

FINAL – MARCH 18, 2009

COLLECTIVE AGREEMENT

Between

**UNIVERSITY HEALTH NETWORK – TORONTO WESTERN HOSPITAL
(Hereinafter called the "Hospital")**

And

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 5001
(Hereinafter called the "Union")**

PART-TIME SERVICE

**Effective: September 29, 2006
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ARTICLE 1 - PREAMBLE

1.01 **Preamble**

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 ongoing 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 wages, hours of work and other conditions of employment in accordance with the provisions of this Agreement.

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

1.02 **Feminine/Masculine Pronouns**

Wherever the feminine pronoun is used in this Agreement, it includes the masculine pronoun and vice versa where the context so requires.

ARTICLE 2 - DEFINITIONS

2.01 **Temporary Employee**

Employees may be hired for a specific term not to exceed six (6) months, to replace an employee who will be on approved leave of absence, absence due to WSIB disability, sick leave, long term disability or to perform a special non-recurring task. This term may be extended a further six (6) months on mutual agreement of the Union, employee and Hospital or by the Hospital on its own up to twelve (12) months where the leave of the person being replaced extends that far. The period of employment of such persons will not exceed the absentee's leave. The release or discharge of such persons shall not be the subject of a grievance or arbitration.

This clause would not preclude such employees from using the job posting provision under the collective agreement and any successful applicant who has completed his probation period will be credited the appropriate seniority.

The Hospital will outline to employees selected to fill such temporary vacancies and the Union, the circumstances giving rise to the vacancy, and the special conditions relating to such employment.

2.02 **Part-Time Commitment**

The Hospital shall not refuse to accept an offer from an employee to make a written commitment to be available for work on a regular predetermined basis solely for the purpose of utilizing casual employees so as to restrict the numbers of regular part-time employees.

2.03 **Definition of a Part-Time Employee**

A regular part-time employee is an employee who makes a written commitment to be available for work on a regular pre-determined basis

2.04 **Definition of a Casual Employee**

A casual part-time employee is an employee who does not make such a commitment but rather may elect to work or not work when requested to do so by the hospital.

ARTICLE 3 - RELATIONSHIP

3.01 **No Discrimination**

The parties agree that there shall be no discrimination within the meaning of the Ontario Human Rights Code against any employee by the Union or the Hospital by reason of race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin, family status, handicap, sexual orientation, political affiliation or activity, or place of residence. The Hospital and the Union further agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practised by either of them or their representatives or members, because of an employee's membership or non-membership in a Union or because of his activity or lack of activity in the Union.

The union shall be provided a copy of any written notice provided to an employee that he or she may be subject to termination, demotion, transfer, or other adverse impact for innocent absenteeism.

ARTICLE 4 - STRIKES & LOCKOUTS

4.01 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 5 - UNION SECURITY

5.01 **T4 Slips**

The Hospital will provide each employee with a T-4 supplementary slip showing the dues deducted in the previous year for income tax purposes where such information is available or becomes readily available through the Hospital's payroll system.

5.02 **Notification to Union**

The Hospital will provide the Union with a list, monthly of all vacancies, hirings, lay-offs, recalls, terminations, retirements and retirees re-employed within the bargaining unit where such information is available or becomes readily available through the Hospital's payroll system.

5.03 **Employee Interview**

A new employee 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 orientation period without loss of regular earnings. The purpose of the meeting will be to acquaint the employee with such representative of the Union and the collective agreement.

Such meetings may be arranged collectively or individually for employees by the hospital as part of the orientation program.

5.04 **No Other Agreements**

No employee shall be required or permitted to make any written or verbal agreement with the Hospital or its representative(s) which conflicts with the terms of this agreement.

No individual employee or group of employees shall undertake to represent the union at meetings with the Hospital without proper authorization from the union.

ARTICLE 6 - UNION REPRESENTATION AND COMMITTEES

6.01 **Union Activity on Premises and/or Access to Premises**

The Union agrees that neither it, nor its officers, agents, representatives and members will engage in the solicitation of members, holding of meetings or any other Union activities on Hospital premises or on Hospital time without the prior approval of the Hospital, except as specifically provided for in this Agreement. Such approval will not be unreasonably denied.

6.02 **Labour-Management Committee**

(a) Where the parties mutually agree that there are matters of mutual concern and interest that would be beneficial if discussed at a Labour-Management Committee Meeting during the term of this Agreement, the following shall apply.

(b) An equal number of representatives of each party as mutually agreed shall meet at a time and place mutually satisfactory. A request for a meeting hereunder will be made in writing prior to the date proposed and accompanied by an agenda of matters proposed to be discussed, which shall not include matters that are properly the subject of grievance or negotiations for the amendment or renewal of this agreement.

Any representative(s) attending such meetings during their regularly scheduled hours of work shall not lose regular earnings as a result of such attendance.

(c) It is agreed that the topic of a rehabilitation program for drug and alcohol abuse is an appropriate topic for the Labour-Management Committee.

It is also agreed that the topic of the utilization of full-time and part-time staff is an appropriate topic for the Labour-Management Committee. The committee shall have access to work schedules and job postings upon request.

- (d) It is understood that joint meetings with other Labour-Management Committees in the Hospital may be scheduled concerning issues of mutual interest if satisfactory to all concerned.

It is also agreed that the topic of scheduling overtime in certain departments identified by the Labour-Management Committee is an appropriate topic for the Labour-Management Committee.

- (e) Where two or more agreements exist between a Hospital and CUPE the Committee may be a joint one representing employees under both agreements, unless otherwise agreed. {Refer to Appendix Q (f)}.

6.03 **Local Bargaining Committee**

The Hospital agrees to recognize a negotiating committee comprised of hospital employee representatives of the Union for the purpose of negotiating a renewal agreement (as set out in the Local Provisions Appendix Q (e)). The Hospital agrees to pay members of the negotiating committee for straight time wages lost from their regularly scheduled working hours spent in direct negotiations for a renewal agreement, up to but not including arbitration. Nothing in this provision is intended to preclude the Union negotiating committee from having the assistance of any representatives of the Canadian Union of Public Employees when negotiating with the Hospital.

When direct negotiations begin or end within ten (10) hours of a negotiating team member's scheduled shift, the Hospital will endeavour to provide a one day's leave of absence without pay, to provide a sufficient rest break if the employee so requests. Such request shall not be unreasonably denied. Such leave shall be considered leave of absence for union business, but shall not be deducted from the Union entitlement under Article 12.02.

6.04 **Central Bargaining Committee**

- (a) If the parties participate in central bargaining, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from his or her normal straight time working hours at his or her regular rate of pay and without loss of leave credits for attending central negotiating meetings with the Hospitals' Central Negotiating Committee in direct negotiations up to the point of arbitration. In addition, an employee serving on the Union's Central Negotiating Committee shall be paid for time lost from his or her normal straight time working hours at his or her regular rate of pay and without loss of leave credits for two (2) days of preparation time for such central negotiating meetings with the Hospital's Central Negotiating Committee. Upon reference to arbitration, the Negotiating Committee members shall receive unpaid time off for the purpose of attending arbitration hearings.

It is understood and agreed that the maximum number of Union Central Negotiating Committee members entitled to payment under this provision shall be eight (8), and in no case will more than one employee from a hospital be entitled to such payment.

The Union shall advise the Hospitals' Central Negotiating Committee, before negotiations commence, of those employees to be paid under this provision. The Hospitals' Central Negotiating Committee shall advise the eight (8) Hospitals accordingly.

- (b) Vice-Presidents of the Ontario Council of Hospital Unions shall be granted leave of absence by their employers in accordance with (a) above or Article 12.02 as the case may be, in order to fulfil the duties of their position.

6.05 **Union Stewards**

- (a) The Hospital agrees to recognize Union stewards to be elected or appointed from amongst employees in the bargaining unit who have completed their probationary period for the purpose of dealing with Union business as provided under this Collective Agreement.
- (b) A Chief Steward or designate may, in the absence of any steward, assist in the presentation of any grievance, or with any steward function.
- (c) The Union shall keep the Hospital notified in writing of the names of Union stewards appointed or selected under this Article as well as the effective date of their respective appointments.
- (d) It is agreed that 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. If, in the performance of his duties, a Union steward is required to enter an area within the Hospital in which he is not originally employed, he shall report his presence to the supervisor in the area immediately upon entering it. Such permission shall not be unreasonably withheld. 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.
- (e) Nothing in this Article shall preclude full-time stewards from representing part-time employees and vice-versa.
- (f) The number of stewards and the areas, which they represent, are to be determined locally. (Appendix Q (b))

6.06 **Grievance Committee**

The Hospital will recognize a Grievance Committee composed of the Chief Steward and not more than (as set out in Local Provisions Appendix Q) employees selected by the Union who have completed their probationary period. A general representative of the Union may be present at any meeting of the Committee. The purpose of the Committee is to deal with complaints or grievances as set out in this Collective Agreement.

The Union shall keep the Hospital notified in writing of the names of the members of the Grievance Committee appointed or selected under this Article as well as the effective date of their respective appointments.

A Committee member shall suffer no loss of earnings for time spent during their regular scheduled working hours in attending grievance meetings with the Hospital up to, but not including arbitration. The number of employees on the Grievance Committee shall be determined locally. Note: Refer to Appendix Q (e).

ARTICLE 7 - GRIEVANCE AND ARBITRATION PROCEDURE

- 7.01 For purposes of this Agreement, a grievance is defined as a difference arising between the parties relating to the interpretation, application, administration or alleged violation of the Agreement including any question as to whether a matter is arbitrable.
- 7.02 At the time formal discipline is imposed or at any stage of the grievance procedure, an employee shall have the right upon request to the presence of his/her steward. In the case of suspension or discharge the Hospital shall notify the employee of this right in advance.
- 7.03 It is the mutual desire of the parties hereto that complaints of employees 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. The grievor may have the assistance of a union steward if he or she so desires. Such complaint shall be discussed with his immediate supervisor within nine (9) calendar days after the circumstances giving rise to it have occurred or ought reasonably to have come to the attention of the employee and failing settlement within nine (9) calendar days, it shall then be taken up as a grievance within nine (9) calendar days following advice of his immediate supervisor's decision in the following manner and sequence:

Step No. 1

The employee, who may be accompanied by a steward, may submit a written grievance signed by the employee to (designated by Hospital). The grievance shall identify the nature of the grievance and the remedy sought and should identify the provisions of the Agreement, which are alleged to be violated. The union and the Hospital may, if they so desire, meet to discuss the grievance at a time and place suitable to both parties. The (designate) will deliver his decision in writing within nine (9) calendar days following the day on which the grievance was presented to him. Failing settlement or response, then:

Step No. 2

Within nine (9) calendar days following the decision in Step No. 1, the grievance may be submitted in writing to the (designated by Hospital). A meeting will then be held between the (designate) and the Grievance Committee within nine (9) calendar days of the submission of the grievance at Step No. 2 unless extended by agreement of the parties. It is understood and agreed that a representative of the Canadian Union of Public employees and the grievor may be present at the meeting. It is further understood that the (designate) may have such counsel and assistance as he may desire at such meeting. The decision of the Hospital shall be delivered in writing within nine (9) calendar days following the date of such meeting.

- 7.04 A complaint or 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. 2 within fourteen (14) calendar days following the circumstances giving rise to the complaint or 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 such employee could himself institute and the regular grievance procedure shall not be thereby bypassed.

- 7.05 Where a number of employees have identical grievances and each employee would be entitled to grieve separately they may present a group grievance in writing identifying each employee who is grieving to the Department Head or his designee within fourteen (14) calendar days after the circumstances giving rise to the grievance have occurred or ought reasonably to have come to the attention of the employee(s). 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 processing of such grievance.
- 7.06 The release or discharge of an employee during the probationary period 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 or suspended shall be treated as a grievance if a written statement of such grievance is lodged by the employee with the Hospital at Step No. 2 within seven (7) calendar days after the date the discharge or suspension 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 full compensation for the time lost; or
 - (c) by any other arrangement which may be deemed just and equitable.

Wherever the Hospital deems it necessary to suspend or discharge an employee, the Hospital shall notify the Union of such suspension or discharge in writing. The Hospital agrees that it will not suspend, discharge or otherwise discipline an employee who has completed his probationary period, without just cause.

- 7.07 (a) Failing settlement under the foregoing procedure of any grievance between the parties arising from the interpretation, application, administration or alleged violation of this Agreement, including any question as to whether a matter is arbitrable, such grievance may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within eighteen (18) calendar days after the decision under Step No. 2 is given, the grievance shall be deemed to have abandoned. Where such a written request is postmarked within sixteen (16) calendar days after the decision under Step No. 2, it will be deemed to have been received within the time limits.
- (b) The parties agree that it is their intent to resolve grievances without recourse to arbitration, wherever possible. Therefore, notwithstanding (a) above, the parties may, upon mutual agreement, engage the services of a mediator in an effort to resolve the grievance and may extend the time limits for the request for arbitration. The parties will share equally the fees and expenses, if any, of the mediator.
- 7.08 All agreements reached under the Grievance Procedure between the representatives of the Hospital and the representatives of the Union will be final and binding upon the Hospital and the Union and the employees.

- 7.09 When either party requests that any matter be submitted to arbitration as provided in the foregoing Article, it shall make such request in writing addressed to the other party of this Agreement, and at the same time name a nominee. Within seven (7) calendar days thereafter the other party shall name a nominee, provided, however, that if such party fails to name a nominee as herein required, the Minister of Labour for the Province of Ontario shall have power to effect such appointment upon application thereto by the party invoking Arbitration Procedure. The two nominees shall attempt to select by agreement 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.
- 7.10 No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance.
- 7.11 No matter may be submitted to arbitration, which has not been properly carried through all requisite steps of the Grievance Procedure.
- 7.12 The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this Agreement, nor to alter, modify, add to or amend any part of this Agreement.
- 7.13 The proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority and, where there is no majority the decision of the chairman will be final and binding upon the parties hereto and the employee or employees concerned.
- 7.14 Each of the parties hereto will bear the expense of the nominee appointed by it and the parties will share equally the fees and expenses, if any, of the chairman of the Arbitration Board.
- 7.15 The time limits set out in the Grievance and Arbitration Procedures herein 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 subject only to the provisions of Section 44 (6) of The Labour Relations Act.
- 7.16 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.
- 7.17 **Employer's Grievance**

It is understood that the Hospital may bring forward at any meeting held with the Union Committee any complaint with respect to the conduct of the Union, its officers or Committee members, or members, and that if such complaint is not settled to the mutual satisfaction of the conferring parties, it may be treated as a grievance and referred directly to arbitration in the same way as the grievance of an employee.

ARTICLE 8 - ACCESS TO FILES

8.01 Access to Personnel File

Each employee shall have reasonable access to his/her personnel file for the purpose of reviewing any evaluations or formal disciplinary notations contained therein, in the presence of the Director of Personnel or designate. An employee has the right to request copies of any evaluations in this file.

8.02 Clearing of Record

Any letter of reprimand, suspension or any other sanction will be removed from the record of an employee eighteen (18) months following the receipt of such letter, suspension or other sanction provided that such employee's record has been discipline free for one year. (Refer to Appendix "R")

ARTICLE 9 - SENIORITY

9.01 Probationary Period

A new employee will be considered on probation until he has completed forty-five days (45) of work (or 337.5 hours of work for employees whose regular hours of work are other than the standard work day), within any twelve (12) calendar months. Upon completion of the probationary period he shall be credited with seniority equal to forty-five (45) working days. With the written consent of the Hospital, the probationary employee and the President of the Local Union or designate, such probationary period may be extended. Any extensions agreed to will be in writing and will specify the length of the extension. The release or discharge of an employee during the probationary period shall not be the subject of a grievance or arbitration.

9.02 Definition of Seniority

Part-time employees, including casual employees, will accumulate seniority on the basis of one (1) year's seniority for each 1725 hours worked in the bargaining unit as of the last date of hire, except as otherwise provided herein.

Seniority will operate on a bargaining unit wide basis.

A part-time employee cannot accrue more than one year's seniority in a twelve (12) month period. The twelve (12) month period shall be determined locally.

9.03 Loss of Seniority

An employee shall lose all seniority and service and shall be deemed to have terminated if he:

- (a) resigns;
- (b) is discharged and not reinstated through the grievance/arbitration procedure;
- (c) is retired;

- (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 to the Hospital a satisfactory reason;
- (e) has been laid off for **forty-eight (48)** months;
- (f) if the employee has been laid off and fails to return to work within seven (7) calendar days after that employee has been notified by the Hospital through registered mail addressed to the last address on the records of the Hospital, subject to any special provisions regarding temporary vacancies noted under the heading of Layoff and Recall.

9.04 **Effect of Absence**

- (a) Part-time employees shall accrue seniority for a period of thirty (30) months and service for a period of fifteen (15) weeks if absent due to a disability resulting in WSIB benefits, on the basis of what the employee's normal regular hours of work would have been.

Note: Add the words "or LTD benefits" only in agreements providing LTD benefits.

9.05 **Job Posting (See Appendix "S")**

- (a) Where a permanent vacancy, **including a casual vacancy**, occurs in a classification within the bargaining unit or a new position, **including a casual position**, within the bargaining unit is established by the Hospital, such vacancy shall be posted for a period of seven (7) consecutive calendar days. Applications for such vacancy shall be made in writing within the seven (7) day period referred to herein.
- (b) The postings shall stipulate the **normal requirements of the job, the normal duties of the position, location (department, site), shift or shift rotation, regular hours of work, qualifications, classification, and rate of pay, department and shift** and a copy shall be provided to the Chief Steward.
- (c) Vacancies created by the filling of an initial permanent vacancy will be posted for a period of three (3) consecutive calendar days, excluding Saturdays, Sundays and Holidays. Applications for such vacancies shall be made in writing within the three (3) day period referred to herein.
- (d) In matters of promotion and staff transfer appointment shall be made of the senior applicant able to meet the normal requirements of the job. Successful employees need not be considered for other vacancies within a six (6) month period unless an opportunity arises which allows the employee to change his or her permanent status.
- (e) The Hospital agrees that it shall post permanent vacant positions within 30 calendar days of the position becoming vacant, unless the Hospital provides the Union notice under Article 9.08 of its intention to eliminate the position.
- (f) The name of the successful applicant will be posted on the bulletin board for a period of seven (7) calendar days.

- (g) Where there are no successful applicants from within this bargaining unit for vacant positions referred to in this Article, employees in other CUPE bargaining units at the Hospital will be selected in accordance with the criteria for selection above, prior to considering persons who are not members of CUPE 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 this Article, and selection shall be made in accordance with this Article. (Refer to Appendix S (2)).

- (h) The successful applicant shall be allowed a trial period of up to thirty (30) days, 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. The vacancy resulting from the posting may be filled on a temporary basis until the trial period is completed.
- (i) A list of vacancies filled in the preceding month under this Article and the names of the successful applicants will be posted, with a copy provided to the union.

9.06 **Transfer and Seniority Outside the Bargaining Unit**

- (a) It is understood that an employee shall not be transferred by the Hospital to a position outside the bargaining unit without his consent except in the case of temporary assignments not exceeding six (6) months. Such employees on temporary assignments shall remain members of the bargaining unit.
- (b) An employee who is transferred to a position outside the bargaining unit shall not, subject to (c) below, accumulate seniority. In the event the employee is returned by the Hospital to a position in the bargaining unit within twenty-four (24) months of the transfer he or she shall be credited with the seniority held at the time of transfer and resume accumulation from the date of his or her return to the bargaining unit. An employee not returned to the bargaining unit within 24 months shall forfeit bargaining unit seniority.
- (c) In the event an employee transferred out of the bargaining unit under (a) or (b) above is returned to the bargaining unit within a period of twelve (12) calendar months, he shall accumulate seniority during the period of time outside the bargaining unit. (Refer to Letter of Understanding #13)

9.07 **Transfer of Seniority and Service**

Effective September 19, 1985 and for employees who transfer subsequent to September 19, 1985.

For application of seniority for purposes of promotion, demotion, transfer, layoff and recall and service (including meeting any waiting period or other entitlement requirements) for purposes of vacation entitlement, HOODIP or equivalent, health and welfare benefit plans, and wage progression:

- (i) an employee whose status is changed from full-time to part-time shall receive full credit for his seniority and service;

- (ii) an employee whose status is changed from part-time to full-time shall receive credit for his seniority and service on the basis of one (1) year for each 1725 hours worked.

