

Collective Agreement

between

Parkland Regional Health Authority

and

**The Manitoba Government and General Employees' Union
(Health Care Support Services)**

April 1, 2008- March 31, 2012

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*All changes are in bold.

Preamble

WHEREAS it is the desire of both parties to this Agreement to maintain harmonious relations between the Employer and its employees, to recognize the mutual value of joint discussion and negotiations in matters pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this Agreement, and further that the Union recognizes that the Employer's first consideration is to the welfare of its patients/residents.

AND WHEREAS it is the desire of both parties that these matters be drawn up in an agreement,

NOW THEREFORE, this Agreement witnesseth that the parties hereto in consideration of mutual covenants hereinafter contained, agree each with the other as follows:

Article 1 Scope of Recognition

- 1:01** The Employer recognizes the Union as the sole and exclusive bargaining agent for employees in classifications included in the bargaining unit as certified by the Manitoba Labour Board, or as may be granted voluntary recognition by the Employer and identified in Schedule "A".
- 1:02** Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit except where it has been mutually agreed upon by both parties or in the case of training or emergency.

Article 2 Management Rights

- 2:01** The Union recognizes the sole right of the Employer, unless otherwise provided in this agreement, to exercise its function of management under which it shall have among others, the right to maintain efficiency and quality of patient/resident care; the right to direct the work of its employees; the right to hire, classify, assign to positions and promote; the right to determine job content; the right to demote, discipline, suspend, layoff and discharge for just cause; the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this Agreement.
- 2:02** In administering the Collective Agreement, the Employer agrees to acknowledge employee's rights, act reasonably, fairly, in good faith and in a manner consistent with the terms and conditions of the Collective Agreement as a whole.

Article 3 Definitions

- 3:01** An employee is a person employed by the Employer and covered by this Agreement.

- 3:02** A “full-time” employee is one who regularly works the hours specified in Article 12.
- 3:03** A “part-time” employee is one who regularly works less than full-time hours, as per Article 12:01, on a regular and recurring basis.
- 3:04** A “term position” shall be for a specific time period or until completion of a particular project within a specific department, of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

When the Employer determines that a term position, as described above exists, the position shall be posted in accordance with Article 9 and filled in accordance with Article 8. All employees may apply for the term position. The parties agree to two (2) additional term postings resulting from the original term posting as referenced above. Any additional hours occurring as a result of filling of the last position posted, shall be offered to part-time employees in accordance with Article 20:01. Upon completion of the original term position, the employees shall be returned to their former positions.

The parties agree that if a unique situation arises due to the additional two (2) postings as provided above, the Employer and the Union will meet and attempt to reach a mutually agreeable resolution. Should such a resolution not be reached, the wording above shall apply and the Employer shall be limited to the two additional postings.

For situations related to Workers Compensation and/or illness and/or accident or where a definitive expiry date cannot be specified, the Employer shall state on the job posting that the said term position will expire subject to twenty-four (24) hours notice of return of the current incumbent to her position. The employee occupying the said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer, as referenced above.

Where the Employer determines that staff are to be replaced during periods of less than three (3) months, Articles 20:01 and 17:04 shall apply, wherever possible.

An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.

In case an employee on maternity or parental leave wants to exercise her right to return from such leave earlier than anticipated, having given appropriate notice as per Article 11:02, the Employer shall state on the job posting that the said term position is a “maternity or parental leave of absence term” which may expire sooner than indicated, subject to minimum notice of two (2) weeks or one

(1) pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.

A term employee who applies for and is awarded a permanent position prior to the end of her period of term employment, shall have her service connected for seniority purposes.

A term employee who applies for and is awarded a term position prior to the end of her period of term employment, shall have her service connected for seniority purposes, provided the subsequent position commences within four (4) weeks of the expiry of the original term position.

- 3:05** All new full-time employees shall be on probation for three (3) calendar months with provision for an extension of the probationary period for another three (3) months, and all new part-time employees shall be on probation for six (6) calendar months from the day of their employment. During this period, the Employer may, in its sole discretion, dismiss, suspend, discipline or demote such employees. A written appraisal of employee progress will be conducted after the first two (2) calendar months for full-time employees and after the first four (4) calendar months for part-time employees and discussed with the affected employee.
- 3:06** A “casual employee” is one called in occasionally by the Employer to replace an absent employee or to supplement regular staff coverage, subject to Article 20:01. The terms of this Agreement do not apply to the casual employee, except as specified hereinafter:
- (a) Casual employees shall receive vacation pay bi-weekly at the rates six percent (6%) of the regular hours worked in a bi-weekly period.
 - (b) Casual employees are paid in accordance with the salaries specified in Schedule “A”. Increments will be earned in accordance with the number of hours worked.
 - (c) Casual employees are entitled to the shift premium(s) outlined in Article 18.
 - (d) Casual employees required to work on a recognized holiday shall be paid at the rate of time and one-half (1 ½ x) their basic rate of pay.
 - (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 13:01 and 13:02.
 - (f) The Employer agrees to deduct union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 4.

- (g) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
- (h) Retroactive to their first day of employment, seniority shall accumulate on the basis of all regular hours worked for the sole purpose of attaining a permanent position or term position, subject to Article 8:02. Such casual seniority will not take priority over full-time or part-time employee seniority.
- (i) Articles 6 and 7 herein apply only with respect to the terms of this Article.
- (j) A casual employee will be paid **four-point six two percent (4.62%)** of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each pay cheque.

3:07 Where the context so requires, masculine and feminine genders and singular and plural numbers shall be considered interchangeable.

3:08 The term “Employer” shall mean the Parkland Regional Health Authority.

3:09 The term “site” shall mean the facility in which the position is located within the Regional Health Authority, as listed in Schedule “B”.

3:10 The term “Union” shall mean the Manitoba Government and General Employees’ Union (Health Care Support Services), as per Manitoba Labour Board Certificate No. MLB-5827.

3:11 The word “promotion” shall mean a change from one (1) grade to another grade with a higher maximum rate of pay.

3:12 The word “demotion” shall mean a change from one (1) grade to another grade with a lower maximum rate of pay.

3:13 The word “transfer” shall mean a change by an employee from one (1) position in a grade to another position within the same grade in Schedule “A”.

3:14 **A full time or part time employee who resigns and who within thirty (30) calendar days, is rehired as a casual employee shall be paid at the same increment step as she received in her former position.**

Article 4 Union Security and Dues Check-off

4:01 The Employer agrees to deduct the amount of monthly dues as determined by the Union from the salaries of each and every employee covered by this Agreement. The Employer also agrees to deduct from each and every employee covered by this Agreement the amount of any general assessment levied by the Union, with the proviso that such an assessment shall be limited to one (1) per calendar year, and that such assessment formula can be operated through the Employer's present payroll system.

4:02 The Employer will remit to the Union monthly, any monies deducted with a list of employees and casual employees from whom deductions have been made.

The Employer shall also provide the following data to the Union at the time of remission of Union dues: employee's bargaining unit, classification, work location, and home address. The employee's address shall be excepted only when an employee has expressly instructed the Employer in writing that due to security concerns personal information should not be disclosed to any third party.

4:03 The Union shall notify the Employer in writing of any changes in the amount of dues at least one (1) month in advance prior to the effective date of such change.

4:04 In consideration of the foregoing clauses, the Union shall hold the Employer harmless with respect to all dues so deducted and remitted and with respect to any liability which the Employer may incur as a result of such deductions.

4:05 The Employer shall include the amount of Union dues paid by each employee during the relevant year on the Income Tax T4 slips.

4:06 All new employees shall, as a condition of employment, become and remain members in good standing in the Union as of the date of hire.

The Union will provide the Employer with Union membership application forms. The Employer shall distribute said application forms within its employment process and advise new employees that they must be a member of the Union to work in the facility/region. The new employee will be directed to fill out the form and give it to the Union's designated officer at the facility/site.

4:07 The Union representative or designate shall have up to fifteen (15) minutes either at a time mutually agreeable with the Employer, or up to thirty (30) minutes at the facility orientation sessions, to acquaint new employees falling within the scope of this Agreement with the fact that a Collective Agreement is in effect and to indicate the general conditions and obligations as they relate to employees.

Article 5 Technological Change

5:01 Technological change shall mean the introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.

In the event of a technological change which will displace or affect the classification of employees in the bargaining unit:

- (a) The Employer shall notify the Union at least one hundred and twenty (120) days before the introduction of any technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.
- (b) Negotiations on the effects of the technological change will take place not later than ninety (90) days prior to the intended date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this Agreement.

5:02 An employee who is displaced from her job as a result of technological change shall be given the opportunity to fill any vacancy within the sites comprising the Regional Health Authority for which she has seniority and for which she has the qualifications and ability to perform. If there is no suitable vacancy, she shall have the right to displace any employee with less seniority in accordance within the layoff procedures specified in this Agreement.

- 5:03**
- (a) Where new or greater skills are required than are already possessed by affected employees under the present methods of operations as a result of the technological change, the Employer agrees that employees shall be trained on the new equipment or new methods of operation, and said training shall be provided and paid for by the Employer during normal working hours if possible. In addition, at the option of the Employer, the employee may be trained in a new area in respect of which there is a demand within the facility for individuals possessing such skills. A reasonable training period (not to exceed twelve [12] months) will be provided by the Employer. During the above training periods the employees shall be paid at their current rate of pay.
 - (b) The Employer agrees that where two (2) or more employees require training in (a) above, first consideration shall be given to the employee with the most seniority.

Article 6 Grievance Procedure

- 6:01** A grievance shall be defined as any dispute arising out of interpretation, application, or alleged violation of the Agreement.
- 6:02** An earnest effort shall be made to settle grievances fairly and equitably in the following manner, however nothing in this Agreement shall preclude the Employer and the Union from mutually agreeing to settle a dispute by any means other than those described in the following grievance procedures without prejudice to their respective positions.
- 6:03** Union representatives at the site, upon request to their immediate supervisor and subject to operational requirements, shall be granted necessary time off with pay to meet with the Employer for the purpose of processing grievances subject to a maximum cost to the Employer of maintaining salaries of two (2) employees, or more employees so engaged if mutually agreed upon. Such permission shall not be unreasonably withheld.
- 6:04** Discussion Stage
- Within ten (10) calendar days of the occurrence of the grievance, the employee shall attempt to resolve the dispute with his immediate Supervisor who is outside the bargaining unit.
- 6:05** Step One
- If the grievance is submitted but not resolved within ten (10) calendar days from the time the grievance was first discussed with the Supervisor, the grievor and/or the Union representative may, within the ensuing ten (10) calendar days, submit the grievance in writing to the Department Head or designate at the site.
- 6:06** Step Two
- Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:05, the Union may within the ensuing ten (10) calendar days, submit the grievance in writing to the Designated Administrative Officer of the Regional Health Authority.
- 6:07** The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.
- 6:08** An employee may choose to be accompanied by a Union Representative at any stage of the grievance procedure.
- 6:09** Policy grievances and grievances filed as a result of dismissal, suspension or demotion shall be submitted at Step Two.

Article 7 Arbitration Procedure

- 7:01** Failing settlement of the grievance within ten (10) calendar days after submission under Article 6:06, either party may refer the matter to arbitration by serving written notice to the other party within the ensuing thirty (30) calendar days.
- 7:02** Unless both parties agree to the selection of a Sole Arbitrator within ten (10) calendar days following the matter being referred to Arbitration, each party shall in the next ten (10) calendar days give notice to the other party in writing naming its nominee to the Arbitration Board.
- 7:03** The two (2) named members of the Board shall, within ten (10) calendar days, name a third member of the Board who shall be Chairperson.
- 7:04** In the event of a failure to agree upon a third person, the Minister of Labour for the Province of Manitoba shall be requested to appoint a third member.
- 7:05** The Arbitration Board or the Sole Arbitrator shall not be empowered to make any decision inconsistent with the provisions of this Agreement, or to modify or amend any portion of this Agreement.
- 7:06** The Board shall determine its own procedures, but shall provide full opportunity to all parties to present evidence and make representations. The Board shall hear and determine the difference(s) or allegation(s) and render a decision within ten (10) calendar days from the time it holds its final meeting.
- 7:07** The decision of the majority or the Sole Arbitrator shall be the decision of the Board. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board. The decision of the Board of Arbitration or the Sole Arbitrator shall be final and binding and enforceable on all parties.
- 7:08** Clarification on Decision
- Within ten (10) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the Board or the Sole Arbitrator either party may apply to the Chairperson of the Board of Arbitration or Sole Arbitrator, to reconvene. Within ten (10) calendar days the Board of Arbitration or the Sole Arbitrator shall reconvene to clarify the decision.
- 7:09** Expenses of the Board
- Each party shall pay:
- (a) the fees and expenses of the Nominee it appoints
 - (b) one-half (1/2) the fees and expenses of the Chairperson or Sole Arbitrator.
- 7:10** Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever.

7:11 The foregoing time limits may be extended by written mutual agreement between the Employer and the Union.

Article 8 Seniority

8:01 Seniority shall mean the total of all hours paid at the employee's regular rate of pay from the time the employee last entered the service of the Employer in the Health Care Support Services to the last time her name appears on the payroll.

8:02 In order to be eligible for a vacant position, an employee must first possess the qualifications prescribed by the Employer for the position concerned, possess a satisfactory employment record and meet the physical requirements of the position in question. Where more than one (1) employee possesses the above selection criteria, the vacancy selection shall be based upon:

- (a) seniority among applicants from the site where the vacancy occurs; failing that:
- (b) where no employee within the site where the vacancy occurs has applied or is qualified for the position, the selection will be based upon seniority among the applicants from other sites comprising the Regional Health Authority.
- (c) For this purpose, Departments will be outlined in Schedule "B".

