

**LOCAL ISSUE**

**between**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
and its LOCAL 1502**



**and**

**THE PEMBROKE REGIONAL HOSPITAL**

**Expires September 28, 2023**

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## **ARTICLE A - DEFINITIONS AND GENERAL TERMS**

### **A.01 Definitions**

- (a) "Employee" means any employee of the Pembroke Regional Hospital for whom the Canadian Union of Public Employees and its Local 1502 is the recognized bargaining agent.
- (b) Where used in this Agreement, the word "Supervisor" shall be considered as meaning the first supervisory level excluded from the bargaining unit.
- (c) Where used in this Agreement, the term "working days" shall mean Monday to Friday, inclusive (exclusive of paid holidays as herein provided). Otherwise, the terms "days", "weeks", "months", and "years", shall be in accordance with the calendar designation.
- (d) Where used in this Agreement, the term "scheduled shift" does not apply to those hours where an employee voluntarily reports for inservices, meetings or any other related activity.
- (e) "Hospital" means the Pembroke Regional Hospital and all of its sites.

### **A.02 Plural Terms May Apply**

Whenever the singular is used in this Agreement it shall be considered as if the plural has been used where the context of the Agreement so requires, and vice versa.

## **ARTICLE B - MANAGEMENT RIGHTS**

**B.01** It shall be the exclusive function of the Employer to:

- (a) maintain order, discipline and efficiency and establish and enforce reasonable rules and regulations governing the conduct of employees;
- (b) hire, discharge, classify, direct, transfer, layoff, promote, demote, and suspend or discipline employees, provided that a claim of discriminatory promotion, demotion or transfer or a claim that an employee has been discharged or disciplined without just cause, may be the subject of a grievance and dealt with as hereinafter provided.
- (c) the Employer agrees that the aforementioned shall not be exercised in a manner contrary to the terms of this Agreement.

## **ARTICLE C - RECOGNITION**

### **C.01 Bargaining Unit**

The Employer recognizes the Canadian Union of Public Employees and its Local 1502 as the sole and exclusive bargaining agent for all lay employees of the Pembroke Regional Hospital save and except professional medical staff, registered nurses, registered nurses (RNEC), nurse practitioner, pharmacist, undergraduate pharmacists, student dieticians, supervisors, persons above the rank of supervisor, one (1) administrative assistant each to the President & CEO, Vice-President Clinical Programs, Vice-President Finance and Vice-President Human Resources, payroll clerk, students employed during the school vacation periods, students employed by mutual agreement, program coordinators, chief accountant, accountant, financial analyst, accounting officer, payroll officer, human resource generalists, occupational health RN, pastoral care, security and administrative resource.

## **ARTICLE D - UNION MEMBERSHIP**

### **D.01 Union Membership**

The Hospital agrees that it is a condition of employment for all present employees to be members of the Union and for new employees to become members of the Union within thirty (30) days following their date of hire.

## **ARTICLE E - DUES DEDUCTION AND REMITTANCE AND DUES LIST**

### **E.01 Union Dues Deduction**

The Hospital will deduct an amount of money from the employee's pay in accordance with the following terms:

- (a) All employees will be required as a condition of employment to allow either the deduction from their wages of membership dues that are uniformly levied upon all union members in accordance with the constitution and bylaws of the Union, or an amount equivalent thereto. However, it is agreed that where a part-time employee receives no pay, no deduction will be made.
- (b) The Union agrees that the Employer shall not be liable to the Union for any dues inadvertently not deducted. Notwithstanding the foregoing, where the Employer has failed to make the proper deductions, and the employee is still in the employ of the Hospital, the Employer will deduct such dues from the earnings of such employee, and remit the dues so deducted to the proper authorized officer of the Union.

**E.02 Remittance of Dues to the Union**

Union dues so deducted shall be remitted on a monthly basis, together with a list of the names of the employees from whom deductions have been made and the amount of deductions for each of them, to the Secretary-Treasurer of the Union at the address supplied by the Union.

**ARTICLE F - CONSTITUTION OF LOCAL BARGAINING AND GRIEVANCE COMMITTEES**

**F.01 Bargaining Committee**

For the purposes of Article 6.03, the Hospital agrees to recognize a negotiating committee comprised of four (4) hospital employee representatives of the Union for the purpose of negotiating a renewal of the Collective Agreement. In addition to the four (4) Union representatives, the Local Union President may attend bargaining meetings as an ex-officio member.

**F.02 Stewards**

The Hospital acknowledges the right of the Union to appoint or elect not more than three percent (3%) of the membership as Union Stewards.

**F.03 Grievance Committee**

A Grievance Committee composed of the Chief Steward and not more than two (2) employees selected by the Union who have completed their probationary period will be constituted.

**ARTICLE G - SENIORITY LISTS**

**G.01 Posting of Seniority List**

The Hospital shall prepare and post on the bulletin board separate seniority lists for full-time, regular part-time and casual employees with a copy to the Union. These lists shall be revised and posted semi-annually in January and July. Each list shall remain posted and if no challenge to the list(s) is filed in writing to the Hospital within thirty (30) calendar days, the respective lists shall be accepted by all part-time and full-time employees as correct for all purposes. Up-to-date seniority information shall be available to the Union as soon as practicable after a request for such information has been made.

## ARTICLE H - SCHEDULING

### H.01 Work Schedule

"Work schedule" is a written statement setting forth the days and hours upon which the employees are required to work, and the day upon which employees are scheduled to be off work. The schedule of normal working hours for full-time and part-time employees shall consist of a minimum of six (6) consecutive weeks, and hard copies will be posted on designated notice boards at least ten (10) consecutive days prior to the beginning of the work schedule at a location where it is most likely to come to the attention of employees concerned. Once posted, there will be no changes to the schedule without forty-eight (48) hours notice to the employees affected by the change(s), except in circumstances beyond the control of the Employer. Work schedules shall embody the following conditions:

- (a) The scheduled daily hours of work shall be continuous and only interrupted by rest periods or a meal period. No bargaining unit employee shall be required to work a split shift.
- (b) For full-time and regular part-time employees, a minimum period of twelve (12) hours shall elapse between the end and resumption of work and failing this, the employee shall be remunerated at the premium rate of one and one half (1½) times the regular straight time hourly rate of pay for the number of hours the interval is short of twelve (12) hours. This shall not apply where a regular part-time employee is offered and voluntarily accepts an additional shift in accordance with Article H.02 (a).
- (c) Full-time and regular part-time employees required to work weekends shall have at least one (1) weekend off in three (3). If however, exigency requires that he/she works three (3) consecutive weekends, he shall be paid at the premium rate of one and one half (1½) times the regular straight time hourly rate of pay for his/her hours worked on the third consecutive weekend. This premium payment shall apply for every third (3<sup>rd</sup>) and subsequent weekend until a weekend off is scheduled, except where:
  1. A regular part-time employee is offered and voluntarily accepts an additional shift in accordance with Article H.02;
  2. Such weekend work is worked by an employee to satisfy days off requested by the employee;
  3. An employee requests weekend work;
  4. Such weekend work is the result of an exchange of shifts with another employee.
- (d) No full-time or regular part-time employees shall work more than seven (7) consecutive days. If however, exigency requires that he/she works more than seven (7) consecutive days he/she shall be paid at the overtime rate for hours worked on consecutive days in excess of seven (7) days.

- (e) Where practicable to do so, full-time and regular part-time employees shall be provided at least three (3) consecutive days off inclusive of either Christmas Day and Boxing Day or New Year's Day on a rotational basis and shall be given priority over vacation requests for this period.  
This shall not apply to employees who normally work Monday to Friday and who are not scheduled to work on a statutory holiday.

Employees may opt out of receiving their three (3) consecutive days off. To do so, an employee must provide notice of his/her availability to work Christmas Day, Boxing Day and New Year's Day no later than August 1 in the year which they are opting out.

Requests for additional time off during the period Dec 20- Jan 5 will be approved, provided the operational needs of the hospital are met, at the time of the posting of the Christmas schedule. Requests for additional time off for this period shall be submitted in accordance with Article O.

It is understood, that in order to accommodate the requests for time off, the master schedules will be suspended for the period of December 20<sup>th</sup> to January 5<sup>th</sup> and that part time employees will submit availability as per H.06 for this period.

The schedule incorporating the Christmas Day/New Year's Day period shall be posted no later than November 1<sup>st</sup>.