The above-noted employee shall be allowed a trial period of up to thirty (30) days, 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 without loss of seniority to his former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes, which would have occurred had he not transferred.

9.08 **Notice and Redeployment Committee**

(a) *Notice*

In the event of a proposed layoff at the Hospital of a permanent or long-term nature or the elimination of a position within the bargaining unit, the Hospital shall:

- (i) provide the Union with no less than five (5) months' written notice of the proposed layoff or elimination of position; and
- (ii) provide to the affected employee(s), if any, no less than five (5) months' written notice of layoff, or pay in lieu thereof.

Note: Where a proposed layoff results in the subsequent displacement of any member(s) of the bargaining unit, the original notice to the Union provided in (i) above shall be considered notice to the Union of any subsequent layoff. (Refer to Letter of Understanding #12)

- (b) A layoff shall not include a reassignment of an employee from her or his classification or area of assignment who would otherwise be entitled to notice of layoff provided: (Refer to Letter of Understanding #12)

- (i) reassignments will occur in reverse order of seniority (i.e. the least senior employee will be the first reassigned);
- (ii) the reassignment of the employee is to an appropriate permanent job with the employer having regard to the employee's skills, abilities, qualifications and training or training requirements;
- (iii) the reassignment of the employee does not result in a reduction of the employee's wage rate or hours of work;
- (iv) the job to which the employee is reassigned is located at the employee's original work site or at a nearby site in terms of relative accessibility for the employee;
- (v) the job to which the employee is reassigned is on the same or substantially similar shift or shift rotation; and
- (vi) where more than one employee is to be reassigned in accordance with this provision, the reassigned employees shall be entitled to select from the available appropriate vacancies to which they are being reassigned in order of seniority provided no such selection causes or would cause a

layoff or bumping.

The Hospital bears the onus of demonstrating that the foregoing conditions have been met in the event of a dispute. The Hospital shall also reasonably accommodate any reassigned employee who may experience a personal hardship arising from being reassigned in accordance with this provision.

- (c) Any vacancy to which an employee is reassigned pursuant to paragraph (b) need not be posted.
- (d) *Redeployment Committee*

At each Hospital a Redeployment Committee will be established not later than two (2) weeks after the notice referred to in 9.08 and will meet thereafter as frequently as is necessary.

(i) Committee Mandate

The mandate of the Redeployment Committee is to:

- (1) Identify and propose possible alternatives to the proposed layoff(s) or elimination of position(s), including, but not limited to, identifying work which would otherwise be bargaining unit work and is currently work contracted-out by the Hospital which could be performed by bargaining-unit employees who are or would otherwise be laid off;
- (2) Identify vacant positions in the Hospital or positions which are currently filled but which will become vacant within a twelve (12) month period and which are either:
 - (a) within the bargaining unit; or
 - (b) within another CUPE bargaining unit; or
 - (c) not covered by a collective agreement.
- (3) Identify the retraining needs of workers and facilitate such training for workers who are, or would otherwise be, laid off.
- (4) Subject to article 9.10, the Hospital will award vacant positions to employees who are, or would otherwise be laid off, in order of seniority if, with the benefit of up to six (6) months retraining, an employee has become able to meet the normal requirements of the job.
- (5) Any dispute relating to the foregoing procedures may be filed as a grievance commencing at Step 3.

(ii) Committee Composition

The Redeployment Committee shall be comprised of equal numbers of representatives of the Hospital and of the Union. The number of representatives will be determined locally. Where for the purposes of HTAP (the Ontario Hospital Training and Adjustment Panel) there is another hospital-wide staffing and redeployment committee created or in existence, Union members of the Redeployment Committee shall serve on any such

hospital-wide staffing committee established with the same or similar terms of reference, and the number of Union members on such committee will be proportionate to the number of its bargaining unit members at the particular Hospital in relation to other staff groups.

Meetings of the Redeployment Committee shall be held during normal working hours. Time spent attending such meetings shall be deemed to be work time for which the representative(s) shall be paid by the Hospital at his or her regular or premium rate as may be applicable.

Each party shall appoint a co-chair for the Redeployment Committee. Co-chairs shall chair alternative meetings of the Committee and will be jointly responsible for establishing the agenda of the Committee meetings, preparing minutes and writing such correspondence as the Committee may direct.

(iii) Disclosure

The Hospital shall provide to the Redeployment Committee all pertinent staffing and financial information.

(iv) Alternatives

The Redeployment Committee, or where there is no consensus, the committee members shall propose alternatives to cutbacks in staffing to the Hospital's Chief Executive Officer and to the Board of Directors.

At the time of submitting any plan concerning rationalization of services and involving the elimination of any position(s) or any layoff(s) to a Local Health Integration Network or to the Ministry of Health, the Hospital shall provide a copy, together with accompanying documentation, to the Union."

9.09 **Layoff and Recall**

An employee in receipt of notice of layoff pursuant to 9.08(a)(ii) may:

- (a) accept the layoff; or
- (b) opt to receive a separation allowance as outlined in Article 9.12; or
- (c) opt to retire, if eligible under the terms of the Hospitals of Ontario Pension Plan (HOOPP) as outlined in Article 18.03(b); or
- (d) displace another employee who has lesser bargaining unit seniority in the same or a lower or an identical-paying classification in the bargaining unit if the employee originally subject to layoff has the ability to meet the normal requirements of the job. An employee so displaced shall be deemed to have been laid off and shall be entitled to notice in accordance with Article 9.08.

An employee who chooses to exercise the right to displace another employee with lesser seniority shall advise the Hospital of his or her intention to do so and the position claimed within seven (7) days after receiving the notice of layoff.

Note: For purposes of the operation of clause (d), an identical-paying classification shall include any classification where the straight-time hourly wage rate at the level of service corresponding to that of the laid off employee is within 1% of the laid off employee's straight time hourly wage rate.

- (e) In the event that there are no employees with lesser seniority in the same or a lower or identical-paying classification, as defined in this article, a laid-off employee shall have the right to displace another employee with lesser seniority in a higher-paying classification provided they are able to meet the normal requirements of the job, with orientation but without additional training.
- (f) An employee who is subject to layoff other than a layoff of a permanent or long-term nature including a full time employee whose hours of work are, subject to Article 14.01, reduced, shall have the right to accept the layoff or displace another employee in accordance with (a) and (d) above.
- (g) The Hospital agrees to layoff temporary employees in the same or similar classification within the same department before permanent employees, provided remaining employees are able to meet the normal requirements of the job.
- (h) An employee shall have opportunity of recall from a layoff to an available opening, in order of seniority, provided he or she has the ability to perform the work before such opening is filled on a regular basis under a job posting procedure. The posting procedure in the collective agreement shall not apply until the recall process has been complete.
- (i) No full-time employee within the bargaining unit shall be laid off by reason of his/her duties being assigned to one or more part-time employees.
- (j) In the event of a layoff of an employee, the Hospital shall pay its share of insured benefits premiums for the duration of the five-month notice period provided for in Article 9.08.
- (k) The Hospital agrees to post vacancies during the recall period, as per the job posting procedure, allowing employees on recall to participate in the posting procedure. Should the position not be filled via the job posting procedure, an employee shall have opportunity of recall from a layoff to an available opening, in order of seniority, provided he or she has the ability to perform the work.
- (l) In determining the ability of an employee to perform the work for the purposes of the paragraphs above, the Hospital shall not act in an arbitrary or unfair manner.
- (m) An employee recalled to work in a different classification from which he or she was laid off shall have the privilege of returning to the position held prior to the layoff should it become vacant within six (6) months of being recalled.
- (n) No new employees shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provision, or have been found unable to perform the work available.

- (o) 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 second 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 or her proper address being on record with the Hospital.
- (p) Employees on layoff shall be given preference for temporary vacancies, which are expected to exceed ten (10) working days. An employee who has been recalled to such temporary vacancy shall not be required to accept such recall and may instead remain on layoff.

9.10 **Retraining**

(a) *Retraining for Positions within the Hospital*

Where, with the benefit of retraining of up to six (6) months, an employee who has either accepted the layoff or who is unable to displace any other employee could be redeployed to a hospital position identified by the Redeployment Committee in accordance with Article 9.08(d)(i):

- (i) Opportunities to fill vacant positions identified by the Hospital Redeployment Committee through retraining shall be offered to employees who apply and would qualify for the position with the available retraining in order of their seniority until the list of any such opportunities is exhausted. Opportunities to fill vacancies outside of CUPE bargaining units may be offered by the Hospital in its discretion.
- (ii) The Hospital and the Union will cooperate so that employees who have received notice of permanent layoff and been approved for retraining in order to prevent a layoff will have their work schedules adjusted in order to enable them to participate in the retraining, and scheduling and seniority requirements may by mutual agreement be waived. The Redeployment Committee will seek the assistance of the Hospital Training and Adjustment Panel (HTAP) to cover the cost of tuition, books and any travel.
- (iii) Apart from any on-the-job training offered by the Hospital, any employee subject to layoff who may require a leave of absence to undertake retraining in accordance with the foregoing shall be granted an unpaid leave of absence which shall not exceed six (6) months.
- (iv) Laid-off employees who are approved for retraining in order to qualify for a vacant position within the Hospital will continue to receive insured benefits.

(b) *Placement*

Upon successful completion of his or her training period, the Hospital and the Union undertake to waive any restrictions, which might otherwise apply, and the employee will be placed in the job identified in 9.10(a)(i).

An employee subject to layoff who applies but later declines to accept a retraining offer or fails to complete the training will remain subject to layoff.

(c) *Regional Redeployment Committee*

A joint committee of the participating hospitals and local unions identified in Appendix "A" shall meet prior to June 30, 1993, and will establish Regional Redeployment Committees to identify employment opportunities and to facilitate and arrange for the redeployment of laid off employees.

Each Hospital will provide such Regional Redeployment Committee with the name, address, telephone number, and years of service and seniority of all employees who have been laid off.

In filling vacancies not filled by bargaining unit members, the Hospitals will be encouraged to give first consideration to laid-off employees who are on the list and who are qualified to perform the work. For benefit-entitlement purposes, it is recognized that Hospitals shall be free to grant to any employees hired through this process full credit for service earned with another hospital.

9.11 **Separation Allowances**

- (a) Where an employee resigns within 30 days after receiving notice of layoff pursuant to article 9.08(a)(ii) that his or her position will be eliminated, he or she shall be entitled to a separation allowance of two (2) weeks' salary for each year of continuous service to a maximum of **twenty (20) weeks' pay**, and, on production of receipts from an approved educational program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of **three thousand five hundred (\$3,500) dollars**.
- (b) Where an employee resigns later than 30 days after receiving notice pursuant to Article 9.08(a)(ii) that his or her position will be eliminated, he or she shall be entitled to a separation allowance of four (4) weeks' salary, and, on production of receipts from an approved educational program, within twelve (12) months of resignation, may be reimbursed for tuition fees up to a maximum of one thousand two hundred and fifty (\$1,250) dollars.

9.12 **Portability of Service**

An employee hired by the Hospital with recent and related experience may claim consideration for such experience at the time of hiring on a form to be supplied by the Hospital. Any such claim shall be accompanied by verification of previous related experience. The Hospital shall then evaluate such experience during the probationary period following hiring. Where in the opinion of the Hospital such experience is determined to be relevant, the employee shall be slotted in that step of the wage progression consistent with one (1) year's service for every one (1) year of related experience in the classification upon completion of the employee's probationary period. It is understood and agreed that the foregoing shall not constitute a violation of the wage schedule under the collective agreement.

9.13 **Technological Change**

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 Redeployment Committee will be established not later than two (2) weeks after the notice referred to Article 9.12, and will meet thereafter as frequently as necessary. The Redeployment Committee composition will discuss the effect of such effect of such technological changes on the employment status of employees. The Redeployment committee will consider practical ways and means of minimizing the adverse affect, if any, upon employees concerned.

Where new or greater skills are required than are already possessed by affected employees under the present methods of operation, such employees shall be given a period of training, with due consideration being given to the employee's age and previous educational background, during which they may perfect or acquire the skills necessitated by the new 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.

Employees with one (1) 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 above set forth and the requirements of the applicable law.

9.14 **Professional Responsibility - Scope of RPN Practice**

The Hospital and the Union shall meet to discuss the issues of RPN scope of practice and skill utilization.

9.15 **Work-Loads**

(a) The parties agree that patient care is enhance if concerns relating to professional practice, patient acuity, fluctuating workloads and fluctuating staffing are resolved in a timely and effective manner.

(b) Employees are encouraged to raise their concerns with their immediate supervisor. In the event that the workload concern is not resolved to the employee's satisfaction, the employee, **or group employees**, may submit their concerns to either the Joint Health and Safety Committee (as constituted under the collective agreement) or the Labour Management Committee (as constituted under article 6.02) through their union representative in a format to be determined by the respective committee.

(c) In the event that an employer or group of employees, covered under the Regulated Health Professions Act (RHPA), are assigned a work-load which is inconsistent with proper patient care, they shall express their concerns to their supervisor. The employee shall complete a "Work-Load Review Form", which shall be provided to the supervisor and to the Union. The Work-Load Review Form will be attached as an Appendix to the collective agreement.

ARTICLE 10 - CONTRACTING OUT

10.01 **Contracting Out**

The Hospital shall not contract out any work usually performed by members of the bargaining unit if, as a result of such contracting out, a layoff of any employees other than casual part-time employees results from such contracting out.

10.02 **Contracting Out**

Notwithstanding the foregoing, the hospital may contract out work usually performed by members of the bargaining unit without such contracting-out constituting a breach of this provision if the hospital provides in its commercial arrangement contracting out the work that the contractor to whom the work is being contracted, and any subsequent such contractor, agrees:

- (1) to employ the employees thus displaced from the hospital; and
- (2) in doing so to stand, with respect to that work, in the place of the hospital for the purposes of the hospital's collective agreement with the Union, and to execute into an agreement with the Union to that effect.

In order to ensure compliance with this provision, the Hospital agrees that it will withdraw the work from any contractor who has failed to meet the aforesaid terms of the contracting-out arrangement until such time as the provisions of the collective agreement have been complied with.

The Hospital agrees to notify the Union, in writing five (5) months in advance if the Hospital is implementing Article 10.02

Hospital will set up a meeting, with the Union within ten (10) working days of delivery of written notification, to inform the Union of its intention to implement Article 10.02. At the meeting, the Hospital shall identify: (i) the work that is being affected and the reasons that lead to the decision; (ii) to whom the work is being contracted; and (iii) any other subsequent contractor. During the meeting, the Hospital agrees to provide all pertinent information.

10.03 **Contracting In**

Further to Article 9.08(c)(i)(1) the parties agree that the Redeployment Committee will immediately undertake a review of any existing sub-contract work which would otherwise be bargaining unit work and which may be subject to expiry and open for renegotiation within six (6) months with a view to assessing the practicality and cost-effectiveness of having such work performed within the Hospital by members of the bargaining unit.

ARTICLE 11 - WORK OF THE BARGAINING UNIT

11.01 **Work of the Bargaining Unit**

Employees not covered by the terms of this Agreement will not perform duties normally assigned to those employees who are covered by this Agreement, except for the purposes of instruction, experimentation, or in emergencies when regular employees are not readily available.

11.02 **Volunteers**

The use of volunteers to perform bargaining unit work, as covered by this agreement, shall not be expanded beyond the extent of existing practice as of June 1, 1986.

The Hospital shall submit to the Union, at three (3) month intervals, the number of

volunteers for the current month, the number of hours worked and the duties performed.

ARTICLE 12 - LEAVES OF ABSENCE

12.01 **Personal Leave**

Written request for a personal leave of absence without pay will be considered on an individual basis by the Hospital. Such requests are to be submitted to the employee's immediate supervisor at least four (4) weeks in advance, unless not reasonably possible to give such notice, and a written reply will be given within fourteen (14) days except in cases of emergency in which case a reply will be given as soon as possible. Employees needing personal leave days for appointments with medical practitioners may utilize the personal leave language. Such leave shall not be unreasonably withheld.

12.02 **Union Business**

- (a) The Hospital shall grant leave of absence without pay to employees to attend Union conventions, seminars, education classes and other Union business in connection with the administration of the collective agreement provided that such leave will not interfere with the efficient operation of the Hospital. Such leave will not be unreasonably denied.

In requesting such leave of absence for an employee or employees, the Union must give at least fourteen (14) days clear notice in writing to the Hospital, unless not reasonably possible to give such notice.

The cumulative total leave of absence, the number of employees that may be absent at any one time from any one area, and the number of days of absence shall be negotiated locally and are set out in the Local Provisions Appendix. During such leave of absence, the employee's salary and applicable benefits shall be maintained by the Hospital on the basis of what his normal regular hours of work would have been, provided that the Union reimburses the Hospital in the amount of such salary and applicable benefits within thirty (30) days of billing.

Notwithstanding the above, time spent by the eight (8) Executive Board members of the Ontario Council of Hospital Unions to fulfill the duties of the position shall be in addition to leave for Union Business under this clause.

Part-time and casual employees will be given full credit for seniority purposes for regularly scheduled hours missed in accordance with this provision.

- (b) In addition to the above, a part-time or casual employee who is attending to union business when not regularly scheduled to work shall be deemed to be on union leave and the amount of such leave shall not be deducted from the number of days of absence identified above. Such part-time or casual employee will be credited with seniority for the number of hours of such leave to a maximum of thirty-seven and one-half (37.5) hours per week. The union will advise the Hospital of the number of such hours.

12.03 (a) **Full-Time Position with the Union**

Upon application by the Union, in writing, the Hospital shall grant leave of absence, without pay, to an employee elected or appointed to full-time Union office. It is understood that no more than one (1) employee in the bargaining unit may be on such leave at the same time. Such leave shall be for a period of one (1) calendar year from the date of appointment unless extended for a further specific period by agreement of the parties.

Seniority and service shall accrue at seven and one-half (7.5) hours per day to a maximum of thirty-seven and one-half (37.5) hours per week during such leave. The employee shall notify the Hospital of his intention to return to work at least four (4) weeks prior to the date of such return. The employee shall be returned to his former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes which would have occurred had the employee not been on leave.

Notwithstanding Article 2.01, the Hospital may fill the vacancy resulting from such leave on a temporary basis.

(b) **Leave for OCHU President and Secretary-Treasurer**

Upon application in writing by the Union on behalf of the employee to the Hospital, a leave of absence without pay shall be granted to such employee(s) elected to the positions of the President of the Ontario Council of Hospital Unions or the Secretary-Treasurer of the Ontario Council of Hospital Unions for period(s) of up to two (2) years. It is understood, however, that during such leave the employee(s) shall be deemed to be an employee of the Union.

During such leave of absence seniority and service shall accrue at seven and one-half (7.5) hours per day to a maximum of thirty-seven and one-half (37.5) hours per week. In addition, during such leave of absence, the employee's salary and applicable benefits shall be maintained by the Hospital on the basis of what his normal regular hours of work would have been, provided that the Union reimburses the Hospital in the amount of such salary and applicable benefits within thirty (30) days of billing.

The employee agrees to notify the Hospital of his intention to return to work at least four (4) weeks prior to the date of such return. The employee shall be returned to his former duties on the same shift in the same department and at the appropriate rate of pay, subject to any changes which would have occurred had the employee not been on leave.

Notwithstanding Article 2.01, the Hospital may fill the vacancy resulting from such leave on a temporary basis.

12.04 **Bereavement Leave**

Any employee who notifies the Hospital as soon as possible following a bereavement will be granted bereavement leave for **four (4)** consecutive working days off without the loss of regular pay from regularly scheduled hours in conjunction with the death of the spouse, child, parent, sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, grandchild, brother-in-law, sister-in-law, **brother-in-law of spouse, sister-in-law of spouse**, or grandparent of spouse. An employee shall be granted one (1) day bereavement leave without loss of regular pay from regularly scheduled hours to attend the funeral **or memorial service or equivalent** of his or her aunt, uncle, niece or nephew. The Hospital, in its discretion, may extend such leave with or without pay. Where an employee does not qualify under the above-noted conditions, the Hospital may, nonetheless, grant a paid bereavement leave. For the purpose of bereavement leave, the relationships specified in the preceding clause are deemed to include a common-law spouse and a partner of the same sex.