8:03 Seniority will determine the level of benefit entitlement of such benefits as vacation. Actual entitlement in any calendar year of benefits such as vacation and income protection is based strictly on regular paid hours including any period of:

- (a) Paid leave of absence.
- (b) Paid income protection.
- (c) Unpaid leave of absence up to four (4) weeks. In the event that the unpaid leave is in excess of four (4) weeks, accrual of benefits ceases effective at the commencement of such leave.
- (d) Workers Compensation up to two (2) years in that appropriate time period.

8:04 Seniority will terminate if an employee:

- (a) resigns;
- (b) is discharged for just cause and not reinstated under the grievance or arbitration procedure;
- (c) is laid off and fails to report for duty as instructed as per Article 10:06;
- (d) is laid off for more than twenty-four (24) months;

- (e) fails to report for work as scheduled at the end of an approved leave of absence, suspension, or vacation, without an explanation satisfactory to the Employer;
- (f) is promoted or transferred out of the bargaining unit and has completed the trial period in the new position;
- (g) is absent for two (2) consecutive work days and does not provide the Employer with an acceptable explanation.

8:05 Seniority will continue to accrue if an employee:

- (a) is on any period of paid leave of absence;
- (b) is on any period of paid income protection;
- (c) is on any period of paid vacation;
- (d) is on any period of unpaid leave of absence up to four (4) consecutive weeks; except those referenced in 8:05 (e);
- (e) is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, M.P.I. or D&R (L.T.D.) for a period of up to two (2) years from the date of the first absence from work related to the injury or illness;
- (f) is on parenting leave;
- (g) is assigned to temporarily relieve or replace an employee in an out of scope position;
- (h) She/he is on an educational leave of absence up to two (2) years.

8:06 Seniority will be retained but will not accrue if an employee:

- (a) is on any unpaid leave of absence in excess of four (4) consecutive weeks; except those referenced in Article 8:06 (b);
- (b) is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, M.P.I. or D&R (L.T.D.) for a period of more than two (2) years from the date of the first absence from work related to the injury or illness;
- (c) is laid off for less than twenty-four (24) months;
- (d) is on the trial period of an out-of-scope position;
- (e) is in a term in an out of scope position;

(f) is on an educational leave of absence in excess of two (2) years.

8:07

- (a) A seniority roster of all employees indicating the total seniority hours since the date of entry into the service of the Employer, in the Health Care Support Services, shall be prepared by the Employer at an effective date of the end date of **the last pay period of the calendar** year. This roster will be posted on the employees' bulletin boards no later than February 1st of each year. This roster shall be open for correction for a period of twenty (20) calendar days from the date of the initial posting, on presentation of proof of error by an employee or the Union Representative. At the expiration of the twenty (20) days, the above seniority list, as corrected within such twenty (20) days, shall be considered to be the accurate list and shall not be subject to further changes until the next posting.
- (b) Upon confirmation of the accurate seniority list, a site specific seniority roster will be posted within each site comprising the Regional Health Authority in addition to the regional seniority roster as noted above.

A current seniority list shall be distributed, upon written request, to the local/site Union Representative on a quarterly basis.

Article 9 Vacancies, Promotions and Transfers

9:01

- (a) Vacant positions which fall within the scope of this Agreement shall be posted on the same date within all sites which comprise the Regional Health Authority for a period of at least seven (7) calendar days. Such postings shall **be numbered, include position number where applicable,** state required qualifications, current location and shift, hours of work and wage rate. A copy of each posting shall be given to the Union site representative at the time of posting. The Union shall, upon request be informed in writing of the names and seniority of the applicants. When a position becomes vacant, and the Employer chooses not to fill the vacancy, the Employer shall notify the Union. **The Union shall be informed in writing of the name of the successful applicant.**
- (b) An employee on vacation when a vacancy occurs shall be considered for the posted position provided she submits the prescribed application form to the Regional Health Authority Administrative offices on the first day of her return.
- (c) When more than one (1) vacancy is posted at the same time, an employee shall have the right to bid on any or all, stating preference. Should she be awarded any of the positions for which she applied, she shall not have the right to file a grievance with respect to other positions for which she applied and expressed lower preference.

- (d) An employee on leave of absence or income protection shall be considered for a promotion or transfer along with other applicants, provided that, during such absence, the employee advises the Regional Human Resources Office of her request for promotion or transfer, by telephone during normal business hours, and the employee shall provide written confirmation of her request within twenty-four (24) hours.

9:02 As per the posting provisions contained in Article 9:01, within five (5) working days the Employer will select the person for the position and will post her name in the same locations where the position was previously posted, providing there are qualified applicants as per Article 8:02.

9:03 *This Article 9:03 is applicable to PRHA Swan River Valley PCH only and any transfers and trial periods would only be allowed where Article 9:03 is identical within the same Employer.*

All promotions and voluntary transfers **to a new department, as determined by the Employer**, are subject to a three (3) month trial period (six (6) months for part-time employees), and if an employee is found by the Employer to be unsatisfactory in her new position **or if she wishes to revert voluntarily to her former position**, during this trial period, she shall be returned to her former position **at her previous increment step, with increment adjustments as may have been applicable as per Article 17:03 or 20:09 during the trial period, and** without loss of seniority as per Article 8:01. All other employees so affected may be returned to their former positions as required without any notice requirement. In addition, the parties agree that the Employer may extend the above referenced trial period by up to three (3) months for full-time and up to six (6) months for part-time employees if it deems it appropriate.

Voluntary transfers within the same department, as determined by the Employer, and/or within the same classification, shall not be subject to a trial period. In these circumstances, an employee who wishes to revert to her former position shall be done so at the discretion of the Employer.

This Article 9:03 is applicable to PRHA facilities Dauphin Regional Health Centre; Gilbert Plains Health Centre; Grandview Hospital; Grandview PCH and Roblin District Health Centre only and any transfers and trial periods would only be allowed where Article 9:03 is identical within the same Employer.

- (a) All promotions and voluntary transfers are subject to a three (3) month trial period in the case of a full-time position and a four (4) month trial period in the case of a part-time position.
- (b) Conditional upon satisfactory performance, she shall be declared permanent after the trial period.

- (c) During the trial period, shall be returned to her former position without loss of seniority:
- i) by the Employer when she proves to be unsatisfactory in the new position, or
 - ii) voluntarily by the employee upon providing a reasonable explanation to the Employer.
- (d) Employees shall not be eligible to apply for transfer during their trial period in a permanent position, except where the position applied for represents a promotion, increase in EFT or the opportunity to exclusively work on the day shift.

Effective March 31, 2012 the following shall apply:

All promotions and voluntary transfers **to a new department / program / site, as determined by the Employer**, are subject to a three (3) month trial period (six (6) months for part-time employees), and if an employee is found by the Employer to be unsatisfactory in her new position **or if she wishes to revert voluntarily to her former position**, during this trial period, she shall be returned to her former position **at her previous increment step, with increment adjustments as may have been applicable as per Article 17:03 or 20:09 during the trial period, and** without loss of seniority as per Article 8:01. All other employees so affected may be returned to their former positions as required without any notice requirement. In addition, the parties agree that the Employer may extend the above referenced trial period by up to three (3) months for full-time and up to six (6) months for part-time employees if it deems it appropriate.

Voluntary transfers within the same department / program / site, as determined by the Employer, and within the same classification, shall not be subject to a trial period. In these circumstances, an employee who wishes to revert to her former position shall be done so at the discretion of the Employer.

This proposed Article 9:03 is applicable to Swan River Health Centre; Swan Valley Lodge and Benito Health Centre only and any transfers and trial periods would only be allowed where Article 9:03 is identical within the same Employer.

Where a new position or vacancy has been filled from the bargaining unit within the department, the successful applicant will have no trial period.

Employees accepting promotions or transfers from one department to another shall be allowed a three (3) consecutive month trial period. Conditional upon satisfactory performance she shall be declared permanent after the trial period. In the event that the applicant proves to be unsatisfactory in the new position, or if she wishes to revert voluntarily to her former position, she shall be returned to her former position without loss of seniority. The incumbent in that position and any other affected position shall also be returned to their former position.

Effective March 31, 2012 the following shall apply:

All promotions and voluntary transfers **to a new department / program / site, as determined by the Employer**, are subject to a three (3) month trial period (six (6) months for part-time employees), and if an employee is found by the Employer to be unsatisfactory in her new position **or if she wishes to revert voluntarily to her former position**, during this trial period, she shall be returned to her former position **at her previous increment step, with increment adjustments as may have been applicable as per Article 17:03 or 20:09 during the trial period, and** without loss of seniority as per Article 8:01. All other employees so affected may be returned to their former positions as required without any notice requirement. In addition, the parties agree that the Employer may extend the above referenced trial period by up to three (3) months for full-time and up to six (6) months for part-time employees if it deems it appropriate.

Voluntary transfers within the same department / program / site, as determined by the Employer, and within the same classification, shall not be subject to a trial period. In these circumstances, an employee who wishes to revert to her former position shall be done so at the discretion of the Employer.

9:04 When an employee is promoted to a new position while maintaining their original position in a lower classification, increment hours for the original position shall be maintained separately until the next increment is due; thereafter 17:03 shall apply.

9:05 Where an employee is voluntarily demoted from a position in a higher grade to a position in a lower grade, she shall be placed on the same increment step of the lower graded position.

Where an employee is involuntarily demoted from a position in a higher grade to a position in a lower grade, she shall be placed on the increment step of the lower graded position which is closest to, but not higher than, her present rate of pay.

Should an employee who has been demoted return to her former position in the higher grade, she shall be placed in accordance with the above or on the increment step she had achieved prior to her demotion, whichever provides for the higher rate.

- 9:06** New employees with less than six (6) months service in a given position with the Employer in the Health Care Support Services will be eligible for promotion or transfer solely at the discretion of the Employer.

Article 10 Layoff and Recall

- 10:01** In the event of a layoff, employees shall receive four (4) weeks notice or pay in lieu of such notice. Written notice shall be given by personal service or registered mail to the employee(s) concerned and a copy of the notice shall be forwarded to the union site representative.
- 10:02** In the event of a reduction in the work force, employees will be laid off in reverse order of seniority within their occupational grade, department/unit and site. When reducing staff, senior employees may exercise their seniority to displace a less senior employee in an equivalent or lower grade provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.
- 10:03** No new employee shall be hired until those laid off have been given an opportunity to bid on vacated positions as per Article 8:02 of the Collective Agreement.
- 10:04** Employees laid off in accordance with Article 10:01 shall be recalled by order of seniority to available positions in equal or lower paid occupational grade/classification within the sites comprising the Regional Health Authority, provided they are qualified to perform the required work.
- 10:05** To be eligible for recall, prior to the employee's last shift before being placed on layoff status, the employee must provide the Employer with their current address, and further, during the layoff period, must inform the Employer immediately of any address changes.
- 10:06** As per Article 10:05 above, the employee must communicate with the Employer within seven (7) calendar days of his notice of recall being delivered to his recorded address. Further, the employee must be prepared to begin work at the time designated by the Employer.
- The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that she declines employment due to the geographic location, shall not be terminated for failure to report for duty.
- 10:07** The right of a person who has been laid, off to be rehired under this Agreement will be forfeited and shall be considered terminated in the following circumstances:

- (a) if the person did not communicate with the Employer as specified in Article 10:06.

- (b) if the person did not report to work when instructed to do so and fails to provide a written explanation satisfactory to the Employer.
- (c) a twenty-four (24) month period has elapsed since the date of layoff, as per Article 8:04 (d).

10:08 Reduction of Hours/Deletion of an Occupied Position

1. In the event that an employee has his/her hours of work reduced or her position is deleted, the employee shall be given four (4) weeks notice or four (4) weeks pay in lieu thereof and a copy of such notice shall be forwarded to the Union site representative.
2. Employees whose hours of work have been reduced or whose position has been deleted, shall be entitled to exercise their seniority within the same grade, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question. Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower grade within the scope of this agreement, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question.

10:09 Notwithstanding Article 20:01, providing the employee has indicated to the Employer a desire to work additional available shifts in writing, such shifts within the site of employment prior to layoff shall be offered to an employee on layoff, or an employee who has had her hours reduced, before part-time and casual employees, provided she possesses the qualifications and orientation prescribed by the Employer for the position concerned and meets the physical requirements of the position in question. The available shifts outside the site of employment prior to layoff may only be accepted by the laid off employee when there are no shifts available at the site of employment prior to layoff. The available shifts accepted by the employee on layoff or an employee who has had her hours reduced cannot exceed the employee's EFT prior to layoff, or reduction in hours. Such available shifts shall be distributed on a seniority basis.

In the event the employee accepts additional available shifts, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

- (a) vacation pay shall be calculated in accordance with Article 20:05 and shall be paid at the prevailing rate for the employee on each pay cheque, and shall be prorated on the basis of hours paid at regular rate of pay:
- (b) income protection accumulation shall be calculated as follows:

Additional available hours

worked by the laid off employee X Entitlement of a Full-time Employee
Full-time hours

- (c) the employee shall be paid **four point six two percent (4.62%)** of the basic rate of pay in lieu of time off on Recognized General Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay cheque.
- (d) participation in benefit plans is subject to the provisions of each plan.
- (e) seniority shall be calculated in accordance with regular hours worked for these additional available shifts.

10:10 Notwithstanding the provisions of Article 10:08 or any other of the provisions of Article 10, nothing contained therein shall be used for the purpose of affecting an across the board reduction of hours in the facility or the region.