- (f) When a new master rotation is introduced and it is unit specific, full-time and regular part-time employees shall select their preferred scheduled rotation in order of seniority.
- (g) A weekend off shall be defined as fifty-six (56) consecutive hours commencing with the completion of the Employee's last shift worked on Friday. Notwithstanding the aforementioned, should an employee be on-call following the completion of his/her last shift on Friday, they will be considered to have worked that weekend for the purposes of H.01 (c).

## **H.02 Assignment of Work**

- (a) Notwithstanding Article H.01 (b), when shifts that result from any leave of absence (including but not limited to vacation, sick leave) become available prior to the posting of the Work Schedule (time sheet), all shifts will be distributed to Part-time staff working in the same department or Clinical Program, qualified and available to perform the work in accordance with Article H.06, in the following order.
1. Part-time staff, in order of seniority, so that each staff has had the opportunity to be scheduled forty-five (45) hours in a pay period;
  2. Part-time staff, in order of seniority, so the staff member has had the opportunity to be scheduled sixty seven and one half (67.5) hours in a pay period;
  3. Part-time staff, in order of seniority, so the staff member has had the opportunity to be scheduled seventy-five (75) hours in a pay period; and



4. Casual staff in order of seniority and based on their availability as submitted in accordance with Article H.06.

This will not require the Hospital to offer available shifts that would result in the payment of overtime or premium pay. Notwithstanding Article H.01 (b), there need only be a minimum of twelve (12) hours between the end and resumption of work. Failing this, a part-time employee shall be remunerated at the overtime rate for the number of hours the interval is short of twelve (12) hours.

- (b) All shifts which become available following the posting of the Work Schedule shall be offered in order of seniority to part-time employees qualified and available to perform the work, and working in the same department or Clinical Program in which the work is being performed.

This will not require the Hospital to offer available shifts that would result in the payment of overtime or premium pay. Notwithstanding Article H.01 (b)(i), there need only be a minimum of ten (10) hours between the end and resumption of work. Failing this, a part-time employee shall be remunerated at the overtime rate for the number of hours the interval is short of ten (10) hours.

Where the requirements of Article H.02(b) have been met, shifts which remain available shall be equitably distributed in order of seniority to available casual employees qualified and able to perform the work and working in the same department or Clinical Program in which the work is being performed. This will not require the Hospital to offer available shifts to casual employees where it would result in the payment of overtime or premium pay.

- (c) When a long term (defined as leave known by the Hospital to be for the complete duration of a six week Work Schedule) temporary full-time vacancy occurs, it shall be offered on a rotational basis, to part-time employees qualified and able to perform the work and working in the same department or Clinical Program in which the work is being performed. Such regular part-time employee shall remain in the position until the return of the incumbent and will maintain his regular part-time status; however, for the purpose of Article 14.01, he shall be deemed a full-time employee. When a work opportunity under Article H.01(c) is offered and declined, the part-time employee shall not be offered another temporary vacancy until such time as the rotation of eligible employees has been completed.

- (d) When a long term (defined as a leave known by the Hospital to be for the complete duration of a six week Work Schedule) temporary part-time vacancy occurs, it shall be offered in order of seniority to casual employees qualified and able to perform the work and working in the same department or Clinical Program in which the work is being performed. Such casual employee will maintain his casual status, however, for the purpose of Articles H.01 (b) and H.02 (a) he shall be deemed to be a part-time employee. Such casual employee shall remain in the position until the return of the incumbent and be required to submit an availability sheet in the form determined by the hospital no later than one (1) week from his acceptance of the Hospital's offer of the temporary part-time work and thereafter Article H.05 shall apply for the duration of the temporary assignment.

**H.03 Exchange of Shifts**

Employees may request to exchange shifts and/or days off with the written consent of their immediate supervisor or the staffing office. Requests must be submitted in writing to the supervisor or the staffing office. Such permission shall not be unreasonably denied. Exchange of shifts and/or days shall not result in overtime payments or time off with pay. Where the shifts involve shift differential this shall be paid to the employee working such shift.

**H.04 Work Schedule Committee**

The parties agree to establish a committee consisting of an equal number of representatives for each party for the improvement of work schedules in departments, units or divisions. When such schedule improvements have been mutually agreed upon, they shall be implemented at the earliest possible date and such date shall be as proposed by the Joint Committee. Such schedule cannot contravene the provisions of the Collective Agreement.

**H.05 Shift Cancellation**

All regular Part-time and casual employees shall receive twenty-four (24) hours notice by their supervisor prior to the cancellation of scheduled shift. If an Employee has not received the adequate notice of twenty-four (24) hours, that Employee shall be paid in accordance with Article 15.05.

**H.06 Regular Part-time Commitment**

- (a) Regular part-time employees must submit availability at least three (3) weeks prior to the posting of the schedule.
- (b) Prior to the posting of the work schedule a regular part-time employee must be available on the following basis:
  - 1. to work at least forty-five (45) hours in a two (2) week pay period
  - 2. to work all **shifts**\*
  - 3. to work up to two (2) out of three (3) weekends

*\*note – all shifts as determined by the applicable department/clinical program.*

- (c) Following the posting of the work schedule, regular part-time employees may revise their availability for the term of the posted work schedule.
- (d) Employees will be responsible for requesting shift exchanges and/or Leaves in accordance with the Collective Agreement for any scheduled shift once the Work Schedule is posted.
- (e) Part-time employees must submit availability for December 20<sup>th</sup> to January 5<sup>th</sup> by August 1<sup>st</sup>.

**H.07 Flex Time to Accommodate Medical Appointments**

When operationally feasible, and with the consent of the employee's immediate supervisor, an employee will be permitted to modify her hours of work, within a twenty-four (24) hour period, to accommodate the employee's medical appointment. Requests shall be submitted in writing to the employee's immediate supervisor. The employee will sign in for the actual hours of work. The requirement to have twelve (12) hours between shifts will be waived if necessary. This shall not disentitle employees from using leave provisions of Article 12.10.

**H.08 Part-time Shift Protocol – Offering of Additional Shifts**

- (a) Additional shifts that become available seven (7) days or more in advance of the required shift will be offered by seniority to regular part-time employees as per the declared availability. The Employer will phone all such employees in order of seniority until an employee tentatively agrees to the shift. An employee with greater seniority will have two hours from the call to the more junior employee, to claim the shift. If a senior employee fails to respond within two hours of messages left for the employee, the shift will be confirmed with the employee who accepted and agrees to be scheduled for the shift. If a more senior employee claims the shift, the more junior employee will be advised as soon as possible, but no later than the end of the two hour period.
- (b) Any additional shift that becomes available between forty-eight (48) hours and seven (7) days of notice will be offered by seniority to regular part-time employees as per the declared availability. The Employer will phone all such employees in order of seniority until an employee tentatively agrees to the shift. An employee with greater seniority will have thirty (30) minutes from the time a message has to be left by the Hospital to claim the shift. If a senior employee fails to respond within the above time frame, the shift will be scheduled for the employee who has agreed to be scheduled. If a more senior employee claims the shift, the more junior employee will be advised as soon as possible, but no later than the end of the thirty (30) minute period.
- (c) For any additional shifts that become available with less than forty-eight (48) hours notice, employees will be called in order of seniority, until an employee accepts the shift.
- (d) No known additional shifts will be left to the last minute in order to be scheduled with less than forty-eight (48) hours.
- (e) Time of call and the expected response time will be left with the employee's answering machine if personal contact cannot be established. Such call will be properly recorded by the caller.

## **H.09 Missed Shift Protocol**

In the event that an error has been made under the provisions of article H, and is subject to the provisions of the grievance process as set out in Article 7, the error will be remedied as follows:

- (a) Within seven (7) calendar days of the agreement between the parties that an error has been made, the affected employee will provide availability for the next sixty (60) days. The affected employee will be offered a shift as an extra within those sixty (60) days based on submitted availability.
- (b) The employee working the extra shift will not be counted in the minimum staffing for the unit and will work as an extra staff member for the scheduled shift.
- (c) The employee working as an extra will not be assigned as a replacement if an absence subsequently arises on that shift which requires a call-in replacement of a regular part-time employee.
- (d) The extra shift shall not result in overtime or premium payment.
- (e) If the Hospital does not offer the affected employee an extra shift in accordance with this Article, the employee will be paid at the rate that he/she would have received had the scheduling error not occurred.

