension of the parental leave shall not be unreasonably withheld.

It is understood that during any such extension of the parental leave seniority and service do not accumulate.

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 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.

16.08 Pre-Paid Leave (Effective Date: April 1, 1989)

(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 of 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 16.08(l) and from any one department shall be one (1) employee who may be either full-time or part-time. Where there are more applications than spaces allotted, seniority shall govern subject to 16.08 (b) above.

(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 16.08 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, or such other schedule as may be mutually agreed between the employee and the Hospital. In the case of the four (4) years' salary over a five (5) year schedule, 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. In the case of another mutually agreed upon deferral schedule, the percentage of salary deferred shall be adjusted appropriately,

(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.

Full-Time Employees ONLY

Employees will be allowed to participate in health and welfare benefits plans during the year of the leave, but the full cost of such plans will be borne by the employees. Contributions to the Hospitals of Ontario Pension Plan will be in accordance with the Plan.

Notwithstanding the above, employees will not be eligible to participate in the disability income plan during the year of the leave.

(h) Seniority and Service**Full-Time Employees ONLY**

During the year of the leave, seniority shall continue to accumulate. Service for the purposes of vacation and salary

progression and other benefits will be retained but will not accumulate during the period of the leave.

(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

(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 16.08 (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.

- 16.09 (L) All leaves of absence granted by the Employer shall be in writing and shall be for a limited and specified time.

ARTICLE 17 - SICK LEAVE AND LONG-TERM DISABILITY

Note: The provisions of Article 17, Sick Leave and Long-Term Disability, apply to Full-time **employees ONLY.**

- 17.01 The Hospital shall provide a short-term sick leave plan at least equivalent to that described in the 1982 Hospitals of Ontario Disability Income Plan (HOODIP) brochure.

Copies of the HOODIP brochure will be made available to employees upon **request.**

- 17.02 The Hospital will pay seventy-five percent (75%) of the billed premium towards coverage of eligible employees under the long term disability plan (HOODIP or equivalent); employees shall pay the balance of the billed premiums through payroll deduction.

- 17.03 The Hospital further agrees to pay employees an amount equal to any loss of benefits under HOODIP for the first two days of the fourth and subsequent period of absence in any calendar year.

- 17.04 Any dispute which may arise concerning an employee's entitlement to short-term or long-term benefits under HOODIP may be subject to grievance and arbitration under the provisions of this Agreement.
- 17.05 (L) Employees shall notify the employer of sickness immediately. If the employee is absent from work for more than forty-eight (48) hours, the Employer will require from him or her a doctor's certificate. In any case, the Employer at his own expense may send a doctor or a nurse to investigate the employee's illness, if considered necessary.
- 17.06 (L) In calculating sick days, only those days on which the employee would have worked shall be counted.

ARTICLE 18 - HOURS OF WORK & OVERTIME

- 18.01 The Hospital does not guarantee to provide employment or work for normal hours or for any other hours. Regular hours of work for all employees covered by this Agreement shall be as follows:
- (a) **Applicable to Full-Time Employees ONLY**
- (i) The normal hours per week shall be an average of thirty-seven and one-half (37-1/2) hours [exclusive of mealtimes] for a maximum of one hundred and fifty (150) hours over a four (4) week schedule.
 - (ii) The daily working hours shall be seven and one-half (7-1/2) hours per day.
 - (iii) Where the Hospital and the Union agree, subject to the approval of the Ministry of Labour, other arrangements regarding hours of work may be entered into between the parties on a local level with respect to tours beyond the normal or standard work day in accordance with the provisions set out in Article 28.06 of the Collective Agreement.
- (L) (iv) In no instance will an employee be required to work more than ten (10) consecutive days without receiving time off to provide for four (4) day weekends.
- (b) **Applicable to Part-time Employees ONLY**
- (i) The normal or standard work day shall be seven and one-half (7-1/2) hours, per day and the normal or standard full-time work week shall be an average of

thirty-seven and one-half (37-1/2) hours per week except in those hospitals where agreements already provide a normal or standard work day of less than seven and one-half (7-1/2) hours and a normal or standard full-time work week of less than thirty-seven and one-half (37-1/2) hours. (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 at the Hospital concerned are to thirty-seven and one-half (37-1/2) hours.)

- (ii) Part-time employees shall be entitled to overtime pay at the rate of time and one-half 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.
- (iii) The length of time over which the hours of work per week are to be averaged shall be determined locally and shall be set out in Article 18.01(a)(ii).
- (iv) Where the Hospital and the Union agree, subject to the approval of the Ministry of Labour, other arrangements regarding hours of work may be entered into between parties on a local level with respect to tours beyond the normal or standard work day in accordance with the provisions set out in Article 28.06 of the collective agreement.