10:11 Workplace Reorganization

If workplace restructuring will result in the deletion(s) of occupied MGEU positions, the Employer will notify the Union. A Joint Workforce Adjustment Committee will be established, with a minimum of two (2) representatives from management and a minimum of two (2) from the Union, to review the proposed changes and develop recommendations to minimize impact on the affected employees. Such recommendations shall not be in violation of the Collective Agreement.

Article 11 Leave of Absence

11:01 Leaves of absence with or without pay may be granted for a period for a good and sufficient reason at the discretion of the Employer. Except in emergency circumstances, all requests for leave of absence must be made in writing to the department head at least thirty (30) calendar days in advance, specifying the reason for requested leave and the proposed dates of departure and return.

11:02 Parenting Leave

Parenting Leave consists of Maternity Leave and Parental Leave. Parental Leave includes Paternity and Adoption Leave.

An employee who qualifies for Maternity Leave may apply for such leave in accordance with Maternity Leave “Plan A” or Maternity Leave “Plan B” but not both.

(i) Maternity/Parental Leave

A. Plan A

An employee shall receive Maternity Leave of seventeen (17) weeks and Parental Leave of thirty-seven (37) weeks without pay, subject to the following conditions:

- (a) An employee must have completed six (6) months employment as of the intended date of leave unless otherwise agreed to by the Employer.
- (b) A written request must be submitted not later than the end of the twenty-second (22nd) week of pregnancy, indicating length of time required. In cases where an earlier leave is required, a written request must be submitted not less than four (4) weeks before the intended date of leave, indicating length of time requested.
- (c) In the interest of job performance or employee health, as verified by a qualified medical practitioner, the Employer will have the right to place the employee on Maternity Leave.
- (d) Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work unless otherwise approved by the Employer.
- (e) A full-time employee may choose to receive up to five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance. Such days that may be utilized for this purpose will be as set out in Article 15:11.

A part-time employee may choose to receive income protection credits similar to full-time employees but prorated to reflect her paid hours of work within the previous fifty-two (52) weeks. Such days that may be utilized for this purpose will be as set out in Article 15:11.

B. Plan B

Effective April 1, 2010 the following (Plan B) provision, upon application, is applicable to employees commencing a maternity leave on or after April 1, 2010.

- 1. In order to qualify for Plan B, a pregnant employee must:**

- (a) have completed six (6) continuous months of employment with the Employer;
 - (b) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
 - (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
 - (d) provide the Employer with proof that she has applied for Employment Insurance benefits and that the HRDC has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the Employment Insurance Act.
2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
- (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of her return from Maternity Leave or at any time during the six (6) months following her return from Maternity Leave, she must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
 - (b) she will return to work on the date of the expiry of her maternity leave and where applicable, her parental leave, unless this date is modified by the Employer; and
 - (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of maternity leave.
3. An employee who qualifies is entitled to a maternity leave consisting of:
- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 11.02 (1) B 1 (c).

- (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 11.02 (1) B 1 (c).
 - (c) the Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Head.
4. During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance with the SUB Plan as follows:
 - (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;
 - (b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings;
 - (c) all other time as may be provided under Article 11.02 (1) B 1 (3), shall be on a leave without pay basis.
 5. An employee may end her Maternity Leave earlier than the date specified by giving her Employer written notice at least two weeks or one pay period, whichever is longer, before the date she wishes to end the leave.
 6. Plan B does not apply to temporary employees.
 7. A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.
- C. Sections 52 through 57.1(2) inclusive and Section 60 of the Employment Standards Code respecting maternity leave shall apply.**
- (ii) Parental Leave - Paternity
- An employee shall receive Parental Leave of thirty-seven (37) weeks, subject to the following conditions:
- (a) He becomes the natural father of a child and assumes actual care and custody of his child.
 - (b) He has completed six (6) months employment as of the date of the intended leave.

- (c) He submits to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day on which the employee intends to commence the leave.
- (d) Parental Leave must be completed not later than the anniversary date of the birth of the child or the date on which the child came into the actual care and custody of the employee.

(iii) Parental Leave - Adoption

An employee shall receive Parental Leave of up to thirty-seven (37) weeks without pay, subject to the following conditions:

- (a) An employee must adopt a child under the laws of the province.
 - (b) An employee may commence Adoption Leave upon one (1) days notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
 - (c) An employee has completed six (6) months employment as of the date of the intended leave.
 - (d) Parental Leave must be completed no later than the first anniversary date of adoption of the child or the date on which the child comes into actual care and custody of the employee.
- (iv) An employee wishing to return to work after Maternity and/or Parental Leave shall notify the Employer in writing at least four (4) weeks in advance of her return. On return from Maternity and/or Parental Leave, the employee shall be placed in her former position and shift at the same increment step.
- (v) An employee may end her parental leave earlier than the thirty-seven (37) weeks by giving the Employer written notice at least two (2) weeks, or one (1) pay period, whichever is longer before the day the employee wishes to end the leave. On return from Maternity and/or Parental Leave, the employee shall be placed in her former classification and shift at the same increment step.

- 11:03** (a) An employee shall be granted four (4) regularly scheduled **working** days leave without loss of pay and benefits, one (1) of which shall be the day of interment or cremation, in the case of the death of a parent, spouse, same-sex partner, child, brother, sister, mother-in-law, father-in-law, common-law spouse, daughter-in-law, son-in-law, sister or brother of spouse, the wife or husband of the spouse's sister or brother, grandparent, grandparent-in-law, grandchild, step children, step parents, latest foster parents, former legal guardian, fiancé, sister's husband/ brother's wife, and any other relative or foster child who was residing in the same household at the time of his/her death.

One (1) day may be retained for use in the case where actual interment or cremation is at a later date.

- (b) Compassionate leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the employee is required to attend a funeral more than two hundred and fifty (250) kilometres from the respective facility, or may be granted at the Employer's discretion if the travel required is less than two hundred and fifty (250) kilometres from the respective facility.
- (c) The time off referenced to in (a) above shall not be considered as needed during periods when an employee was not scheduled to be on duty, i.e. days off, vacation periods, holidays and days during which income protection is being utilized.

- (d) Compassionate Care Leave

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (A) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (B) An employee who wishes to take a leave under this section must give the employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (C) An employee may take no more than two (2) periods of leave, totaling no more than eight (8) weeks, which must end not later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (D) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:

- (1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (i) the day the certificate is issued, or
 - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
- (2) the family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

(E) A family member for the purpose of this Article shall be defined as:

- (1) a spouse or common-law partner of the employee;
- (2) a child of the employee or a child of the employee's spouse or common-law partner;
- (3) a parent of the employee or a parent of the employee's spouse or common-law partner;
- (4) a brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the employee or of the employee's spouse or common-law partner;**
- (5) a current or former foster parent of the employee or of the employee's spouse or common-law partner;**
- (6) a current or former foster child, ward or guardian of the employee, or of the employee's spouse or common-law partner;**
- (7) the spouse or common-law partner of a person mentioned in any of the clauses (3), (4) (5) and (6);**
- (8) any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.**

(F) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

(G) Seniority shall accrue as per Article 8:03 (c) and 8:05 (d).

(H) Subject to the provisions of Article 15:11, an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.

(I) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Compassionate Leave as outlined in Article 11:03 and 20:10.

11:04 Necessary time off up to one (1) day at basic pay shall be granted to an employee to attend a funeral as a pallbearer or mourner. Additional travel time shall not be compensated as per Article 11:03 (b) above.

11:05 An employee required to serve as a juror or one subpoenaed as a witness in any court of law, other than a proceeding resulting from an employee's conduct or affairs shall be granted a leave of absence without loss of basic pay.

11:06 Employees shall be allowed the necessary time off without loss of basic pay to attend citizenship court to become a Canadian citizen up to a maximum of one (1) calendar day.

11:07 An employee requesting to be absent from work on approved Union business shall be granted a reasonable leave of absence for such purpose, subject to operational requirements. The Employer shall continue to pay the employee in a regular manner and the Union will reimburse the Employer for the salary and benefits accruing to the employee during her leave of absence and for any other extra cost incurred by the Employer.

Except in cases of emergency, at least three (3) days advance notice of request for such leave will be given by the employee or the Union.

11:08 Three (3) days of paid leave of absence shall be granted to a full-time employee prior to the commencement of maternity, parental, or adoption leave to replace scheduled hours of work immediately prior to the Sunday of the week the leave commences.

11:09 Upon request, up to three (3) days' income protection shall be paid to the parent on the occasion of a birth or adoption of a child. Such leave shall be paid from the family illness income protection bank as stipulated in Article 15:12, provided the full provisions of 11:02 (e) is not utilized.

Article 12 Hours of Work

12:01 Regular hours of work for full-time employees will be:

(a) seven and three-quarters ($7 \frac{3}{4}$) hours per day excluding meal periods and including rest periods; and

(b) thirty-eight and three-quarters ($38 \frac{3}{4}$) hours per week;

(c) seventy-seven and one-half (77 ½) hours bi-weekly.

12:02 The unpaid meal period away from the work station will be scheduled by the Employer and will not be less than one-half (½) hour as per Article 12:01.

An employee whose meal period is cancelled and not rescheduled will be entitled to receive pay at overtime rates for the missed time.

An employee who is required to remain in the work site during the meal period shall receive pay at overtime rates for the entire meal period.

12:03 A rest period of fifteen (15) minutes, away from the work station, will be allowed by the Employer during each consecutive three (3) hour period of work, or unless otherwise mutually agreed to between the Employer and the employee.

12:04 Shift Schedules for a minimum of a two (2) week period shall be posted in each department of the site at least two (2) weeks in advance of the beginning of a scheduled period. Except in cases of emergency, shifts within the minimum two (2) week period shall not be altered after posting except by mutual agreement between the employee and the Employer.

Once a shift schedule has been posted, employees may request time off. Such requests will not be unreasonably denied.

12:05 Full-time employees shall be assigned every second (2nd) weekend off, weekend being defined as Saturday and Sunday. By mutual agreement employees may alternate the weekends on which they are not required to work.

12:06 For identification purposes, shifts will be named as follows:

- (a) the shift commencing at or about 2330 hours shall be considered the first/night shift;
- (b) the shift commencing at or about 0730 hours shall be considered the second/day shift;
- (c) the shift commencing at or about 1530 hours shall be considered the third/evening shift.

12:07 Requests for interchanges in posted shifts shall be submitted in writing co-signed by the employee willing to exchange shifts with the applicant. These requests are subject to the approval of the department head or designate and shall not result in overtime costs to the Employer.

12:08 This Article shall not preclude the implementation of modified daily or bi-weekly hours of work by mutual agreement between the Union and the Employer.

12:09 No employee will be required to work a split shift except by mutual agreement between the Employer, employee and the Union.

12:10 Cancelled Shifts

An employee who reports for work as scheduled and finding no work available shall be paid a minimum of three (3) hours at her basic rate of pay. However, when such employee works any portion of her scheduled shift, she shall receive pay for that entire shift.

- 12:11** Employees who are required to rotate shifts for a specific position within a specific department shall be assigned to work either day shift and evening shift or day shift and night shift. There shall be at least as great a number of day shifts assigned as there are night or evening shifts within each standard rotation. Employees within said department shall have the opportunity to bid on the positions on a seniority basis within the department provided they are qualified to perform the required duties.

As soon as reasonably possible after making a decision to proceed with a significant change to the normal work day, start and finish times, normal work week, or normal rotation of shifts, the Employer will hold a meeting to discuss such changes with the affected employees. The Union shall receive seven (7) days notice of such meeting. Following the meeting, after due consideration of all feedback, if the Employer still plans to implement the change, the affected employees will be given at least four (4) weeks notice. Notice time may be adjusted by mutual agreement between the employee, Employer and the Union.

Article 13 Overtime

- 13:01** Overtime shall be all time authorized by the Employer and worked in excess of regular daily or bi-weekly hours of work as specified in Article 12:01. Overtime shall be compensated at one and one-half ($1\frac{1}{2}x$) times the basic rate of pay for the first three (3) overtime hours worked and double time ($2x$) for all overtime hours worked thereafter.
- 13:02** All overtime worked on a General Holiday shall be paid at two and one-half ($2\frac{1}{2}x$) times the employee's basic rate of pay.
- 13:03** **Overtime may be accumulated to a maximum of 77.5 hrs (i.e. 10 work days), and may be compensated for by the granting of equivalent time off at applicable overtime rates. Such time shall be taken by the employee prior to March 31st of any year, or will be paid out at the end of the current fiscal year. Except in unique circumstances, two (2) weeks notice of requests will be provided.**
- 13:04** When overtime is required, it shall be offered to the most senior qualified volunteer employee(s) in the classification employed at the site and when there are no volunteer employees, such duty shall be assigned starting with the most junior employee within the classification on duty.

13:05 Full-time employees required to report back to work outside her regular working hours shall be paid at overtime rates for all hours worked with a minimum of three (3) hours at overtime rates. Where an employee is called back within two (2) hours prior to the commencement of her next scheduled shift she will be paid at overtime rates for all time worked prior to the starting time of the next scheduled shift.

Employees required by the employer to address workplace issues/problems via computer outside their regular working hours shall be deemed to have been called back to work and shall be compensated as above.

13:06 Overtime worked as a result of the changeover from Daylight Savings Time to Central Standard Time shall be deemed to be authorized overtime.

13:07 An employee required by the Employer to attend classes of instruction or interdepartmental meetings outside his regular hours shall be paid straight time rates for time spent in attendance at such courses or meetings or be given equivalent time off if mutually agreed to between the Employer and the employee. Failing agreement, payment at straight time rates shall apply, **subject to 13:03.**

13:08 A meal shall be provided or **seven dollars (\$7.00)** in lieu of shall be paid to an employee when said employee works in excess of two (2) hours following her normal shift.