## **ARTICLE I - UNIFORM ALLOWANCE**

### **I.01 Uniforms**

Where full-time employees are required by the Hospital to wear uniforms and where such uniforms are not laundered and provided as Hospital property, the Employer shall pay to each employee the sum of one-hundred and fifty dollars (\$150.00) annually for the purpose of allowing employees to purchase and launder, on their own, such uniforms as are required by the Hospital and such uniforms are to be the property of the employee. This shall be remitted to the employee by payroll during the first pay period of every calendar year. New full-time employees shall receive a monthly uniform allowance payment of twelve dollars and fifty cents (\$12.50) until the end of the calendar year in which they are hired.

Where part-time employees are required by the Hospital to wear uniforms and where such uniforms are not laundered and provided as Hospital property, the Employer shall pay to each employee the sum one hundred dollars (\$100.00) annually for the purpose of allowing employees to purchase and launder, on their own, such uniforms as are required by the Hospital and such uniforms are to be the property of the employee. This shall be remitted to the employee by payroll during the first pay period of every calendar year. New part-time employees shall receive a monthly uniform allowance payment of eight dollars and thirty-three cents (\$8.33) until the end of the calendar year in which they are hired.

Employees in the following departments/classifications are required to wear uniforms:

RPN  
Laundry, Dietary and Housekeeping  
Diagnostic Imaging Technologist  
Respiratory Therapist  
Pharmacy Technician  
Porters

## **I.02 Safety Footwear**

The Hospital will require employees performing the following functions or working in the following departments to wear appropriate safety footwear:

1. Maintenance
2. Environmental
3. Materials Management
4. Porters
5. MDRD

## **ARTICLE J - SICK LEAVE ADMINISTRATIVE PROVISIONS**

### **J.01 Reporting Illness**

Employees shall endeavor to call-in at least one and a half (1.5) hours before the day shift and four (4) hours before the evening and night shift.

### **J.02 Return to Work/Modified Work**

- (a) The parties agree that modified work and modified return to work are matters of mutual interest and concern.
- (b) The Hospital will notify the Bargaining Unit President of the names of all employees who go off work due to a work related injury or go on long-term disability.
- (c) The Hospital and the Union are committed to a consistent fair approach to meeting the needs of disabled workers, to restoring them to work which is meaningful to them and valuable to the Hospital, and to meeting the parties' responsibilities under the law.
- (d) To that end, the Hospital and the Union agree to cooperate in facilitating the return to work of disabled employees. The Hospital and the Union agree that on going and timely communication by all participants in the process is essential to the success of the process.
- (e) When it has been medically determined that an employee is unable to return to the full duties of her/his position due to a disability, the Hospital will notify and meet with a member of the local executive and the employee (unless such attendance causes

an unreasonable delay) to discuss the circumstances surrounding the employee's return to suitable work.

- (f) The Hospital agrees to provide the local union with a copy of the Worker's Safety and Insurance Board Form 7 for lost time or medical claims and a copy of the Pembroke Regional Hospital incident report for all other work related situations including assault, at the same time as it is sent to the Board.
- (g) A return to work arising out of (b) or (e) may include a period of orientation, when the return to work is on a unit other than the employee's original unit.
- (h) The Union shall receive a copy of all return to work/modified work plans subject to employee approval.

## **ARTICLE K - DESIGNATION OF SPECIFIC HOLIDAYS**

### **K.01 Paid Holidays**

The Hospital will recognize the following twelve (12) days as holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day (July 1)	Family Day (Third Monday in February)
August Civic Holiday	Remembrance Day

### **K.02 Lieu Days for Paid Holidays (applies to full-time employees only)**

When an employee has qualified for a lieu day in accordance with Article 16.02, the lieu day shall be granted at a mutually agreed upon time within ninety (90) days after the date on which the holiday is observed except in extenuating circumstances but at no time longer than twelve (12) months following the holiday. Lieu days may be taken concurrently with scheduled weekends off, vacation or days off.

## **ARTICLE L - ADMINISTRATIVE PROVISION - PAYMENT OF WAGES**

### **L.01 Distribution of Overtime**

Overtime shall be offered to the employees who are willing and qualified to perform the work that is available, by seniority, subject to the following:

- (a) In the following order:
  - i) Part-Time (from home unit);
  - ii) Full-Time (from home unit);
  - iii) Part-Time (from other unit);
  - iv) Full-Time (from other unit); and then
  - v) Casual

The offer of overtime shall be subject to the exigencies of patient care.

**L.02 Standby**

**(a) Transportation Allowance**

An employee who is called back to work while on paid standby shall receive a transportation allowance for each call-back of six (\$6.00) dollars.

**(b) Pagers**

The Employer will furnish a pager to employees required to remain on standby, at no cost to the employee.

**(c) The Employer will make reasonable efforts for RPNs in the OR on standby. A room will be made available for RPNs working in the OR who are on standby.**

**L.03 Daylight Savings Time**

Changing the clock caused by daylight savings or standard time shall not cause paying other than normal scheduled rates in the week the change occurs.

**L.04 Pay Day**

The Employer shall pay its employees no later than 10:00 a.m. every second Friday. The Employee's pay shall be deposited into the employee's bank account directly and the employee shall be provided with a pay stub showing the hourly rate of pay, year to date deductions, date of pay period, deductions made, the number of working hours both regular and overtime and the premiums.

When there is a Hospital error greater than fifty dollars (\$50.00) gross in an employee's pay, the Hospital will issue the amount owing within two (2) working days of the error being identified, if requested.

When the Hospital inadvertently overpays an employee, the overpayment shall be deducted from the employee's following pay cheques by a reasonable amount mutually agreed upon between the employee and the Hospital.

**ARTICLE M - MEAL ALLOWANCES**

**M.01 Paid Meal**

An employee required to work more than two (2) hours overtime shall be supplied a meal by the Hospital. If the Employer is unable to provide a meal, an allowance of ten dollars (\$10.00) shall be provided. A further meal (or meal allowance) will be supplied for each four (4) hours of continuous overtime thereafter.

## **ARTICLE N - COMMUNICATION TO UNION**

### **N.01 Correspondence**

All general correspondence between the parties, arising out of this Agreement or incidental thereto, shall pass to and from the Director of Human Resources or delegate and the Recording Secretary of the Union unless as otherwise specifically provided for herein, with a copy to the Service Representative.

## **ARTICLE O - VACATION**

### **O.01**

#### **(a) Definitions**

For the purposes of Article O.01, the following definitions apply:

“Block” means a period of seven (7) calendar days.

“Prime Time” means March Break, Christmas (December 20 to January 5) and Summer (June 15th to September 15th) of each year.

“Random Day” means one (1) shift.

“Request Deadline” means either November 1<sup>st</sup>, March 1<sup>st</sup> or August 1<sup>st</sup>.

“Vacation Period” means either February 1st to May 31<sup>st</sup>, June 1<sup>st</sup> to September 30<sup>th</sup>, and October 1<sup>st</sup> to January 31<sup>st</sup>.

#### **(b) Vacation Requests**

An employee must submit to the Hospital, in writing, his/her request for vacation during the Vacation Period of February 1<sup>st</sup> to May 31<sup>st</sup> by November 1<sup>st</sup> of each year. A response shall be provided in writing to the employee no later than November 30<sup>th</sup> of each year.

An employee must submit to the Hospital, in writing, his/her request for vacation during the Vacation Period of June 1<sup>st</sup> to September 30<sup>th</sup> by March 1<sup>st</sup> of each year. A response shall be provided in writing to the employee no later than March 30<sup>th</sup> of each year.

An employee must submit to the Hospital, in writing, his/her request for vacation during the Vacation Period of October 1<sup>st</sup> to January 31<sup>st</sup> by August 1<sup>st</sup>. A response shall be provided in writing to the employee no later than August 30<sup>th</sup> of each year.

Save and except for Random Day requests, all vacation requests must be submitted in Blocks.



(c) **Granting Vacation**

It is recognized that work requirements must be given first consideration when the Hospital grants vacation requests.

Requests for vacation outside of Prime Time which are submitted by the Request Deadline shall be granted in order of seniority within each classification within each department or Clinical Program. For vacation requests during Prime Time which are submitted by the Request Deadline, employees may only exercise their seniority for a maximum of three (3) Blocks which may be consecutive. Where vacation requests of more than three (3) Blocks do not conflict with work requirements, additional vacation may be granted.

Employees who miss the Request Deadlines shall have their vacation requests considered on a first come first serve basis for the applicable Vacation Period and only after those requests which have been submitted by the deadline have been processed in accordance with Article O.01 (b).