12.05 **Jury & Witness Duty**

If an employee is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or 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, the employee shall not lose regular pay because of such attendance provided that the employee:

- (a) notifies the Hospital immediately on the employee's notification that he will be required to attend at court;
- (b) presents proof of service requiring the employee's attendance;
- (c) deposits with the Hospital the full amount of compensation received excluding mileage, travelling and meal allowances and an official receipt thereof.

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 be paid for all hours actually spent at such hearings at his regular straight time hourly rate subject to (a), (b) and (c) above.

12.06 **Pregnancy Leave**

- (a) Pregnancy leave will be granted in accordance with the provisions of the *Employment Standards Act*, except where amended in this provision. The service requirement for eligibility for pregnancy leave shall be thirteen (13) weeks of continuous service.
- (b) The employee shall give written notification at least two (2) weeks in advance of the date of commencement of such leave and the expected date of return. At such time she shall also furnish the Hospital with the certificate of a legally qualified medical practitioner stating the expected birth date.
- (c) The employee shall reconfirm her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Hospital at least two (2) weeks in advance thereof.

- (d) Effective on confirmation by the Canada Employment Insurance Commission of the appropriateness of the Hospital's Supplementary Unemployment Benefit (SUB) Plan, an employee who is on pregnancy leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance pregnancy benefits pursuant to Section 23 of the *Employment Insurance Act*, shall be paid a supplemental unemployment benefit for a period not exceeding fifteen (15) weeks. The supplement shall be equivalent to the difference between ninety-three percent (93%) of her normal weekly earnings and the sum of her weekly unemployment insurance benefits and any other earnings. Receipt by the Hospital of the employee's unemployment insurance cheque stubs shall constitute proof that she is in receipt of Employment Insurance pregnancy benefits.

The employee's normal 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 plus any wage increase or salary increment that she would be entitled to receive if she were not on pregnancy leave.

In addition to the foregoing, the Hospital will pay the employee ninety-three percent (93%) of her normal weekly earnings during the first two (2) week period of the leave while waiting to receive Employment Insurance benefits.

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.

- (e) Credits for service and seniority shall accumulate for a period of up to seventeen (17) weeks while an employee is on pregnancy leave on the basis of what the employee's normal regular hours of work would have been.
- (f) The Hospital will continue to pay the percentage in lieu of benefits and its share of pension contributions during the period of pregnancy leave. The Hospital will register those benefits as part of the Supplemental Unemployment Benefit Plan with the Canada Employment Insurance Commission.
- (g) Subject to any changes to the employee's status which would have occurred had she not been on pregnancy leave, the employee shall be reinstated to her former duties, on the same shift in the same department, and at the same rate of pay.

12.07 **Parental Leave**

- (a) Parental leaves will be granted in accordance with the provisions of the *Employment Standards Act*, except where amended in this provision. The service requirement for eligibility for parental leave shall be thirteen (13) weeks of continuous service.
- (b) An employee, who qualifies for parental leave, other than an adoptive parent, shall give written notification of at least two (2) weeks in advance of the date of the commencement of such leave and the expected date of return.

- (c) For the purposes of this article, parent shall be defined to include a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intends to treat the child as his or her own.
- (d) An employee who is an adoptive parent shall advise the Hospital as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request may be made verbally and subsequently verified in writing.

An employee who is an adoptive parent may extend the parental leave for such greater time as may be required by the adoption agency concerned to a maximum total of six (6) months.

An employee shall reconfirm his or her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Hospital at least two (2) weeks in advance thereof.

- (e) Effective on confirmation by the Canada Employment Insurance Commission of the appropriateness of the Hospital's Supplemental Unemployment Benefit (SUB) Plan, an employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 23 of the *Employment Insurance Act*, shall be paid a supplemental unemployment benefit for a period not exceeding ten (10) weeks. That benefit shall be equivalent to the difference between ninety-three percent (93%) of the employee's normal weekly earnings and the sum of his or her weekly employment insurance benefits and any other earnings. Receipt by the Hospital of the employee's employment insurance cheque stub will serve as proof that the employee is in receipt of unemployment parental benefits.

The employee's normal weekly earnings shall be determined by multiplying the employee's regular hourly rate on his or her last day worked prior to the commencement of the leave times the employee's normal weekly hours, plus any wage increase or salary increment that the employee would be entitled to if he or she were not on parental leave.

In addition to the foregoing the Hospital shall pay the employee ninety-three percent (93%) of his or her normal weekly earnings during the first two (2) week period of the leave while waiting to receive Employment Insurance benefits.

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.

- (f) Credits for service and seniority shall accumulate for a period of up to thirty-five (35) weeks after the parental leave began, if the employee also took pregnancy leave, and thirty-seven (37) weeks after the parental leave began otherwise, while the employee is on parental leave on the basis of what the employee's normal regular hours of work would have been.

- (g) The Hospital will continue to pay the percentage in lieu of benefits and its share of the pension contribution for a period of up to ten (10) weeks while the employee is on parental leave. The Hospital will register these benefits with the Unemployment Benefit Plan.
- (h) Subject to any changes to the employee's status which would have occurred had he or she not been on parental leave, the employee shall be reinstated to her former duties, on the same shift in the same department, and at the same rate of pay.

12.08 **Education Leave**

If required by the Hospital, an employee shall be entitled to leave of absence with pay and with full credit for service and seniority and benefits to take courses and to write examinations to upgrade his or her employment qualifications.

Where employees are required by the Hospital to take courses to upgrade or acquire new employment qualifications, the Hospital shall pay the full costs associated with the courses.

Subject to operational requirements, the Hospital will make every reasonable effort to grant requests for necessary changes to an employee's schedule to enable attendance at a recognized up-grading course or seminar related to employment with the Hospital. (Refer to Letter of Understanding #11)

Subject to operational requirements, the Hospital will make every reasonable effort to grant requests for an employee to take an educational leave without pay and without loss of seniority of up to twelve (12) months for training related to the employee's employment at the Hospital.

12.09 **Pre-Paid Leave Plan**

Effective March 31, 1993, the Hospital agrees to introduce a pre-paid leave program, funded solely by the employee subject to the following terms and conditions:

- (a) The plan is available to employees wishing to spread four (4) years' salary over a five (5) year period, in accordance with Part LXVIII of the Income Tax Regulations, Section 6801, to enable them to take a one (1) year leave of absence following the four (4) years of salary deferral.
- (b) The employee must make written application to the Hospital at least six (6) months prior to the intended commencement date of the program (i.e. the salary deferral portion), stating the intended purpose of the leave.
- (c) The number of employees that may be absent at any one time shall be determined between the local parties. The year for purposes of the program shall be September 1 of one year to August 31 the following year or such other twelve (12) month period as may be agreed upon by the employee, the local Union and the Hospital.
- (d) Where there are more applications than spaces allotted, seniority shall govern.
- (e) During the four (4) years of salary deferral, 20% of the employee's gross annual earnings will be deducted and held for the employee and will not be accessible to

the employee until the year of the leave or upon withdrawal from the plan.

- (f) The manner in which the deferred salary is held shall be at the discretion of the Hospital.
- (g) All deferred salary, plus accrued interest, if any, shall be paid to the employee at the commencement of the leave or in accordance with such other payment schedule as may be agreed upon between the Hospital and the employee.
- (h) All benefits shall be kept whole during the four (4) years of salary deferral. During the year of the leave, seniority will accumulate. Service for the purpose of vacation and salary progression and other benefits will be retained but will not accumulate during the period of leave. The employee shall become responsible for the full payment of premiums for any health and welfare benefits in which the employee is participating. Contributions to the Hospitals of Ontario Pension Plan will be in accordance with the Plan. The employee will not be eligible to participate in the disability income plan during the year of the leave.
- (i) An employee may withdraw from the plan at any time during the deferral portion provided three (3) months notice is given to the Hospital. Deferred salary, plus accrued interest, if any, will be returned to the employee within a reasonable period of time.
- (j) If the employee terminates employment, the deferred salary held by the Hospital plus accrued interest, if any, will be returned to the employee within a reasonable period of time. In case of the employee's death, the funds will be paid to the employee's estate.
- (k) 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. The Hospital will give the employee as much notice as is reasonably possible. The employee will have the option of remaining in the Plan and rearranging the leave at a mutually agreeable time or of withdrawing from the Plan and having the deferred salary, plus accrued interest, if any, paid out to the employee within a reasonable period of time.
- (l) The employee will be reinstated to his or her former position unless the position has been discontinued, in which case the employee shall be given a comparable job.
- (m) Final approval for entry into the pre-paid leave program will be subject to the employee entering into a formal agreement with the Hospital in order to authorize the Hospital to make the appropriate deductions from the employee's pay. Such agreement will include:
 - (i) A statement that the employee is entering the pre-paid leave program in accordance with this Article of the collective agreement.
 - (ii) The period of salary deferral and the period for which the leave is requested.
 - (iii) The manner in which the deferred salary is to be held.

The letter of application from the employee to the Hospital to enter the prepaid leave program will be appended to and form part of the written agreement.

12.10 Medical Care and Emergency Leave

An employee is entitled to a leave of absence without pay because of any of the following:

1. A personal illness, injury or medical emergency,
2. The death, illness, injury or medical emergency of an individual described in this Article.
3. An urgent matter that concerns an individual described in this Article.

For the purposes of this Article, the individuals referred to in this Article are:

- the employee's spouse
- a parent, step-parent or foster parent of the employee or the employee's spouse
- a child, step-child or foster child of the employee or the employee's spouse
- a grandparent, step-grandparent, grandchild or step-grandchild of the employee or the employee's spouse
- the spouse of a child of the employee
- the employee's brother or sister
- a relative of the employee who is dependent on the employee for care or assistance.

An employee who wishes to take leave under this section shall advise the Hospital that he or she will be doing so. If the employee must begin the leave before advising the Hospital, the employee shall advise the Hospital of the leave as soon as possible after beginning it.

An employee is entitled to take a total of 10 days' leave under this Article each year. If an employee takes any part of a day as leave under this Article, the Hospital may deem the employee to have taken one day's leave on that day for the purposes of this Article. The Hospital may require an employee who takes leave under this Article to provide evidence reasonable in the circumstances that the employee is entitled to leave.

Upon the conclusion of an employee's leave under this Article, the Hospital shall reinstate the employee to the position the employee most recently held with the Hospital, if it still exists, or to a comparable position if it does not.

12.11 Compassionate Care Leave

- (a) Compassionate care leave will be granted to an employee for up to eight (8) weeks within a twenty-six (26) week period to provide care or support to a family member who is at risk of dying within that 26-week period in accordance with section 49.1 of the *Employment Standards Act, 2000*.
- (b) An employee who is on compassionate care leave shall continue to accumulate seniority and service.
- (c) Subject to any changes to the employee's status which would have occurred had he or she not been on compassionate care leave, the employee shall be reinstated to her former duties, on the same shift in the same department, and at the same rate of pay.

ARTICLE 13 – SICK LEAVE, INJURY & DISABILITY

13.01 **Injury Pay**

If an employee is injured on the job and his supervisor excuses him from further duty for the balance of his shift, the employee's regular rate of pay shall continue for the balance of that shift and there shall be no deduction from sick leave or other credits.

13.02 **Payroll Deduction for Union Sponsored LTD Plan**

The following provision will appear in all collective agreements that do not provide for HOODIP or equivalent, replacing any provision related to payroll deduction for union sponsored LTD plan that existed in the hospital's expiring collective agreement:

The Hospital will provide payroll deduction for the union-sponsored LTD plan where a majority of those eligible in the bargaining unit indicate a willingness to have the premium cost deducted from their wages. The Union shall be responsible for ascertaining the wishes of its members in this regard.

ARTICLE 14 - HOURS OF WORK

14.01 **Daily & Weekly Hours of Work**

The regular work day will consist of seven and one-half (7 1/2) hours (exclusive of one-half (1/2) hour unpaid meal break), and the regular work week will consist of thirty-seven and one-half (37 1/2) hours which may, at the discretion of the Hospital, be averaged over a two (2) week period so that employees will normally work seventy-five (75) hours in the said two (2) period.

The meal period shall be an uninterrupted period except in cases of emergency. (Refer to Appendix "F")

14.02 **Rest Periods**

Part-time employees shall be entitled to a paid rest period of fifteen (15) minutes for each three and three-quarter (3-3/4) hours of work.

14.03 **Additional Rest Periods**

When an employee performs authorized overtime work of at least three (3) hours duration, the Hospital will schedule a rest period of fifteen (15) minutes duration.

14.04 **Extended Tours**

Extended tours provisions may be negotiated by the parties at local level.

ARTICLE 15 - PREMIUM PAYMENT

15.01 Definition of Regular Straight Time Rate of Pay

The regular straight time rate of pay is that prescribed in wage schedule of the Collective Agreement.

15.02 Definition of Overtime

Where an employee is required to work more than seven and one half (7-1/2) hours in any one day, or more than seventy-five (75) hours in a two (2) week period, he/she shall be paid for such additional hours of work at the rate of one and one-half (1-1/2) times his/her straight time rate. No employee will be required to take time off in lieu of overtime payments.

15.03 Overtime Premium and No Pyramiding (Refer to Appendix "N")

Subject to any superior conditions, the overtime rate shall be time and one-half (1 ½) the employee's straight-time hourly rate.

Where an employee is required to work additional overtime contiguous to an overtime shift within a twenty-four (24) hour period, the employee will be compensated at the rate of double time his or her straight time hourly rate for all additional contiguous overtime hours worked.

Overtime premium will not be duplicated nor pyramided nor shall other premiums be duplicated nor pyramided nor shall the same hours worked be counted as part of the normal work week and also as hours for which the overtime premium is paid.

15.04 Time Off in Lieu of Overtime

Employees who work overtime will not be required to take time off in regular hours to make up for overtime worked.

Time off in lieu may be taken on a mutually agreed upon basis between the employee and the Hospital, such time off will be the equivalent of the premium rate the employee has earned for working overtime. The Hospital shall revert to payment of premium rate if time off is not taken within ninety (90) calendar days of the work week in which the overtime was earned.

15.05 Reporting Pay

Employees who report for any scheduled shift will be guaranteed at least four (4) hours of work, or if no work is available will be paid at least four (4) hours except when work is not available due to conditions beyond the control of the Hospital. The reporting allowance outlined as herein shall not apply whenever an employee has received prior notice not to report for work. Part-time employees scheduled to work less than seven and one-half (7 ½) hours per day will receive a pro-rated amount of reporting pay.

15.06 Call-Back

Where employees are called back to work after having completed a regular shift, and prior

to the commencement of their next regular shift, they shall receive a minimum of four (4) hours of work or four (4) hours pay at the rate of time and one-half (1 ½) their regular hourly earnings. Superior provisions shall remain.

15.07 **Standby**

An employee who is required to remain available for duty on standby, outside the normal working hours for that particular employee, shall receive standby pay in the amount of three dollars (\$3.00) (\$3.20 effective September 29, 2008) per hour for all hours on standby.

Standby pay shall, however, cease where an employee is called into work under Article 15.06 above and works during the period of standby.

15.08 **Temporary Transfer**

Where an employee is assigned temporarily to perform the duties and assume the responsibilities of a higher paying position in the bargaining unit, he shall be paid the rate in the higher salary range immediately above his current rate for all hours worked in the higher paying position.

Where a Hospital temporarily assigns an employee to carry out the assigned responsibilities of a classification outside the bargaining unit, the employee shall receive an allowance of \$4.00 for each shift from the time of the assignment.

15.09 (a) **Shift and Weekend Premium**

Employees shall be paid a shift premium of one dollar (\$1.00) per hour for all hours worked where the majority of their scheduled hours fall between 1500 and 0700 hours.

The same one dollar (\$1.00) per hour will be paid as weekend premium for all hours worked between 2400 hours Friday and 2400 hours Sunday, or such other 48-hour period as may be agreed upon by the local parties.

(b) **Definition of Shifts**

Afternoon and night shifts shall be defined as those full shifts starting between 1200 hours and 2400 hours.

ARTICLE 16 - HOLIDAYS

16.01 **Payment for Working on a Holiday**

The following provision will appear in all Part-Time Collective Agreements replacing any provision related to Payment on a Holiday, and will be effective for holidays falling on or after September 20, 1990. The holidays listed in the part-time local Appendix for the purposes of Article 16.01 shall be the same holidays as are listed in the full-time local Appendix. Note: See also Appendix "G".

If an employee is required to work on any of the holidays set out in the local Appendix the employee shall be paid at the rate of time and one-half (1 ½) her straight time hourly rate of pay for all hours worked on such holiday.

16.02 **Payment for Working Overtime on a Holiday**

Where an employee is required to work authorized overtime in excess of his regularly scheduled hours on a paid holiday, such employee shall receive twice (2x) his regular straight time hourly rate for such authorized overtime.

ARTICLE 17 – VACATIONS

Subject to any superior conditions.

17.01 (a) **Part-time Entitlement, Qualifiers and Calculation of Payment**

Any provision related to part-time qualifiers and calculation of payment that existed in the hospital's expiring collective agreement will be continued in Article 17.01(b) plus the equivalent time off.

A part-time employee who has completed less than 3,450 hours of continuous service shall receive 4% vacation pay.

A part-time employee who has completed 3,450 hours but less than 8,625 hours of continuous service shall receive 6% vacation pay.

A part-time employee who has completed 8,625 hours but less than 22,425 hours of continuous service shall receive 8% vacation pay.

A part-time employee who has completed 22,425 hours but less than 37,950 hours of continuous service shall receive 10% vacation pay.

A part-time employee who has completed 37,950 hours of continuous service but less than 48,300 hours of continuous service shall receive 12% vacation pay.

A part-time employee who has completed 48,300 hours of continuous service shall receive 14% vacation pay.

Progression on Vacation Schedule

Part-time employees, including casual employees, shall accumulate service for the purpose of progression on the vacation scale, on the basis of one year for each 1725 hours worked.

Notwithstanding the above, employees hired prior to October 10, 1986 will be credited with the service they held for the purpose of progression on the vacation scale under the Agreement expiring September 28, 1985 and will thereafter accumulate service in accordance with this Article.

Length of Continuous Service as of the Date of Determining Vacation Entitlement	Vacation Entitlement
1 to 3,450 hours	4%
3,450 to 8,625 hours	6%
8,625 to 22,425 hours	8%
22,425 to 37,950 hours	10%
37,950 to 48,300 hours	12%
48,300 hours	14%

17.02 **Work During Vacation**

Should an employee who has commenced his scheduled vacation and agrees upon request by the Hospital to return to perform work during the vacation period, the employee shall be paid at the rate of one and one-half (1 ½) times his basic straight time rate for all hours so worked. To replace the originally scheduled days on which such work was performed, the employee will receive one (1) vacation lieu day off for each day on which he has so worked.

17.03 **Bereavement During Vacation**

Where an employee's scheduled vacation is interrupted due to a bereavement, the employee shall be entitled to bereavement leave in accordance with Article 12.04.

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

ARTICLE 18 - BENEFITS FOR PART-TIME EMPLOYEES

18.01 **Benefits for Part-Time Employees**

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

18.02 **Retirement Allowance**

Prior to issuing notice of layoff pursuant to article 9.08(a)(ii) in any classification(s), the Hospital will offer early-retirement allowance to a sufficient number of employees eligible for early retirement under HOOPP within the classification(s) in order of seniority, to the extent that the maximum number of employees within a classification who elect early retirement is equivalent to the number of employees within the classification(s) who would otherwise receive notice of layoff under article 9.08(a)(ii).

An employee who elects an early retirement option shall receive, following completion of the last day of work, a retirement allowance of two (2) weeks' salary for each year of service, plus a prorated amount for any additional partial year of service, to a maximum ceiling of fifty-two (52) weeks' salary.

18.03 **Union Education**

If the local union indicates to the Hospital that its members have approved a special assessment for union education in accordance with the CUPE constitution and local union by laws, the Hospital agrees to deduct this assessment.

Such assessment will be paid on a quarterly basis into a trust fund established and administered by OCHU/CUPE for this purpose.

