

APPENDIX A

1. ADD to Scope and Recognition Clause

Care Coordinator Health Links

Project Coordinator, Recreation Therapy

Advanced Care Paramedic (ACP) Clinical Training Coordinator

2. Amend Local Wage Schedule as follows:

Add the following Classifications:

Classification	Notification Given	Current Wage Schedule						Eff. Date
		Start	Step 1	Step 2	Step 3	Step 4	Step 5	
Care Coordinator, Health Links	October 17, 2014	34.799	36.705	38.621	40.538	42.432	44.348	04/01/15
Project Coordinator, Recreation Therapy	April 9, 2014	29.300	30.420	31.530	32.630	33.730		04/01/15
Advanced Care Paramedic (ACP) Clinical Training Coordinator	January 8, 2007	31.284	32.998	34.724	36.438	38.153	39.855	04/01/15

3. Remove the following Classifications:

Professional Practice Leader, Respiratory Therapy

4. Corrections:

Senior Pathologist Assistant should be in the grid below as agreed to at the last round of negotiations:

Senior Technologist			
	1-Apr-13	1-Apr-14	1-Apr-15
Start	33.500	33.970	34.440
1 yr	34.830	35.320	35.810
2 yr	36.190	36.700	37.210
3 yr	37.490	38.020	38.550
4 yr	38.850	39.390	39.950
5 yr	40.150	40.720	41.290
6 yr	41.520	42.100	42.690

5. Professional Practice Leader – Respiratory Therapy should be in the grid below (Senior Therapist) as agreed to at the last round of negotiations:

Senior Therapist (Occupational Therapy/Physiotherapy)			
	1-Apr-13	1-Apr-14	1-Apr-15
Start	32,638	33,095	33,558
1 yr	34,896	35,385	35,880
2 yr	37,164	37,684	38,212
3 yr	39,432	39,984	40,544
4 yr	41,699	42,252	42,844
5 yr	45,252	45,888	46,528

6. ARTICLE 39 - SCHEDULING

Delete

~~(l) Part-time Shifts~~

~~Regular part-time and casual part-time employees will not be scheduled for shifts of any less than four (4) hours.~~

7. ARTICLE 38 - BARGAINING UNIT PRESIDENT

AMEND TO READ

38.01 (a) An employee who serves as the Bargaining Unit President **or designate** shall be granted Hospital paid time of **one hundred (100) days per year** (based upon seven and one-half (7 1/2) hour shifts). **The union will identify and provide notice to the Hospital of the designate in advance.** The scheduling of such hours **upon mutual agreement** shall be pre-determined with the Hospital. In addition, these hours will not change an employee's status from part-time to full-time. For a full-time employee, these hours will not be in addition to the employee's normal hours of work. The scheduling of these shifts cannot be used to generate overtime or premium pay for the Bargaining Unit President or any other member of the Bargaining Unit.

8. 39.01 (h) Extra Shifts

An extra shift is a shift resulting from unscheduled time off.

- 1. The hours will first be offered to part-time employees on a rotational basis, by seniority, until either; the opening has been filled, no part-time employee is available or all part-time have reached the maximum of seventy-five (75) hours in a two week period without incurring overtime. Employees who will incur premium as a result of the failure to provide the minimum hours between shifts should be bypassed at this time.**
- 2. If after Step one (1) no part time is available then the shift shall be offered to casual part-time employees on a rotational basis by seniority.**

3. Extra shifts will then be offered to 0.8 FTEs at straight time prior to the shift being offered as overtime, up to the point that the 0.8 FTE is at seventy-five (75) hours per pay period.
4. After Step three (3) additional shifts can then be offered to RPTs who have agreed to waive the premium payment if hours between shifts are reduced by the twenty (20) hours written in the collective agreement.
5. Offer out to full-time as an overtime shift, then to RPTs who have not elected to waive the premium pay noted above.
6. The 0.8 FTE will remain on the overtime list but will only be offered shifts that will result in premium pay. Please note that a reduced hours FTE cannot turn down a shift at straight time only to accept the same shift at overtime in the rotation.
7. After steps one (1) through six (6) are exhausted volunteers can be sought to change their schedule outside of the existing timelines therefore creating a vacant shift on an alternate day. Then repeat steps 1 to 6 above.
8. If after all of these options have been tried, the junior RPT would be required to report to work.
9. The Hospital reserves the right in an emergency to offer the shift to the closest/fastest responding employee.

9. NEW ARTICLE to be numbered:

An employee will make every effort to give timely notice on the first day of absence due to illness or injury. After day one, if absence continues, an employee must notify her/his immediate supervisor or designate on duty at least one and a half (1.5) hours prior to the commencement of her/his shift if on the day shift and at least six (6) hours if on the afternoon or night shifts. It is understood that shifts commencing up to and including 1100 hours are considered day shifts for the purpose of this provision. Unless a future return date or contact date has been established, it is the responsibility of the employee to notify his/her supervisor or designate in accordance with the above before each and every missed shift unless the severity of the employee's illness or injury prevents them from making such call.

When returning to duty from illness or injury the employee must notify her/his immediate supervisor or designate on duty of his/her return to duty at least six (6) hours before the start of an evening or night shift and by 1900 hours before the start of a day shift. A day shift is a shift that starts between 0500 and 1000 for the purposes of this provision.

Should the employee report on duty without providing such notice, the replacement arrangement will hold and the staff member will be asked to return home and he or she will not receive payment for that shift.

10. Renew LOU's #1, #2, # 3, #5

11. Move #4 into Article 45

12. NEW LOU (New #4)

Weekend Worker Position

Where the Hospital has determined that there is a need for a posted weekend worker position in a department, the parties agree to waive the weekend premium as per Article 39.01 (k) applicable to part-time employees. The parties further agree that when a weekend worker position is created the Employer will inform the Union at the Labour Management Committee.