13:09 Employees working two (2) consecutive shifts will be paid at double time for the second shift.

13:10 A full-time employee who works on a scheduled day off shall be paid two (2 x) times the employee's rate of pay.

13:11 In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift, in which case regular meal/rest periods shall occur.

Article 14 General Holidays

14:01 The following are recognized as general holidays for purposes of this Agreement and either they or an alternate day off in lieu will be given at the basic rate. Failing this, an additional days pay at the basic rate shall be granted in lieu.

New Year's Day (Jan. 1)	August Civil Holiday
Louis Riel Day	Labour Day
Good Friday	Thanksgiving
Easter Monday	Remembrance Day

Victoria Day	Christmas Day (Dec. 25)
Canada Day (July 1)	Boxing Day

and any other day proclaimed as a holiday by Federal or Provincial authorities.

- 14:02** An employee required to work on a general holiday will be paid at the rate of one and one-half (1 ½ x) times her basic rate of pay for all hours worked up to seven and three-quarters (7 ¾) hours.
- 14:03** Subject to Article 14:06 below, an employee required to work on a general holiday will also be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, an additional days pay at the basic rate shall be granted in lieu.
- 14:04** Subject to Article 14:06 below, if a general holiday falls on the regular day off of an employee or during her annual vacation, she shall be granted an alternate day off with basic pay at the mutual convenience of the Employer and the employee. If an agreement cannot be reached that would allow the employee to take an alternate day off within thirty (30) working days before or after the holiday, a days pay at the basic rate shall be granted in lieu.
- If a general holiday falls on a day previously requested as a vacation day, the employee may substitute the general holiday for the vacation day. Such request shall be made in writing prior to the commencement of the affected vacation period.**
- 14:05** If a general holiday falls on a day on which an employee is receiving income protection benefits, it shall be paid as a holiday and not deducted from income protection credits.
- 14:06** Full-time employees shall be allowed to **maintain** up to five (5) alternative days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. The employee shall submit her request for time off at least **two (2)** weeks ahead of the day(s) wanted. Approval will be based on operational requirements and will be granted whenever possible. If compensating time off is impractical to schedule by March 31, of any year, the employee shall receive her regular rate of pay for all days banked.
- 14:07** Where the Employer determines that work is to be performed on a general holiday, the employee whose regular scheduled shift that falls on the general holiday shall have the option to work on that shift, provided the employee submits a written request to her supervisor prior to the posting of a schedule as per Article 12:04. Such request shall not be unreasonably denied.

Where more than one (1) employee is involved, the most senior employee in that classification shall be given preference.

14:08 General Holidays

The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as is reasonably possible over either Christmas Day or New Year's Day.

Article 15 Income Protection

15:01 The provision of income protection is for the sole purpose of insuring an employee a continuing income during periods of bona fide sickness.

15:02 An employee who is absent from scheduled work due to illness, disability, quarantine or because of an accident for which compensation is not payable under the Workers Compensation Act or the Manitoba Public Insurance Corporation as a result of a motor vehicle accident, shall **receive** her regular basic pay to the extent that she has accumulated income protection credits.

(a) Time off for medical, dental and chiropractic examinations or treatments, including reasonable travel time, shall be granted and such time off shall be chargeable against the employees accumulated income protection credits, providing the following conditions are met:

whenever possible, appointments are to be made on the employee's day off or at a time when she is not on duty. If the above is not possible, the employee will endeavour to make the appointment at a time which is least disruptive to the area.

(b) If the employee chooses a doctor, dentist or chiropractor outside of her community, such time off with pay will granted to a maximum of three (3) hours. Increased time may be considered by the Employer in extenuating circumstances on an individual basis.

(c) Should it be necessary for an employee to attend a doctor, dentist or chiropractor outside of her community by reason of non-availability of service in her community the employee shall be allowed up to one (1) shift off with pay, to the extent that income protection credits have been accumulated, for the time necessary to attend such appointment to the nearest point of available service.

15:03 An employee who will be absent under the conditions outlined in Article 15:01 shall inform her supervisor prior to the commencement of her next scheduled shift(s).

An employee who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question:

Prior to the Day Shift	One (1) Hour
Prior to Evening Shift	Three (3) Hours
Prior to Night Shift	Three (3) Hours

Reasonable notice for pre-scheduled medical, dental or chiropractic examination or treatment will be seventy-two (72) hours. An employee undergoing elective surgery shall, if possible, give fourteen (14) days notice except in cases of emergency.

An employee returning to work following an absence of one (1) or more scheduled shifts shall notify the Employer as soon as possible but no later than the following:

Day Shift - notify the Employer by 1400 hours the day prior to returning to work;

Evening Shift - notify the Employer by 1000 hours the day returning to work;

Night Shift - notify the Employer by 1200 hours the day returning to work.

If an employee reports for work after a period of illness and has not given proper notification, she may be sent home with no pay.

- 15:04** Income protection shall accumulate at the rate of one and one-quarter (1 ¼) days for each full month of service.
- 15:05** A committee comprised of Management and Union personnel will review payments of income protection to employees in order to minimize the abuse of income protection. Disciplinary action will be at the sole discretion of the Employer.
- 15:06** Income protection credits will accumulate on the same basis as seniority is accrued under Article 8.
- 15:07** During the probationary period, as per Article 3:05, an employee may claim accumulated income protection credits. However should an employee be terminated prior to the expiry of the above referenced probationary period, income protection credits paid to the employee will be recovered by the Employer.

15:08 The Employer reserves the right to require a certificate from a qualified medical practitioner as proof of the employee's fitness to return to work, or to determine the approximate length of illness, or in the case of suspected abuses, as proof of illness in regard to any claim for income protection. Failure to provide such a certificate when requested may disqualify an employee from receiving income protection benefits.

15:09 If an employee is to be absent for illness for a period exceeding her income protection, including E.I. credit, she must request, or cause someone on her behalf to request a leave of absence in writing for the expected duration of convalescence within ten (10) days of her last paid day of income protection.

In such cases, an employee shall be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months. The employee will be responsible to notify the department every month to update the Employer regarding her medical status as well as her expected date of return.

15:10 Income Protection and Workers Compensation

- (A) (i) An employee who becomes injured or ill in the course of performing his/her duties must report such injury or illness as soon as possible to his/her immediate supervisor.
- (ii) An employee unable to work because of a work-related injury or illness will inform the Employer immediately in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the Workers Compensation Board (W.C.B.). Workers Compensation payment will be paid directly to the employee by W.C.B.
- (iii) Where an employee has applied for W.C.B. benefits and where a loss of normal salary would result while awaiting a W.C.B. decision, the employee may elect to submit a written application to the Employer requesting an advance subject to the following conditions:
- (a) Advance payment(s) shall not exceed the employee's basic salary as defined in Article 17:02 (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan contributions, and E.I. contributions.
- (b) The advance(s) will cover the period of time from the date of injury until the date the final W.C.B. decision is received, however in no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee's accumulated income protection credits.

- (c) The employee shall reimburse the Employer by assigning sufficient W.C.B. payments to be paid directly to the Employer to offset the total amount of the advance.
 - (d) In the event the W.C.B. disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Collective Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
 - (e) Upon written request, the Employer will provide a statement to the employee indicating the amount of advance payment(s) made and repayment(s) received by the Employer.
- (B) (i) An employee who has accumulated sufficient income protection credits may elect to submit a written application to the Employer requesting that the Employer supplement the W.C.B. payments. The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic salary as defined in Article 17:02 of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions
- (ii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted, or until one hundred and nineteen (119) calendar days have elapsed since the first day of supplement, whichever occurs first.
 - (iii) Subject to the provisions of each plan the employee may request in writing that the Employer deduct from the supplement, if sufficient, the contributions which would have been paid by the employee to the Employer's pension plan, dental care plan, long term disability plan and group life insurance plan as if the employee was not disabled. If the supplement is not sufficient, or where the employee elects to receive an advance, the employee may, subject to the provisions of each plan, forward self payments to the Employer to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the employee contributes.
 - (iv) Further to this, the Employer shall notify the Workers Compensation Board of salary adjustments at the time they occur.

- (v) If at any time it is decided by the Workers Compensation Board that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by the Workers Compensation Board, then such payment shall not be payable.
- (C) (i) Where an employee is unable to work because of injuries sustained in a motor vehicle accident she must advise her supervisor as soon as possible and she must submit a claim for benefits to the Manitoba Public Insurance Corporation (M.P.I.C.). The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a “waiting period” by M.P.I.C.
- (ii) subject to (i) above, where an employee has applied for M.P.I.C. benefits and where a loss of normal salary would result while awaiting a M.P.I.C. decision, the employee may submit an application to the Employer requesting an advance subject to the following conditions:
 - (a) Advance payment(s) shall not exceed the employee’s basic salary as defined in Article 17:02 (exclusive of overtime), less the employee’s usual income tax deductions, Canada Pension Plan contributions, and E.I. contributions.
 - (b) The advance(s) will cover the period of time from the date of injury in the motor vehicle accident until the date the final M.P.I.C. decision is rendered. In no case shall the total amount of the advance exceed seventy percent (70%) of the value of the employee’s accumulated income protection credits.
 - (c) The employee shall reimburse the Employer by assigning sufficient M.P.I.C. payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by M.P.I.C. directly to the employee.
 - (d) In the event that the M.P.I.C. disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
- (e) Upon request, the Employer will provide a statement to the employee indicating amount of advance payment(s) made and repayment(s) received by the Employer.
- (D) (i) Subject to (B), an employee who has accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement the M.P.I.C. payments.

- (ii) The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic salary as defined in Article 17:02 of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, Canada Pension Plan contributions and Employment Insurance contributions.
 - (iii) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until the employee's accumulated income protection credits are exhausted.
 - (iv) If at any time it is decided by the Manitoba Public Insurance Corporation that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by the Manitoba Public Insurance Corporation, then such payment shall not be payable.
- (E) Where a work assessment period or a modified return to work period is recommended by M.P.I.C., the Employer shall make every reasonable effort to arrange for such assessment/return subject to the M.P.I.C. covering all related costs.

The Employer agrees to actively participate and facilitate the rehabilitation and return to work of ill, injured or disabled employees. The Union shall be notified and involved if there is a request for a Rehabilitation and Return to Work Program for employees. The Employer and the Union shall review the provisions of the program and ensure that the work designated is within her/his restrictions and limitations.

- 15:11** For each one and one-quarter ($1 \frac{1}{4}$) days of income protection accumulated, one (1) day (eighty percent [80%]) shall be reserved exclusively for the employee's personal use as outlined in Article 15:02. The remaining one-quarter ($\frac{1}{4}$) of a day (twenty percent [20%]) shall be reserved for either the employee's personal use as outlined in Article 15:02, or for use in the event of family illness as specified in Article 15:12. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes. In the employee's first year of employment, amend one (1) day to read three-quarters ($\frac{3}{4}$) of a day, and amend one-quarter ($\frac{1}{4}$) of a day to read one-half ($\frac{1}{2}$) of a day.
- 15:12** Subject to the provisions of 15:11, an employee may use up to five (5) days income protection in any one (1) calendar year for illness of a spouse, child or parent.

- 15:13** Where an employee has been provided necessary time off due to scheduled surgery, and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

Article 16 Annual Vacation

- 16:01** The vacation year shall be from the 1st day of April in the one year to the 31st day of March in the next year.
- 16:02** An employee who has completed less than one (1) years continuous employment as of March 31st will be granted vacation based on a percentage of regular hours worked, in the new vacation year.
- 16:03** Annual vacation shall be earned at the rate of:
- 15 working days per year commencing in the 1st year of employment
 - 20 working days per year commencing in the 4th year of employment
 - 25 working days per year commencing in the 11th year of employment
 - 30 working days per year commencing in the 21st year of employment
- Vacation entitlement for the vacation year following completion of the 3rd, 10th and 20th years of continuous employment shall be determined by a pro-rata calculation based upon the two (2) rates of earned vacation.
- 16:04** Employees may receive their vacation pay not later than the date preceding the day their vacation commences if application has been made to the Employer, in writing, two (2) weeks in advance.
- 16:05** The Employer will post a projected vacation entitlement list at each site not later than two (2) months prior to the vacation cut-off dates as per Article 16:01. Employees shall indicate in writing their preferences as to vacation dates within thirty (30) calendar days of posting of the projected entitlement list. Priority in the selection of dates shall be given to the employees having the most seniority within each department at each site.
- An employee who fails to indicate her choice of vacation within the above thirty (30) calendar day period shall not have preference in the choice of vacation time, where other employees have indicated their preference.
- Employees in term positions, as per Article 3:04, will be considered to be assigned to the ward or area they will be working in on the dates they select for their respective vacation. All requests for vacation leave will be subject to

approval of the employee's supervisor or the designated Administrative Officer based on operational requirements.