ARTICLE 19 - HEALTH & SAFETY

19.01 **Health & Safety Committee**

- (a) 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.
- (b) Recognizing its responsibilities under the applicable legislation, both parties agree to comply with the University Health Network, Western Hospital's Joint Health and Safety Committee Terms of Reference dated June 14, 1990 and any amendments, deletions or additions made thereto during the term of this Collective Agreement. (Refer to Letter of Understanding #5, page 62).
- (c) The Hospital agrees to co-operate reasonably in providing necessary information to enable the Committee to fulfill its functions.
- (d) Any representative appointed or selected in accordance with (b) hereof shall serve for a term of one (1) calendar year from the date of appointment, which may be renewed for further periods of one year.
- (e) The Union agrees to endeavour to obtain the full co-operation of its membership in the observation of all safety rules and practices.

19.02 **Protective Footwear**

Effective September 29, 2001 and on that date for each subsequent calendar year, the Hospital will provide \$45.00 per calendar year to each full-time employee who is required by the Hospital to wear safety footwear during the course of his duties. The employees who will be required to wear safety footwear will be negotiated locally and set out in the Local Provisions Appendix (L.06).

Note: The existing central language designating the classifications of employees, which are deemed to require appropriate safety footwear, shall be transferred to the local appendix (L.06).

19.03 **Influenza Vaccine**

The parties agree that influenza vaccinations may be beneficial for patients and employees. Upon a recommendation pertaining to a facility or a specifically designated area(s) thereof from the Medical Officer of Health or in compliance with applicable provincial legislation, employees shall be required to be vaccinated for influenza, subject to the following:

- (a) If the full cost of such medication is not covered by some other source, the Hospital will pay the full or incremental cost for the vaccine and will endeavour to offer the vaccinations during an employee's working hours. In addition, employees will be provided with information, including risks and side effects, regarding the vaccine.
- (b) The Hospital recognizes that employees have the right to refuse any required vaccination.
- (c) If an employee refuses to take the vaccine required under this provision, he or she may be placed on an unpaid leave of absence during any influenza outbreak at University Health Network or affiliated hospitals until such time as the employee is cleared to return to work. If an employee is placed on unpaid leave, he or she can use banked lieu time or vacation credits in order to keep his or her pay whole.
- (d) If an employee refuses to take the vaccine because it is medically contra-indicated, and where a medical certificate is provided to this effect, he or she will be reassigned during the outbreak period, unless reassignment is not possible, in which case the employee will be paid. It is further understood and agreed that any such reassignment will not adversely affect the scheduled hours of other employees.
- (e) If an employee gets sick as a result of the vaccination, and applies for WSIB, the Hospital will not oppose the claim.
- (f) Notwithstanding the above, the Hospital may offer the vaccine on a voluntary basis to employees free of charge.

This Article shall be interpreted in a manner consistent with Ontario's *Human Rights Code*.

ARTICLE 20 - COMPENSATION

20.01 (a) **Job Classification**

When a new classification (which is covered by the terms of this collective agreement) is established by the Hospital, the Hospital shall determine the rate of pay for such new classification and notify the local Union of the same. If the local Union challenges the rate, it shall have the right to request a meeting with the Hospital to endeavour to negotiate a mutually satisfactory rate. Such request will be made within ten (10) days after the receipt of notice from the Hospital of such new occupational classification and rate. Any change mutually agreed to resulting from such meeting shall be retroactive to the date that notice of the new rate was given by the Hospital. If the parties are unable to agree, the dispute concerning the new rate may be submitted to arbitration as provided in the Agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or Arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the

requirements of such classification.

When the Hospital makes a substantial change in the job content of an existing classification which in reality causes such classification to become a new classification, the Hospital agrees to meet with the Union if requested to permit the Union to make representation with respect to the appropriate rate of pay.

If the matter is not resolved following the meeting with the Union the matter may be referred to Arbitration as provided in the agreement within fifteen (15) days of such meeting. The decision of the Board of Arbitration (or Arbitrator as the case may be) shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the requirements of such classifications.

The parties further agree that any change mutually agreed to or awarded as a result of arbitration shall be retroactive only to the date that the Union raised the issue with the Hospital.

Notwithstanding the foregoing, if as a result of compensable illness or injury covered by WSIB an employee is unable to carry out the regular functions of her position, the Hospital may, subject to its operational requirements, establish a special classification and salary in an endeavour to provide the employee with an opportunity of continued employment. This provision shall not be construed as a guarantee that such special classification(s) will be made available or continued.

(b) **Job Descriptions**

A copy of the current job description for a bargaining unit position shall be made available to the Union upon request. When a new classification which is covered by terms of this collective agreement is created, a copy of the job description shall be forwarded to the Union at the time that the Hospital notifies the local Union of the rate of pay pursuant to article 19.01(a) above.

20.02 **Assignment of Duties From Another Classification**

Where the Hospital revises the job content of an existing classification in such a manner that duties of another classification are assigned to it, the following shall apply:

- (a) An employee who occupies a position which is revised in accordance with this article, and who is physically incapable of performing the revised position, will not be required to perform those additional duties which exceed the employee's physical capabilities provided the employee's physician provides documentation to the Hospital of such limitation.
- (b) In the event an employee presently occupying a position which is revised in accordance with this article requires additional training to perform duties of the revised position the employee shall be entitled to a period of training, with due consideration being given to the employee's age and previous educational background, during which they may perfect or acquire the skills necessitated by the new 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.

20.03 **Promotion to a Higher Classification**

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)."

20.04 **Wages and Classification Premiums**

Provisions under these headings shall remain unchanged and are repeated as 19.04, except to the extent that the Wage Schedule referred to in the hospital's expiring collective agreement shall be adjusted and retroactivity shall be paid in accordance with the Implementation Agreement signed August 27, 1999.

20.05 **Progression on the Wage Grid**

Effective October 10, 1986 part-time employees, including casual employees, shall accumulate service for the purpose of progression on the wage grid, on the basis of one year for each 1725 hours worked.

Notwithstanding the above, employees hired prior to October 10, 1986 will be credited with the service they held for the purpose of progression on the wage grid under the Agreement expiring September 28, 1985 and will thereafter accumulate service in accordance with this Article.

20.06 **Retroactivity and Wage Increases**

- (a) Any retroactivity owing will be paid within three (3) pay periods of the date of ratification.
- (b) Retroactive pay will be paid on a separate cheque if the existing payroll systems allow. If the payroll system does not allow for such separate cheques, the Hospital(s) will supply the employee with a detailed explanation of the retroactive pay calculations. Retroactivity will be paid in respect of all remuneration and premiums – shift premium, weekend premium, overtime etc. - to all eligible employees on the payroll as of September 29, 2006 and to all new employees hired since that date.

In the event that an eligible employee has ceased employment or had his or her employment terminated since September 29, 2006, the Hospital shall advise the employee in writing by registered letter to the last known address on file and the employee shall have sixty (60) days from the date of the posting to claim any payment due to him or her.

- (b) The General Wage Increases will be as described in the OCHU-OHA Central Agreement which is:

September 29, 2006: 2.75%
 September 29, 2007: 3.00%
 September 29, 2008: 2.60%

ARTICLE 21 – FISCAL ADVISORY COMMITTEE

- 21.01 The Union's representative(s) will be included in the consultation and planning process from the early phases of plan development, including representation on the Fiscal Advisory Committee or equivalent committee, to its final stages of completion, to assist the Hospital minimizing layoffs or job loss, and in developing labour adjustment strategies where necessary.
- 21.02 Where the Hospital experiences unforeseen circumstances that will necessitate changes to its budgetary plans, which have been approved by **a Local Health Integration Network or** the Ministry of Health and Long Term Care, the Hospital agrees that revisions to the budget will be carried out in consultation with the Union.
- 21.03 In furtherance of the foregoing, the Hospital agrees to provide to the Union in a timely way any financial and staffing information pertinent to its budget, or to any other re-structuring plan that would affect the Union's members.
- 21.04 It is understood that employee time spent at meetings with the Hospital in pursuance of the above shall be deemed to be work time for which the employee shall be paid by the Hospital at his or her regular or premium rate as may be applicable.

ARTICLE 22 - DURATION

22.01 **Term**

This agreement shall be binding and continue in effect and shall continue from year to year unless either party gives written notice to the other party of its desire to bargain for amendments within ninety (90) days prior to the termination date of September 28, 2001. Upon receipt of such notice by one party or the other, both parties will meet thereafter for the purpose of bargaining.

22.02 **Central Bargaining**

Notwithstanding the foregoing provisions, in the event the parties to this Agreement agree to negotiate for its renewal through the process of central bargaining, either party to this Agreement may give notice to the other party of its desire to bargain for amendments on local matters proposed for incorporation in the renewal of this Agreement and negotiations on local matters shall take place during the period from 120 to 60 days prior to the termination date of this Agreement. Negotiations on central matters shall take place during the period commencing forty-five 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 respectively 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 that may be determined by mutual agreements between the central negotiating committees referred to above. For such purposes, it is further understood that the central negotiating committees will meet during the sixth month prior to the month of termination of this Agreement to convey the intentions of their principals as to possible participation in central negotiations, if any, and the conditions for such central bargaining.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

APPENDIX OF LOCAL ISSUES

The following provisions, while not being an exhaustive listing, are appropriate for inclusion in an Appendix of Local Issues. Any local issue provisions, which existed in the hospital's expiring collective agreement shall be continued in the Appendix of Local Issues subject to any changes, deletions or additions resulting from the current round of bargaining.

- A. Management Rights
- B. Recognition of Bargaining Unit
- C. Dues Deduction, Remittance and Lists
- D. Seniority Lists
- E. Sick Leave Administrative Provisions
- F. Scheduling
- G. Holidays
- H. Vacation
- I. Bulletin Boards
- J. Communication
- K. Uniforms
- L. General Provisions
- M. Pay Day - Direct Deposit
- N. Overtime Meal Allowance
- O. Retroactivity
- P. Executive Board Leave
- Q. Union Representation and Committees
- R. Access To Files
- S. Job Posting
- T. Injury & Disability
- U. Transfer To Lower Paying Classification
- V. Wages and Classification Premiums
- W. R.P.N. Skill Utilization

Where a Hospital and a Local Union have reached a settlement of all Local Issues, and the form in which their agreed issues are to appear in the collective agreement is inconsistent with the foregoing agreement of the central parties, then the local parties may re-open negotiations for the sole purpose of ensuring that the form of their collective agreement is consistent with the foregoing. Any difficulties in this regard shall be submitted to the Implementation Committee for resolution.

APPENDIX OF LOCAL ISSUES

A. MANAGEMENT RIGHTS

- (1) Except where specifically abridged by the terms of this Agreement, the Management of the Hospital's operations and the selection and direction of employees shall be vested exclusively with the Hospital.
- (2) The Hospital may, at its discretion, make and enforce rules and regulations governing the conduct of employees in connection with their employment. No rule or regulation shall be inconsistent with the terms of this Agreement. Posted rules which pertain to the conduct and work of employees will be forwarded to the Union.
- (3) The Hospital will not exercise its right in a manner inconsistent with any of the provisions of this Agreement.

B. RECOGNITION OF BARGAINING UNIT

- (1) The Hospital recognizes the Union as the sole collective bargaining agent of all employees of Toronto Western Hospital at 399 Bathurst Street, in the city of Toronto who are regularly employed for not more than twenty-four (24) per week and students employed during the school vacation periods, save and except professional staff, medical staff, graduate nursing staff, undergrad nurses, paramedical personnel, office and clerical staff supervisors, foreman and assistant chief engineer, and persons above the rank of supervisors.

For clarity, the term paramedical employee includes: such classifications as occupational therapists, speech therapists, speech pathologists, physiotherapists, therapeutic and administrative dietitians, registered and non-registered pathological technologists, radiological technologists (radiography), radiological technologists (nuclear medicine), registered and non-registered respiratory technologists, registered and non-registered EEG, ECG and ophthalmology technicians, registered and non-registered ultrasound technologists, glaucoma technicians, ear-nose and throat technicians, cardiovascular technicians, electroencephalographers, electrical shock therapists, laboratory technicians, laboratory assistants, electronic technicians, psychometrists, pharmacists, pharmacy technicians, psychologists, remedial gymnasts, medical records librarians, social workers, child careworkers, nutritionists, dental health educators and bio-medical technicians.

The Board notes the agreement of the parties that "paramedical personnel" also includes psychometry technicians, chiropodists, parental instructors, audiologists, research assistants, dental assistants, perfusionists, clinical instructors, medical photographers, technical assistants, entrostomol therapists, respiratory therapists, hyperbaric controllers, hyperbaric attendants and health records administrators.

It is agreed that the above clarification will not result in displacing any employees presently considered by the parties to be in the bargaining unit.

- (2) Whereas Toronto Western Hospital and Toronto General Hospital were amalgamated creating the University Health Network, the parties agree and it is hereby understood that this collective agreement applies only to the pre-existing Toronto Western Hospital site, located at 399 Bathurst Street, Toronto, Ontario.

C. DUES DEDUCTION, REMITTANCE AND LISTS

- (1) All employees covered under the terms of this Collective Agreement will have the required union dues deducted from their pay commencing the first pay of the month following employment.
- (2) The Union will save the Hospital harmless from any and all claims, which may be made by employees for amounts, deducted from pay as herein provided.
- (3) Union dues shall be forwarded to the Secretary-Treasurer not later than the end of the same month accompanied by a list of employees from whom the deduction was made showing the names, departments, amount of the dues for each individual and the month the deduction applies, with a copy to the local union. When the Hospital has been advised of the change of the name of any employee, such change shall be indicated in the list of employees.

This list shall include a total of all regular wages paid to all bargaining unit employees who have union dues deducted at any time during the current or previous pay periods, exclusive of overtime premiums and benefits costs, where such information is available or becomes readily available through the Hospital's Payroll system.

D. SENIORITY LISTS

- (1) A seniority lists showing the names, seniority dates and classifications of employees will be prepared by the Hospital and posted on the bulleting board during the first week in January and the first week of July each year. The seniority list will remain posted for thirty (30) days each time it is revised. A copy will be sent to the Local Union Office.
- (2) Subject to the provisions of Articles 9.05 and 9.06 errors or omissions in a list posted in accordance with - .01 shall be corrective on application of the union of the employees concerned, provided:
- (i) Such error or omission relates to the period subsequent to the date of the most recent approved list, and
- (ii) The error omission is forwarded in writing to the attention of the Records Department, Human Resources within fifteen (15) days of the posting date except as provided for under - .03.
- (3) If no written protest is received by the Records Department, Human Resources concerning the seniority list posted in accordance with - .02 within fifteen (15) days of the day it was posted, it shall become final, subject to revision with respect to any employee who has been absent because of illness, accident, leave of absence, vacation, or lay-off and who files a seniority correction form within fifteen (15) days of his/her return to work.

- (4) If a written protest is received by the Hospital on the proper form within the time limits set out in - .02, the protests shall be resolved by the Hospital and Union within twenty-one (21) days. The resulting revised seniority list will be posted within seven (7) days of such revision unless otherwise agreed by the parties. The only protests on the revised list that will then be subject to the time limits established in - .02 (ii) and the process described in - .04. The resulting list shall become final and shall be signed by the Hospital and the Union.
- (5) Any protest not resolved under - .04 may be the subject of a grievance to be initiated by the Union Step 3 of the Grievance Procedure.
- (6) Once a seniority list has been posted in accordance with - .04, and has been signed by the Hospital and the Union the only protests which will be considered against the next posted list shall be protests relative to changes to individuals since the date of the most recent signed list.
- (7) The parties may by mutual consent correct administrative errors.

E. SICK LEAVE ADMINISTRATIVE PROVISIONS

- (1) An employee is required to provide reasonable notice by telephone to his/her immediate Supervisor, or another person designated by the Supervisor for that purpose, prior to the start of his/her shift if he/she is to be absent from work.
- (2) Employee must give reasonable notice by voice mail to his or her immediate supervisor or designate prior to the commencement of their shift of a satisfactory explanation where such notice is not possible if they are going to be absent from work and before returning to work after absence due to illness.

F. SCHEDULING (Note: Refer to Article 14)

- (1) The employer does not guarantee any hours of work per day or days of work per week to any part-time employee covered by this part-time agreement.
- (2) There will be no split shifts.
- (3) For Regular Part-time employees, regular shift schedule will be posted on the bulletin boards four (4) weeks in advance of becoming applicable, and will not be changed unless emergency or unusual circumstances arise. Changes to posted work schedule shall be brought to the attention of the employee.
- (4) Employees may be allowed to trade shifts provided they are qualified and have the necessary skill and ability to perform the work. Such exchanges must receive prior approval of the supervisor(s), in writing, and will not result in the overtime payments or any other additional cost to the Hospital.
- (5) Wash-up Time

Employees shall be allowed a ten (10) minute wash-up time immediately prior to the end of each shift of work.

G. HOLIDAYS (Note: Refer to Article 16)

- (1) The following days shall be designated as holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Day after Christmas Day
Canada Day	Eleventh Holiday *
Civic Holiday	3 rd Monday in February

- (2) Employees will be entitled to premium pay for work on a holiday only after one hundred and fifty (150) hours have been worked.
- (3) Service to the public is essential. Therefore, it will be necessary that sufficient employees work on the Holidays set out above to permit satisfactory operation of the Hospital. If a day off in lieu of a Holiday is requested, it may be granted within thirty (30) days preceding or succeeding the Holiday, at a time mutually agreeable to the employee and the department.
- (4) The Hospital shall pay employees who work on any of the Statutory Holidays at the rate of time and one-half (1/2) their regular rate of pay. In order to qualify, an employee must comply with the criteria set out in the Employment Standards Act of Ontario.
- (5) In order to qualify for premium payment on a designated Holiday, an employee must work his regularly scheduled full shifts immediately preceding and succeeding the Holiday, except where absence on either of the said full shift only, was due to verified personal illness, or prior arrangements with respective Department Heads have been made.
- (6) Except in case of emergency, employees who work on Christmas Day will not be required to work on New Year's Day. Employees will be scheduled off for two (2) consecutive days at either Christmas or New Year's Day.

H. VACATION (Note: Refer to Article 17)

- (1) Where it is practicable to do so, vacations will be granted according to Hospital Seniority on departmental basis.
- (2) Vacation pay shall be calculated on the basis of the appropriate percentage of the employee's gross earnings during the twelve (12) month period ending December 31.

No part-time employee shall perform overtime work as defined in Article 15.02 where there are qualified permanent full-time employees at work at the time the need arises who are available and willing to perform the overtime work.

- (3) Vacation pay shall be paid once annually before the end of December each year.
- (4) Should an employee who has commenced his/her scheduled vacation agree upon request by the hospital to return to perform work during the vacation period, the employee shall be paid at a rate of one and one-half (1-1/2) times his/her basic

straight time rate for all hours so worked. To replace the originally scheduled days on which such work was performed, the employee will receive one (1) vacation lieu day off for each day on which he/she has so worked.

- (5) 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 unpaid sick leave. The vacation time lost as a result of such hospitalization shall be rescheduled.
- (6) Vacations shall not be cumulative from one year to another. However, accumulation, on request by the employee, of a maximum of one (1) week vacation credit for up to one year forward is permitted except to the extent the Hospital can demonstrate that scheduling such extended vacation is not administratively feasible.

I. BULLETIN BOARDS

- (1) The Hospital shall provide seven (7) bulletin boards at the following locations:
 - (a) South Cafeteria
 - (b) East Elevators/Main Floor
 - (c) McLaughlin Basement
 - (d) Adjacent to Atrium - 1st Floor
 - (e) Edith Cavell Wing - 1st Floor (Adjacent to Fell Pavillion)
 - (f) Housekeeping Area/South East Basement
 - (g) 3A Fell (Adjacent to 3A)

It is agreed that with the exception of union meetings, no material will be placed on the boards without prior approval of the Director of Human Resources or designate(s) and that all such notices must be signed by a recognized Union Officer. In the case of notices of meetings, the Secretary of the Union will be responsible for placing and removing the notices.

It is further agreed that such approval shall not be unreasonably withheld.

J. COMMUNICATION

- (1) All correspondence between the parties relating to matters covered by this Agreement shall pass between the Personnel Director of the Hospital and the Recording Secretary of the Local Union.
- (2) Within one month of ratification, UHN will provide to CUPE a list specifying appropriate Human Resources personnel to provide copies of specific grievances to. This list will be updated as required.

K. UNIFORMS

Each employee who is required by the Hospital to wear a uniform or jacket of the Hospital's choice shall be supplied with such wearing apparel by the Hospital, which shall be laundered by the Hospital. Such apparel may be worn during personal errands on the employee's meal break.

