

May 11, 2015

For member information

TERM

April 1, 2014 to March 31, 2017

WAGES

Year 1 - General Wage increase 1.4% effective and retroactive to April 1, 2014

Year 2 – General Wage Increase 1.4% effective and retroactive to April 1, 2015

Year 3 – General Wage Increase 1.4% effective April 1, 2016.

(Note: Retroactive Pay will be based on wages only. Any retroactive payments will only be paid to current employees, employees who retired or voluntarily resigned during the term of the agreement, employees on an approved leave, or employees who were laid off by the hospital during the term of this agreement. For eligible employees who have left the employ of the hospital a letter shall be sent to the last known address. Where the employee does not respond to such a letter within sixty (60) days of it being sent by the Hospital, such former employee shall have no claim for retroactivity.)

* Retro will be paid on June 18. Changes will be shown from June 4.

* One deposit. 2 separate line (retro 14 & retro)

SHIFT PREMIUMS

January 1, 2016 – increased to \$1.35 April 1, 2016 – increased to \$1.50

WEEKEND PREMIUMS

January 1, 2016 – increased to \$1.55 April 1, 2016 – increased to \$1.70

SOCIAL WORKER

Effective the date of the award, step 8 of wage grid adjusted by 1%.

BENEFITS

There is no change to current benefits except:

29.10 Post 65 benefits

Vision and dental benefit coverage will be extended to active full-time employees up to an employee's seventieth (70th) birthday. After an employee has reached age 65, vision and dental benefit coverage shall be 85% Centre paid and 15% employee paid. No other benefits coverage provided to employees in accordance with this Article 29 will be available to employees who have reached age 65.

29.11 There shall be a cap on the provision of private duty nursing of \$25,000 annually and one million dollars lifetime, effective the date of the award. This cap shall not apply to any employee with a current claim.

BEREAVEMENT LEAVE

20.01 An employee shall be allowed a leave of ~~three (3)~~ **four (4)** scheduled working days leave of absence without loss of straight time pay **as bereavement leave** to attend a funeral, memorial service or equivalent in the event of death of the following:

- Spouse, common law spouse or partner including a same sex spouse/partner
- Parents (including step-parents)
- Children (including step-children)

Three (3) scheduled working days for:

- Siblings (including brother or sister in-law)
- Spouse/Partner's Parents
- Grandparents
- Grandchildren
- Children's spouse

20.02:

An employee shall be allowed a leave of one(1) scheduled working day leave of absence without loss of straight time pay ~~to attend the funeral~~ **as bereavement leave** of his or her aunt, uncle, niece or nephew, ward or guardian.

General issues and language:

3.04 Casual

Changes in existing language:

~~Casual employees who have not made themselves available for a six (6) month calendar period may be terminated from employment from the Centre.~~ **A casual employee will be deemed to be terminated if he/she is unavailable to work for a period of 4 consecutive calendar months or more, exclusive of any approved leaves of absences.**

18.01

Changes in existing language:

At least ~~one~~ **two** members at large representing the workers will be a certified members of the committee as defined under the Occupational Health and Safety Act. Such members will be deemed to be at work while the members ~~is~~ **are** fulfilling the requirements for becoming certified and the Centre shall pay the members for the time spent at the member's regular or premium rate as may be proper.

27.05 (e) : Vacation Requests

Vacation requests for the March break in any calendar year must be submitted in writing to each respective manager by December 1st of the previous year and shall be approved in accordance with article 27.05(a)

31.04: Title change agreed: **"Full time/ part time/ regular part time employees"**

34.14 Temporary and Posted Vacancies

- (a) Employees in the bargaining unit selected to fill temporary vacancies will not be considered for other temporary positions while filling the temporary vacancy. Upon completion of the temporary vacancy, the bargaining unit employee will be returned to her former position.
- (b) 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.
- (c) **(b) , above, does not apply where it would result in a change in status for the employee (e.g. part-time to full-time)**

38.01 Compressed work week

add to existing language:

Any infractions which result in a disciplinary suspension shall be administered according to a 7.5 hour work day and the centre shall have the right to adjust the employee's schedule accordingly if necessary.

ARTICLE 41 MODIFIED WORK

Add to existing language:

The Union will be provided notice of any scheduled return to work meeting.

New LOU #1

**Mandatory Training Committee
Between
OPSEU L 331 & the Centre**

The parties agree to establish a Mandatory Training Committee to discuss all issues and processes relevant to the implementation of all mandatory education. The committee shall commence upon ratification of this agreement and shall consist of two (2) Employer representatives and two (2) Union representatives.

LOU #8

**NEW CLASSIFICATION SYSTEM IMPLEMENTATION BETWEEN OPSEU331
AND THE CENTRE**

On a one time basis, the employer ~~had agrees~~ **agreed** that ~~they will~~ **it would** review submissions from any employee who was at the Centre at the time of **the ratification of the first collective agreement** who ~~has~~ **had** concerns about the new classification system as it potentially ~~applies~~ **applied** to their individual job assignment. In this regard, when assigning an employee to perform tasks that he or she is not familiar with, the supervisor/manager will endeavor not to assign employees who have indicated that they prefer not to perform the tasks in question, provided it is operationally feasible to do so. It is further agreed that such an individual will be provided with training to ensure that they will become familiar with the necessary responsibilities.

~~The Employer agrees to invite two (2) designated OPSEU Local 331 representatives to attend staff meetings at the earliest opportunity to jointly explain the implications of this Letter of Understanding.~~

It is understood that where such a request has been made in the past and arrangements have been made for such staff, those arrangements shall be maintained unless the parties to that arrangement agree otherwise.