(d) **Random Vacation Days**

For all full-time and part-time employees with less than four (4) weeks' vacation entitlement, no more than five (5) Random Days to a maximum of thirty-seven and one half (37.5) hours may be taken in a vacation year. All full-time and part-time employees with four (4) or more weeks' vacation entitlement may take up to ten (10) Random Days to a maximum of seventy-five (75) hours in a vacation year.

Requests for vacation in Blocks shall take precedence over request for Random Days.

(e) **Other Leaves**

Subject to Article H.01(e), vacation requests take precedence over other paid leave requests unless such leave requests have already been approved by the Hospital.

(f) **Employee's Responsibility**

Each employee is responsible for keeping track of his/her vacation entitlement. Information with regard to vacation entitlement will be made available to employees on their bi-weekly pay records.

(g) **Unused Vacation**

An employee may request to carry over a maximum of one (1) weeks' vacation, to a maximum of thirty-seven and one half (37.5) hours, to be used the following vacation year. Any vacation entitlement not used by a full-time employee's anniversary date each year shall be paid out to the employee in the first pay period following that anniversary, unless the employee has requested to carry over vacation in accordance with this Article. Employees must request to carry over their vacation no later than three (3) months prior to the employee's anniversary date. Requests to carry over vacation shall not be unreasonably denied.

## **O.02 Vacations Part Time**

On or about December 1<sup>st</sup> of each year, the Hospital will pay the percentage of earnings of the previous calendar year.

Any part-time employee may submit a request during the period January 15<sup>th</sup> to October 31<sup>st</sup> for a vacation advance. Such advance will be paid approximately four (4) weeks after the request. The total percentage of earnings of the previous year will be paid out. A separate paystub shall be issued for vacation percentage payouts.

## **O.03 Scheduled Vacation and Workers' Compensation**

Where vacations had been previously approved for a period of time for which an employee is in receipt of WSIB benefits, the employee may reschedule his vacation upon his return to work. It is understood that in the event that the employee chooses to reschedule his vacation, it will not result in the displacement of any vacations already approved for other employees.

## **ARTICLE P - HEALTH AND SAFETY**

### **P.01**

- (a) It is in the mutual interests of the parties to promote health and safety in the workplace and to prevent and reduce the occurrence of workplace injuries and occupational diseases. The parties agree that employees have the right to a safe and healthy work environment and that health and safety is of the utmost importance. The parties agree to promote health and safety and wellness. The parties further agree that when faced with occupational health and safety decisions, the Hospital will not await full scientific certainty or absolute certainty before taking reasonable action(s) that reduces the risk and protects employees. The Hospital shall provide orientation and training in health and safety to new and current employees on an ongoing basis and employees shall attend required health and safety training sessions.
- (b) The parties fully endorse the responsibilities of employer and employees under the Occupational Health and Safety Act. Accordingly, the provisions of the Occupational Health and Safety Act are incorporated into and form part of this collective agreement and the rights and responsibilities set out therein will not be diminished.
- (c) The Hospital agrees to cooperate in providing necessary information and management support to enable the Health and Safety Committee to fulfill its functions. In addition, the Hospital will provide the Health and Safety Committee with access to all accident reports, health and safety records and other pertinent information in its possession. The Health and Safety Committee shall respect the confidentiality of the information.
- (d) Where the Hospital determines that there is a risk that employees may be exposed to infectious or communicable diseases (viral or bacterial), or blood borne

pathogens, employees who may be so exposed will be provided with personal protective equipment reasonably necessary for the protection of the employee.

- (e) An employee who is required by the Hospital to wear or use any protective clothing, equipment or device shall be instructed and trained in its care, use and limitations before wearing or using it for the first time and at regular intervals thereafter and the employee shall participate in such instruction and training.
- (f) Where the Hospital identifies high risk areas where employees are exposed to infectious or communicable diseases for which there are available protective medications, such medications shall be provided at no cost to the employee.
- (g) The Hospital accepts that one CUPE member on the Joint Occupational Health and Safety Committee will be trained and will act as a certified worker under the Occupational Health and Safety Act. Any costs associated with the training of a certified worker will be paid by the Hospital.

**P.02** The Hospital agrees to provide the employee and the Union representative on the Health and Safety Committee with a copy of the Workplace Safety Insurance Board Form 7 (absent the Social Insurance Number and Date of Birth) at the same time it is sent to W.S.I.B.

**P.03** The Hospital will inform the Union within three (3) working days of any employee who is subjected to violence while performing his/her work. Such information shall be submitted to the Union in writing as soon as possible.

## **ARTICLE Q - GENERAL CONDITIONS**

### **Q.01 Bulletin Boards**

- (a) The Union will be allowed bulletin boards at mutually agreeable locations in the Hospital and on any off sites for the purpose of posting notices regarding matters pertaining only to the Union. All such notices must be signed by an authorized officer of the Union. All notices must be submitted to the President and CEO or delegate for information, prior to posting.
- (b) The Employer will allow the Union the use of the Hospital's fax machine for any union correspondence.

### **Q.02 Copies of the Collective Agreement**

The Union and the Hospital agree to share the costs of reproduction of the Collective Agreement in sufficient number on an equal basis and in a mutually approved form. The Hospital will be responsible for distributing copies of currently negotiated Collective Agreements to CUPE Local 1502 bargaining unit employees.

### **Q.03 Job Creation Program**

Persons from any job creation program will not be introduced into any department without the consent of the Union. Such consent shall not be unreasonably withheld.

**Q.04 Evaluations**

A copy of any completed evaluation which is to be placed on an employee's personnel file shall be first reviewed with the employee. The employee shall sign such evaluation as having been read, and shall have the opportunity to add his/her views to such evaluation prior to it being placed in his/her personnel file. It is understood that such evaluations are not disciplinary action by the Hospital against the employee.

**Q.05 Certification / Registration of Regulated Health Professionals**

All Regulated Health Professionals must present evidence annually that their current certificate of registration is in good standing and currently in effect, in accordance with the requirements of the applicable Regulatory Body and with Hospital policy. The Hospital may elect to subscribe to the automated registration process offered by the regulatory body, and this shall satisfy the aforementioned evidentiary requirement.

When the Hospital is notified that a Regulated Health Professional's certificate of registration has not been achieved or has been suspended, the employee/Regulated Health Professional shall be placed on a non-disciplinary suspension without pay.

When the Regulated Health Professional presents evidence that his/her Certificate of Registration has been reinstated, he/she shall be reinstated to his/her position upon presenting such evidence. Failure to provide evidence of reinstatement within ninety (90) days of being placed on non-disciplinary suspension by the Hospital will result in termination of employment for not being qualified to work.

**Q.06 Employees on Leave**

The Hospital agrees to provide the Union with a list of employees on pregnancy/parental leave, long-term disability, and Workplace Safety Insurance Board benefits on a monthly basis.

**Q.07 Exposure to Contagious Disease**

Full-time employees required by the Hospital to be absent from work as a result of exposure to contagious disease will be placed on the sick pay benefit plan until it is determined if the employee has become infected.

Where a regular part-time employee is absent from work during the screening period for a contagious disease, the Hospital will endeavour to replace lost shifts after the employee returns to work.

**Q.08 Travel Expenses**

Where the employee is required to use their own vehicle to perform the duties of their job they will be reimbursed in accordance with the Hospital policy on Travel Expenses.

**Q.09 Confirmation of Leave Requests**

The Employer shall provide written confirmation that a requested leave or random vacation day, or otherwise, has been approved or denied to an Employee who has requested such leave in writing. Confirmation shall be provided within seven (7) calendar days of the Employees request.

**Q.10 Benefits for Part-time Employees**

The Hospital agrees to provide Extended Health Care benefits to all part-time employees who so request in writing. The cost of such benefits shall be made known to the employees and shall be paid for by the employee through payroll deduction.

**Q.11 Transfer to a Lower Paying Classification**

An employee who is the successful applicant to a job posting, and as a result is transferred to a lower paying classification within the bargaining unit will be placed in the range of the lower paying classification commensurate with his service at the Hospital and shall progress within the new salary range in accordance with his/her length of service in the new job subsequent to the date of the transfer.

**Q.12 Notification to the Union**

The Hospital shall maintain a list of all temporary assignments and temporary employees showing the current classification and department. An up-to-date list shall be sent to the Union on a quarterly basis.