On the termination of employment, such uniform and jackets must be surrendered to the

Hospital.

L. GENERAL PROVISIONS

- (1) The Hospital will pay fifty per cent (50%) of the cost of printing booklet copies of this Agreement.
- (2) It is the employee's responsibility to notify the Personnel Department of changes in marital status or beneficiary.
- (3) Retirees

The Hospital will retire employees at age 65 except that the Hospital may in its discretion reemploy retired employees on an indefinite temporary basis and such temporary employees shall be entitled to receive in lieu of all fringe benefits (being those benefits to an employee, paid in whole or part by the Hospital, as part of direct compensation or otherwise including holiday pay, save and except salary, vacation pay, standby pay, call back pay, reporting pay, responsibility allowance, jury and witness duty, and bereavement pay) an amount equal to 14% of his/her regular straight time hourly rate for all straight time hours paid. Notwithstanding Appendix "A" such employees may be continued for periods up to six (6) months and termination of such temporary employment shall be at the sole discretion of the Hospital and such dismissal shall not give rise to a difference between the parties or be the subject of a grievance where such termination occurs at the end of any six (6) month period.

The parties agree to discuss the process of dealing with retirees to ensure consistency with human rights legislation and any other relevant legislation.

- (4) Notification To Union
 - (a) The Hospital will provide the Union with a list of last known address for employees covered by the full-time and part-time service bargaining units as at April 1st of each calendar year, unless an employee notifies the Hospital in writing that he/she does not wish to have his/her address given to the Union. The Union agrees that such addresses will not be disseminated to any other individuals, groups, institutions or organizations. Further, the Hospital cannot be held responsible for any errors or omissions.
 - (b) Upon reasonable request by the Union, the Hospital will provide records indicating additional shifts offered to an worked by part-time and casual employees.

- (5) Change of Address

It shall be the duty of the employee to notify the Hospital promptly of any change of address and telephone number. If an employee fails to do this, the Hospital will not be responsible for failure of a notice to send by registered mail to reach such employee.

- (6) Protective Footwear

The Hospital will require employees performing the following functions to wear appropriate safety footwear:

- (a) Maintenance

- (b) Housekeeping (Project and Waste Handlers)
- (c) Stores (only where frequently working in Storage areas)
- (d) Porterage (as determined by the Hospital)
- (e) Nutrition
- (f) Linen/Laundry/Transportation

If a new posting is created, or for current positions either party believes that safety shoes are a requirement, the issue will be placed before the Joint Health and Safety Committee for a final decision.

Management may require other individuals to wear safety shoes regularly or on a per assignment basis if it believes that such a requirement is necessary given the individual's regular duties or given the nature of a particular assignment. Where employee with a shoe allowance.

M. PAY DAY – DIRECT DEPOSIT

- (1) The Hospital agrees that net pay shall be deposited every second Thursday except when interfered with the occurrence of a Statutory Holiday. In these cases, the Hospital will advance the payday by one day. On each payday, each employee shall receive an itemized statement of his/her wages and deductions.
- (2) The Hospital agrees to make pay stubs available on the day prior to pay day to employees scheduled to work the afternoon shift on the day prior to pay day or when the pay day falls on the employees' day off.
- (3) The Hospital also agrees to provide employees on night shift on the normal payday their pay statements on the morning of the payday. Pay statements shall be distributed in sealed envelopes.
- (4) When employees leave their forwarding address with the Hospital they shall have mailed to them any statements, which may fall due during the period of their vacation.
- (5) Employees may upon giving three (3) weeks notice (21 calendar days), except in the cases of emergency, receive a vacation advance prior to taking their vacation.
- (6) Where a payroll error has occurred in excess of five dollars (\$5.00) for which the Hospital is responsible and such error has been verified by the payroll department, an employee may obtain an advance not to exceed the amount of the error prior to the next pay day.

N. OVERTIME MEAL ALLOWANCE

- (1) An employee who is required to work a second consecutive full shift shall be provided at the time of the meal to the value of \$10.00 or \$10.00 if the Hospital is unable to provide the meal. Other employees required to work more than two (2) hours overtime on the same day they have worked a full shift, after the two (2) hours, receive on half (1/2) hour paid meal period and shall be provided with a meal to the value of \$10.00 or \$10.00 if the Hospital is unable to provide the meal.

O. RETROACTIVITY AND WAGE INCREASES

- (1) Any retroactivity will be paid within three (3) pay period of the date of ratifications.
- (2) Retroactivity pay will be paid on a separate cheques if the existing payroll systems allow. If the payroll system does not allow for such separate cheques, the Hospital(s) will supply the employee with a detailed explanation of the retroactivity pay calculations. Retroactivity will be paid in respect of all remuneration and premiums – shift premium, weekend premium, overtime etc. – to all eligible employees on the payroll as of September 29, 2006 and to all new employees hired since that date.

In the event that an eligible employee has ceased employment or had his or her employment terminated since September 29, 2006 the Hospital shall advise the employee in writing by registered letter to the last known address on file and the employee shall have sixty days from the date of the posting to claim any payment due to him or her.

- (3) The General Wage Increases will be as described in the OCHU-OHA Central Agreement which is:

September 29, 2006: 2.75%
 September 29, 2007: 3.00%
 September 29, 2008: 2.60%

P. EXECUTIVE BOARD LEAVE

- (1) The Hospital may provide a leave of absence without pay to Local Executive Board Members who work the afternoon or night shifts for up to four (4) scheduled hours in order to attend the monthly general and/or executive board meetings, provided that a written request is received two (2) weeks prior to the meeting and provided that, in the opinion of the Hospital, such absence does not interfere with the continuance of the efficient operations of the Hospital. The Union must inform the Hospital in writing of its members who are Executive Board Members and keep such list up to date or the Hospital will not be required to provide such leave as requested under this Article.

- (2) Union Business

If the Union requests leave of absence for employees to attend union conventions or other union functions, the Hospital will grant such leave without pay provided that ten (10) days notices has been given to the Hospital, and further provided that not more than five (5) employees are involved at any one time and not more than one (1) employee from a department or area of ten (10) employees or less. A special request by the Union to allow more than five (5) employees to be involved in a union function at any one time will be considered by the Hospital if it is for the purpose of having union members attend education seminars and will be granted if practicable to do so.

The total accumulation of such leave shall not exceed seventy (70) working days in any calendar year. If the Union so requests, the total accumulation may be extended at the discretion of the Hospital if the Union demonstrates that it is conducting an extraordinary amount of union business in a given year.

Q. UNION REPRESENTATION AND COMMITTEES**(a) Grievance Committee**

The Union have the right to appoint or otherwise select a grievance committee of three (3) employees. This may include the Chief Steward of Local 1744 if the Chief Steward is a Hospital employee but not a member of this unit.

(b) Stewards

The Hospital acknowledges the right of the Union to appoint or otherwise select four (4) stewards to assist employees in the presentation of any grievance that may arise provided that not more than two (2) employees from any one department are stewards and further provided that not more than one (1) employee from a department or area of fifteen (15) employees or less is a steward. For purposes of this clause, the departments shall be defined as:

CPD	Detox
Nursing Attendants	Plant Operations
Transporter Pool	Housekeeping
Linen	Food Services
Material Management (Stores/Receiving)	

Nothing in this clause shall prevent the steward from another department or Union Executive member from acting in the absence of the regular steward.

(c) Dual Capacity

Nothing in this Agreement shall be deemed to prevent an employee from acting in the dual capacity of a steward and committee member.

(d) Official Notice

The Union shall supply the Hospital in writing with the names of those employees who have been elected Union Officers, Stewards, Chief Stewards, and Committee Members, authorized to represent the Union and the Union will keep such list up-to-date and the Hospital advised accordingly. The Hospital shall not be required to recognize representatives unless so notified in writing.

(e) Local Bargaining Committee

The Hospital agrees to recognize a negotiating committee comprised of not more than six (6) hospital employee representatives of the Union for the purpose of negotiating a renewal collective agreement covering full-time and part-time service workers.

(f) Labour Management Committee

The Hospital will recognize a Labour Management Committee consisting of not more than five (5) employees, and the President of Local 5001, which will meet at mutually satisfactory times to discuss matters of mutual concern and interest during the term of this Agreement.

- (g) Whenever an employee is requested to report for a disciplinary discussion with a representative of the Hospital, prior to any discussion occurring or disciplinary action taken, such employee shall have a Union Representative present. If no union representation is available, the discussion shall not commence nor shall disciplinary action be imposed. The Hospital will schedule the meeting no earlier than twelve (12) hours later. The employee may be removed from the workplace with pay until the meeting can be held. Such removal from the workplace shall not be considered disciplinary.
It is understood the employee shall have the responsibility to ensure a Union Representative is present.

R. ACCESS TO FILES

- (01) No document shall be used against an employee where it has not been brought to his/her attention in a timely manner.
- (02) Notwithstanding Article 8, upon review of a file, should the employee believes any counseling letter, whether it is referred to as non-disciplinary or not is no longer applicable, he/she may request that such documentation be removed. Such request shall not be unreasonably denied.
- (03) Any evaluation which is to be placed in an employee's file shall be reviewed with the employee. The employee shall initial such evaluation as having been read and shall have the opportunity to add her or his views to such evaluation prior to its being placed in the file. Such evaluation cannot support disciplinary action against the employee.

S. JOB POSTING (Note: See also Job Posting 9.05)

- (1) The terms hereof shall not preclude the Hospital from hiring outside employees where special skills are required or if there are no suitable applicants for any posted job, nor shall such terms preclude the Hospital from filling any job on a temporary basis while the posting procedures are being carried out. If no applications from employees of this bargaining unit are received, then consideration will be given to other C.U.P.E. bargaining unit employees of the Hospital who apply before hiring outside applicants.
- (2) The parties agree to apply the job posting language clause 9.05 of the collective agreement as follows:

The vacancy will be posted first in the bargaining unit in which the vacancy occurs. If there is no successful applicant from within this bargaining unit the posting will be open to the CUPE bargaining units at large in the UHN and will be filled in compliance with the provisions of the article.

For the purpose of calculating reciprocal seniority, the following formula will apply:

1725 part-time hours will equal 1 year of full-time seniority.

- (3) A job shall not be considered vacant for posting where the employee is on vacation, is absent due to illness or leave of absence, or on lay-off subject to recall.

- (4) The position must be filled by the successful candidate, if any, within fifteen (15) calendar days following completion of the job posting procedure.

(5) Temporary Positions

Temporary positions will be posted so that all bargaining unit employees may apply. If the position is filled by a permanent employee (either full or part-time) the employer may use part-time employees to fill the succeeding vacancy until the permanent employee returns to his position.

(6) Successful Candidate List

The employer will post a successful candidate (B.U.) list on the 2nd Thursday and 4th Thursday of each month, listing all successful candidates (B.U.) appointed within the 15 day period.

In addition, Staffing will forward a copy of "Letter of Offer" to the Union Secretary at the time the offer is made.

- (7) The employer agrees that there will be no barrier raised when a bargaining unit member wishes to exercise seniority in order to apply for a job posting which will result in a lateral transfer.

- (8) The parties agree that a probationary employee will not be eligible to apply for a posted vacancy until the probationary period is completed. This provision may be waived by mutual agreement between the Hospital and the Union.

(9) Job Posting/Qualification Criteria

The employer agrees that all Job Postings will comply with the requirement of the Collective Agreement regarding Qualification/Experience Criteria.

The Grade 12 education requirement will be waived for internal applicants.

(10) Changes in the Qualifications

The Hospital will meet with the Union to discuss any changes in the qualifications before the changes are implemented. It is understood that at this meeting, the Hospital will outline to the Union the reasons for the changes.

- (11) Where a successful applicant leaves or is removed from the position before the end of the trial period, the Hospital may award the position, without re-posting it, to the next qualified applicant. Where that applicant leaves or is removed from the position before the end of the trial period, the Hospital will post the position in accordance with Article 9.05.

- (12) At the request of the employee, the Hospital will discuss with the unsuccessful applicants ways in which they can improve their qualifications for future postings.

- (13) UHN will notify, via email, unsuccessful applicants that applied online for a position that they were unsuccessful in their application to the position.

T. INJURY & DISABILITY(1) Employee To Be Notified (WCB - Form 7)

The Hospital shall provide a copy of the Workers' Compensation Board's Form 7 to the employee on any claim filed with the Workers' Compensation Board by the Hospital, or on behalf of the employee within two (2) days of the injury occurring and prior to filing it with Worker's Compensation Board.

(2) Return To Work From WCB

- (a) It is agreed that employees on compensable injury will return to active employment as soon as possible. Such employees must be able to achieve and maintain the normal level of productivity of the pre-injury job or any other suitable vacant position for which such employees have the necessary skills to perform, medically able to perform and which does not pose a health and safety hazard to the employee or any co-worker.
- (b) Where an employee has been on WCB for a period of time and is then deemed capable or returning to the pre-injury job or other suitable vacant position on a graduated basis, a Union representative will participate with the Hospital, WCB and the employee in developing the return to work program.
- (c) In situations where an employee is considered for placement into a suitable vacant position, a Union representative will participate with the Hospital, WCB and the employee in determining such placement.
- (d) The Hospital, WCB and the Union representative will periodically review the progress and status of employees referenced under (b) & (c) above.

U. TRANSFER TO LOWER PAYING CLASSIFICATION

- (1) An employee temporarily required to perform work in a lower classification for the convenience of the Hospital and not as a result of lack of work, will receive his existing rate at the time of such transfer for the duration of the said temporary transfer.

V. WAGES AND CLASSIFICATION PREMIUMS

- (1) The wage rates for all employees covered by this Collective Agreement shall be the same as those in Appendix "A" of the Collective Agreement between Toronto Western Hospital and CUPE Local 5001 (Full-time Service Unit).

(2) Classification Premium

An employee appointed by the Hospital as Lead Hand will be paid ten percent (10%) above the highest rated classification of employees the Lead Hand is appointed to direct.

(3) Premium for Project Work in Waste Disposal in Environmental Services

An employee appointed to perform project work, i.e. stripping, waxing, varnishing

will be paid a premium of \$0.10 per hour for all hours worked.

An employee appointed to perform waste disposal will be paid a premium of \$0.09 per hour for all hours worked.

(4) Hiring Rate

The Hospital may hire new employees at a rate higher than the starting rate set out herein, where the Hospital considers previous experience warrants a higher starting rate.

(4) Experience Pay

An employee hired by the Hospital with recent and related Hospital experience may claim at the time of hiring consideration for such experience. Any such claim shall be accompanied by verification of previously related Hospital experience. The Hospital shall then evaluate such experience during the probationary period. Experience is relevant, the employee shall be slotted in that step of the wage progression consistent with one (1) year's service for every one (1) year of related experience in the classification. It is understood and agreed that this shall not constitute a violation of the wage schedule in the collective agreement.

W. R.P.N. SKILL UTILIZATION

- (1) The Hospital undertakes to encourage Registered Practical Nurses (RPNs) to upgrade their skills to the present level of those being acquired by the graduating RPNs. Further, they will, where applicable, encourage and permit the utilization of the upgraded skills.
- (2) Should the Hospital require those skills on the work units, the Hospital will pay for the attending at such training at regular wages, and will also pay for tuition and materials.

X. PARKING

When the employer requests union representative(s) to attend a meeting when not scheduled to work, as part of fulfilling obligations under terms of the collective agreement, the employer will pay Hospital parking cost, arising from the employees need to use their own vehicle.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 1
Re: Tool Allowance

As over 80% of the Maintenance employees voted in favor of this tool allowance, the Hospital will provide a tool allowance for a specific amount to trade employees and non-trade employees requiring tools. The trade employees will receive \$115 each, while the non-trade positions that require tools will receive \$60 each, as listed below. Non-trade positions not requiring tools will not receive a tool allowance. In place, they will have all of their applicable tools provided to them by UHN and these tools will remain as UHN property.

Effective January 1, 2008 and on that date for each subsequent calendar year thereafter, the Hospital will provide the applicable sum noted above for each employee.

Trade Positions

Manuel Alto - Carpenter, Maintenance
 Robert Borbas - Lead Hand, Plant Operations
 Henry Gomolka - Electrician, Maintenance
 Henry Liao - Electrician (shift), Maintenance
 Hermogenes Bacalso - Electrician, Plant Operations
 Cesar Loresco - Mechanic, Maintenance
 Roberto Gardiner - Apprentice, Plant Operations
 Joseph Zvada - Mechanic, Plant Operations
 Jeffery T. Cyril - Apprentice, Plant Operations
 Alexey Timoeyev - Machinist, Maintenance
 Orville Estwick – Lead Hand – Plant Ops
 Rajan Sheth – Machinist, Maintenance
 Hemant Handa – A/C Mechanic, Ops
 Igor Khorkhorov – A/C Mechanic, Ops-temp
 Edward Lee – Plumber, Maintenance
 Emil Gutkowski – Plumber, Maintenance
 Yong Li - Steamfitter, Ops
 Cui Rong – Plumber (shift), Maintenance
 Jeff Wrixon – Electrician
 Wieslaw Swol – Carpenter
 Eduardo Pacheco – Carpenter
 Vick Piper – Carpenter
 James Shannon – Electrician

Non-Trade Positions (Requiring Tools)

Wilfredo Blanes – Locksmith, Maintenance
 Walter Prochownik – Locksmith, Maintenance
 Kenrick Lynch – Building Operator
 Jose Zarate – Building Operator
 Armando Hernandez – Building Operator
 Joseph Zupan – Building Operator
 Alex McGuire – Building Operator
 John Brisson – Building Operator
 Gholam Modarrespour – Building Operator
 Cenon Villalobos – Building Operator
 Gilberto Sim – Building Operator
 Frank Navarra – Building Operator
 John Ventura – Building Operator
 Gil Salvador – Building Operator
 Abdool Burtally – Electronics, Maintenance
 Alfred Peard – Sterilizer, Ops
 Luigi Mandarino – Maintenance Worker, Maintenance
 Desmond Dillon – Maintenance Worker, Maintenance
 Desmond Ayeh-Bampoe – Maintenance Worker, Maint.
 Jimmy Arciaga – Maintenance Worker – Shift Maint.
 Walter A. Dosant – Maintenance Worker, Maintenance
 Sebastian Aguanno – Maintenance Worker, Maintenance
 Jose Almeida – Maintenance Worker – Shift Maint.

Non-Trade Positions (No Tools)

Mohammad I. Aujnarain – Storesperson, Plant Ops
 Mohan Persaud – Plasterer
 Mark Pacheco – Painter
 Frank Pivato – Painter
 Alberto Nogueira – Painter
 Tony Colalillo -Painter

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 2

**Re: Transfer of Seniority and Service Between C.U.P.E. Local 5001 – Toronto
Western Hospital and Toronto General Hospital Bargaining Units and Vice Versa
Within University Health Network**

L2.01 Employees transferring between the divisions of the University Health Network will be allowed to have seniority and service portable from bargaining unit to bargaining unit under the following circumstances:

- (a) Transfer of services
- (b) Subject to mutual agreement between the Union and the Hospital to minimize the adverse effects of a lay-off.
- (c) Filling of permanent vacant positions as per L1.02.

L2.02 Where there are no successful applicants to a permanent vacancy at the Division with the vacancy, employees from the other Division may be considered for such vacancy before hiring outside applicants.

L2.03 The Hospital agrees with respect to transfer of services from site to site that they will, where practical, provide the Union with not less than sixty (60) calendar days' notice but not less than thirty (30) days.

The Hospital will meet with the Union to discuss such moves including:

- (a) The service affected.
- (b) The names and classifications of employees affected.
- (c) The mechanics of the move including the time frame.

L2.04 Some of the guidelines to be considered under Article L1.03 are as follows:

- (a) The provisions of the receiving Collective Agreement will be respected and adhered to.
- (b) Employees affected will be given the choice of moving with their service or being placed in a comparable vacant position at their existing site subject to their qualifications and indicated preferences. The Hospital, affected employee(s) and the Union will meet to review comparable vacant positions. If no suitable comparable position is available the employee(s) shall be able to exercise their seniority rights including lay-off and recall as per the Collective Agreement.
- (c) It is understood that employees will not be transferred from one Division to the other without their consent. In the event they elect to transfer, employees will have up to six (6) months to request a return to their former Division. The time of such return will be subject to a comparable vacancy being available and in accordance with the job posting selection criteria provisions under the respective Collective Agreements.
- (d) No transferring employee will suffer a reduction in wages as a result of a transfer.
- (e) The transferring employee will be enrolled in the receiving Division's benefits plans and waiting period will be waived.