- 16:06** The Employer will post an approved vacation schedule of the projected vacation entitlement list within the department at each site no later than the first day of the new vacation year. Vacation shall not be changed unless mutually agreed upon by the employee and the Employer.
- 16:07** Vacation earned in any vacation year is to be taken in the following vacation year as per Article 16:01.
- 16:08** In the event that an employee is hospitalized during her vacation, it shall be incumbent upon the employee to inform the Employer as soon as possible. In such circumstances the employee may utilize income protection credits to cover the hospitalization period and the displaced vacation shall be rescheduled at a time mutually agreed upon between the Employer and the employee within the available time periods remaining during the vacation year. Proof of such hospitalization shall be provided if requested.
- 16:09** Where an employee is subpoenaed for jury duty or in receipt of W.C.B. benefits during her period of vacation, there shall be no deduction from vacation credits and the period of vacation so displaced shall be rescheduled at a time mutually agreed between the employee and the Employer within the available time periods remaining during the vacation year, subject to Article 16:07.
- 16:10** Vacation entitlement will be payable at the employee's basic hourly rate of pay.
- 16:11** **An employee who transfers to a different unit or department after vacation requests have been approved will have her / his vacation scheduled by the manager of the new unit in consultation with the employee within the time periods remaining during the vacation year.**

Article 17 Salaries and Increments

- 17:01** Employees shall be paid in accordance with Schedule "A" attached to and forming part of this Agreement. The granting of increases shall be contingent upon the employee having performed her duties in a satisfactory fashion.
- 17:02**
- (a) Salaries shall be paid bi-weekly to each employee in accordance with his grade listed in Schedule "A".
 - (b) Upon discovery of a payroll error, the employee/Employer is responsible to report such error in pay to the Employer/employee as soon as possible.**
 - (c) Errors in pay equivalent to one (1) full day (7.75 hrs) of regular pay or less made by the Employer shall be corrected on the next payday.**

(d) **Where there is money owing to the employee in excess of one (1) day (7.75 hrs) of regular pay, the employee shall, upon request, be paid by supplemental pay or manual cheque as soon as possible within the three (3) calendar days following the day the error was reported.**

17:03 Individual salary increases resulting from the wage schedule shall be implemented on the employee's increment date, **regardless of position or classification.** When an unpaid leave of absence in excess of four (4) weeks is granted, the annual increment for the employee shall move forward in direct relation to the length of the leave.

17:04 (a) Employees temporarily assigned to relieve or replace employees in positions covered by this Collective Agreement that are higher than their normal class, shall be paid sixty-five cents (\$0.65) per hour for hours so assigned.

(b) An employee assigned to temporarily perform the duties of an employee in a lower rated classification shall continue to receive the rate for his regular duties.

17:05 An employee assigned, in writing by the Employer, to temporarily relieve or replace an employee whose position is outside of the bargaining unit will be paid eighty cents (\$0.80) per hour above their existing rate of pay.

17:06 Transportation

(a) Effective date of ratification, an employee required to return to the facility/site on a callback as referenced in Article 13:05 will have:

(i) Return transportation provided by the Employer; or

(ii) Reimbursement **in accordance with the Province of Manitoba mileage rates** if she uses her own car.

(b) Employees who are required to use their own personal vehicle for facility business which has been pre-authorized by the Employer shall be reimbursed by the Employer for all mileage thus accrued for out-of-town trips and four dollars (\$4.00) for in-town trips.

(c) **Employees required to attend meetings outside the facility shall be reimbursed applicable transportation and mileage rates as outlined above.**

17:07 Where employees are required by the Employer to wear uniforms while on duty, the Employer shall provide a uniform allowance of eight cents (\$0.08) per hour for all hours worked.

17:08 Effective January 1, 2009, where employees are required by the Employer to wear CSA approved safety boots at all times when on duty, the Employer agrees to reimburse said full-time and part-time employees up to two hundred dollars (\$200.00) every twenty-four (24) months for the purchase of CSA approved safety boots. Satisfactory proof of purchase must be provided to the Employer by the employee for reimbursement.

Probationary employees will be eligible for reimbursement upon the successful completion of their probation.

17:09 On an individual basis, the Employer will review the possibility of assisting in recertification processes.

Article 18 Premiums

18:01 (a) Employees required to work the majority of their hours on any shift between 1600 hours and 2400 hours, shall be paid an evening shift premium of one dollar (\$1.00) per hour for that shift.

(b) Employees required to work the majority of their hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and seventy-five cents (\$1.75) per hour for that shift.

18:02 Shift premium and weekend premium will not be payable while an employee is off duty for any reason.

18:03 A weekend premium of one dollar and thirty-five cents (\$1.35) per hour shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

18:04 Effective date of ratification, the evening shift premium shall also be applicable to each hour worked after 1600 hours on a modified Day or evening shift during which at least two (2) hours are worked after 1600 hours.

Article 19 Terminations

19:01 An employee may terminate her employment with the Facility by giving the following written notice:

(a) one (1) week before the date of termination, if the employee's service is less than one (1) year or:

(b) two (2) weeks before the date of termination, if the employee's service is one (1) year or more.

19:02 Employment may be terminated by the Employer with written notice provided as follows:

Period of Employment	Notice Period
Less than one (1) year	one (1) week
At least one (1) year and less than three (3) years	two (2) weeks
At least three (3) years and less than five (5) years	four (4) weeks
At least five (5) years and less than ten (10) years	six (6) weeks
At least ten (10) years	eight (8) weeks

Employment may be terminated with lesser notice:

- (a) by mutual agreement between the Employer and the employee, or
- (b) during the probationary period of a new employee; or
- (c) in the event an employee is dismissed for sufficient cause to justify lesser or no notice.

19:03 The Employer may deduct from an employee's termination pay an amount equal to her basic pay for the period which she gives inadequate notice of termination.

19:04 The Employer will make available, within **ten (10)** calendar days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.

Article 20 Special Provisions Re: Part-time Employees

20:01 (a) Part-time employees who indicate in writing to the Employer that they wish to work additional hours, shall be offered such work, when available, provided they are able to perform the required duties.

It is further understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.

Such additional hours shall be allocated on the basis of seniority as follows:

- (i) First among those employees meeting the provisions above within that site who have requested additional hours.
 - (ii) Second among those employees meeting the provisions above within the sites comprising the Regional Health Authority who have requested additional hours.
- (b) Should a part-time employee as described in (a) above refuse to report for work on three (3) occasions in a calendar year when requested and without

an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer until the next seniority list is posted.

- (c)
1. Where a part-time employee is unable to work all or part of any additional hours for any reason, payment shall be made only in respect of hours actually worked.
 2. Additional hours worked by a part-time employee shall be included in the determination of seniority.
 3. Additional hours worked by a part-time employee shall be included when determining an employee's earned vacation pay, accumulated income protection credits, and general holiday pay in accordance with Article 20:07.
 4. When a part-time employee is scheduled to work additional shifts for a period of time as described under Article 3:04 ("TERM POSITION"), she shall be entitled to income protection benefits and bereavement leave.
- (d) Whenever an employee is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, she/he shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.

20:02 Part-time employees are entitled to the benefits provided for under this Collective Agreement on a pro-rata basis based on their regular hours worked. Without limiting the generality of the forgoing, the following provisions shall apply.

20:03 Income Protection in Case of Illness

Part-time employees shall accumulate income protection credits on a pro-rata basis, in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time hours}} \times \text{Entitlement of a Full-time Employee}$$

20:04 Part-time employees may claim payment from accumulated income protection credits only for those hours they were regularly scheduled to work but were unable to work due to illness, consistent with Article 20:01 (c) (1).

20:05 Annual Vacations

(a) Entitlement to Vacation Pay

Part-time employees shall earn and accrue entitlement to vacation pay on a pro-rata basis in accordance with the following formula:

$$\frac{\text{Hours Paid at Regular Rate}}{\text{Full-time Hours}} = \text{Pro-rating factor}$$

[Example of Entitlement to Vacation Pay:

Employee A is a part-time employee, listed as .5EFT. In the previous year, A worked more than .5 of the full-time hours, and in fact worked 1410 hours. A's entitlement to vacation pay would be based on a pro-rating factor of:

$$\frac{1410}{2015} = .7 \text{ pro-rating factor}]$$

(b) Entitlement to Vacation Time

Actual entitlement to vacation time for part-time employees shall be based on years of service as provided for in Article 16:03.

Example of Entitlement to Vacation Time:

Employee A is in his/her 5th year of employment. Employee A is entitled to 20 working days per year of vacation time. For greater certainty, the term "working days" means days on which Employee A is regularly scheduled to work.]

(c) Entitlement to Receive Vacation Pay and Vacation Time

(i) Initial Selection of Vacation Time

Part-time employees shall have an initial right to indicate their preference to dates on the basis of the procedure set out at Article 16:05. During this initial procedure for vacation selection, part-time employees shall be allowed to indicate their preference up to a maximum on the basis of the prorating of their vacation time entitlement in accordance with the following formula:

$$\text{Pro-rating factor} \times \text{entitlement to vacation time} = \text{number of vacation days (working days)}$$

Example of Initial Selection:

During the initial selection procedure set out at Article 16:05, Employee A shall have the right to indicate in writing his/her preference as to the following maximum number of vacation dates:

$$.7 \times 20 = 14 \text{ working days}$$

(ii) Selecting the Balance of the Vacation Time

After the initial selection set out in sub-section (i) above has been completed, the selection of the balance of vacation time shall be at the option of the part-time employee but shall be governed by the last sentence of paragraph 1 of Article 16:05.

Example of Selecting the Balance of Vacation Time:

Employee A would have the option to select the following number of working days in order to exhaust his/her vacation time entitlement:

.3 x 20 = 6 working days

Alternate Example: In the event that Employee A chose to select 12 working days of vacation time in the initial selection, Employee A would have the option to later select up to 8 working days in order to exhaust his/her vacation time entitlement.]

(iii) Operational Requirements

The provisions of Article 16:05 dealing with operational requirements apply equally to the selection procedures set out in sub-sections (i) and (ii) above.

(iv) Receipt of Vacation Pay

Unless a part-time employee requests to be paid in accordance with one of the four options set out below, and to the extent that he or she still has unused vacation pay, a part-time employee shall be paid his or her regular rate of pay for the number of hours he or she was scheduled to work on the

working day taken as vacation time. An employee may choose to request to receive vacation pay in accordance with the one of the four options:

- (a) partial pay divided equally over his/her entire vacation time entitlement; or
- (b) full pay for vacation days up to such point as his or her vacation pay is exhausted; or
- (c) a combination of (a) or (b) above; or
- (d) partial or full vacation pay as set out above for a portion of the vacation time and the balance of vacation pay in a lump sum regardless of whether the part-time employee intends to take any unused vacation time at a future date in the vacation year.

20:06 General Holidays

Part-time employees will be paid **four-point-six-two percent (4.62%)** of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular pay cheque.

General Holiday pay earned in accordance with the above shall be considered as paid hours for the purpose of accruing seniority.

20:07 Overtime

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or bi-weekly hours of work as specified in Article 12.

20:08 Increments

Salary increments for part-time employees will be granted after completion of the hours dictated in Schedule "A" until the maximum of the appropriate salary schedule (scale) is attained (see attached).

20:09 Compassionate Leave

(a) A part-time employee shall be allowed to take up to four (4) consecutive calendar days off, one (1) of which shall be the day of interment or cremation, in the case of the death of a parent, spouse, same-sex partner, child, brother, sister, brother's wife, sister's husband, mother-in-law, father-in-law, common-law spouse, daughter-in-law, son-in-law, sister or brother of spouse, the wife or husband of the spouse's sister or brother, grandparent, grandparent-in-law, grandchild, step children, step parents, latest foster parents, former legal guardian, fiance, sister's husband/brother's wife, and any other relative or foster child who was residing in the same household at the time of his/her death; she shall receive pay at the basic rate for each scheduled hour of work within those four (4) days.

One (1) day may be retained for use in the case where actual interment or cremation is at a later date.

(b) Compassionate leave as referenced in (a) above, shall be extended by up to two (2) additional consecutive days provided the part-time employee is required to attend a funeral more than two hundred and fifty (250) kilometres from the respective facility, or shall be granted at the Employer's discretion if the travel required is less than two hundred and fifty (250) kilometres from the respective facility. The part-time employee shall receive pay at the basic rate for each scheduled hour of work within these two (2) days.

- (c) The time off referenced to in (a) above shall not be considered as needed during periods when a part-time employee was not scheduled to be on duty, i.e. days off, vacation periods, holidays and days during which income protection is being utilized.

(d) Compassionate Care Leave

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (A) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (B) An employee who wishes to take a leave under this section must give the employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.
- (C) An employee may take no more than two (2) periods of leave, totaling no more than eight (8) weeks, which must end not later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (D) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
- (1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (i) the day the certificate is issued, or
 - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
 - (2) the family member requires the care or support of one (1) or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

(E) A family member for the purpose of this article shall be defined as:

- (1) a spouse or common-law partner of the employee;
- (2) a child of the employee or a child of the employee's spouse or common-law partner;
- (3) a parent of the employee or a parent of the employee's spouse or common-law partner;

- (4) a brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the employee or of the employee's spouse or common-law partner;
- (5) a current or former foster parent of the employee or of the employee's spouse or common-law partner;
- (6) a current or former foster child, ward or guardian of the employee, or of the employee's spouse or common-law partner;
- (7) The spouse or common-law partner of a person mentioned in any of the clauses (3), (4) (5) and (6);
- (8) any other person whom the employee considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.

(F) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.

(G) Seniority shall accrue as per Article 8:03 (c) and 8:05 (d).

(H) Subject to the provisions of Article 15:11, an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.

(I) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Compassionate Leave as outlined in Article 11:03 and 20:10.

20:10 Necessary leave of up to one (1) day without loss of regular pay shall be granted to an employee to attend a funeral as a pallbearer or, subject to the operational needs of the site as determined by the Employer, as a mourner.