18.02 (a) **Applicable to Full-Time Employees**

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.

(l) b to 1 n r

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 full 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.

Note: Article 18.04 is not applicable to Part-Time Employees

18.04 Overtime Accumulation

Where an employee has worked and accumulated approved overtime hours (other than overtime hours related to paid holidays) up to a maximum of one (1) day's accumulation, then such employee shall have the option of electing payment at the applicable overtime rate or time off equivalent to the applicable overtime rate (i.e. where applicable rate is one and one-half times, then time off shall be at one and one-half times). Where an employee chooses the latter option, such time off must be taken within the succeeding two (2) pay periods of the occurrence of the overtime at a time mutually agreeable to the Hospital and the employee, or payment in accordance with the former option shall be made.

The maximum for purposes of overtime accumulation and the scheduling of time off shall be determined locally.

18.05 (a) Applicable to Full-Time Employees ONLY

If an employee is authorized to work, during the lunch break, due to the requirements of patient care, he will be paid time and one-half (1 1/2) his regular straight time hourly rate for all time worked in excess of his normal daily hours.

(b) Applicable to Part-Time Employees ONLY

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 twenty (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 twenty (20) hour period.

Where the twenty (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 (a) **Applicable to Full-time Employees ONLY**

Where an employee's schedule is changed by the Hospital with less than twenty-four (24) hours notice, she shall receive time and one-half (1 1/2) of her regular straight time hourly rate for all hours worked on her next shift.

(b) **Applicable to Regular Part-time Employees ONLY**

Where a regular part-time employee's scheduled shift is cancelled by the Hospital with less than twelve (12) hours notice, she shall receive time and one-half (1 1/2) of her regular straight time hourly rate for all hours worked on her next shift.

18.09 (L) Employees who work overtime which results in less than eight (8) hours rest after the completion of their overtime period and the commencement of their next regular shift, may take time off to enable them to have a full eight (8) hour rest period between such overtime period and commencement of work on their regular shift.

18.10 (L) Tour and stand-by schedule will be posted two (2) weeks in advance for a four (4) week period except in emergencies beyond the control of the Hospital.

18.11 (L) The employer undertakes wherever possible to post schedules a minimum of two (2) weeks in advance covering a period of at least eight (8) weeks. The Hospital will give twenty-four (24) hours' notice of the cancellation of scheduled shifts.

18.12 (L) No employee shall be required to lay off on a regularly scheduled day of work in order to equalize any overtime worked, but this clause shall not prevent the Employer from requiring an employee to lay off on his next regularly scheduled shift, or part shift when the efficiency of the employee, in the opinion of the Employer, may be impaired through excessive overtime work.

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 fifty cents (\$2.50) per hour of standby time. Where such

standby falls on any of the designated holidays listed in the collective agreement, the employee shall be paid at the rate of three dollars (\$3.00) 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

Note: Article **20.01** applicable to Full-Time and Regular Part-Time Employees ONLY.

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: For Part-Time Employees

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 An employee shall be paid a shift premium of one dollar (\$1.00) per hour for each hour worked which falls within the normal hours of the evening shift and one dollar and twenty-five (\$1.25) cents for each hour worked which falls within the normal hours of the night shift provided that such hours exceed two (2) hours if worked in conjunction with the day shift. For purposes of this provision, the normal or standard evening and night shift each consist of 7.5 hours. For those hospitals with lesser required hours as provided for in Article 18.01, the length of the evening and night shift will be adjusted accordingly. Shift premium will not form part of the employee's straight time hourly rate.

- 21.02 An employee shall be paid a weekend premium of one dollar and thirty-five cents (\$1.35) 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 twenty-one cents (\$0.21) per km [to a maximum of ten dollars (\$10.00)] 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 (a) Applicable to Full-Time **Employees**

Eleven (11) paid holidays shall be recognized by the Employer for employees having completed twenty (20) working days employment and subject to the qualifying conditions set out below:

(L)	New Year's Day	Labour Day
	Good Friday	Thanksgiving Day
	Victoria Day	Christmas Day
	Dominion Day	Boxing Day
	August Civic Holiday	

Effective April 1, 1989, a twelfth (12th) paid holiday shall be recognized by the Employer subject to the same conditions as the other named holidays. It shall be ~~taken~~ on Christmas Eve (December 24).