- (f) An employee transferring from Western to General Hospital will have sick leave credits converted to a sick leave bank which shall be utilized to supplement payment for sick leave days under the General Hospital sick leave plan which would otherwise be at less than full wages. Any remaining sick leave bank credits thereafter shall be frozen and subject to payout on termination of employment in accordance with the provisions of Article 13.01 of the Western Hospital Collective Agreement.
- (g) An employee transferring from the General to the Western Hospital will continue to be covered by the HOODIP or equivalent sick leave plan.
- (h) All employees will retain their present level of vacation entitlement or change to that of the receiving Division, whichever is greater.
- (i) Any transferring employee who has not completed his/her probationary period at the transferring Division will complete the balance of the period required at the receiving Division. Those employees who have completed probation will not serve a new probationary period.
- (j) When an employee's job is transferred to the other site, such position will not be posted pursuant to Article 9.05, of the Full-time Collective Agreement, or Article 9.05 of the Part-time Collective Agreement unless the employee refuses the transfer.
- (k) Employees shall not transfer nor be entitled to apply for a vacant position within the bargaining unit at the new site for six (6) months from the date of transfer to the new site, unless there are no qualified applicants at the new site.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO.3
Re: Pension Benefit Payments

- L3.01 This letter of understanding is only in effect for the duration of this agreement.
- L3.02 When an employee has completed the notice of Retirement form(s) not less than three (3) calendar months prior to the effective date of retirement and pension benefit payments are delayed in excess of one month, the Hospital shall pay interim benefits until the retiree receives payment(s) from HOOPP. The Hospital shall pay interim benefits only if the retiree provides written assurance that he/she or his/her estate will reimburse the Hospital immediately upon receipt of pension benefit payments from HOOPP.
- L3.03 Should the Hospital incur costs for the collection of such reimbursement not made within thirty (30) calendar days from the date the retiree or his/her estate receives pension benefit payments from HOOPP, these costs will be paid by the retiree or his/her estate.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 4
Re: Guidelines for Use of Part-time and Temporary Employees

Where all regular part-time employees in a unit, area or department belonging to the same work schedule are scheduled to work their committed hours in a work week (up to a maximum of 24 hours in a work week), individuals units, areas or departments will endeavour to offer any additional shifts that are required over and above regularly schedule shifts on an equitable basis between all regular part-time and casual employees.

- L4.01 The parties agree that during the school vacation period or during periods of short staffing the Hospital is free to increase the number of hours worked by the above mentioned employees to that worked by full-time employees (ie. seventy-five (75) or more hours in a two (2) week pay period).
- L4.02 The Hospital retains the right to hire students during the school vacation periods to fill vacancies created when regular full-time employees are on vacation. The parties agree that this is a past practice of the Hospital.
- L4.03 The parties agree that the employment of these students is of a temporary nature. This employment is likely to end when the school vacation period is over. The parties agree that this is a past practice of the Hospital.
- L4.04 The parties agree that these students could be scheduled to work seventy-five (75) or more hours in a two (2) week pay period. However, this does not represent a guarantee of daily or weekly hours and employees may be required to work less than thirty-seven and one half (37-1/2) hours per week or less than seventy-five (75) hours in a two week pay period, in which case they will be paid accordingly.
- L4.05 The transfer of these students to regular part-time status (i.e. working twenty-four (24) hours or less per week) is subject to the job posting provision of the part-time Collective Agreement.
- L4.06 Whenever a temporary vacancy that is not required to be posted is created in the full-time unit (i.e. to replace an employee who will be on approved leave of absence (including vacation) due to WSIB, disability, sick leave, long-term disability, or to perform a special non-recurring task) and also in situations where a vacancy is being held for redeployment, preference shall be given to members of the part-time bargaining unit over temporary employees who are not members of the part-time bargaining unit on the basis of seniority providing they are able to meet the normal requirements of the job. These employees will remain in the part-time bargaining unit while on the temporary assignment and retain all rights under the part-time collective agreement.
- L4.07 The Hospital will endeavor to share the hours (created by the vacancy in L3.06 above) on an equal basis wherever possible subject to operational requirements.
- L4.08 Subject to Article 3.06 the Hospital may hire individuals from outside the Hospital to fill temporary vacancies.

L4.09 The Hospital will provide the Union on a monthly basis the following information with regard to part-time and temporary employees:

- (i) Name and status of employee;
- (ii) Date assignment began;
- (iii) Classification and department;
- (iv) Estimated duration of assignment where known;
- (v) Where applicable, name of employee being replaced; and
- (vi) Where a special non-recurring task, the nature of the assignment

L4.10 Where a temporary job (as defined by article 2.01 of the full-time collective agreement) has ended and instead a full-time position created, it will be posted pursuant to Article 9.05.

L4.11 In circumstances other than as outlined in Article L3.01 to L3.06 above, where part-time employees are employed in excess of 24 hours per week for four weeks in any seven week period, the position will be posted as per Article 9.05 of the full-time Collective Agreement. If the part-time employee is not then awarded the full-time position, the employee will remain in the part-time bargaining unit, subject to the terms and conditions of the part-time Collective Agreement.

L4.12 A person employed for a temporary term pursuant to Article 2.01 who is not a member of the part-time unit will be terminated at the end of the specific assignment for which he/she was hired.

L4.13 A person employed for a temporary term (to a maximum of twelve months) pursuant to Article 2.01 whose term comes to an end will not be temporarily re-employed in the same "special non-recurring task" or to replace the same absent employee without the Union's consent which will not be unreasonably withheld.

L4.14 The Hospital will provide the union, on a monthly basis, a list of part-time employees, with their hours worked for each two- week pay period in the quarter.

L4.15 The provisions of this Letter of Understanding may be grieved pursuant to the grievance procedure of the Collective Agreement.

L4.16 Where the situation of any such temporary employee is in contravention of the operating agreement, the employee will be terminated, or if a part-time employee, returned to part-time employment unless the parties otherwise agree.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 5
Re: Medical Files

L5.01 Each employee shall have within two (2) business day, reasonable access to his/her medical file for the purpose of reviewing such file in the presence of the Director of Occupational Health or designate. An employee may request and receive a copy of specific medical information contained in this file.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 6
Re: Health & Safety

The JHSC representative(s) from CUPE Local 5001 will be certified under the Occupational Health and Safety Act.

L6.01 PREAMBLE

The Toronto Western Hospital, a site of the University Health Network, is committed to provide, promote and advance patient care by fostering excellence in healthcare delivery, teaching and research in a safe and healthy environment for the employees, patients, volunteers, student and visitors.

The Joint Health and Safety Committee, hereafter referred to as the Joint Health & Safety Committee, is an advisory body. All members share a common goal of making the workplace safer and healthier for all, by stimulating an awareness of safety issues and an atmosphere of co-operation between management and employees.

L6.02 GOALS

To ensure a workplace free of hazards by seeking out and eliminating causes or potential causes of injuries and illness.

L6.03 OBJECTIVES

- (1) To demonstrate the importance of health and safety in the hospital.
- (2) To ensure all health and safety concerns and suggestions of the employees are discussed, recorded and that recommendations are made.
- (3) To ensure that recommendations from the committee are presented clearly to the employer, who must, in turn respond clearly to the recommendations.
- (4) To ensure that the responsibilities for health and safety are being accepted at various levels within the hospital.
- (5) To ensure that health and safety programs are prepared and operating effectively.
- (6) To ensure a mechanism for effective two-way communication on health and safety matters with management and employees.

L6.04 STRUCTURE

- (1) The committee will consist of the following representatives: ONA – (2) two, CUPE – (2) two, OPSEU – (1) one, Brewers union – (1) one, non-union workers - (2) two, and (8) eight management representatives for a total of (16) sixteen members.
Appendix I
- (2) Management representatives shall be designated by the COO or Operations Director of the Toronto Western Hospital, in consultation with the Management Co-Chair of the Toronto Western Joint Health and Safety Committee.

- (3) The Joint Health & Safety Committee shall consist of representatives from all unions representing the unionized workers, representatives from non-unionized workers and their alternatives from management.
- (4) The representatives of unionized workers and their alternates shall be approved by the union locals concerned.
- (5) The representatives of non-unionized workers shall be elected by the non-unionized workers.
- (6) There shall be two Co-chairpersons: one (1) Management Co-Chair, from the Employer, designated by the COO or Operations Director of the Toronto Western Hospital, and one Worker Co-Chair from the employees elected by their peers of the Joint Health & Safety Committee.
- (7) Co-Chairs shall alternate the chair at meetings, if and when possible.
- (8) The term of office shall be for two years, but Worker Co-chair and Management Co-chair may be re-appointed or re-elected on alternate years at the last meeting of the calendar year.
- (9) Elections of members to the Joint Health & Safety Committee will be at the last meeting of the calendar year. All appointments will become effective January 1st. All members who resign from the Joint Health & Safety Committee will be replaced as soon as possible.
- (10) Standing members unable to attend a meeting, should send an alternate, after informing a Co-chair.
- (11) The Joint Health & Safety Committee will appoint education, quality assurance and workplace inspections and ad hoc or special sub-committees as the committee deems necessary. Appendix II
- (12) The manager or an appointee from the University Health Network, Occupational Health and Safety department and the Infection Control Practitioners will act as resource members to the Joint Health & Safety Committee. They may participate as called upon at meetings of the committee and receive minutes and agencies.
- (13) Inspections: (OHS – Sec. 9 (23))

Subject to subsection (24), the members of a committee who represent workers shall designate a member representing workers to inspect the physical condition of the workplace.

(24) Idem – If possible, the member designated under subsection (23) shall be certified member.
- (14) Designation of member to be certified – if no member representing workers is a certified member, the workers or the trade unions who selected the members representing workers shall select from among them one or more who are to become certified.

L6.05 RESPONSIBILITIES

- (1) To identify potential hazards, to evaluate these potential hazards, to recommend corrective action and to follow up implemented recommendations.
- (2) To obtain information from the Employer with respect to the identification of potential or existing hazards of materials, process or equipment.
- (3) To recommend to the Employer and the workers the establishment, maintenance and monitoring of programs, measures and procedures respecting the health or safety of workers.
- (4) To ensure that education and training programs are sufficient; that all employees are thoroughly knowledgeable of their rights, restrictions, responsibilities, and duties.
- (5) To investigate thoroughly all complaints, collect all the facts and exchange these facts when searching for a resolution to problems.
- (6) To address matters relating to WHMIS and to designated substance regulations.
- (7) To deal with any health and safety matters that the Joint Health & Safety Committee deem appropriate.
- (8) To form Ad hoc/special Sub-committees for a specific purpose which will be when that purpose has been fulfilled. Appendix III
- (9) To carry out regular inspections of the workplace.

L6.06 AGENDA

- (1) The Joint Committee shall meet the last Wednesday of the month at 1300 hours. There shall be at least nine (9) meetings per year.
- (2) The co-chairpersons will mutually prepare an agenda and forward a copy of the agenda to all JSHC members at least one week in advance of the meeting.
- (3) Prior to the distribution of the agenda, Committee members may submit to the Co-chairs any items pertaining to health and safety. Committee members may at the meetings, present for discussion any emergency items, pertaining to health and safety that have not been included in the agenda. Items for discussion exclude items, which may amend, alter, subtract from or add to any terms of the Collective Agreement.
- (4) All items raised from the agenda in meetings will be dealt with on the basis of consensus rather than by voting. Formal motions will not be used.
- (5) All items that are resolved will be reported in the minutes. Unresolved items will be placed on the agenda for the next meeting.
- (6) Agenda items will be identified by a reference number and be readily available in a proper filing system.

L6.07 QUORUM

- (1) The Joint Committee shall have a quorum of one-half of its membership plus one present, in order to conduct business.
- (2) The number of Management members shall not be greater than the number of Worker members.
- (3) One Co-chairperson must be present in order to conduct business.
- (4) If, for any other reason than lack of a quorum a meeting is cancelled, it will be with the approval of both Co-chairpersons.

L6.08 MINUTES OF MEETING

- (1) The Management Co-chair employer shall provide the secretarial assistance for the meeting to take minutes and be responsible for having the minutes typed, circulated, and filed within one calendar week of the meeting, or as the Committee may from time to time instruct.
- (2) Minutes of meetings will be reviewed, edited where necessary by the Co-chairpersons, and circulated to all Committee members. Copies will be forwarded to the COO and Operations Director of the Toronto Western Hospital or designate, and to the Director of Occupational Health and Safety. A copy of the minutes will be posted on the Occupational Health and Safety Board.
- (3) Names of Committee members will not be used in minutes for attendance and actions to be taken by Committee.
- (4) Minutes will be tabled at the following meeting and will be accepted by consensus.

L6.09 ATTENDANCE AT MEETINGS

- (1) All time spent in attendance at Joint Health & Safety Committee meetings and Sub-committees or in activities relating to the function of the Joint Health & Safety Committee will be paid for at the members' regular or premium rate of pay for performing work, and the time spent is to be considered as time at work.
- (2) A record of attendance will be kept.
- (3) To maintain an active membership in the committee, members or their delegates will attend a minimum of six (6) meetings per year. Failure to meet these requirements will be forwarded to the Co-chairs for action.

L6.10 GENERAL

- (1) One co-chairperson may, with the consent and approval of his/her counterpart, invite any additional person(s) to attend the meetings to provide additional information and comment, but they shall not participate in the regular business of the meeting.
- (2) A Ministry of Labour inspector may attend and have voice only in Joint Health & Safety meetings. Copies of minutes of previous meetings and/or written

correspondence will be supplied to the Inspector upon request.

- (3) All employees will be advised to first discuss any safety problems with their immediate supervisor before bringing it to the attention of the Joint Health & Safety Committee. The "Reporting of Hazardous Situations" form. Appendix IV.
- (4) Any amendments, deletions, or additions to the Terms of Reference must be made with consensus of the Joint Health & Safety Committee and shall be set out in writing and attached as an appendix.

EDUCATION SUB-COMMITTEE

This sub-committee shall:

1. Report to the Joint Committee.
2. Have two liaison members; one worker representative and one management representative from the Joint Committee. They will be chosen by their peers on alternate years. They will co-chair the Education Sub-Committee.
3. Submit minutes to the Joint Committee co-chairs.
4. Be comprised of four (4) persons who will be appointed or volunteered from management and four (4) persons who will be worker volunteers. The Joint Committee will campaign to acquire such volunteers.
5. Have members who have been appointed for two years; but, preferably only half of the membership will be replaced annually.
6. Function in compliance with Occupational Health & Safety Act Sec. 14(2)(a) and shall provide information and instructions to all workers.
7. Ensure that the liaison persons will inform the Joint Committee of all progress being made by the Committee.
8. Have at least six (6) information and/or instruction sessions each year.
9. Maintain postings of O.H. & S. Act in accordance with O.H. & S. Act Sec. 14 (2)(h).
10. Ensure that the employer pays all members of this committee the same as in accordance with O.H. & S. Act Sec. 7 (9).

INSPECTION AREA/SCHEDULE

Area No.	Location	Month
#8	7 th + 8 th Floor	January
#7	6 th + 9 th Floor	February
#6	5 th + 10 th Floor	March
#5	4 th + 11 th Floor	April
#4	3 rd + 12 th Floor	May
#3	2 nd + 13 th Floor, Teaching Building	June
#2	2 st + 14 th Floor, Garage	September
#1	Basement, 15 th Floor, Power Plant	October

NOTE:

- (a) Every inch of the area must be inspected for safety.
- (b) If an area is locked - call Security to open it.
- (c) Contact Operating Rooms to facilitate access.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 7
Re: Violence In The Workplace

The parties recognize that employees may be exposed to unwanted behaviour from others in the workplace and that such behaviour may result in injury and/or emotional distress to an employee.

Workplace violence can be any act of assault or abuse that causes physical, sexual or emotionally/psychological harm to an employee or gives an employee reasonable cause to believe that his or her health or safety is at risk.

The Hospital commits to give priority to the development of explicit policies and procedures to deal with such situations and shall submit such policies to the Joint Occupational Health and Safety Committee for review.

The Hospital will inform the Union within three (3) working days of any employee who has been assaulted while performing his or her duties. Such information will be submitted in writing within five (5) working days from the date of the occurrence.

Measures and Procedures To Prevent Violence To Employees

The Employer agrees that, in all cases where employees or the Union identify a risk of violence to staff, the employer shall establish and maintain measures and procedures to reduce the likelihood of incidents to the lowest level possible. It is understood that the measures and procedures are in addition to and not a replacement for a training program about dealing with violence.

Function of The Joint Occupational Health & Safety Committee

All incidents involving aggression or violence shall be brought to the attention of the Joint Occupational Health and Safety Committee (JOHSC). The Employer agrees that the JOHSC shall concern itself with all matters relating to violence to staff, including but not limited to:

1. developing policies;
2. developing measures and procedures to prevent violence to staff;
3. receiving and reviewing reports of violent incidents; and
4. developing and implementing violence training programs.

Training

The Employer agrees to provide training and information on the prevention of violence to staff, to all employees who come in contact with potentially aggressive persons.

The Employer agrees to provide adequate time and resources for this training. The Employer shall pay each employee his/her wages as set out in the collective agreement while he/she undergoes such training or any subsequent training.

Support and Counselling

The Employer and the Union recognize that, where preventive measures have failed to prevent violent incidents, counseling and support must be available to help victims recover from such incidents.

No Discrimination or Dismissal

The Employer agrees that there shall be no discrimination exercised or practiced with respect to any employee who is the victim of a violent incident arising while in the performance of his/her assigned work.

Disputes

Any violation of this Article shall be grievable. Grievances filed concerning this article shall be filed at Step 3.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 8
Re: Modified Work & Return To Work

L8.01 Modified Work

The Hospital and the Union are committed to a consistent, fair approach to meeting the needs of disabled workers, to assist them in restoring them to work which is meaningful for them and valuable to the Hospital and is suitable to their knowledge, skills and ability into a position the employee is medically and physically fit to perform, and to meeting the parties' responsibility under the law.

To that end, the Hospital and the Union, with the full participation of the employee, agree to cooperate in facilitating the return to work of disabled employees, whether the disability is temporary or permanent in nature.

L8.02 Joint Accommodation Committee

- (a) A Joint Accommodation Committee (JAC) composed of equal numbers of Union and Hospital representatives will continue to function under the existing terms of reference. The JAC will meet on a monthly basis.
- (b) The JAC will develop and recommend ongoing improvements to strategies to:
- Develop bona fide job opportunities as secondments. The parties will sign a Memorandum of Agreement, outlining the terms of employment, prior to the start of the secondment.
 - Integrate accommodated workers back into the workplace.
- (c) The Hospital will provide an updated listing of information to the JAC before each monthly meeting, including:
- All employees with the bargaining unit currently on temporary modified work.
 - All employees within the bargaining unit who were accommodated into permanent positions in the previous month.
 - All employees within the bargaining unit currently requiring wither temporary/permanent placement.
 - All employees within the bargaining unit currently off work, pending return to work.

And quarterly:

- All employees within the bargaining unit absent from work in respect of WSIB benefits.
 - All employees within the bargaining unit absent from work in receipt of LTD.
 - All employees within the bargaining unit who have been absent from work for more than 23 months, excluding those identified above.
- (d) The Employer agrees to offer every disabled worker, where available, employment upon the employee's medical clearance to return to work, which shall continue as long as the disability lasts.

The Employer agrees that a joint accommodation committee consisting of no more than six (6) members from each side, including the employee, will facilitate any long term and complex accommodation of disabled employees in accordance with the relevant return to work statutes e.g. WSIB.

L8.03 Permanent Modified Work

- (a) An Employee with the bargaining unit requiring permanent modified work will provide the Occupational Health Service with medical verification of accommodation requirements including information regarding any restrictions.
- (b) In the case the employee is absent from work, the employee will provide Occupational Health with an Attending Physician Statement indicating his/her ability to return to work, including information regarding accommodation requirements.
- (c) As soon as is practical the employee will meet with the departmental manager, union representative and the Disability Cases Coordinator to examine the disabled employee's abilities and accommodation needs to ensure where best a Return to Work plan could be implemented.