20:11 **Once a shift schedule has been posted, employees may request time off. Such requests will not be unreasonably denied.**

**Article 21 Special Provisions Regarding Employees Occupying
More Than One Position Within the Sites Comprising the Regional
Health Authority**

- 21:01** Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position in the region. It is understood that at no time will the arrangement result in additional cost to the Employer. Where it is determined that it is not feasible for the employee to work in more than one (1) position, the employee will have the option of assuming the position applied for and relinquishing their former position.
- 21:02** At no time shall the sum of the positions occupied exceed the equivalent of one (1) EFT, however, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee and the Regional Union.
- 21:03** Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time, (i.e. status will not be converted to full-time), and the provisions of Article 20 will apply based on the total of all active positions occupied, unless otherwise specified in this Article.
- 21:04** All salary-based benefits, i.e., Group Life, Pension, L.T.D., as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- 21:05** All accrued employee benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- 21:06** Requests for scheduling of vacation, paid or unpaid leaves of absence, etc. shall be submitted to each departmental/site supervisor/manager, and will be considered independently, based on the operational requirements of each department/site.
- 21:07** Employees taking on an additional position will be subject to a six (6) month trial period in that position. If, during the trial period, the applicant is found by the Employer to be unsatisfactory in her new position, she shall relinquish that position.
- 21:08** Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one (1) of the positions occupied.

Article 22 Committees

- 22:01** The parties hereto agree to a joint committee being established to deal with such matters of mutual concern as may arise from time to time in the operation of the site and/or Regional Health Authority.

- 22:02** The Committee shall be composed of equal representation from the Employer and the local Union with the total committee representation not to exceed four (4) members, unless mutually agreed otherwise. The local Union committee **shall be appointed by the local Union Executive and** may at any time have a Representative from The Manitoba Government and General Employees' Union.
- 22:03** The Committee shall meet as and when required at a mutually agreeable time upon written notice being given by either party. An agenda will be prepared by the calling party and shall be submitted five (5) working days prior to the meeting taking place. Where an employee is required to use her own vehicle to travel to attend meetings of the Committee at a location other than her work site, she shall be reimbursed by the Employer **at the Province of Manitoba mileage rates for all mileage thus accrued.**
- 22:04** The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement. The Committee shall not supersede the activities of any committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.
- 22:05** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary as per the Manitoba Safety and Health Act.
- 22:06** A Safety Committee, as per the Workplace Safety and Health Act, shall be established to examine all aspects of safety and health measures within the Regional Health Authority.

Article 23 Retirement Bonus

- 23:01** Employees retiring in accordance with the following:
- (i) retire at age sixty-five (65) years; or
 - (ii) retire after age sixty-five (65) years; or
 - (iii) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
 - (iv) employees who have completed at least ten (10) years continuous employment with the Employer, whose age plus years of that employment equal eighty (80);

shall be granted retirement bonus on the basis of four (4) days per year of employment.

23:02 Calculation of retirement bonus entitlement shall begin from the date of the employee's last commencing employment with the Employer and shall be based on the employee's total seniority on the date of retirement.

23:03 Employees retiring in accordance with the conditions of Article 23:01 shall be granted retirement bonus as specified on the following basis. Calculations will be based on the following formula:

$$\frac{\text{Total Paid Hours Actually Worked from Date of Hire}}{\text{Full-time Hours}} \quad \times \quad \text{Four (4) days}$$

23:04 Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payment.

23:05 Permanent employees who terminate employment at any time due to permanent disability shall be granted pre-retirement leave, payable in a lump sum, on the basis of four (4) days per year of employment and in accordance with the calculation methods prescribed in this Collective Agreement.

23:06 Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions. Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

23:07 **Effective April 1, 2008, where an employee is entitled to pre-retirement bonus in accordance with the conditions listed above, and the employee dies prior to receiving this benefit, it is understood that the pre-retirement bonus benefit shall be paid to her/his estate.**

Article 24 Employee Benefits

24:01 Dental Plan

The parties agree that during the life of this Agreement, Healthcare Employees Benefit Plan (HEBP) sponsored Dental Plan will be cost-shared on a 50-50 basis.

24:02 Disability and Rehabilitation Plan

The Disability and Rehabilitation Plan with benefit levels, as determined by the HEBP Board of Trustees, shall continue to be implemented for all eligible employees.

The Employer will contribute to a maximum of two point three percent (2.3%) of base salary to fund the Provincial Disability and Rehabilitation Plan.

The Employer agrees to fund its share of costs on an administrative service basis as required and in addition, the Employer will provide a net reserve to cover future benefits for employees on the disability plan.

The parties agree that income protection will be used to offset the elimination period. Once the elimination period has been exhausted, the eligible employee will commence drawing disability benefits. An employee may claim income protection for a period of time not to exceed the elimination period.

It is understood that the elimination period for the Disability Rehabilitation Plan is one hundred nineteen (119) calendar days.

- 24:03** The Employer will provide full-time and part-time employees, within their first three (3) months of employment, information related to the current available benefits plans; or upon request the same information may be provided through the appropriate administrative contact.

Article 25 Changes in Classification

- 25:01** In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification and providing that the new or revised classification falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range.
- 25:02** Unless the Union objects in writing within thirty (30) calendar days following such notification, the classification and salary range shall become established and form part of Schedule "A" of this Agreement.
- 25:03** If the Union files written objection, as per Article 25:02, then the parties hereto shall commence negotiations forthwith and attempt to reach agreement as to an appropriate salary range.
- 25:04** Failing agreement, the matter may be referred to arbitration in accordance with Article 7.
- 25:05** At any time after an employee has been in a classification for three (3) months, she shall have the right to request a review of her classification if she feels that the duties of the job have substantially changed from those of the classification job description.

The Employer will examine the duties of the employee, compare them with the job description and give a decision as to the validity of the request.

If the decision given is not satisfactory to the employee, she may then treat this request for change in classification as a grievance as laid out in Article 6.

If at any time the Employer changes an existing job description, the employee(s) and Union will receive the revised copy of same.

Article 26 Sub-Contracting

26:01 It shall not be considered as sub-contracting should the Employer:

- (a) merge or amalgamate with another health care facility/regional health authority or health care related facility, or
- (b) transfer or combine any of its operations or functions with another health care facility/regional health authority or health care related facility, or
- (c) take over any of the operations or functions of another health care facility.

26:02 In accordance with Article 26:01, employees will be given ninety (90) days notice, and where the Employer is unable to provide alternate employment within the sites comprising the Regional Health Authority, the employee shall be entitled to a choice of either:

- (a) severance pay on the basis of two (2) weeks pay at the regular basic rate for the position last occupied, for each year of employment with the Employer; or
- (b) the exercise of their seniority to displace a less senior employee in an equivalent or lower classification within the scope of this Agreement, provided the employee has a satisfactory work record, possesses the qualifications, and meets the physical requirements of the position in question.

26:03 If the Employer intends to sub-contract work which results in the displacement of one (1) or more employees, the Employer will notify the Union at least ninety (90) days in advance of such change and will make every reasonable effort to find suitable alternative employment with the site and/or Regional Health Authority for those employees so displaced and will guarantee to offer alternative employment with the site and/or Regional Health Authority to those employees who have thirty-six (36) months or more service with the Employer. Any employee with more than thirty-six (36) months service accepting a position in a lower paid grade will continue at the salary of his/her present grade and will receive an increase only when the rate in his/her new scale, corresponding to his/her years of service, provides for an increase over his/her current rate.

Article 27 Duration

- 27:01** (a) This agreement shall be in full force and effect from **April 1, 2008**, until March 31, **2012**.
- (b) The provisions of the Agreement shall continue in effect following the expiry date until replaced by a new agreement or until the declaration of a strike or lockout, whichever occurs first.
- (c) The Union agrees to give the Employer at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of strike action.
- (d) The Employer agrees to give the Union at least two (2) weeks (fourteen [14] days) written notice as to the intended time and date of lockout.
- 27:02** Should either party desire to propose changes to this Agreement, they shall give notice in writing, to the other party not more than ninety (90) calendar days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 27:03** This Agreement may be amended during its term by mutual agreement.
- 27:04** It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the unit shall strike during the term of this Agreement.

Article 28 Union Representation

- 28:01** The Union agrees to exchange with the Employer a current list of site and/or regional officers and authorized representatives and to notify the Employer in writing within fourteen (14) days of any change or changes in Union representation.
- 28:02** The Employer agrees that the bargaining unit shall have the right to assistance from representatives of the Manitoba Government And General Employees' Union when negotiating or dealing with matters concerning the Agreement.
- 28:03** When meeting with the Employer to conduct negotiations, the maximum number of employees who will be entitled to leave of absence without loss of basic pay or benefits shall be two (2) representatives.

By mutual agreement between the Employer and the Union, employees required to make special presentations shall be allowed leave of absence with pay.

28:04 Union local officers and stewards, with their respective Supervisor(s) permission, may visit employees for the purpose of investigating complaints and the administration of the Collective Agreement but only with the prior authorization of the Supervisor(s) of the employees involved. Such authorization shall not be unreasonably withheld. To the extent possible and practical, all such union activities shall be conducted during off duty hours.

Article 29 Respectful Workplace

29:01 It is agreed that there shall be no discrimination against any employee by the Employer or the Union based on:

- **ancestry, including colour and perceived race**
- **ethnic background or origin**
- **age**
- **nationality or national origin**
- **political belief, association or activity**
- **religion or creed**
- **sex, including pregnancy**
- **marital status or family status**
- **sexual orientation**
- **physical or mental disability**
- **place of residence**
- **membership or non-membership or activity in the union,**
except as may be allowed under the Manitoba Human Rights Code.

29:02 Harassment

The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment shall be treated in strict confidence by both the Employer and the Union.

The definition of harassment shall consist of the definition contained in the Human Rights Code and shall further include the definition of harassment set out in the Respectful Workplace Policy as may be amended by the Employer from time to time.

Employees are encouraged to review the Respectful Workplace Policy.

- 29:03** The parties agree that all employees are entitled to a respectful and safe workplace, which is free from discrimination, harassment and violence.
- 29:04** The Employer, in consultation with its employees, will develop a respectful workplace policy or review an existing policy to be included in the Employer's policy manual.

Article 30 Bulletin Boards

- 30:01** A bulletin board for the use of the Union will be provided by the Employer in each site comprising the Regional Health Authority. All material posted must be submitted to the designated Administrative Officer and is subject to his/her approval.

Article 31 Discharge, Suspension, Discipline and Access to Personnel Files

- 31:01** An employee may be discharged or suspended for just cause. Such employee shall be advised promptly in writing of the reason for her dismissal or suspension, with a copy being sent to the local Union representatives.
- 31:02** In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee. The employee may be accompanied at the meeting by a Union Representative if she so desires.

Where possible, the Employer shall give the employee prior notice of the nature of the complaint.

No disciplinary document shall be placed on an employee's personnel file without the employee being given the opportunity to read the document.

- 31:03** If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.
- 31:04** Upon written request and at a mutually agreeable time at the site of employment, an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, and her reply to any such document shall also be placed in her personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of her file.

- 31:05** An employee accompanied by a Union Representative if she so elects, may examine her personnel file on request as per Article 31:04 of the Collective Agreement.
- 31:06** There shall be one (1) personnel file maintained by the Employer for each employee.
- 31:07** Where the Employer makes a written assessment of an employee's work performance, the employee shall be entitled to receive a copy. The employee shall sign the assessment indicating only that she has read and understands the contents. The employee may respond in writing to the assessment which shall become part of her record.

Any dispute relative to the substance of the written evaluation must be in writing and submitted within seven (7) days of the date of the employee's acknowledgement of the evaluation.

Article 32 Standby

- 32:01** An employee who is designated in writing by the Employer to be on standby shall be entitled for payment of one (1) hours basic pay for each eight (8) hour period or a pro rata payment for any portion thereof.

Standby allowance shall not be paid during any time during which an employee is actually called back to work.

Effective April 1, 2010

An employee who is designated in writing by the Employer to be on standby shall be entitled for payment of two (2) hours basic pay for each (8) hour period or a pro rata payment for any portion thereof.

Article 33 Storm/Disaster Pay

- 33:01** If an employee is unable to attend work due to bad weather conditions and there are actual blizzard conditions, as declared by Environment Canada, or the Employer, or due to road closures as declared by the police agencies, or the Department of Highways, staff shall not be paid for such work missed, however, on written request, he/she will be allowed to use banked time in lieu of overtime, banked statutory holiday or vacation time.

Article 34 Education Leave

- 34:01** The Employer, where possible, will attempt to accommodate scheduling requests for employees who have been accepted into an educational program and wish to maintain an employment relationship with the Employer.

- 34:02** Upon written request, the Employer shall give due consideration to an employee's request for educational leave of absence without pay.

Article 35 Loss Of or Damage to Personal Effects

- 35:01** In recognition of the fact that during the performance of their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation for replacement of same.
- 35:02** No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the loss or theft or damage to the employee's tools, equipment or personal effects, or for luxury items.
- 35:03** Employees are responsible for any personal effects that are brought to their place of work and are not specifically required in the course of their employment and no claim for compensation will be considered for loss or theft of or damage to such personal effects.

Article 36 Safety and Health

- 36:01** **The Employer shall in accordance with the objects and purposes of the Workplace Safety and Health Act:**
- (a) Ensure so far as is reasonably practicable, the safety, health, and welfare at work of all workers; and**
 - (b) Comply with the Workplace Safety and Health Act and Regulations.**
- 36:02** It is agreed that both parties will cooperate to the fullest extent in the matter of safety and accident prevention and the Employer agrees to provide safety equipment where required and to install safety devices where necessary.
- 36:03** A joint Safety and Health Committee, as per the Workplace Safety and Health Act, shall be established within each facility to examine all aspects of safety and health measures within the facility. The joint Safety and Health Committee shall hold meetings at least quarterly for jointly considering, monitoring, inspecting, investigating, and reviewing safety and health conditions and practices within in the site. The duties of the committee include:
- (a) The receipt, consideration and disposition of concerns and complaints respecting the safety and health of workers;**
 - (b) Participation in the identification of risks to the safety or health of workers or other persons, arising out of or in connection with activities in the workplace;**

- (c) The development and promotion of measures to protect the safety and health and welfare of persons in the workplace, and checking the effectiveness of such measures;
- (d) Co-operation with the occupational health service, if such a service has been established;
- (e) Co-operation with a safety and health officer exercising duties under this Act or the regulations;
- (f) The making of recommendations to the employer or prime contractor respecting the safety and health of workers;
- (g) The inspection of the workplace at regular intervals;
- (h) The participation in investigations of accidents and dangerous occurrences at the workplace;
- (i) The maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
- (j) Such other duties as may be specified in this Act or prescribed by regulation.