**Q.13 Access Cards**

Where Employees require an access card to gain entry to the Employer's premises, such cards shall be provided at no cost to the Employee at the time of hire. Cards which are damaged through normal wear and tear, or which are non-functional, will be replaced at no cost to the Employee provided that the damaged or non-functioning card is returned to the Hospital and exchanged for a new card. Otherwise, Employees are responsible for the cost of replacement cards.

**Q.14 Mentorship**

Registered Practical Nurses (RPNs) may, from time to time, be assigned a formal mentorship role for a designated nurse. Mentorship is a formal supportive relationship between two (2) RPNs, which results in the professional growth and development of an individual practitioner to maximize her or his clinical practice. The relationship is time limited and focused on goal achievement. Orientation to the organization or general functioning of the unit does not constitute mentorship.

After consultation with the RPN being mentored and the mentor, the Hospital will identify the experiences required to meet her or his learning needs, will determine the duration of the mentorship assignment and expectations of the mentor, and appropriate training.

During the consultation process, the Hospital will review the mentor's workload with the mentor and the RPN being mentored to facilitate successful completion of the mentoring assignment.

The Hospital will provide, on a regular basis, all nurses with an opportunity to indicate their interest in assuming a mentorship role, through a mechanism determined by the local parties. The Hospital selects and assigns the mentor for a given mentoring relationship. At the request of any RPN, the Hospital will discuss with any unsuccessful applicant ways in which she or he may be successful for future opportunities.

The Hospital will pay the RPN for this assigned additional responsibility a premium of one dollar (\$1.00) per hour, in addition to her or his regular salary and applicable premium allowance.

## **ARTICLE R - PARKING**

The Hospital will continue to provide employees with free parking in the D'Youville lot.

The parking rates shall not exceed \$22 per pay period in the 'paid parking' lots.

Employees may discontinue payment for absences in excess of three weeks. Payment will resume upon return to work. There shall be no reinstatement fee.

Employees who do not pay for parking, and who are scheduled for standby, shall be reimbursed for parking when called in from standby.

Signed and dated in Pembroke, Ontario, this 26 day of November, 2024.

**FOR THE UNION**

Signed by:  
*Connie Young*  
FB8972D20C4E4C9...

Signed by:  
*[Signature]*  
22F5AAD4DE19499...

Signed by:  
*Sheedy*  
373D7266421A4A5...

Signed by:  
*Anthony Duong*  
71D03B4884A449C...

**FOR THE EMPLOYER**

Signed by:  
*Ralph Hatem*  
9685BB6E5E8D417...

Signed by:  
*Tanya Parker*  
E085D0C4550F44D...

Signed by:  
*Brent McIntyre*  
3D7ACE0C65104B0...

Signed by:  
*Cheryl Summers*  
59F1DD06878545C...

:hf/cope491

**Letter of Understanding #1**

**between**

**Pembroke Regional Hospital**

**and**

**The Canadian Union of Public Employees  
and its Local 1502**

**Re: Benefits for Classifications Voluntarily Recognized May 23, 1997**

---

**WITHOUT PREJUDICE**

Individuals in the following classifications were voluntarily recognized by the Hospital as members of the Canadian Union of Public Employees Local 1502 bargaining unit on May 23, 1997:

Psychologist, Physiotherapist, Social Worker, Program Therapist, Group Home Coordinator, Residential Counsellor, Clinical Dietitian

Pembroke Regional Hospital agreed to continue paying 100% of the premiums for dental, extended health care and long term disability benefits for full-time staff while they continued to work in their classification identified above.

During March 1998, all staff in the classifications of Program Therapist, Group Home Coordinator and Residential Counsellor were invited in writing to apply for their choice(s) of newly developed job classifications in the new Community Mental Health Program. Interviews were conducted and staff transferred from their former classifications into the positions for which they had been successful. Their former classifications ceased then to exist, and employment continued from April 1, 1998, in the new classifications. Dental, extended health care and long term disability benefits from April 1, 1998, have been offered in accordance with the CUPE Collective Agreement where the Hospital pays 75% of the dental and extended health care premiums, and 85% of the long term disability premiums.

Staff continuing to work in the classifications of Psychologist, Physiotherapist, Social Worker and Clinical Dietitian since May 23, 1997, will continue to have their premiums for dental, extended health care and long term disability paid 100% by the Hospital as long as they continuously occupy their classification. Such "grandparenting" of 100% paid benefits will cease upon successful application for a posted position in another classification.



No aspects of this Agreement shall be considered precedent setting. The Union accepts no liability.

Signed and dated in Pembroke, Ontario, this 26 day of November, 2024.

**FOR THE UNION**

Signed by:  
*Connie Young*  
FB8972D20C4E4C9...

Signed by:  
*[Signature]*  
22F5AAD4DE19499...

Signed by:  
*Aheady*  
373D7266421A4A6...

Signed by:  
*Anthony Duong*  
71D03B4884A449C...

**FOR THE EMPLOYER**

Signed by:  
*Ralph Hatem*  
9685BB6E5E8D417...

Signed by:  
*Tanya Parker*  
E685D6C4558F44D...

Signed by:  
*Brent McIntyre*  
3D7ACEUC65184B0...

Signed by:  
*Cheryl Summers*  
59FTDD06878545C...

### SCHEDULE "A" – WAGES

	29-Sep-21	29-Sep-22	29-Sep-23	29-Sep-24
	4.75%	3.50%	3.00%	3.00%
<b>DIAGNOSTIC IMAGING</b>				
<b>RADIOLOGY REGISTERED TECH</b>				
START	\$33.49	\$34.67	\$35.71	\$36.78
AFTER 1 YR	\$34.80	\$36.03	\$37.11	\$38.22
2YRS	\$36.27	\$37.55	\$38.67	\$39.83
3YRS	\$37.69	\$39.02	\$40.19	\$41.40
4YRS	\$39.16	\$40.54	\$41.76	\$43.01
5YRS	\$40.61	\$42.04	\$43.30	\$44.60
6YRS	\$42.04	\$43.52	\$44.83	\$46.17
7YRS	\$43.46	\$44.99	\$46.34	\$47.73
8YRS	\$44.94	\$46.53	\$47.92	\$49.36
9YRS	\$44.94	\$46.53	\$47.92	\$49.36
<b>PROFESSIONAL WITH TEMP REG</b>	\$28.99	\$30.02	\$30.92	\$31.84
<b>MRI TECHNOLOGIST</b>				
START	\$33.90	\$35.09	\$36.15	\$37.23
AFTER 1 YR	\$35.21	\$36.45	\$37.54	\$38.67
2 YRS	\$36.68	\$37.97	\$39.11	\$40.28
3 YRS	\$38.13	\$39.48	\$40.66	\$41.88
4 YRS	\$39.60	\$41.00	\$42.22	\$43.49
5 YRS	\$41.06	\$42.50	\$43.78	\$45.09
6 YRS	\$42.51	\$44.01	\$45.33	\$46.69
7 YRS	\$43.96	\$45.51	\$46.87	\$48.28
8 YRS	\$46.81	\$48.46	\$49.91	\$51.41
<b>CLINICAL INSTRUCTOR</b>				
START	\$41.83	\$43.31	\$44.60	\$45.94
AFTER 1 YR	\$43.51	\$45.04	\$46.39	\$47.78
2YRS	\$45.17	\$46.77	\$48.17	\$49.61
3YRS	\$46.84	\$48.49	\$49.95	\$51.44
4YRS	\$48.52	\$50.23	\$51.73	\$53.29
5YRS	\$50.16	\$51.93	\$53.49	\$55.09
6YRS	\$51.85	\$53.68	\$55.29	\$56.95
7YRS	\$51.85	\$53.68	\$55.29	\$56.95
8YRS	\$51.85	\$53.68	\$55.29	\$56.95
9YRS	\$51.85	\$53.68	\$55.29	\$56.95
<b>SONOGRAPHER</b>				
START	\$33.47	\$34.65	\$35.69	\$36.76
AFTER 1 YR	\$34.80	\$36.03	\$37.11	\$38.22
2YRS	\$36.25	\$37.52	\$38.65	\$39.81
3YRS	\$37.69	\$39.02	\$40.19	\$41.40
4YRS	\$39.16	\$40.54	\$41.76	\$43.01
5YRS	\$40.61	\$42.04	\$43.30	\$44.60
6YRS	\$42.03	\$43.51	\$44.82	\$46.16
7YRS	\$43.46	\$44.99	\$46.34	\$47.73