All employees shall be entitled to a floating holiday in each calendar year under the following conditions:

1. The holiday shall be requested in writing by the employee at least ~~two~~ (2) weeks in advance and ~~the~~ answer will be given in writing as soon as practicable.
2. Where there is conflict ~~between~~ two (2) or more employees as to the chosen date, seniority shall be the governing factor subject to the efficient operation of the Hospital.
3. No floating holiday shall ~~be~~ taken between Victoria Day and Labour Day.
4. If and when the Government of Ontario declares Heritage Day as a holiday, it shall replace this floating holiday in all respects for the purpose or Article 25.01.

The ~~eleventh~~ (11th) holiday shall be a floating holiday associated with the ~~employee's~~ anniversary date ~~of~~ employment and scheduled within thirty (30) days thereof. ~~In~~ scheduling any such "anniversary date of employment" holiday, consideration will be given to the wishes of the employee. However, it is understood that the Hospital and the Local may agree to another holiday in lieu of the "anniversary date of employment" **holiday**.

(b) **Applicable to Part-Time Employees**

The following holidays shall be recognized by the Employer for the purposes of payment for work performed on such holidays:

(L)	New Year's Day	Labour Day
	Good Friday	Thanksgiving Day
	Easter Sunday	Christmas Day
	Victoria Day	Boxing Day
	Dominion Day	New Year's Eve
	August Civic Holiday	

Effective April 1, 1989 the Employer shall recognize heritage day as a holiday for the purposes of payment of work performed on such holiday.

25.02

(a) **Applicable to Full-Time Employees**

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. In addition, he will receive a lieu day off with pay in the amount of his regular straight time hourly rate of pay times seven and one-half (7 1/2) hours, except in those hospitals which have a standard work day of less than seven and one-half (7 1/2) hours in which case holiday pay will be based on the standard daily hours in that hospital.

(b) **Applicable to Part-Time Employees**

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 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

Applicable to Full-Time Employees Only

An employee who qualifies to receive pay for any holiday will not be entitled, in the event of illness, to receive sick pay in addition to holiday pay in respect of the same day.

- 25.05 (L) An employee not working on any of the above-named holidays shall be **paid** his regular day's pay calculated on his regular hours per day at his applicable hourly rate.
- 25.06 (L) If **an** employee is scheduled to work **on** the holiday and does not work he shall not be paid for the holiday.
- 25.07 (L) In order to qualify for payment of any of **the** previous **holidays**, an employee is required to work his last **regular** shift immediately preceding the holiday and his next regular **shift** immediately following the holiday, except where an employee is **absent** due to verified accident or illness; **such** employee shall be **paid** the first of the previously **listed** paid holidays which occurs during such absence.

ARTICLE 26 - VACATIONS

26.01 (a) **Applicable to Full-Time Employees ONLY**

Registered Technologist and higher classifications who have completed less than one (1) year of **continuous** service shall be entitled to a vacation on the basis of 1.25 days per month for **each** completed month'of service with pay in the amount of 6% **of** gross earnings.

Registered Technologist and higher classifications **shall** receive three (3) weeks vacation after **one** (1) year of continuous service, and four (4) **weeks** vacation after three (3) years of continuous service.

Employees below the Registered Technologist classification who have completed less than one (1) year of continuous service **shall be entitled to a** vacation on the basis of .83 days per month for **each** completed month of service with pay in the amount of 4% of gross earnings.

Employees below Registered Technologist shall receive **two** (2) weeks **vacation** after one (1) **year** of continuous service, **three** (3) weeks **vacation** after **two** (2) years of continuous service and four (4) weeks vacation after five (5) years of continuous service.

All employees shall receive five (5) weeks vacation after fifteen (15) years of continuous service and six (6) weeks **vacation** after twenty-five (25) years of continuous service.

(b) **Applicable to Regular Part-Time Employees ONLY**

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. Equivalent years of service shall be calculated on the basis of one (1) year of service for each 1650 hours worked.

Notwithstanding this provision, the calculation of service for purposes of vacation entitlement will include service accrued during a pregnancy leave or parental leave on the basis of seniority accrual during such leaves in accordance with Article 12.03 (b) of the agreement.

Note: Employees hired prior to April 17, 1985 who are currently enjoying vacation benefits superior to those set out above shall continue to receive such superior benefits.

Note: Article 26.02 is Not Applicable to Part-Time Employees

26.02 Where an employee's scheduled vacation is interrupted due to serious illness or injury which commenced prior to and continues into the scheduled vacation period, the period of such illness **shall** be considered sick leave.