Minutes of the Workplace Safety and Health Committee meetings shall be recorded, provided to committee members, posted on the Safety and Health bulletin boards, and supplied to the Workplace Safety and Health Division. Recommendations for corrective actions shall be referred, in writing, to the CEO or designate and a response shall provided to the Workplace Safety and Health Committee within 30 days.

36:04 The Employer and the Union agree that harassing and violent behavior shall not be condoned in the workplace and is further agreed that both parties will work together in recognizing and resolving such problems should they arise.

- (a) When the Employer is aware that a resident/patient has a history of aggressive behavior the Employer will make such information available to employees who provide service to those residents.
- (b) Where such a program does not exist, the Employer shall develop an Aggressive Resident/Patient Conduct Program. Prior to implementing such a program, the Employer shall receive a recommendation from the Safety and Health committee. Such a program will include instruction and dissemination of information.

- 36:05** The Employer shall provide information and preventative measures for those employees in contact with known infectious diseases where medically necessary to protect the employee or other residents.
- 36:06** An employee may refuse to perform particular work where the employee has reasonable grounds to believe and does believe that the work is dangerous to his/her safety or health or the safety or health of another worker or another person. Where the employee refuses particular work, he/she shall immediately report the refusal and reasons therefore to his/her immediate supervisor. The Employer shall ensure that employees subsequently asked to perform this work are made aware of the original refusal. The immediate supervisor in conjunction with the appropriate authorities will ensure that the employee is not required to continue working under dangerous conditions.

Should any provisions of this Article be or become inconsistent with the applicable legislation, the legislation will supersede.


Article 37 Overpayments

- 37:01** The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than 12 months from date of discovery, provided:
- a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected employee and the Union as soon as practicable;
 - b) The proposed recovery is made in as fair and reasonable a manner as possible; and
 - c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and employee.
- 37:02** In the event the employee retires from, or leaves the employ of, the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.


Signed this May 26 day of May, 2010.



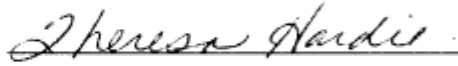
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Schedule "A"

NOTES #1:

Effective April 1, 2008 2.90 % increase on hourly rates for all classifications

Effective April 1, 2009 2.90 % increase on hourly rates for all classifications

Effective April 1, 2010 2.90 % increase on hourly rates for all classifications

Effective April 1, 2011 2.90 % increase on hourly rates for all classifications

Increment Steps (In Hours)

Effective April 1, 2006

Full-time Employees Hours							
Daily	Annual	Start	Step 1	Step 2	Step 3	Step 4	Step 5
7.25	1,885	0000	1,885	3,770	5,655	7,540	9,425
7.50	1,950	0000	1,950	3,900	5,850	7,800	9,750
7.75	2,015	0000	2,015	4,030	6,045	8,060	10,075
8.00	2,080	0000	2,080	4,160	6,240	8,320	10,400

Schedule "A"

NOTES #2 NURSING ASSISTANTS QUALIFICATIONS

A trained Nurses Aide shall mean an employee working as a Nurses Aide who has completed a training program recognized by the Employer, or who has completed 2015 regular hours employment as a Nurses Aide with the Employer.

Note: Employees currently effected are grandfathered as well as any employees commencing employment on or before date of ratification.

NOTES #3 TRANSITION FROM NA 1 TO NA 11

Employees moving from Nurses Aide (Untrained) to Nurses Aide (Trained) shall be placed on the Trained rate pay scale at the next highest increment level.

Schedule “B”

SITE LIST

Dauphin Regional Health Centre

Gilbert Plains District Health Centre

Grandview Health Facilities (includes Grandview Hospital and Grandview Personal Care Home)

Roblin and District Health Centre

Swan Valley Health Facilities (includes Swan River Health Centre, Swan Valley Lodge, Swan River Valley Personal Care Home, Benito Health Centre)

Memorandum of Understanding
between
Parkland Regional Health Authority
and
Manitoba Government and General Employees' Union

Re: Working Short

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge; Swan River Valley Personal Care Home Inc.

The parties agree that staffing levels affect care for patients/residents, and employees working conditions. The parties therefore agree:

- (a) The Employer is responsible to review and determine staffing requirements.
- (b) **The Employer shall strive to maintain base staffing levels in the units wherever reasonable and practicable.**
- (c) In the event that the Employer determines that a vacant shift will not or cannot be filled, the Department Head/Supervisor/Charge Nurses shall, in consultation with the staff:
 - (i) Evaluate and reorganize the workload if required;
 - (ii) Provide direction to staff as to which activities take priority, and where appropriate, functions that they **will** not be able to complete.

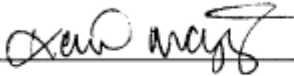
The issue of workload concerns / working short will be a standing agenda item under the Joint Committee established under Article 22-01. Topics of discussion may include:

- (a) Review and discuss staffing levels/workload issues such as
 - **sick replacement processes**
 - **recruiting**
 - **current vacancies**
 - **workload distribution**

- **shift duration**
 - **other**
- (b) Establish a mechanism for monitoring staffing levels/workload issues, **including the development of jointly approved working short and overtime forms (examples to be tabled).**
- (c) Review and make recommendations **to facility management** regarding the above.

The Committee will meet within thirty (30) days following ratification of the Collective Agreement and shall jointly determine the frequency of meetings.

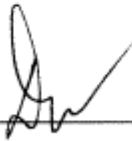
Signed this May 26 day of May, 2010.



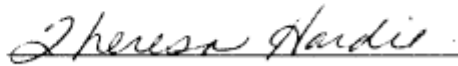
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

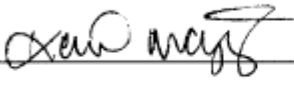
Re: Retroactive Pay

Retroactive pay will be paid on all paid hours to all employees working during the retroactivity period. Staff who do not currently work for the Employer are required to request such retroactivity pay in writing.

Retroactive pay will be processed as soon as possible following ratification of the settlement by both parties and the provision of the approved wage scales to the Employer. The anticipated timelines for processing of retroactive pay will be communicated to all current employees in an appropriate format.

Wherever possible retroactive pay will be made by separate cheque.

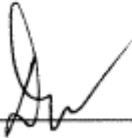
Signed this May 26 day of May , 2010.



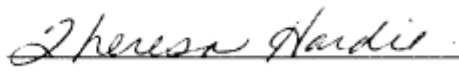
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Emergencies

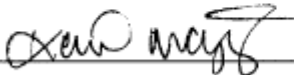
In any emergency declared by the Facility or disaster declared by EMO, employees are required to perform duties as assigned notwithstanding any contrary provision in the Collective Agreement.

Compensation for unusual working conditions related to such emergency or disaster will be provided in accordance with the Collective Agreement.

Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 13.

The importance of disaster plan exercises and fire drills is mutually acknowledged by the Employer and the Union and, to this end, participation of all employees is encouraged.

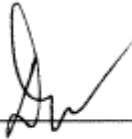
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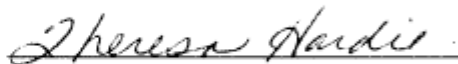
On Behalf of Parkland Regional Health Authority



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On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

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Parkland Regional Health Authority

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Re: Transfer of Employees Within the Regional Health Authority

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge; Swan River Valley Personal Care Home Inc.

A) Temporary Transfer

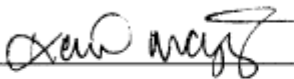
- 1) To facilitate temporary transfers to the sites within the Regional Health Authority experiencing a need for additional employees on a sporadic or episodic basis, qualified employees from another site shall be offered the opportunity to work in the site experiencing the need for additional employees.
- 2) Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement relating to the assigning of occasional additional shifts are fulfilled.
- 3) Where an insufficient number of qualified employees volunteer to be temporarily transferred, the Employer reserves the right to transfer employees, commencing with the most junior qualified employee at the sending site.
- 4) If required, orientation will be provided which will assist the employee to be acquainted with essential information, such as policies and procedures, routine, location of supplies and equipment, and fire and disaster plans
- 5) Employees who are temporarily transferred to sites within the Regional Health Authority shall be eligible for transportation reimbursement as per Article 17:06 (b) in accordance with the following formula:

Distance (in kms) from the employee's home to the new work site minus the distance (in kms) from the employee's home to the employee's originating work site.

B) Permanent Transfer

- 1) When a position(s) is transferred from one site to another site within the Regional Health Authority, the employee occupying said position will be given the opportunity to move with the position(s).
- 2) Should an employee(s) decide not to transfer with the position(s), she shall have the right to exercise her seniority within the same grade, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question. Where it is not possible, employees shall be entitled to exercise their seniority to displace a less senior employee in an equivalent or lower grade within the scope of this agreement, provided the employee has a satisfactory work record, possesses the qualifications and meets the physical requirements of the position in question.


Signed this May 26 day of May, 2010.



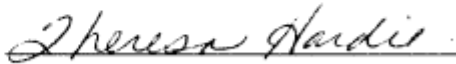
On Behalf of Parkland Regional Health Authority



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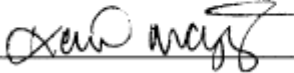
Manitoba Government and General Employees' Union

Re: Job Descriptions

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge; Swan River Valley Personal Care Home Inc.

The Employer agrees to provide to the Union a complete set of the respective M.G.E.U. (Health Care Support Services) Bargaining Unit job descriptions within ninety (90) days of the signing of this Collective Agreement.


Signed this May 26 day of May , 2010.



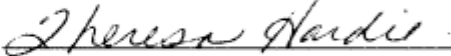
On Behalf of Parkland Regional Health Authority



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Re: Escort Duty

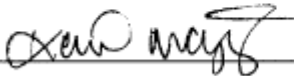
Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge; Swan River Valley Personal Care Home Inc.

An employee reporting for work as called in for escort duty shall be paid at the appropriate rate of pay for time worked with a minimum guarantee of three (3) hours pay.

Where such escort duty results in the employee being away from the work site for 4 hours or more, upon presentation of an appropriate receipt, the employee shall be reimbursed up to a maximum of \$7.00 for the purchase of a meal.

Reasonable transportation costs will be provided by the employer as required.


Signed this May 26 day of May , 2010.



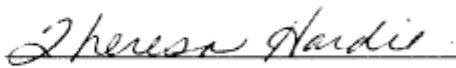
On Behalf of Parkland Regional Health Authority



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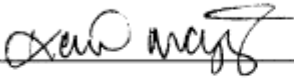
Manitoba Government and General Employees' Union

Re: Civil Liability

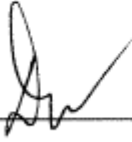
Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge; Swan River Valley Personal Care Home Inc.

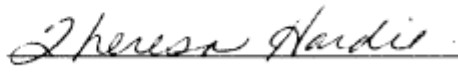
Upon written request from the Union, the Employer will meet with the bargaining unit representatives to outline current civil liability coverage for M.G.E.U. employees.

Signed this May 26 day of May, 2010.


On Behalf of Parkland Regional Health Authority


On Behalf of the Manitoba Government and General Employees' Union


On Behalf of Parkland Regional Health Authority


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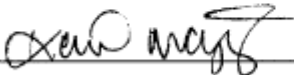
Manitoba Government and General Employees' Union

Re: Expanded Staff Mobility

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge; Swan River Valley Personal Care Home Inc.

The parties agree to participate in a multi-union, multi-employer committee to discuss expanding the scope of the current staff mobility agreement in order to facilitate the movement of staff within and across the acute, long term, and community health care sectors as required to address systemic needs.

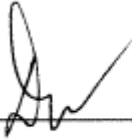
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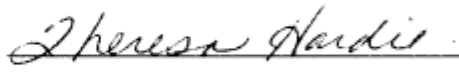
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

between

Parkland Regional Health Authority

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Manitoba Government and General Employees' Union

Re: 11.625 ("12") Hour Shift Schedule

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH); Swan River Valley Personal Care Home

- Where a Modified Shift Memorandum of Understanding currently exists, the timing of the implementation of the transition to the New Memorandum rests with the Employer; however, this will occur within 3 months of the signing of the agreement.
- Appropriate revision to be made for Memorandum covering Power Engineers.
- Reference to 7.75 hours (2015 annual hours) may be 7.5 hours (1950 annual hours) in applicable classifications with appropriate adjustments.
- A "12" hour shift for employees working 7.5 hours (1950 annual hours) will be 11.25 hours.

The Employer and the Union mutually agree that the following conditions apply regarding the trial and implementation of a 11.625 ("12") hour shift schedule.

TRIAL AND IMPLEMENTATION

- (a) A meeting of all employees who will be affected by the change in shift length will be held to discuss a tentative shift schedule and proposed commencement date of the trial period.
- (b) Implementation of the 11.625 ("12") hour shift schedule on a trial basis will proceed provided that seventy percent (70%) of affected employees are willing to undertake a trial period.
- (c) The length of the trial period shall be six (6) months in length, or for a shorter period, as mutually agreed between the Employer and the employees affected.
- (d) Two (2) weeks prior to the completion of the trial period, a meeting of all affected employees and the Employer will be held to evaluate the 11.625 ("12") hour shift schedule. To continue with the "12 hour" shift schedule there must be mutual agreement between the Employer and the affected employees.