	29-Sep-21	29-Sep-22	29-Sep-23	29-Sep-24
	4.75%	3.50%	3.00%	3.00%
8YRS	\$46.28	\$47.92	\$49.35	\$50.83
9YRS	\$46.28	\$47.92	\$49.35	\$50.83
<b>DIAGNOSTIC IMAGING TEAM LEAD (CT, MRI, SON)</b>				
<b>NUCLEAR MEDICINE TECH</b>				
START	\$41.83	\$43.31	\$44.60	\$45.94
AFTER 1 YR	\$43.51	\$45.04	\$46.39	\$47.78
2YRS	\$45.17	\$46.77	\$48.17	\$49.61
3YRS	\$46.84	\$48.49	\$49.95	\$51.44
4YRS	\$48.52	\$50.23	\$51.73	\$53.29
5YRS	\$50.16	\$51.93	\$53.49	\$55.09
6YRS	\$51.85	\$53.68	\$55.29	\$56.95
<b>ECHOCARDIOGRAPHER</b>				
START	\$33.47	\$34.65	\$35.69	\$36.76
AFTER 1 YR	\$34.80	\$36.03	\$37.11	\$38.22
2YRS	\$36.25	\$37.52	\$38.65	\$39.81
3YRS	\$37.69	\$39.02	\$40.19	\$41.40
4YRS	\$39.16	\$40.54	\$41.76	\$43.01
5YRS	\$40.61	\$42.04	\$43.30	\$44.60
6YRS	\$42.03	\$43.51	\$44.82	\$46.16
7YRS	\$43.46	\$44.99	\$46.34	\$47.73
8YRS	\$46.28	\$47.92	\$49.35	\$50.83
9YRS	\$46.28	\$47.92	\$49.35	\$50.83
<b>PORTER</b>				
START	\$23.42	\$24.25	\$24.97	\$25.72
AFTER 1 YR	\$24.32	\$25.18	\$25.93	\$26.71
2 YRS	\$25.19	\$26.08	\$26.86	\$27.67
3 YRS	\$26.08	\$27.00	\$27.81	\$28.65
4 YRS	\$26.96	\$27.91	\$28.75	\$29.61
<b>PHARMACY</b>				
<b>PHARMACY ASSISTANT</b>				
START	\$21.52	\$22.28	\$22.95	\$23.64
AFTER 6MTHS	\$22.38	\$23.17	\$23.87	\$24.58
12 MTHS	\$23.17	\$23.99	\$24.70	\$25.45
18MTHS	\$24.02	\$24.86	\$25.61	\$26.38
24MTHS	\$24.83	\$25.71	\$26.48	\$27.28
<b>PHARMACY TECH</b>				
START	\$28.04	\$29.03	\$31.23	\$ 32.16
AFTER 1YR	\$29.14	\$30.17	\$32.45	\$ 33.42
2YRS	\$30.20	\$31.26	\$33.63	\$ 34.64
3YRS	\$31.26	\$32.36	\$34.81	\$ 35.85
4YRS	\$32.34	\$33.48	\$36.01	\$ 37.09

	29-Sep-21	29-Sep-22	29-Sep-23	29-Sep-24
	4.75%	3.50%	3.00%	3.00%
<b>MAINTENANCE</b>				
<b>TRADES GENERALIST</b>				
START	\$33.85	\$35.04	\$36.09	\$37.17
AFTER 6MTHS	\$34.08	\$35.28	\$36.34	\$37.43
12 MTHS	\$34.33	\$35.54	\$36.60	\$37.70
18MTHS	\$34.51	\$35.72	\$36.79	\$37.90
24MTHS	\$34.68	\$35.91	\$36.98	\$38.09
<b>MAINTENANCE ASSIST</b>				
START	\$22.71	\$23.51	\$24.21	\$24.94
AFTER 6MTHS	\$22.98	\$23.79	\$24.50	\$25.24
12 MTHS	\$23.27	\$24.09	\$24.82	\$25.56
18MTHS	\$23.46	\$24.29	\$25.02	\$25.77
24MTHS	\$23.65	\$24.48	\$25.22	\$25.98
<b>DIETARY</b>				
<b>COOK</b>				
START	\$29.52	\$30.56	\$31.48	\$32.42
AFTER 6MTHS	\$29.83	\$30.88	\$31.81	\$32.77
12 MTHS	\$30.21	\$31.28	\$32.21	\$33.18
18MTHS	\$30.40	\$31.47	\$32.41	\$33.39
24MTHS	\$30.67	\$31.75	\$32.71	\$33.69
<b>FOOD SERVICE WORKER 1</b>				
START	\$27.74	\$28.71	\$29.62	\$30.51
AFTER 6MTHS	\$28.08	\$29.07	\$29.95	\$30.85
12 MTHS	\$28.41	\$29.41	\$30.27	\$31.18
18MTHS	\$28.65	\$29.66	\$30.50	\$31.42
24MTHS	\$28.85	\$29.86	\$30.82	\$31.74
<b>FOOD SERVICE WORKER 2</b>				
START	\$22.64	\$23.44	\$24.15	\$24.87
AFTER 6MTHS	\$22.92	\$23.72	\$24.44	\$25.17
12 MTHS	\$23.26	\$24.08	\$24.81	\$25.55
18MTHS	\$23.43	\$24.26	\$24.98	\$25.73
24MTHS	\$23.65	\$24.48	\$25.22	\$25.98
<b>DIETITIAN ASSISTANT</b>				
START	\$29.46	\$30.49	\$31.41	\$32.35
AFTER 1 YR	\$30.44	\$31.51	\$32.46	\$33.43
2YRS	\$31.45	\$32.56	\$33.53	\$34.54
3YRS	\$32.48	\$33.63	\$34.64	\$35.68
4YRS	\$33.49	\$34.67	\$35.71	\$36.78

<b>DIETARY LEAD HAND</b>				
START	\$25.99	\$26.90	\$27.71	\$28.54
AFTER 1 YR	\$26.30	\$27.23	\$28.05	\$28.89
2YRS	\$26.60	\$27.53	\$28.36	\$29.21
3YRS	\$26.86	\$27.80	\$28.64	\$29.50
4YRS	\$27.07	\$28.02	\$28.86	\$29.73
<b>LAUNDRY</b>				
<b>LINEN PROCESSOR</b>				
START	\$22.70	\$23.50	\$24.20	\$24.93
AFTER 6MTHS	\$22.97	\$23.78	\$24.49	\$25.23
12 MTHS	\$23.20	\$24.02	\$24.74	\$25.48
18MTHS	\$23.41	\$24.23	\$24.96	\$25.71
24MTHS	\$23.65	\$24.48	\$25.22	\$25.98
<b>HOUSEKEEPING</b>				
<b>LEAD HAND CLEANER</b>				
START	\$24.26	\$25.11	\$25.87	\$26.64
AFTER 6MTHS	\$24.52	\$25.38	\$26.15	\$26.93
12 MTHS	\$24.80	\$25.68	\$26.45	\$27.24
18MTHS	\$24.99	\$25.87	\$26.65	\$27.45
24MTHS	\$25.24	\$26.13	\$26.92	\$27.72
<b>LEAD HAND LINEN PROCESSOR</b>				
START	\$25.34	\$26.23	\$27.02	\$27.83
AFTER 6MTHS	\$25.61	\$26.51	\$27.31	\$28.13
12 MTHS	\$25.87	\$26.78	\$27.59	\$28.42
18MTHS	\$26.06	\$26.98	\$27.79	\$28.62
24MTHS	\$26.33	\$27.26	\$28.08	\$28.92
<b>CLEANER</b>				
START	\$22.70	\$23.50	\$24.20	\$24.93
AFTER 6MTHS	\$22.97	\$23.78	\$24.49	\$25.23
12 MTHS	\$23.20	\$24.02	\$24.74	\$25.48
18MTHS	\$23.41	\$24.23	\$24.96	\$25.71
24MTHS	\$23.65	\$24.48	\$25.22	\$25.98
<b>NURSING</b>				
<b>REGISTERED PRACTICAL NURSE (RPN)</b>				
START	\$31.57	\$32.69	\$35.80	\$36.88
AFTER 6MTHS	\$31.91	\$33.02	\$36.18	\$37.27
12 MTHS	\$32.24	\$33.38	\$36.57	\$37.66
18MTHS	\$32.44	\$33.59	\$36.79	\$37.90
24MTHS	\$32.67	\$33.82	\$37.05	\$38.16
<b>RPN TEMP REGISTRATION</b>				
START	\$21.81	\$22.57	\$23.25	\$23.95
AFTER 6MTHS	\$22.08	\$22.86	\$23.54	\$24.25
12 MTHS	\$22.36	\$23.15	\$23.84	\$24.56