In creating the Return to Work plan the following will be considered:

- In his/her original position.
- In a different position in his/her department.
- Original position with modifications to work/equipment and/or the work arrangement.
- Any suitable position outside his/her department within the organization.

L8.04 Permanent Re-employment Process

- (a) If a position outside the department is required, a search for alternate suitable work will be undertaken:

The Disability Case Coordinator and Staffing Specialist will examine all vacancies to determine if they can be used to accommodate a disabled employee who requires accommodation but cannot return to his/her home department in accordance with (c).

- All vacancies will be reviewed to identify any positions that may be suitable and resumes forwarded for consideration.
 - All applications of the disabled employee will be given priority over other applications.
 - Should two disabled employees with the bargaining unit both be equally qualified for the position, seniority will prevail.
 - Should a disabled employee and a non-disabled employee be equally qualified, the Union will be asked to waive the posting provisions in the Collective Agreement.
- (b) All job search activities will be reviewed on a monthly basis by JAC and all placement activities defined.
 - (c) When a suitable position is found, a formal offer of employment letter will be provided outlining the full responsibilities of the placement.

- (d) An employee within the bargaining unit requiring permanent accommodation may be temporarily accommodated in other positions until a permanent position can be secured. The active search for a permanent position will continue.
- (e) The home position of the employee with the bargaining unit requiring permanent accommodation may be posted under the following circumstances:
- The employee is permanently accommodated in another position or arrangement.
 - The weight of the medical evidence establishes that there is no reasonable prospect of a return to his/her original position in the foreseeable future.
 - The employee is in receipt of LTD and it has been medically verified that s/he is permanently disabled from his/her original position.
 - The employer may elect to fill the position on a temporary basis.
- The filling of a permanently disabled employee's base position does not remove the Hospital's duty to accommodate that employee.
- (f) When the parties agree to a permanent accommodation, whether or not a job posting is waived, the parties will sign an agreement containing the details of the accommodation.

L8.05 Temporary Modified Work

- (a) An employee within the bargaining unit requiring temporary modified work will provide the Occupational Health Service with medical verification of accommodation requirements, including expected duration.
- (b) Short Term Temporary Accommodation
- If the accommodation is short term and the manager can accommodate, the JAC will receive a copy of the Return to Work plan, outlining the exact work restrictions and no formal meeting will be required unless requested by the employee or union representative. If such a meeting is requested, it must occur within two (2) days of the Return to Work date.
- (c) Complex Accommodation
- i. If the accommodation is long term, complex or accommodation may be necessary outside the department, a return to work meeting will be held with the manager, employee, Occupational Health, Human Resources and the union representative. All details related to the accommodation will be recorded in the Return to Work plan.
 - ii. The Disability Case Coordinator will be responsible for monitoring the Return to Work plan and making adjustments as required.
 - iii. The employee/union representative must bring any concerns related to the accommodation to the manager and Occupational Health's attention for resolution.

- iv. The Hospital will determine if the provision of temporary accommodation is reasonable considering the following factors: the number of accommodated employees in the department, the operational needs of the department, the safety of employees working in the department and alternative resources.
- v. In such cases as accommodation is not reasonable, alternate placement will be sought throughout the organization and other employment initiatives utilizing the employment process.

L8.06 An employee may be assigned to a vacant position and paid at the rate of the job being performed. If the rate of the job is lower than the rate of the job they were working when injured, they shall be paid at the higher rate and "red circled" until the rate of the job increases to their level of pay.

Dated at Toronto, Ontario, this _____ day of _____ 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 9A
Re: Apprenticeship Pilot Program

L9A.01 The parties agree to establish a joint provincial apprenticeship committee. The joint committee will consist of three (3) members representative of the Union and three (3) members representative of the Hospitals. The purpose of the provincial committee is to review and make recommendations regarding the introduction of a pilot apprenticeship program for certified trades employees. The committee will ensure that the pilot(s) satisfy any requirements set out by provincial educational authorities.

It is understood that both parties are jointly committed to the outcomes of the work of the joint provincial apprenticeship committee.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 9B
Re: Apprenticeship Program UHN/CUPE Local 5001

This agreement is entered into in good faith by both parties and will consist of the following:

- 01) The applicant must possess a minimum Grade 12 education, (or equivalent), in accordance with Ministry of Education guidelines.
- 02) The applicant must be physically fit and capable of lifting heavy weights, as well as working in close quarters.
- 03) Successful applicants must complete the training profile in a maximum of 8,000 hours.
- 04) The applicant agrees to attend the required three (3) eight (8) week courses over the established period of the apprenticeship program.
- 05) Successful applicants must have a minimum of ten (10) years of remaining work history at the completion of the apprenticeship program.
- 06) UHN reserves the right to select the candidate(s) they feel are most appropriate for the apprenticeship position(s), based on skills, ability, experience and qualifications, as well as file review, attendance and disciplinary history, in accordance with all relevant Collective Agreements. If, after these factors are considered, there are applicants who are relatively equal in the opinion of UHN, seniority shall govern, provided the employee in question has the qualifications to be placed in the apprenticeship program.
- 07) UHN, in consultation with the applicable union, reserves the right to remove any participation from the apprenticeship program at any time, if it is felt the participant is not fulfilling the requirements of the apprenticeship program, including attendance and disciplinary issues. Under such circumstances, UHN shall provide the participant with two weeks notice of their intention to remove said participant from the apprenticeship program.
- 08) The applicant/participant has the right to remove himself/herself from the apprenticeship program within the first six months of commencing the apprenticeship program and will be returned to their original position within UHN, or, if applicable, the individual will be placed in the redeployment/reassignment program.
- 09) All successful internal applicants/participants whose current rate of pay is higher than the basic rate for the apprenticeship program will maintain their current rate of pay, including any negotiated pay increases that occur during the time the applicant/participant is in the apprenticeship program.
- 10) All successful internal applicants/participants whose current rate of pay is lower than the basic rate for the apprenticeship program will have their rate of pay raised to the basic rate.

Wage rates for persons employed as apprentices shall be in such proportion to the rate shown to their classification on the attached Schedule "A" as is equivalent to the percentages prescribed under the apprenticeship and Tradesmen's Qualification Act of Ontario.
- 11) All successful external applicants/participants will be paid the basic rate for the apprenticeship program.
- 12) All successful internal applicants/participants will maintain all UHN benefits and applicable contractual, (Collective Agreement), rights while participating in the apprenticeship program.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 10
Re: Extended Shifts

Where extended shifts are currently in place in the Hospital, such shifts will continue on the same terms and conditions as they were on September 27, 2004.

The Hospital will not seek to introduce extended shifts in any new departments except for departments with Psychiatric Assistants and RPNs.

Extended shifts may be instituted for employees that are in favour of working extended shifts and where the Hospital is desirous of instituting extended shifts.

In addition, where there are more than eight (8) employees in a particular unit who would be affected by the change to extended shifts, extended shift may be instituted when eight percent (80%) of the affected employees have indicated their willingness to work extended shift by secret ballot. Such vote will be conducted by the Union.

In addition, where there are fewer than eight (8) employees in a particular unit who would be affected by the change to extended shifts, extended shift may be instituted when fifty percent (50%) plus one (1) of the affected employees have indicated their willingness to work extended shift by secret ballot. Such vote will be conducted by the Union.

L10.01 Hours of Work

A regular extended shift shall comprise 11.25 consecutive hours in any 24 hour period, (exclusive of meal times) and average seventy-five (75) hours during bi-weekly pay periods. Each employee shall be allowed break periods totalling 45 minutes without reduction of pay and without increasing the regular working hours.

L10.02 Overtime

For extended shift purposes, overtime premium of time and one half (1 ½), the regular straight time hourly rate will be paid for all authorized work performed in excess of 11.25 consecutive hours in any 24 hour period of 75 hours in a bi-weekly pay period.

L10.03 Holidays

In accordance with Article 16 of the Full-time Collective Agreement, an employee will receive eleven (11) paid lieu days of seven and one half (7 ½) hours and one (1) Anniversary day of seven and one half (7 ½) hours.

L10.04 Holidays

Scheduling of vacations will be based upon vacation hours which will be determined by taking the normal vacation entitlement (Article 17) times seven and one half (7 ½) hours per day e.g., three (3) week entitlement totals (15 working days x 7 ½) 112.5 hours.

L10.05 Sick Leave Provisions

Short term sick leave will be paid according to regular scheduled hours up to a total of five hundred and sixty-two and one-half (562.5) hours: i.e., 75 working days x 7.5 hours.

L10.06 Job Posting

For a vacancy under Article 9.05, it will indicate that the particular job has extended hours (11.25 hour scheduled shifts). Successful applicants will be required to work such schedules.

The foregoing guidelines may not be all inclusive and may be subject to change or additions during the life of this Collective Agreement.

Dated at Toronto, Ontario this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 11
Re: Pension/Education

Both the UHN and Local 5001 recognize the value of educating employees about their pension plan, their eligibility or enrolment and other pension related issues. In this regard the UHN and Local 5001 shall meet during the term of the Collective Agreement for the purpose of developing a joint pension presentation that would be made available to Local 5001 members. Pertinent pension information will be sent to the CUPE President by e-mail and the union will distribute the information to the union Bulletin Boards.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 12

**Re: Notice Of A Proposed Lay-off or Elimination Of A Position Or Reassignment
And Retraining Provisions Outlined In Articles 9.08(a), 9.08(b), 9.11 and 12.08**

- L12.01 The Hospital agrees to notify the union (where possible) two (2) weeks prior to issuing notice of declaring a position or positions surplus, but in any event will provide notice no later than the date of issue of such notice(s) so that the redeployment committee can be promptly convened, (to meet within two (2) weeks).
- L12.02 The parties agree that the re-training provisions outlined in Article 9.11 and 12.08 (Central) will be extended to surplus employees re-assigned pursuant to the provisions of Article 9.08(b) (Central).
- L12.03 The employer agrees to include in the notification of the “surplus” employee that, “this notice will be assessed by the redeployment committee, which may result in change to, or rescinding of the notice”.
- L12.04 The parties agree that the process of reassignment will take precedent over all normal posting procedures.
- L12.05 Where an employee who has been reassigned or given notice of lay-off so requests, the Hospital will interview that employee to identify additional skills qualifications or abilities that will assist the Redeployment Committee in determining a suitable placement for the employee.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 13
Re: Transfer and Seniority Outside Bargaining Unit (Article 9.06)

The parties agree to apply the language and provisions of Article 9.06 of the Central Agreement as follows:

- L13.01 When a bargaining unit member is transferred by the employer (but with his consent) or accepts a temporary posting into a position outside the bargaining unit, the union will be notified prior to the transfer taking effect, and will be given particulars regarding the position, length of assignment etc.
- L13.02 Where the assignment is at the instigation of the employer and is for a six (6) month period or less, the vacancy created by the assignment will be posted as a temporary vacancy of up to six (6) months, as provided by the language of the collective agreement, and the bargaining unit member will be allowed to return to his previous position, at the end of the assignment.
- L13.03 Temporary assignments may be extended from six (6) months for a further six (6) month or up to one (1) year by mutual consent between the employer, the union and the employee, with the extension of the right to return to his position (paragraph 2) extended also to one (1) year with a re-posting of the temporary vacancy for up to six (6) months.
- L13.04 In the event that the employer requests of the extension of the temporary assignment beyond one (1) year, it must be with the mutual agreement of the union and the employee. However, the position previously held by the bargaining unit member will then be posted as a permanent vacancy, and the employee will return to the unit pursuant to the provision of Article 9.06(b) (Central).
- L13.05 If a bargaining unit member accepts a posting into a temporary position outside the unit, his return to the bargaining unit will be pursuant to the provisions of Article 9.06(b) (Central).
- L13.06 In the event that a bargaining unit member accepts a posting into a permanent non-union position, the union will be notified and it is understood that all rights under the collective agreement will cease.
- L13.07 In the event that there is any bargaining unit member currently in a “temporary” non-bargaining unit position in excess of six (6) months, and up to twenty-three (23) months, the employer will notify the union, and both parties will meet with the bargaining unit member to discuss Article 9.06(b) (Central).
- L13.08 Nothing in this agreement will change or modify the current language pertaining to temporary transfers outside of the unit resulting from redeployment or modified work/accommodation provisions.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 14
Re: Transformation in Health Care

L14.01 Seniority Recognition

Without prejudice to the Union’s or Hospital’s rights under the Collective Agreement or the *Labour Relations Act, 1995*, the parties agree that non-unionized employees who are affected (via relocation/transfer *) shall, when entering the bargaining unit, be afforded seniority and service in accordance with the anniversary of their date of hire (or hours worked) from the Hospital. Such anniversary date shall be calculated in accordance with the relevant provisions of the relevant Collective Agreement.

L14.02 Right To Return On Transfer

Employees who are relocated/transferred* to another employer by the Hospital will retain their seniority and service at the Hospital for a 24-month period.

Without prejudice to the Union’s or Hospital’s right under the Collective Agreement or the *Labour Relations Act, 1995*, employees relocated/transferred* shall have the right to post for vacancies that arise, prior to or subsequent to the relocation/transfer*, at the Hospital for that 24-month period.

If they are the successful applicant, they will return to the employ of the Hospital with seniority accrued, and service intact but not accrued, for the period that the employee was relocated/transferred* to another employer.

* Pursuant to a “Sale of Business” under Section 69 of the *Labour Relations Act, 1995*, as it may be amended from time to time.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 15
Re: Leaves For Religious Observance

The Hospital shall accommodate an employee's request to be absent from work to meet religious obligations. Each case will be examined on an individual basis in an effort to facilitate the requested time off without suffering loss of income.

Efforts of accommodations may include the use of shift exchanges in case of shift workers, variable work hours (compressed work week), substitution of any of the statutory holidays, floater days, use of banked hours, lieu time, vacation time or any other individual arrangement satisfactory to both the employee and the Hospital.

Procedure

1. The employee shall give the Manager/Supervisor at least two (2) weeks written notice of the day(s) he/she wishes to take off to meet religious obligations.
2. The Manager/Supervisor will make every effort to allow the employee to be absent from work without suffering loss of income.
3. The Manager/Supervisor will discuss and decide with the employee how the religious holiday will be accommodated, e.g., shift exchanges in the case of shift workers, variable hours of work (compressed work week), vacation time, lieu time, individual arrangements for make-up time such as week-end work, etc.

Application

This letter of Understanding covers all permanent full-time and part-time employees.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 16
Re: Self-Scheduling

Where the Hospital decides to allow employees to self-schedule, a vote will be conducted by the union on the unit to determine whether the unit wishes to participate in self-scheduling.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 17
Re: Injury Prevention & Training

The Hospital will provide appropriate injury prevention and training to all staff at orientation and as frequently as required thereafter to ensure that all staff has adequate training.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 18**Re: Project Team**

- L16.01 Formed in 2001, and recently revised on September 6, 2005, the Project Team is a group of Tradespersons who perform special project work at both the TWH and TGH UHN locations.
- L16.02 All members of the Project Team, with the exception of Supervisory/Management are members of the CUPE bargaining unit.
- L16.03 All CUPE members on the Project Team and/or working in Plant Operations/Plant Maintenance should be aware that any point in time, they may be required to crossover and perform duties of the Project Team or of the site as required. All positions are expected to work variable shifts, including weekends and evenings.
- L16.04 It is agreed that there shall be no contracting out of service/duties normally performed by the Project Team, (projects up to a maximum budget of fifty thousand), unless an extraordinary/emergency situation occurs, that potentially affects the normal operation of UHN services/departments, or has a potentially negative impact on same or any UHN employee, customer or visitor.
- L16.05 Any vacancies that occur within the Project Team shall be filled using the normal job posting procedures, as per the CUPE Collective Agreement. After this process occurs, should a member of the Service Employees International Union, (S.E.I.U.), local 204 bargaining unit at Princess Margaret Hospital, apply for any vacancies that may remain, and be a successful applicant, the S.E.I.U. bargaining unit member will be allowed to carry their seniority over the CUPE bargaining unit.
- L16.06 It is further agreed that management shall provide reasonable notice to the union, regarding any changes that may affect the makeup and function of the Project Team, which, in turn, would have an affect on the members of the Project Team.
- L16.07 Listed below are the members of the Project Team, their positions, and the location they were originally domiciled, prior to becoming members of the Project Team.

<u>NAME</u>	<u>POSITION</u>	<u>ORIGINAL LOCATION</u>
<i>Eugenio Fabian</i>	<i>Painter</i>	<i>TGH</i>
<i>Frank Pivato</i>	<i>Painter</i>	<i>TGH</i>
<i>Toni Colalillo</i>	<i>Painter</i>	<i>TGH</i>
<i>Albert Nogueira</i>	<i>Painter</i>	<i>TGH</i>
<i>Jeff Wrixon</i>	<i>Electrician</i>	<i>TGH</i>
<i>Jim Shannon</i>	<i>Electrician</i>	<i>TGH</i>
<i>Mohan Persaud</i>	<i>Plasterer</i>	<i>TGH</i>
<i>Eduardo Pacheco</i>	<i>Carpenter</i>	<i>TGH</i>
<i>Wieslaw Swol</i>	<i>Carpenter</i>	<i>TGH</i>
<i>Camille Khan</i>	<i>Painter</i>	<i>TWH</i>
<i>Eric Hejnrych</i>	<i>Painter</i>	<i>TWH</i>
<i>Doug Maginnis</i>	<i>Electrician</i>	<i>TWH</i>

Dated at Toronto, Ontario, this ____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 19
Re: Infectious Disease

L19.01 Where employees are exposed to infectious, communicable diseases or environmental diseases at work for which there are available protective medications and protective treatments, such medication and treatments shall be provided at no cost to the employee.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 20
Re: Contracting Out and Maintenance Staff Review

L20.01 When a contractor or a sub-contractor is used in the hospital (which is not a violation of Article 10.02), the employer will include the appropriate maintenance department employees' input in any reviews or consultations of the construction work.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 21
Re: Casual Employees and Lay-offs

L21.01 In the event that there is no work available on a permanent basis for a casual employee, the parties will continue their practice of reassigning the affected casual employees to a comparable position in the bargaining unit, provided such a position is available and provided the employee(s) is able to meet the normal requirement of the job.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 22
Re: Access to UHN's Education Policy

University Health Network (UHN) is committed to supporting continuing education and life long learning by its employees. UHN seeks to encourage employees to take responsibility for their own professional growth and enhancing their contribution to the organization.

Eligible employees may receive financial support upon completion of academic courses from recognized institutions that are directly related to current and future career development goals. It is the responsibility of the employee to discuss educational development options with his/her immediate supervisor/manager and obtain endorsement/support for course reimbursement.

Eligible employees may also be provided with an interest-free loan to assist with tuition payment at approved institutions.

This policy does not apply to seminars, workshops or conferences.

Eligibility

All permanent full time (PFT) employees and permanent part time (PPT) employees working a minimum of 0.5 FTE (50% of regular work schedule) with a minimum of one year of service are eligible to apply for education assistance through this program. Employees who work less than 0.5 FTE, casual, contract, and temporary employees are not eligible for education assistance under this program.

Tuition Reimbursement

Fifty percent (50%) of eligible tuition costs to a maximum of \$1,000 per year may be reimbursed for PFT employees and a prorated amount for PPT employees. An employee who participates in an education program and receives tuition reimbursement is expected to remain in the employ of UHN for a minimum of one calendar year from the date he/she received the tuition reimbursement. An employee who voluntarily leaves prior to completing one year of continuous service is required to reimburse the Hospital 50% of the program costs that were reimbursed to him/her.

In situations where eligible requests for funding support exceed the funds available, decisions for participation will be made in conjunction with appropriate UHN management using the following guidelines:

- The course is part of a course of study of attainment of an academic degree/diploma from a recognized academic or professional/technical institution.
- Degree/diploma program is directly related to the employee's current/future career development needs and job performance.
- Both the employee and UHN will benefit from the education offered.

Interest-free Loans

A 12-month interest-free loan may also be provided to eligible employees to cover approved costs, to a maximum of \$1,000 per year.

Reimbursement of the loan will be through payroll deduction during the 12-month term.

Should the employee leave the employ of the Hospital he/she will be required to immediately pay the total outstanding balance through deduction from the final Hospital pay and if sufficient funds are not available, through the provision of a personal cheque.