Where an employee's scheduled vacation is interrupted due to a serious illness requiring the employee to be an in-patient in a hospital, the **period** of such hospitalization shall be considered sick leave.

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

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.

26.04 (L) It is understood and agreed that the Hospital will grant employees in accordance with seniority, preference in selecting their vacation periods but such option must ~~be exercised~~ without delay or be lost and of necessity the Hospital must reserve the final decision as to the scheduling of vacations.

26.05 (L) For those entitled to five (5) weeks vacation, only four (4) weeks may be taken at any one time.

26.06 (L) **Applies to Full-time Employees ONLY**

Should a holiday fall during an **employee's** vacation period, then the employee shall be entitled to an extra day's vacation. This may be granted at the discretion of the **Technical Director** or **his** designee.

- 26.07 (L) For the purpose of scheduling vacations, the vacation year shall be from July 1st to June 30th. In no case may vacation allowance be carried over or accumulated from one year to the next.

ARTICLE 27 - HEALTH AND WELFARE BENEFITS

Note: The provisions of Articles 27.01 to 27.06 with respect to Health and Welfare Benefits apply to Full-Time Employees ONLY.

27.01 Semi-private Hospital Insurance

The Hospital agrees to pay 100% of the billed premiums towards coverage of eligible employees in the active employ of the Hospital under the Blue Cross Semi-Private Plan or comparable coverage with another carrier.

27.02 Extended Health Care

Effective the first of the month following the date of the award the Hospital shall contribute on behalf of each eligible employee seventy-five percent (75%) of the billed premium under the Extended Health Care Plan (Blue Cross \$10-20 plan including hearing aids with a maximum of \$300.00 per person and vision care with a maximum of \$60.00 every 24 months per person, or its equivalent) provided the balance of the monthly premium is paid by employees through payroll deduction (subject to appropriate Union and employer recruitment). Any Hospital currently paying more than 75% of the premium shall continue to do so.

Effective April 1, 1989, the deductible for the Extended Health Care Plan will be \$15.00 (single) and \$25.00 (family) and the vision care maximum will increase to \$90.00 every 24 months per person.

27.03 Dental

The Hospital shall maintain a Blue Cross Plan #9 (or its equivalent) based an current ODA fee schedule. The Hospital shall pay fifty percent (50%) of the monthly premium rates on behalf of active employees, the balance being paid by participating employees through payroll deductions. Employees will be enrolled in the existing Plan in accordance with the terms and conditions of the Plan.

Effective April 1, 1990, the Hospital's contribution to the dental plan will be seventy-five percent (75%).

27.04 (L) Hospitals of Ontario Pension Plan (H.O.O.P.P.)

The Hospital agrees to maintain the Pension Plan described as the Hospitals of Ontario Pension Plan.

27.05 Group Life Insurance

Effective the first of the month following the date of the award agreements that provide for HOOGLIP or other equivalent group life insurance plans shall have a Hospital contribution of ninety percent (90%) toward the monthly premium of HOOGLIP or other equivalent group life insurance plan in effect for eligible full-time employees in the active employ of the Hospital on the eligibility conditions set out in the existing Agreements. Hospitals currently contributing a greater portion of the premium shall continue to do so.

Effective April 1, 1989, the Hospital's contribution to the group life insurance plan will be one hundred percent (100%).

27.06 Change of Carrier

It is understood that the Employer may at any time substitute another carrier for any Plan (other than OHIP) provided the benefits are equivalent and are neither reduced or increased, The Employer shall provide to the Union full specifications of the benefit programs contracted for before implementation of any change.

27.07 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.

27.08 Part-Time Benefits

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 hospitals, 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 pregnancy and parental supplemental unemployment benefits) an amount equal to 14% of his regular straight time hourly rate for all straight time hours paid. For part-time employees **who** are members of the Hospital's pension plan the percentage in lieu of fringe benefits is twelve percent (12%).

27.09 (L) **Applies for Full-time Employees ONLY**

If an employee is not receiving any ~~salary~~ or other remuneration from the Hospital, then the above contribution shall be made by the employee, however, where the employee is on an approved leave of absence, he may participate in any or all of the above plans by contributing the full premiums in advance, subject to the maximum restrictions presently in force in the Ontario Hospital Association Group Life Insurance Plan.

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) ~~calenda~~ days of the alleged improper assignment.