18MTHS	\$22.58	\$23.38	\$24.08	\$24.80
24MTHS	\$22.77	\$23.57	\$24.28	\$25.01
<b>UNIT CLERK</b>				
START	\$24.34	\$25.20	\$25.96	\$27.83
AFTER 6MTHS	\$24.63	\$25.49	\$25.25	\$28.12
12 MTHS	\$24.90	\$25.78	\$26.55	\$28.41
18MTHS	\$25.18	\$26.07	\$26.85	\$28.62
24MTHS	\$25.37	\$26.26	\$27.05	\$28.92
<b>MEDICAL DEVICE REPROCESSING TECHNICIAN</b>				
START	\$25.99	\$26.90	\$27.71	\$28.54
AFTER 6MTHS	\$26.29	\$27.22	\$28.03	\$28.88
12 MTHS	\$26.60	\$27.53	\$28.36	\$29.21
18MTHS	\$26.87	\$27.81	\$28.65	\$29.51
24MTHS	\$27.07	\$28.02	\$28.86	\$29.73
<b>PATIENT SERVICES ATTENDANT</b>				
START	\$ 20.41	\$ 21.13	\$21.77	\$22.42
AFTER 6MTHS	\$ 20.63	\$ 21.36	\$22.00	\$22.66
12 MTHS	\$ 20.85	\$ 21.59	\$22.24	\$22.90
18MTHS	\$ 21.08	\$ 21.83	\$22.48	\$23.16
24MTHS	\$ 21.30	\$ 22.05	\$22.72	\$23.40
<b>PHYSIOTHERAPY/REHAB ASSISTANT</b>				
START	\$26.28	\$27.21	\$28.02	\$28.86
AFTER 1 YR	\$27.26	\$28.22	\$29.06	\$29.93
2YRS	\$28.26	\$29.26	\$30.14	\$31.04
3YRS	\$29.25	\$30.28	\$31.19	\$32.12
4YRS	\$30.25	\$31.32	\$32.26	\$33.23
<b>HEALTHCARE AIDE</b>				
START			\$29.08	\$29.95
AFTER 6MTHS			\$29.37	\$30.25
12 MTHS			\$29.65	\$30.54
18MTHS			\$29.85	\$30.74
24MTHS			\$30.14	\$31.04
<b>CLERICAL</b>				
<b>CLERK</b>				
START	\$22.70	\$23.50	\$24.20	\$24.93
AFTER 6MTHS	\$22.97	\$23.78	\$24.49	\$25.23
12 MTHS	\$23.20	\$24.02	\$24.74	\$25.48
18MTHS	\$23.41	\$24.23	\$24.96	\$25.71
24MTHS	\$23.65	\$24.48	\$25.22	\$25.98
<b>STENOGRAPHER</b>				
START	\$25.58	\$26.48	\$27.27	\$28.09
AFTER 6MTHS	\$25.90	\$26.82	\$27.62	\$28.45
12 MTHS	\$26.23	\$27.15	\$27.97	\$28.81
18MTHS	\$26.44	\$27.37	\$28.19	\$29.04

24MTHS	\$27.07	\$28.02	\$28.86	\$29.73
CLERK 1				
START	\$26.75	\$27.70	\$28.53	\$29.38
AFTER 6MTHS	\$27.08	\$28.03	\$28.87	\$29.74
12 MTHS	\$27.38	\$28.35	\$29.20	\$30.07
18MTHS	\$27.67	\$28.65	\$29.51	\$30.39
24MTHS	\$27.87	\$28.86	\$29.72	\$30.61
TEAM LEAD CLERK				
START	\$27.73	\$28.70	\$29.62	\$30.51
AFTER 6MTHS	\$28.05	\$29.04	\$29.95	\$30.85
12 MTHS	\$28.36	\$29.36	\$30.27	\$31.18
18MTHS	\$28.65	\$29.66	\$30.50	\$31.42
24MTHS	\$28.85	\$29.86	\$30.82	\$31.74
TEAM LEAD HEALTH INFO MANAGER				
START	\$30.20	\$31.26	\$32.20	\$33.17
AFTER 1 YR	\$30.81	\$31.89	\$32.85	\$33.84
2 YRS	\$31.42	\$32.52	\$33.50	\$34.50
3 YRS	\$32.03	\$33.16	\$34.16	\$35.18
4 YRS	\$32.68	\$33.84	\$34.85	\$35.90
ACCOUNTING BOOKKEEPER				
START	\$27.73	\$28.70	\$29.62	\$30.51
AFTER 6MTHS	\$28.03	\$29.02	\$29.95	\$30.85
12 MTHS	\$28.33	\$29.33	\$30.27	\$31.18
18MTHS	\$28.54	\$29.55	\$30.50	\$31.42
24MTHS	\$28.85	\$29.86	\$30.82	\$31.74
TEAM LEAD STENO				
START	\$27.17	\$28.13	\$28.97	\$29.84
AFTER 6MTHS	\$27.46	\$28.43	\$29.29	\$30.16
12 MTHS	\$27.77	\$28.75	\$29.61	\$30.50
18MTHS	\$27.99	\$28.98	\$29.84	\$30.74
24MTHS	\$28.29	\$29.29	\$30.17	\$31.07
HEALTH RECORD TECHNICIAN				
START	\$26.00	\$26.91	\$27.72	\$28.55
AFTER 1YR	\$26.95	\$27.90	\$28.74	\$29.60
2YRS	\$27.93	\$28.91	\$29.78	\$30.67
3YRS	\$28.94	\$29.96	\$30.86	\$31.79
4YRS	\$29.91	\$30.96	\$31.89	\$32.85
STORESPERSON				
START	\$22.70	\$23.50	\$24.20	\$24.93
AFTER 6MTHS	\$22.97	\$23.78	\$24.49	\$25.23
12 MTHS	\$23.20	\$24.02	\$24.74	\$25.48
18MTHS	\$23.41	\$24.23	\$24.96	\$25.71
24MTHS	\$23.65	\$24.48	\$25.22	\$25.98
BUYER				

START	\$28.33	\$29.33	\$30.21	\$31.12
AFTER 1 YR	\$29.06	\$30.08	\$30.98	\$31.91
2YRS	\$29.79	\$30.84	\$31.77	\$32.72
3YRS	\$30.50	\$31.58	\$32.53	\$33.50
4YRS	\$31.31	\$32.41	\$33.39	\$34.39
<b>MENTAL HEALTH SERVICES</b>				
<b>TEAM LEADER</b>				
START	\$36.02	\$37.29	\$38.40	\$39.56
AFTER 1 YR	\$37.29	\$38.61	\$39.77	\$40.96
2YRS	\$38.57	\$39.93	\$41.13	\$42.36
3YRS	\$39.86	\$41.27	\$42.50	\$43.78
4YRS	\$41.16	\$42.61	\$43.89	\$45.21
<b>CASEWORKER</b>				
START	\$33.29	\$34.46	\$35.50	\$36.56
AFTER 1 YR	\$34.39	\$35.60	\$36.67	\$37.77
2YRS	\$35.55	\$36.81	\$37.91	\$39.05
3YRS	\$36.72	\$38.01	\$39.15	\$40.33
4YRS	\$37.84	\$39.17	\$40.35	\$41.56
<b>OUTREACH WORKER</b>				
START	\$26.15	\$27.08	\$27.89	\$28.73
AFTER 1 YR	\$27.27	\$28.23	\$29.07	\$29.95
2YRS	\$28.48	\$29.49	\$30.37	\$31.28
3YRS	\$29.59	\$30.64	\$31.55	\$32.50
4YRS	\$30.67	\$31.75	\$32.71	\$33.69
<b>SOCIAL WORKER BSW</b>				
START	\$35.63	\$36.88	\$37.99	\$39.13
AFTER 1 YR	\$37.55	\$38.87	\$40.03	\$41.24
2YRS	\$39.49	\$40.89	\$42.11	\$43.38
3YRS	\$41.45	\$42.92	\$44.20	\$45.53
4YRS	\$43.42	\$44.95	\$46.30	\$47.69
5YRS	\$45.38	\$46.98	\$48.39	\$49.84
<b>SOCIAL WORKER MSW</b>				
START	\$40.63	\$42.06	\$43.32	\$44.62
AFTER 1 YR	\$42.85	\$44.36	\$45.69	\$47.06
2YRS	\$45.08	\$46.67	\$48.07	\$49.51
3YRS	\$47.32	\$48.99	\$50.46	\$51.97
4YRS	\$49.55	\$51.30	\$52.84	\$54.43
5YRS	\$51.78	\$53.60	\$55.21	\$56.86
<b>PEER SUPPORT WORKER</b>				
START	\$25.58	\$26.48	\$27.27	\$28.09
AFTER 6MTHS	\$25.90	\$26.82	\$27.62	\$28.45
12 MTHS	\$26.23	\$27.15	\$27.97	\$28.81