Maximum Reimbursement

The maximum annual reimbursement by UHN for educational assistance is \$1,000 per employee, irrespective of where the money is distributed from, i.e., if an employee has received the maximum reimbursement from his/her department or Nursing Funds, the employee would not be eligible to receive further reimbursement through the Education Assistance Program.

If an employee has been awarded a scholarship, he/she may apply for assistance under this policy to cover the unsupported portion, if any, of the education costs.

Resignation

It is the responsibility of the manager to notify Human Resources if the employee voluntarily resigns prior to completing one year of continuous service from the date tuition reimbursement funds are received.

Annual Reviews

This policy is subject to annual reviews, including the amount of funding available. The Vice President, Human Resources will lead the review and the Senior Management Committee will determine funding.

Procedure

Tuition Reimbursement

1. The employee must complete Part 1-A and Part 3 of the Tuition Reimbursement Section of the [Education Assistance Request](#) (form D-3075) and forward the form to his/her manager for completion of Part 2. The manager must indicate reasons for supporting the application for tuition funding support based on the employee's career development needs and job performance.
2. When both parts are completed, forward the Education Assistance Request to Human Resources, Attention: Organization and Employment Development. Human Resources will advise the employee of the status of the application, i.e., approved or denied.
3. Upon successful completion of the course, the employee is responsible for submitting to Human Resources written proof of successful completion of course and written proof of payment in order to obtain reimbursement.

Interest-free Loans

1. The employee must complete Part 1-A and Part 1-B of the Request for Interest-Free Loan section of the [Education Assistance Request](#) (form D-3075). The form must be forwarded to the Manager for endorsement/support (part 2 must be completed by the manager). The manager must indicate reasons for supporting the application based on the employee's career development needs and job performance.
2. When both parts are completed the application form must be forwarded to Human Resources, Attention: Director, Organization and Employee Development. Human Resources will advise the employee of the status of the application, i.e., approved or denied.
3. Payroll deductions will commence the month following the month the loan was issued.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 23
Re: Local Health Integration Networks

L21.01 The parties agree that any LHIN initiative that will have a direct impact on the members of the bargaining unit may be raised through the Fiscal Advisory Committee, in accordance with Article 21.

The Union will be provided with any pertinent financial and staffing information as required under Article 21.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF UNDERSTANDING NO. 24
Re: Voluntary Part-time Benefits

L24.01 If the local parties agree, the Hospital will provide part-time employees with the option of voluntary participation in any and all of the group health and welfare benefit programs set out in Article 18.01. It is understood and agreed that the part-time employees would pay the Employer the full amount of the monthly premiums, in advance.

Note: Part-time voluntary benefits are not arbitrable in local negotiations.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 1
Re: Topics Appropriate For Labour/Management Meetings

The parties agree that:

- (a) voluntary service, rehabilitation, and work experience programs;
- (b) the return to work following W.C.B. disability; and
- (c) the option of alternative employment during pregnancy for employees working with video
displace units may be matters for discussion at Labour Management meetings.

The parties will meet, at the request of either management or the Union, within ninety (90) days of the signing of this Collective Agreement to discuss these matters.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 2
Re: Joint Benefits Review Committee

The central parties agree to meet in a joint committee to discuss the entitlement and costs associated with the insured benefit coverage provided to active and retired employees.

The Committee will make recommendations to their respective Central Bargaining Teams prior to commencement of the next round of bargaining.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 3
Re: Extended Tours

The parties agree to meet within 120 days of ratification in order to discuss the introduction of a model agreement on extended tours.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 4
Re: Utilization of Space

The parties agree that management shall arrange for a meeting to take place between representatives of the Real Estate Solutions portfolio and CUPE Local 5001, as soon as mutually convenient for all parties, to discuss issues related to the Central Planning Committee.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 5
Re: Constant Care

The parties will meet with a facilitator on February 2003 to discuss Constant Care requirement.

- (1) Who will perform Constant Care
- (2) Discussion with nursing department regarding scope of practice issue
- (3) Liability to the hospital and employee
- (4) Level of skill required

All other pertinent issue.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 6A
Re: Training Allowance – Cleaner Position

The parties agree that the provisions outlined in Letter of Intent No. 6 – Training Allowance have been fulfilled by virtue of the following agreement regarding the payment of a Training Allowance. The parties agree that the provisions outlined below shall be applied in shall be applied in the Support Services area:

Applicable Shifts

- 7:00 am – 3:00 pm (Monday – Friday) – 1 Employee
- 3:00 pm – 11:00 pm (Monday – Friday) – 2 Employees

* The supervisor will assign a Cleaner to provide training as appropriate.

* Non-union supervisors continue to retain the right to provide any training to employees as they deem fit. It is understood that training of new employees or the retraining of established employees is the exclusive domain of management but that management can assign this training to qualified employees.

Selection Process

1. The Selection panel will consist of the Manager, Supervisors (2), along with a staff council member.
2. Evaluation form will be utilized to select the qualified candidates who will provide the training and be given the training allowance.
3. Management retains the right to make the final selection.

Skills and Qualifications

- Must possess a minimum of two (2) years experience with applicable project work
- Ability to read, speak and write English
- Knowledge of the Occupational Health and Safety Act and Workplace Hazardous Materials Information System (WHMIS training)
- Passed mask-fitting test
- Must be currently licensed for all ride on equipment – auto scrubber, burnisher
- Must be able to meet the physical demands of the job, including frequent lifting, pushing and pulling equipment/furniture
- Good performance (as per employee performance evaluation) 91% departmental standard must be maintained
- Must be qualified to train on all aspects of the job
- Have maintained good attendance in accordance with UHN's Attendance Management Program
- No discipline presently on file – must have a good employee/employment record
- Ability to represent the Department with a positive and professional attitude
- Ability to work independently and as a team player

Please note that performance and ability to meet the normal requirements of the role are the factors that will be considered. If performance and ability are relatively equal (in the opinion of the Hospital), among the candidates, seniority shall govern.

Training and Orientation

Training is defined as on-the-job training and is instructionally based and conducted in the work setting, the purpose of which is for the incumbent to acquire the necessary skills to perform the duties, responsibilities and functions of a particular position.

Orientation, as opposed to training, is based on the dissemination of information to others. The purpose of orientation is to acquaint or familiarize an employee with the particular details and routine of a job in order for the employee to carry out the duties, responsibilities and functions of the position.

Training Premium Conditions

1. Premium will only be applied for shifts when actual training for projects takes place.
2. Premium will not be applied when the trainer is ill, or when no training takes place as per point number 1 above.
3. All training that draws a premium must be first pre-authorized by the supervisor.
4. Given the conditions listed in points 1, 2, and 3 above, a Lead-Hand premium of \$0.95 cents per hour multiplied by the actual hours spent training will be paid to the selected candidate(s).
5. The parties at Labour-Management meetings shall deal with any implementation or interpretation issues, including disputes regarding whether an activity has been correctly designated as orientation instead of training. The parties agree that they will make every effort to resolve any differences regarding this Letter of Understanding through the Labour-Management forum. Any dispute(s) that remains outstanding shall not be subject matter of any grievance unless the employer gives its written consent that the matter may be referred to mediation and/or arbitration for resolution.

Applicability

The terms of this agreement shall be utilized for all other areas of the hospital. Any amendments to the above provisions may be discussed and mutually agreed upon at Labour-Management meetings.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 6B**Re: Training Allowance – Hospital Assistant Position**

The parties agree that the provisions outlined in Letter of Intent No. 6 – Training Allowance have been fulfilled by virtue of the following agreement regarding the payment of a Training Allowance. The parties agree that the provisions outlined below shall be applied in the Support Services area:

Applicable Shifts

- 7:00 am – 3:00 pm – Pumps – (Monday – Friday) – 1 Employee – 1 day training
- 8:00 am – 4:00 pm – Tanks – (Monday – Friday) – 1 Employee – 1 day training
- 8:00 am – 4:00 pm – Mover – (Monday – Friday) – 1 Employee – 1 day training
- 1:00 pm – 9:00 pm – CPD – (Monday – Friday) – 1 Employee – 1 day training
- Various shifts – Patients – (Monday – Friday) – 4 Employees (am); 1 Employee (pm) – 2 days training

* The supervisor will assign a Hospital Assistant to provide training as appropriate.

* Non-union supervisors continue to retain the right to provide any training to employees as they deem fit. It is understood that training of new employees or the retraining of established employees is the exclusive domain of management but that management can assign this training to qualified employees.

Selection Process

1. The Selection panel will consist of the Manager, Supervisors (2), along with a staff council member.
2. Evaluation form will be utilized to select the qualified candidates who will provide the training and be given the training allowance.
3. Management retains the right to make the final selection.

Skills and Qualifications

- Must be employed full-time
- Must possess a minimum of one (1) year experience of transportation/specialty areas
- Good communication skills
- Ability to read, speak and write English
- Knowledge of the Occupational Health and Safety Act and Workplace Hazardous Materials Information System (WHMIS training)
- Passed mask-fitting test
- Must be able to meet the physical demands of job, including frequent lifting, pushing and pulling
- Good performance (as per employee performance evaluation) – Competent level or higher
- Have maintained good attendance in accordance with UHN's Attendance Management Program
- No discipline presently on file – must have a good employee/employment record
- Ability to represent the Department with a positive and professional attitude
- Ability to work independently and as a team player
- Good leadership and interpersonal skills

Please note that performance and ability to meet the normal requirements of the role are the factors that will be considered. If performance and ability are relatively equal (in the opinion of the Hospital), among the candidates, seniority shall govern.

Training and Orientation

Training is defined as on-the-job training (hands on) and is instructionally based and conducted in the work setting, the purpose of which is for the incumbent to acquire the necessary skills to perform the duties, responsibilities and functions of a particular position.

Orientation, as opposed to training, is based on the dissemination of information to others. The purpose of orientation is to acquaint or familiarize an employee with the particular details and routine of a job in order for the employee to carry out the duties, responsibilities and functions of the position.

Training Premium Conditions

1. Premium will only be applied for shifts when actual training takes place.
2. Premium will not be applied when the trainer is ill, or when no training takes place as per point number 1 above.
3. All training that draws a premium must be first pre-authorized by the supervisor.
4. Given the conditions listed in points 1, 2, and 3 above, a Lead-Hand premium of \$0.95 cents per hour multiplied by the actual hours spent training will be paid to the selected candidate(s).
5. The parties at Labour-Management meetings shall deal with any implementation or interpretation issues, including disputes regarding whether an activity has been correctly designated as orientation instead of training. The parties agree that they will make every effort to resolve any differences regarding this Letter of Understanding through the Labour-Management forum. Any dispute(s) that remains outstanding shall not be the subject matter of any grievance unless the employer gives its written consent that the matter may be referred to mediation and/or arbitration for resolution.

Applicability

Any amendments to the above provisions may be discussed and mutually agreed upon at Labour-Management meetings.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 7
Re: Overlapping of Positions/Duties

The parties agree to establish a forum to include the Union and any other union or association within University Health Network that chooses to participate, including OPSEU, for the purpose of discuss and resolving the matter of positions/duties that overlap between the bargaining units.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 8
Re: Joint Benefits Trust

The Participating Hospitals and CUPE agree that the maintenance of benefits provided for in this collective agreement at the most cost-effective level is an important objective. Accordingly, the parties agree that a joint investigation of a Benefits Trust is worthwhile in order to determine if significant reductions in costs of benefits can be achieved. The parties are committed to:

- Meet within the first quarter following the ratification of this agreement and every quarter thereafter to determine the following:
 - o The methods by which the investigation will take place
 - o Identify potential sources of funding for investigation of the Benefits Trust
 - o Identification of the appropriate method to determine the feasibility of the Trust

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

LETTER OF INTENT NO. 9
Re: Joint Casual Committee

During the course of bargaining, the Union and the Employer indicated their mutual interest in resolving two concerns regarding Casual employees. Accordingly, the parties agree to establish a Joint Casual Committee (JCC) comprising of two employees from the CUPE bargaining unit and two members of management.

The purpose of the JCC is to:

1. Meet on a quarterly basis to monitor the hours worked by casual employees at each hospital site and to rectify any excessive use of casual employees pursuant to the terms of the collective agreement. The employer agrees to provide the Union with all the necessary information required to undertake this task; and
2. Review the availability, or lack thereof, of casual employees. In this regard, the parties will endeavour to agree on a formula protocol to deal with the various issues surrounding the availability of Casual employees. This formula/protocol will include a clause describing under what circumstances the employer may terminate a Casual employee's employment due to his or her lack of availability. The following conditions apply with respect to this subject matter only.
 - (a) The JCC shall meet within 120 days of the ratification of the collective agreement; and
 - (b) In the event that the JCC fails to reach agreement on a formula/protocol as described above, by December 31, 2007, the matter will be referred to mediation/arbitration before Arbitrator G. Lee. The parties agree that Arbitrator Lee shall conduct a hearing in an expeditious manner and issue an award without reasons and within thirty calendar days of the hearing.

Dated at Toronto, Ontario, this _____ day of _____, 2007.

FOR THE HOSPITAL

FOR THE UNION

WORKLOAD REVIEW FORM

Employees to complete every section

Date/Time of Occurance: _____

Date Form Submitted to Employer: _____

Site/Location: _____ Department/Unit: _____

Type of Work Being Performed: _____

Number of Staff on Duty: _____ Usual Number of Staff on Duty: _____



I/We the undersigned, believe that I was/we were given an assignment that was excessive or inconsistent with quality care and/or created an unsafe working environment for the following reasons. (Provide brief description of problem/assignment below):

To correct this problem, I/we recommended:

Name/Title of Immediate Supervisor Notified:

Date/Time of Notification:

Response:



Signature of Employee(s) & Printed Name(s) on Line Below:

I/we do not agree with the resolution of my concern.

CUPE WAGE RATES							
No.	JD	Classification	Comp Grp	Family/ Level	Rate Effective Date	Step 2	Step 3
A100	DESC	SORTER, MAIL	CU1	T0:51	29-Sep-07	\$18.89	\$19.48
B100			CU2	U0:51			
C007	DESC	CLERK, FILE	CU3	Q0:51			
B078	DESC	AIDE, CLINIC	CU2	U0:52	29-Sep-07	\$19.09	\$19.67
C050	DESC	CASHIER	CU3	Q0:52			
A090	DESC	MOVER	CU1	T0:52			
A093	DESC	NUTRITION AIDE, FOOD DELIVERY	CU1	T0:52			
B093			CU2	U0:52			
A095	DESC	NUTRITION PORTER, WAREWASHING	CU1	T0:52			
C012	DESC	RECEPTIONIST	CU3	Q0:52			
A066	DESC	ENVIRONMENTAL SERVICES AIDE	CU1	T0:53	29-Sep-07	\$19.12	\$19.70
B107		ENVIRONMENTAL SERVICES AIDE	CU2	U0:53			
A083	DESC	ENVIRONMENTAL SERVICES CLEANER I	CU1	T0:53			
B083			CU2	U0:53			
A084	DESC	ENVIRONMENTAL SERVICES CLEANER II	CU1	T0:53			
B084			CU2	U0:53			
A086	DESC	LAUNDRY SORTER / WASHER	CU1	T0:53			
B086			CU2	U0:53			
A094	DESC	NUTRITION AIDE, FOOD PREPARATION	CU1	T0:53			
A096	DESC	NUTRITION PORTER , INVENTORY NDC	CU1	T0:53			
A004	DESC	AIDE WARD	CU1	T0:54	29-Sep-07	\$19.44	\$20.03
B101			CU2	U0:54			
A109	DESC	ENDOSCOPY/CYSTOSCOPY ATTENDANT	CU1	T0:54			
A081	DESC	ASSISTANT, HOSPITAL	CU1	T0:54			
B081			CU2	U0:54			
C016	DESC	CLERK NUTRITION, DIETARY RECORDS	CU3	Q0:54			
A091	DESC	NUTRITION FOOD SERVICE ATTENDENT	CU1	T0:54			
B091			CU2	T0:54			
A092	DESC	NUTRITION AIDE, FOOD ASSEMBLY	CU1	T0:54			
B092			CU2	T0:54			
A037	DESC	WORKER, MAINTENANCE	CU1	T0:54			
B102			CU2	U0:54			
A031	DESC	ATTENDANT, OPERATING ROOM	CU1	T0:55	29-Sep-07	\$20.19	\$20.81
B044			CU2	U0:55			
B097	DESC	NUTRITION SERVICES RECEIVER	CU2	U0:55			
C042	DESC	REPRESENTATIVE I, CLIENT SERVICES	CU3	Q0:55			
A099	DESC	STOREPERSON, PLANT MAINTENANCE	CU1	T0:55			
A072	DESC	ASSISTANT, PATIENT CARE	CU1	T0:56	29-Sep-07	\$20.24	\$20.87
B072			CU2	U0:56			
A016	DESC	ATTENDANT, LABORATORY	CU1	T0:56			
C051	DESC	CLERK, ADMINISTRATIVE SUPPORT	CU3	Q0:56			
C052	DESC	CLERK, BILLING/DATA ENTRY	CU3	Q0:56			
A019	DESC	DRIVER, TRUCK	CU1	T0:56			
C018	DESC	OPERATOR, SWITCHBOARD	CU3	Q0:56			

B029	DESC	RECEIVER, CENTRAL STORES & REC.	CU2	U0:56			
A010	DESC	STORESPERSON, CENTRAL STORES	CU1	T0:56			
B071			CU2	U0:56			
B087	-	LEAD HAND DISPATCHER	CU2	U0:56			
C017	DESC	CLERK, WARD	CU3	Q0:57	29-Sep-07	\$20.53	\$21.16
C043	DESC	REPRESENTATIVE II, CLIENT SERVICES	CU3	Q0:57			
A101	DESC	ASSISTANT, PSYCHIATRIC	CU1	T0:58	29-Sep-07	\$20.60	\$21.24
B075			CU2	U0:58			
B088	DESC	LEAD HAND LINEN LAUNDRY	CU2	U0:58			
A074	DESC	ASSISTANT, HEMODIALYSIS	CU1	T0:59	29-Sep-07	\$20.64	\$21.28
B041	DESC	ATTENDENT, DETOXIFICATION UNIT	CU2	U0:59			
A044	N/A	PLASTERER	CU1	T0:59			
B055			CU2	U0:59			
C029	DESC	SECRETARY	CU3	Q0:59			
A098	DESC	STERILE SUPPLIES PROCESSING ATTENDANT	CU1	T0:59			
B098			CU2	U0:59			
A043	DESC	PAINTER	CU1	T0:60	29-Sep-07	\$23.94	\$24.45
B054			CU2	U0:60			
A042	DESC	PRESSMAN, OFFSET	CU1	T0:60	29-Sep-07	\$24.94	\$25.36
A082	DESC	BUILDING OPERATOR	CU1	T0:61			
A046	DESC	CARPENTER	CU1	T0:61			
B065			CU2	U0:61			
A085	DESC	MECHANIC, FACILITIES MAINTENANCE	CU1	T0:61			
B085			CU2	U0:61			
A045	DESC	LOCKSMITH	CU1	T0:61			
B076			CU2	U0:61			
A075	DESC	TECHNICIAN, ELECTRONICS	CU1	T0:61			
B104	DESC		CU2	T0:61			
A077	DESC	TECHNICIAN, HVAC CONTROLS	CU1	T0:61			
B105			CU2	T0:61			
A056	DESC	ELECTRICIAN	CU1	T0:62	29-Sep-07	\$25.36	\$25.94
B058			CU2	U0:62			
A052	DESC	MECHANIC, REFRIGERATION	CU1	T0:62			
A089	DESC	MILLWRIGHT	CU1	T0:62			
B089			CU2	U0:62			
A057	DESC	PLUMBER	CU1	T0:62			
B103			CU2	U0:62			
B057	DESC	R.P.N.	CU2	U0:62			
A054	DESC	STEAMFITTER	CU1	T0:62			
B080			CU2	U0:62			
A076	DESC	TECHNICIAN, STERILIZER	CU1	T0:62			
B106			CU2	T0:62			
A059	DESC	LEAD HAND PLANT OPERATIONS	CU1	T0:63	29-Sep-07	\$25.75	\$26.32
A060	DESC	LEAD HAND PLANT MAINTENANCE	CU1	T0:63			
B063	DESC	R.P.N. - O.R.	CU2	U0:63			