28.04 **Contracting Out**

The Hospital shall not contract out work currently performed 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 **Work of the Bargaining Unit**

Supervisors or Managers excluded from the bargaining unit shall not perform duties normally performed by members in the bargaining unit which shall directly cause or result in the layoff, loss of seniority or service or reduction in benefits to members in the bargaining unit.

28.06 t Tours

Where the Hospital and the Union agree, subject to the approval of the Ministry of Labour, other arrangements regarding hours of work may be entered into between the parties on a local level with respect to tours beyond the normal or standard work day. The model agreement with respect to extended tour arrangements is set out below:

MODEL AGREEMENT WITH RESPECT TO EXTENDED TOUR ARRANGEMENTS

MEMORANDUM OF AGREEMENT

Between: The Hospital -

And: The Ontario Public Service Employees Union
(and its Local)

This Model Agreement **shall** be part of the Collective Agreement between the parties herein, and **shall** apply to the employees described in Article 1 of the Model Agreement.

Article 1 - Work Unit and Employees Covered

(Detailed and specific description of department and employees covered.)

Article 2 - Hours of Work

- 2.1 The normal or standard extended work day shall be ___ hours per day.
- 2.2 (Detailed description with an attached schedule where appropriate.)
- 2.3 Failure to provide (___) 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 (___) hour period.

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

Article 3 - Overtime

- 3.01 Overtime shall be defined as being all hours worked in excess of the normal or standard extended **work** day, as set out in Article 2.1 of the Model Agreement **or in** excess of the normal or standard **work** week **as** set out in Article **18.01** of the collective agreement.
- 3.02 For purposes of overtime the hours of **work** per week **shall** be averaged over ____ weeks.

Article 4 - Rest Periods

- 4.01 Employees shall **be** entitled, subject to the exigencies of patient care, to relief periods during the shift **on** the basis of 15 minutes for each 3.75 hours worked.

Article 5 - Meal Periods

- 5.01 (The length of the meal period to be determined locally.)

Article 6 - Sick Leave and Long-Term Disability

(Applicable to Full-Time Employees Only)

- 6.01 The short-term sick leave plan will provide payment for the number of hours of absence according to the **scheduled** tour to a total of 562.5 hours. All other provisions **of** the existing plan shall apply mutatis mutandis.

Article 7 - Paid Holidays (Applicable to Full-Time Employees Only)

- 7.01 Holiday **pay will** be computed on the basis of the employee's regular straight time hourly rate of pay times the number of hours for a normal or standard work day as set out in Article **18.01** (a).
- 7.02 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. In addition, he **will receive** a lieu day off with pay in the amount of his regular straight time hourly rate of pay times seven and one-half (**7 1/2**) hours, except in those hospitals which have a standard work day of **less** than seven and one-half (**7 1/2**) hours in which case holiday pay will be based on the standard **daily** hours in that hospital.

Article 8 - Vacation

8.01 (Applicable'to Full-Time Only)

Vacation entitlement as set out in Article 26.01 (a) will be converted to hours on the basis of the employee's normal work week.

8.02 (Applicable to Part-Time Only)

As set out in Article 26.01 (b) of the collective agreement.

Article 9 - Local Provisions

(Local provisions related to extended tours are to be set out in this Article and numbered in sequence.)

Term

This Agreement shall be (Specify Term).

Either party may, on written notice of ~~of~~ (days, weeks) to the other party, terminate this Agreement notwithstanding the above specified term.

Dated this ___ day of _____, 19___.

For the Union

For the Hospital

28.07 Innovative/Flexible Scheduling

Where the Hospital and the Union agree, arrangements regarding Innovative Scheduling/Flexible Scheduling may be entered into between the parties on a local level. The model agreement with respect to such scheduling arrangements is set out below:

MODEL AGREEMENT WITH RESPECT TO INNOVATIVE
SCHEDULING/FLEXIBLE SCHEDULING

MEMORANDUM OF AGREEMENT

Between: The Hospital -

And: The Ontario Public Service Employees Union
(and its Local)

This Model Agreement shall be part of the Collective Agreement between the parties herein, and shall apply to the employees described in Article 1 of the Model Agreement.

Article 1 - Work Unit and Employees Covered

(Detailed and specific description of department and employees covered.)

Article 2 - Hours of Work

(Scheduling arrangement to be set out in this Article.)

Article 3 - Agreed Variation From the Collective Agreement

(Collective Agreement provisions to be varied.)

Article 4 - Rest Periods

4.01 (a) Employees shall be entitled, subject to the exigencies of patient care, to relief periods during the shift on the basis of 15 minute's for each 3.75 hours worked.