18MTHS	\$26.43	\$27.36	\$28.18	\$29.03
24MTHS	\$27.07	\$28.02	\$28.86	\$29.73

<b>PEER SPECIALIST</b>				
START	\$27.93	\$28.90	\$29.77	\$30.66
AFTER 1 YR	\$28.48	\$29.48	\$30.36	\$31.27
2 YRS	\$29.05	\$30.06	\$30.97	\$31.89
3 YRS	\$29.58	\$30.62	\$31.54	\$32.48
4 YRS	\$30.16	\$31.21	\$32.15	\$33.11

<b>VOCATIONAL COUNSELLOR</b>				
START	\$30.73	\$31.82	\$32.77	\$33.76
AFTER 1 YR	\$32.08	\$33.21	\$34.20	\$35.23
2YRS	\$33.23	\$34.40	\$35.43	\$36.49
3YRS	\$34.46	\$35.68	\$36.75	\$37.85
4YRS	\$35.84	\$37.10	\$38.21	\$39.36

<b>CONCURRENT SPECIALIST</b>				
START	\$30.73	\$31.82	\$32.77	\$33.76
AFTER 1 YR	\$32.08	\$33.21	\$34.20	\$35.23
2YRS	\$33.23	\$34.40	\$35.43	\$36.49
3YRS	\$34.46	\$35.68	\$36.75	\$37.85
4YRS	\$35.84	\$37.10	\$38.21	\$39.36

<b>COGNITIVE BEHAVIOURAL THERAPIST (CBT)</b>				
START	\$ 40.63	\$ 42.06	\$43.32	\$44.62
AFTER 1 YR	\$ 42.85	\$ 44.36	\$45.69	\$47.06
2YRS	\$ 45.09	\$ 46.68	\$48.08	\$49.52
3YRS	\$ 47.32	\$ 48.99	\$50.46	\$51.97
4YRS	\$ 49.55	\$ 51.30	\$52.84	\$54.43
5YRS	\$ 51.78	\$ 53.60	\$55.21	\$56.86

**RESPIRATORY, PHYSIOTHERAPY, OCCUPATIONAL THERAPY, CLINICAL DIETITIAN professional**

<b>RESPIRATORY TEAM LEADER</b>				
START	\$40.62	\$42.05	\$43.31	\$44.61
AFTER 1 YR	\$42.23	\$43.72	\$45.03	\$46.38
2YRS	\$43.86	\$45.41	\$46.77	\$48.18
3YRS	\$45.45	\$47.05	\$48.46	\$49.91
4YRS	\$47.10	\$48.76	\$50.23	\$51.73
5YRS	\$48.69	\$50.41	\$51.92	\$53.48
6YRS	\$51.85	\$53.68	\$55.29	\$56.95

<b>RESPIRATORY THERAPIST</b>				
START	\$33.47	\$34.65	\$35.69	\$36.76
AFTER 1 YR	\$34.80	\$36.03	\$37.11	\$38.22
2YRS	\$36.25	\$37.52	\$38.65	\$39.81
3YRS	\$37.69	\$39.02	\$40.19	\$41.40
4YRS	\$39.16	\$40.54	\$41.76	\$43.01
5YRS	\$40.61	\$42.04	\$43.30	\$44.60

6YRS	\$42.03	\$43.51	\$44.82	\$46.16
7YRS	\$43.47	\$45.00	\$46.35	\$47.74
8YRS	\$46.28	\$47.92	\$49.35	\$50.83
9YRS	\$46.28	\$47.92	\$49.35	\$50.83
PHYSIOTHERAPIST				
START	\$35.72	\$36.98	\$38.09	\$39.23
AFTER 1 YR	\$38.18	\$39.53	\$40.72	\$41.94
2YRS	\$40.67	\$42.10	\$43.36	\$44.67
3YRS	\$43.15	\$44.67	\$46.01	\$47.39
4YRS	\$45.60	\$47.21	\$48.63	\$50.09
5YRS	\$49.52	\$51.27	\$52.81	\$54.39
OCCUPATIONAL THERAPIST				
START	\$35.72	\$36.98	\$38.09	\$39.23
AFTER 1 YR	\$38.18	\$39.53	\$40.72	\$41.94
2YRS	\$40.67	\$42.10	\$43.36	\$44.67
3YRS	\$43.15	\$44.67	\$46.01	\$47.39
4YRS	\$45.60	\$47.21	\$48.63	\$50.09
5YRS	\$49.52	\$51.27	\$52.81	\$54.39
CLINICAL DIETITIAN				
START	\$35.63	\$36.88	\$37.99	\$39.13
AFTER 1 YR	\$37.55	\$38.87	\$40.03	\$41.24
2YRS	\$39.50	\$40.90	\$42.12	\$43.39
3YRS	\$41.45	\$42.92	\$44.20	\$45.53
4YRS	\$43.42	\$44.95	\$46.30	\$47.69
5YRS	\$45.38	\$46.98	\$48.39	\$49.84
SPEECH THERAPIST				
START	\$40.63	\$42.06	\$43.32	\$44.62
AFTER 1 YR	\$42.85	\$44.36	\$45.69	\$47.06
2YRS	\$45.08	\$46.67	\$48.07	\$49.51
3YRS	\$47.32	\$48.99	\$50.46	\$51.97
4YRS	\$49.55	\$51.30	\$52.84	\$54.43
5YRS	\$51.78	\$53.60	\$55.21	\$56.86
COMMUNICATIONS DISORDERS ASSISTANT				
START	\$29.52	\$30.56	\$31.48	\$32.42
AFTER 1 YR	\$30.12	\$31.18	\$32.11	\$33.08
2YRS	\$30.70	\$31.79	\$32.74	\$33.72
3YRS	\$31.31	\$32.41	\$33.39	\$34.39
4YRS	\$31.89	\$33.01	\$34.00	\$35.02
INFORMATION SPECIALIST				
START	\$29.79	\$30.84	\$31.77	\$32.72
AFTER 6MTHS	\$30.06	\$31.12	\$32.06	\$33.02
12 MTHS	\$30.28	\$31.35	\$32.29	\$33.26
18MTHS	\$30.45	\$31.52	\$32.47	\$33.44
24MTHS	\$30.67	\$31.75	\$32.71	\$33.69

RECREATION THERAPIST				
START	\$29.13	\$30.16	\$31.06	\$31.99
AFTER 1 YR	\$30.21	\$31.28	\$32.21	\$33.18
2YRS	\$31.31	\$32.41	\$33.39	\$34.39
3YRS	\$32.34	\$33.48	\$34.48	\$35.52
4YRS	\$33.44	\$34.62	\$35.65	\$36.72
PHARMACY TL				
START	\$36.02	\$37.29	\$38.40	\$39.56
AFTER 1 YR	\$37.29	\$38.61	\$39.77	\$40.96
2YRS	\$38.57	\$39.93	\$41.13	\$42.36
3YRS	\$39.86	\$41.27	\$42.50	\$43.78
4YRS	\$41.16	\$42.61	\$43.89	\$45.21
INFORMATION TECHNOLOGY ASSISTANT				
START	\$26.75	\$27.70	\$28.53	\$29.38
AFTER 1 YR	\$27.08	\$28.03	\$28.87	\$29.74
2YRS	\$27.38	\$28.35	\$29.20	\$30.07
3YRS	\$27.67	\$28.65	\$29.51	\$30.39
4YRS	\$27.87	\$28.86	\$29.72	\$30.61
OPERATION & APPLICATIONS SPECIALIST				
START			\$36.09	\$37.17
AFTER 1 YR			\$36.34	\$37.43
2YRS			\$36.60	\$37.70
3YRS			\$36.79	\$37.9
4YRS			\$36.98	\$38.09