Article 5 - Meal Periods

5.01 (The length of the meal period to be determined locally.)

Article 6 - Local Provisions

(Local provisions related to these scheduling arrangements are to be set out in this Article and numbered in sequence.)

Term

This Agreement shall be (Specify Term).

Either party may, on written notice of (days, weeks) to the other party, terminate this Agreement notwithstanding the above specified term.

Dated this ___ day of _____, 19__.

For the Union

For the Hospital

28.08 Modified Work

Where the Hospital and the Union agree, the Hospital may implement **modified/rehabilitative** work programs in order to assist employees returning to **work following** illness or injury. To facilitate these programs, it is understood **and** agreed that provisions of the collective agreement may, where agreed, **be** varied. The specific terms of the program will be signed **by** the Hospital and the Union.

28.09 Job Sharing

(Any job sharing agreement will encompass all of the following principles.)

Job sharing is defined as an arrangement whereby two employees share **the** hours of work of **one** full-time position **on** a 50/50 basis. Subject to **the** provisions of Article 13, the position involved in **the** job sharing arrangement **will be** maintained as a full-time position in the Hospital's staffing complement.

Where the Hospital and Union agree to a job sharing arrangement, the introduction and discontinuance of such **job** sharing arrangement will **be** determined locally. In preparing discontinuance language, the parties shall make provisions for a full-time employee who has transferred to a regular part-time position **as** part of a **job** sharing arrangement to have the first option **of** returning to that full-time position on the collapse of the arrangement.

The employees involved in a job sharing arrangement will be **classified** as regular part-time **and** will be covered by the provisions of **the** applicable Collective Agreement.

A full-time employee who transfers to a regular part-time position under the job sharing arrangement, or subsequently returns to a full-time **position** immediately upon the discontinuance **of** a job sharing arrangement will, for the purposes of this arrangement, transfer service based on **one** (1) year of full-time service equalling 1650 hours worked. (Those Hospital contracts with **lesser** hourly requirements shall continue.)

NOTE: Employees presently covered by a **job** sharing arrangement shall be subject to its terms and conditions until such job sharing arrangement is discontinued.

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 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, as it applies to part-time employees, part-time experience will be **calculated** on the basis of 1650 hours worked equalling one year of experience.

Note: Where existing collective agreements have provisions for recent related experience credit superior to the above provisions, such provisions shall continue to be in effect.

29.03 **Applies to Part-time Employees ONLY**

Part-time employees will accumulate service for purposes of progression on the salary grid, on the basis of one year of service for each 1650 hours worked.

Notwithstanding this provision, the calculation of service for purposes of progression on the salary grid will include service accrued during a pregnancy leave or parental leave on the basis of seniority accrual during such leaves in accordance with Article 12.03 (b) of the agreement.

- 29.04 (L) The hospital is free to grant merit increases in addition to the maximum stated in the above schedules.
- 29.05 (L) Effective December 29, 1986, part-time employees commenced to accumulate service for the purposes of progression on the salary grid.

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 - SOCIAL CONTRACT ACT DISPUTE

- 31.01 The parties have agreed to submit their ~~dispute concerning~~ Employers' proposal H8 with regards to the incorporation of the standard central provisions in the Hospital's expiring collective agreements to binding interest arbitration in accordance with the Hospital Labour Disputes Arbitration Act.

ARTICLE 32 - HEALTH EXAMINATIONS

- 32.01 (L) When required by the Hospital, the employees will submit to a physical ~~examination~~, ~~stool~~ examination and/or culture, including laboratory test, ~~x-rays~~, inoculations and vaccination; it being understood that examinations ~~may~~ be conducted by the employee's own personal ~~physician~~, and without limiting the generality of the foregoing, the ~~employees~~ agree to submit to any examination required from time to time by the Public Hospitals Act, R.S.O. 1982, Chapter 865, and amendments thereto and/or regulations thereto.

ARTICLE 33 - LATENESS

- 33.01 (L) ,Employees who are late for their scheduled shift ~~shall~~ be deducted from the ~~time~~ actually worked according to the following schedule, unless excused by the Technical Director or his designee at his discretion.

<u>Minutes Late</u>	<u>Time Deducted</u>
1 - 15	Nil
16 - 30	30 minutes
31 - 45	45 minutes
46 - 60	1 hour

and so on in units of one quarter (1/4) hour.

ARTICLE 34 - UNIFORMS

Applies to Part-time Employees ONLY

- 34.01 (L) The Employer agrees to maintain its present policy with regard to supplying and laundering lab coats to members of its staff.

ARTICLE 35 - DURATION AND RENEWAL

- 35.01 This Agreement shall continue in effect until the 31st day of March, 1996 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:
- 35.02 (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 prior to the termination date of this Agreement. Negotiations on local matters shall take place during the period from 120 to 60 days prior to the termination date of this Agreement. It is understood and agreed that "local matters" means those matters which have been determined by mutual agreement between the central negotiating committees representing each of the parties to this Agreement as being subjects for local bargaining directly between the parties to this Agreement. It is also agreed that local bargaining shall be subject to such procedures as may be determined by mutual agreement between the central negotiating committees referred to above.
- (b) In the event the parties to this Agreement do not agree to negotiate for its renewal through the process of central bargaining, either party may notify the other within the period from ninety days to sixty days preceding the expiry date of this Agreement that it desires to amend or terminate this Agreement. If notice of amendment or termination is given by either party, the other party agrees to meet for the purpose of negotiations within thirty (30) days after the giving of notice, if so requested.

It is further understood that the central negotiating committees will meet in the sixth month prior to the termination of this Agreement to convey the intentions of their principals as to participation in central negotiations, if any, and to determine the conditions for such central bargaining.

Proposals on central issues shall be exchanged by the central negotiating committees on a date set out in the Memorandum of Conditions for Joint Bargaining. Negotiations on central matters shall take place during the period commencing 90 days prior to the termination of this Agreement.

Letter of IntentRe: Pay Equity

Recognizing that the Participating Hospitals and Local Unions have developed, ~~or~~ are developing, their individual pay equity plans, the Central Parties confirm the inter-relationship of the negotiated wage rates with those plans as follows:

- (i) a **pay** equity adjustment **will** not result in the **maximum** rate for a classification exceeding the rate for that classification's comparator;
- (ii) a negotiated increase in pay may result in the maximum rate for a classification exceeding the rate for that classification's comparator.

Applicable to Full-time Employees Only

LETTER OF UNDERSTANDING

The central parties **agree** to establish a Benefits Review Subcommittee which will include four representatives **from** the Union **and** four representatives from the Participating Hospitals to discuss the terms of the benefit plans (other than pensions) provided under the collective agreement with a view of increasing the efficiency and effectiveness of the **plans**. As **part** of that review, **the** Committee will be provided with copies of the plan texts that pertain to **these benefit** plans. The Committee will report its findings to the Central Negotiating Teams **on or** before October 1, 1995.

The Union members elected **or appointed from the** bargaining unit shall suffer **no** loss of earnings **for** time spent during their regular **scheduled** working hours while attending meetings of this Subcommittee.

The parties agree that the provisions attached hereto represent the central portions of the combined full-time and part-time collective agreements between each of the applicable participating hospitals (as listed in Appendix "A" to the Memorandum of Conditions for Joint Bargaining) and the corresponding locals of the Ontario Public **Service** Employees Union, expiring March 31, 1996. The subsisting collective agreements of the applicable participating hospitals will be amended as indicated herein, subject to the award of the **Board** of Arbitration constituted to resolve the dispute concerning the Employer's proposal H8 on the application of the Social Contract Act.

DATED AT Sudbury, Ontario, this 24th day of March, 1996.

FOR THE UNION

Sandy Nelson
Paul Lee

FOR THE HOSPITAL

Lloyd Martin
Marion Leese



OPSEU LOCAL 659

WAGE SCALE SHOWING PAY EQUITY ADJUSTMENTS

EFFECTIVE - JANUARY 01, 1992

DATE	START	1	2	3	4	5	6	7	8	9
CHARGE TECHNOLOGIST										
October 1, 1991			20.77	21.61	22.46	23.30	24.14	24.99	25.83	26.67
January 1, 1992	.17		20.94	21.78	22.63	23.47	24.31	25.16	26.00	26.84
April 1, 1992			.15 21.09	.23 22.01	.30 22.93	.38 23.85	.46 24.77	.53 25.69	.61 26.61	.69 27.53
January 1, 1993	.21		21.30	22.22	23.14	24.06	24.98	25.90	26.82	27.74
January 1, 1994	.33		21.63	22.55	23.47	24.39	25.31	26.23	27.15	28.07
SENIOR TECHNOLOGIST										
October 1, 1991			19.71	20.51	21.31	22.10	22.90	23.70	24.50	25.29
January 1, 1992	.19		19.90	20.70	21.50	22.29	23.09	23.89	24.69	25.48
April 1, 1992			.14 20.04	.22 20.92	.28 21.78	.37 22.66	.44 23.53	.51 24.40	.58 25.27	.66 26.14
January 1, 1993	.23		20.27	21.15	22.01	22.89	23.76	24.63	25.50	26.37
January 1, 1994	.26		20.53	21.41	22.27	23.15	24.02	24.89	25.76	26.63
PHYSIOTHERAPIST										
October 1, 1991		18.63	19.68	20.73	21.78	22.83	23.88	24.93		
January 1, 1992	.18	18.81	19.86	20.91	21.96	23.01	24.06	25.11		
April 1, 1992		18.81	.34 20.20	.68 21.59	1.02 22.98	1.36 24.37	1.70 25.76	2.04 27.15		
January 1, 1993	.22	19.03	20.42	21.81	23.20	24.59	25.98	27.37		
January 1, 1994	.31	19.34	20.73	22.12	23.51	24.90	26.29	27.68		
DIETITIAN										
October 1, 1991		17.81	18.82	19.83	20.83	21.84	22.85	23.86		
January 1, 1992	.21	18.02	19.03	20.04	21.04	22.05	23.06	24.07		
April 1, 1992		18.02	.11 19.14	.20 20.24	.32 21.36	.42 22.47	.52 23.58	.62 24.69		
January 1, 1993	.29	18.31	19.43	20.53	21.65	22.76	23.87	24.98		
January 1, 1994	.21	18.52	19.64	20.74	21.86	22.97	24.08	25.19		

DATE	START	1	2	3	4	5	6	7	8	9	
REGISTERED TECHNOLOGIST											
October 1, 1991		17.18	18.08	18.69	19.44	20.20	20.95	21.70	22.46	23.21	23.96
January 1, 1992	.20	17.38	18.28	18.89	19.64	20.40	21.15	21.90	22.66	23.41	24.16
April 1, 1992		17.38	18.28	19.03	19.85	20.67	21.49	22.31	23.14	23.95	24.78
January 1, 1993	.24	17.62	18.52	19.27	20.09	20.91	21.73	22.55	23.38	24.19	25.02
January 1, 1994	.22	17.84	18.74	19.49	20.31	21.13	21.95	22.77	23.60	24.41	25.24
TECHNICIAN IV											
April 1, 1991		16.31	17.01	17.71	18.41	19.11					
January 1, 1992	.22	16.53	17.23	17.93	18.63	19.33					
April 1, 1992		.29	.30	.32	.34	.35					
January 1, 1993	.26	16.82	17.53	18.25	18.97	19.68					
January 1, 1993	.26	17.07	17.78	18.50	19.22	19.93					
TECHNICIAN III											
April 1, 1991		14.66	15.29	15.92	16.55	17.18					
January 1, 1992	.23	14.89	15.52	16.15	16.78	17.41					
April 1, 1992		.26	.28	.28	.30	.31					
January 1, 1993	.13	15.15	15.80	16.43	17.08	17.72					
January 1, 1993	.13	15.28	15.93	16.56	17.21	17.85					
TECHNICIAN II											
April 1, 1991		13.76	14.35	14.94	15.54	16.11					
January 1, 1992	.24	14.00	14.59	15.18	15.78	16.35					
April 1, 1992		.25	.26	.27	.27	.29					
January 1, 1993	.05	14.25	14.85	15.45	16.05	16.64					
January 1, 1993	.05	14.30	14.90	15.50	16.10	16.69					
TECHNICIAN I											
April 1, 1991		12.48	13.01	13.54	14.08	14.60					
January 1, 1992	.18	12.66	13.19	13.72	14.26	14.78					
April 1, 1992		.23	.24	.24	.25	.27					
April 1, 1992		12.89	13.43	13.96	14.51	15.05					



SUDBURY MEMORIAL HOSPITAL
865 REGENT STREET SOUTH, SUDBURY, ONTARIO P3E3Y9
PHONE (705)671-5121

Personnel Services

30 April 1996

Bureau of Labour Information
Collection of Agreements Unit
Government of Canada
Ottawa, Ontario
K1A 0J2

Dear Sir/Madam:

Enclosed, please find the latest contract for our OPSEU Paramedical Employees. This contract has now been combined. This contract combines your file #0870502 and file #0595003 for a total of 92 employees.

merged to 12131

I trust this is the information you require.

Yours truly,

Marion E. Searle

Marion E. Searle
Assistant Director of Personnel

MES:nd

Encl.

63

MAY - 6 1996