- (e) The Employer shall advise the Union of any introduction of a “12” hour shift schedule on a trial basis and whether the “12” hour shift will be implemented.

HOURS OF WORK

- (a) Full-time hours of work shall provide twenty (20) shifts of 11.625 (“12”) hours duration averaged over three (3) consecutive bi-weekly periods. Alternatively, there may be a combination of shifts of 11.625 (“12”) hour duration and shifts of other lengths that equal 77.5 hours per bi-weekly period, averaged over the three (3) consecutive bi-weekly periods in the shift schedule.
- (b) The shift schedule shall provide:
- A maximum of four (4) consecutive shifts of 11.625 (“12”) hours
 - At least two (2) consecutive days off at one time
 - Alternate weekends off whenever possible or three (3) weekends off in each six (6) week period.
- (c) Each shift shall be inclusive of a total of forty-five (45) minutes paid rest period(s) and exclusive of forty-five (45) minutes of meal period(s).

INCOME PROTECTION

Employees shall accumulate income protection at the rate of nine point six nine (9.69) hours per month for each full month of employment. Subject to the provisions of the collective agreement, income protection shall be paid for all hours scheduled.

GENERAL HOLIDAYS

Employees required to work on a general holiday shall be paid one and one-half times (1.5) her/his basic rate of pay for all regular hours worked, and, in addition shall receive seven and three-quarter (7.75) hours off at her/his basic pay.

VACATION

The amount of paid vacation that an employee receives under the eleven point six two five (11.625) (“12”) hour shift schedule shall correspond exactly in hours to the paid vacation on a seven and three-quarter (7.75) hour shift schedule.

SHIFT PREMIUM

Shift premium shall be paid in accordance with the Collective Agreement.

OVERTIME

Overtime rates of pay shall be applicable for hours worked in excess of a shift, as defined herein, or for time worked in excess of the normal full-time hours in the rotation pattern in effect.

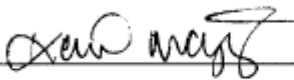
BEREAVEMENT

Subject to the provisions of the collective agreement, bereavement leave shall be paid for all hours scheduled.

TERMINATION OF MEMORANDUM OF UNDERSTANDING

Upon a minimum of four (4) weeks' notice, the Employer or the majority of employees working the 11.625 ("12") hour shift schedule may terminate the modified shift schedule.


Signed this May 26 day of May, 2010.



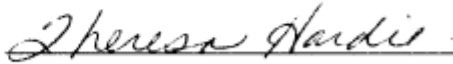
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Agreement

between

Parkland Regional Health Authority

and

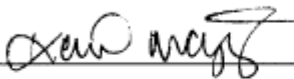
Manitoba Government and General Employees' Union

Re: Amnesty From Provincial Wage/ Hours of Work Reduction Legislation


Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH)

The Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in Article **12** during the life of this Collective Agreement.


Signed this May 26 day of May, 2010.



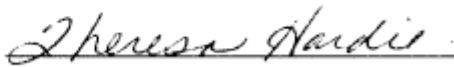
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Memorandum of Agreement

between

Parkland Regional Health Authority

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Re: Reasonable Accommodation/ Return to Work

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH)

Reasonable Accommodation

The parties recognize that the Manitoba Human Rights Code establishes a reasonable accommodation requirement to the point of undue hardship, in order to accommodate the special needs of any person or group where those needs are based on the protected characteristics as set out in the Manitoba Human Rights Code.

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee. Reasonable accommodation is the shared responsibility of the employees, the Employer and the Union.

Where a need has been identified, the parties will meet to investigate and identify the feasibility of accommodation that is substantial, meaningful and reasonable to the point of undue hardship.

Where necessary, relevant provisions of the Collective Agreement may, by mutual agreement

between the Union and the Employer, be waived.

When an accommodation is being implemented, the Employer and the Union agree to provide an orientation to affected employees concerning the principles of reasonable accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee being moved to a higher classification position, her new salary shall be determined in accordance with Article **9:04**.

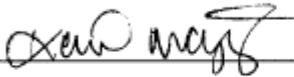
In the event the accommodation results in the employee being moved to a lower classified position, her new salary shall be determined in accordance with Article 9:05.

Return to Work

The Employer, the Union and employee(s) share a mutual concern for facilitating the return to work of ill, injured or disabled employees. The Union shall be notified of any return to work initiatives with respect to any employee. The applicable parties shall meet to ensure the employee is clear on all the details and provisions of the return to work and that the work designated is within her restrictions and limitations as documented by a qualified medical practitioner.

Return to Work placement may occur within a 50-kilometre radius of the originating site unless a greater distance is mutually agreed between the Employer and the employee.


Signed this May 26 day of May, 2010.



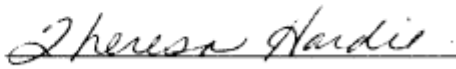
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Agreement

between

Parkland Regional Health Authority

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Re: Modified Shifts of Less than Regular Hours of Work

Applies to: Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH)

There shall be twenty (20) regular shifts of 12-hours duration in a six (6) week rotation, and it is agreed that no more than seven (7) such shifts may be scheduled in any two (2) week period of work, in accordance with the schedule agreed to by both parties.

The regular hours of work shall not exceed a shift of 12 hours in any one day.

Coverage of the 12-hour shift is to be provided as follows: Day Shift – 0700 hours to 1900 hours, and Night Shift – 1900 hours to 0700 hours.

Each shift of 12 hours is to be inclusive of three 15-minute rest periods and one 30-minute meal period.

Vacation, Statutory Holidays, Income Protection, Pre-Retirement Leave, Compassionate Leave, Paid Paternal Leave: it is understood and agreed that for the purpose of calculating the above benefits under the 12-hour shift pattern, one day equals eight (8) hours.

An Engineer required to work on a recognized holiday shall be paid for hours worked at the rate of two (2x) times his basic rate of pay and, in addition, shall receive the equivalent of eight (8) hours off at his basic rate of pay (i.e., 8 days off per year, each of 12 hours) in accordance with Article 11 – Leave of Absence.

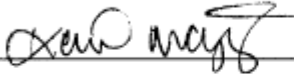
Shift premium shall be payable from 1600 hours to 0800 hours of the following day, in accordance with the amount specified in the collective agreement.

It is understood and agreed that the regular hours of work for the Part-time/Swing Engineer(s) shall incorporate both the 8-hour and 12-hour shift patterns, except when he


is relieving the Shift Engineers for vacation, longer term sick periods, and leave of absences.

All other items of the Collective Agreement are in full effect.


Signed this May 26 day of May, 2010.



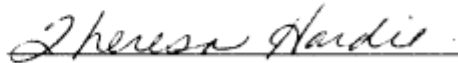
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Re: 12-Hour Shift Rotation- Shift Engineer

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH)

There shall be twenty (20) regular shifts of 12-hours duration in a six (6) week rotation, and it is agreed that no more than seven (7) such shifts may be scheduled in any two (2) week period of work, in accordance with the schedule agreed to by both parties.

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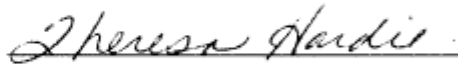
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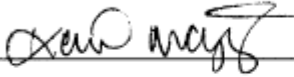
Re: Representational Aboriginal Workforce

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH)


The parties understand that Aboriginal persons are significantly underrepresented in the health care labour force and that additional actions are needed to promote and facilitate employment of Aboriginal persons in health care occupations at all levels. It is therefore mutually agreed that the undersigned parties will work in cooperation to:

- (a) Identify provisions in the collective agreement that may be discouraging the recruitment and retention of Aboriginal workers in health care;
- (b) Develop strategic initiatives and programs that:
 - Foster mutual respect, trust, fairness, open communication and understanding;
 - Focus on recruiting, training and career development of Aboriginal workers;
 - Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the workforce;
 - Facilitate constructive race and cultural relations;
- (c) Promote and publicize initiatives undertaken to encourage, facilitate and support the development of a representative workforce.
- (d) Implement education opportunities for all employees to promote cultural awareness of Aboriginal peoples. This will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.
- (e) The Union assumes no responsibility for costs associated with the initiative.

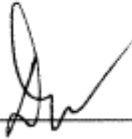
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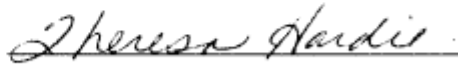
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On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Agreement

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Grandparenting of Members of IUOE Local 827 A

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH)

The following members of the former IUOE Local 827 A will be covered by the applicable articles as identified in this Letter of Understanding while occupying former IUOE classifications intermingled with **MGEU Local 370**.

Clifford Archer, Daniel Cutforth, Glenn Kaleta, William Miner, Carl St. Goddard.

1. One hundred and twenty (120) days notice of intention of temporary layoff or equivalent pay thereof shall be given by personal service or by registered mail to the employee(s) concerned, and a copy of the notice forwarded to the Union. This Article replaces the 90 days notice of **MGEU** Agreement Article **2** – Management Rights.
2. Employees will earn paid vacation calculated on the basis of vacation earned at the following rates:
 - 2.1. An employee who has completed one (1) year's continuous employment as of April 30th will be granted three (3) weeks vacation at his basic rate of pay during the ensuing vacation year. For Power Engineers, three (3) weeks equals one hundred and twenty (120) working hours off at regular rate of pay.
 - 2.2. Annual vacation shall be earned at the rate of twenty (20) working days per year commencing in the fourth (4th) year of employment. For Power Engineers, four (4) weeks equals one hundred and sixty (160) working hours off at regular rate of pay.
 - 2.3. Annual vacation shall be earned at the rate of twenty-five (25) working days per year commencing in the eleventh (11th) year of employment. For Power Engineers, five (5) weeks equals two hundred (200) working hours off at regular rate of pay.
 - 2.4. Annual vacation shall be earned at the rate of thirty (30) working days per year commencing in the twenty-first (21st) year of employment. For Power Engineers, six (6) weeks equals two hundred and forty (240) working hours off at regular rate of pay.

This Article replaces MGEU Agreement Article 16:03 – Annual Vacation.

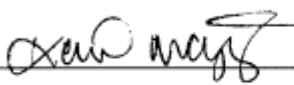
3. Where an employee qualifies for sick leave involving hospitalization or bereavement leave during his period of vacation, there shall be no deduction from vacation credits for such absence. The period of hospitalization or bereavement leave shall be added to his vacation credits and paid from his accumulated income protection credits.
4. An employee required to work on any of the foregoing holidays shall be paid at two times (2x) his rate of pay for hours worked and shall be offered an alternate day off with basic pay at a time mutually agreeable between the Employer and the employee. Failing mutual agreement, pay shall be granted in lieu.
5. Twelve (12) Hour Shift Rotation:
 - 5.1. There shall be twenty (20) regular shifts of 12-hours duration in a six (6) week rotation, and it is agreed that no more than seven (7) such shifts may be scheduled in any two (2) week period of work, in accordance with the schedule agreed to by both parties.
 - 5.2. The regular hours of work shall not exceed a shift of 12 hours in any one day.
 - 5.3. Coverage of the 12-hour shift is to be provided as follows: Day Shift: 0700 hours to 1900 hours, and Night Shift: 1900 hours to 0700 hours.
 - 5.4. Each shift of 12 hours is to be inclusive of three 15-minute rest periods and one 30-minute meal period.
 - 5.5. Vacation, Statutory Holidays, Income Protection, Pre-Retirement Leave, Compassionate Leave, and Paid Paternal Leave:

It is understood and agreed that for the purpose of calculating the above benefits under the 12-hour shift pattern, one day equals eight (8) hours.
 - 5.6. An Engineer required to work on a recognized holiday shall be paid for hours worked at the rate of two (2x) times his basic rate of pay and, in addition, shall receive the equivalent of eight (8) hours off at his basic rate of pay (i.e., 8 days off per year, each of 12 hours) in accordance with Article 14 – **General Holidays**.
 - 5.7. Shift premium shall be payable from 1600 hours to 0800 hours of the following day, in accordance with the amount specified in the collective agreement.
 - 5.8. It is understood and agreed that the regular hours of work for the Part-time/Swing Engineer(s) shall incorporate both the 8-hour and 12-hour shift patterns, except when he is relieving the Shift Engineers for vacation, longer term sick periods, and leave of absences.
 - 5.9. All other items of the Collective Agreement are in full effect.

6. Except as provided, there shall be a minimum of eight (8) hours rest period after any overtime worked without loss of pay for regularly scheduled hours. However, if the Employer is unable to guarantee such a rest period, overtime rates shall be paid to the affected employee for the next shift. Where an employee is called into work within two (2) hours of his next scheduled shift and provided the employee has not already been called in to work since the completion of his last scheduled shift, the rest period will not apply. The employee will be paid the minimum call back and will receive the regular rate for the regular shift.
7. Employees shall receive one and one-half (1½x) times their basic rate of pay, or time and one-half off at basic pay (if mutually agreed upon) for the first two (2) hours of overtime in any one day, and two (2x) times their basic rate of pay, or double time off at basic pay (if mutually agreed upon) for overtime work beyond the first two (2) hours in any one day, or when they are called back outside of regularly scheduled hours after 2200 hours.
8. An employee who is called and works outside of his regular working hours shall be paid a minimum of three (3) hours at overtime rates and after 2400 hours (midnight) a minimum of four (4) hours at overtime rates.
9. An employee who works overtime in excess of two (2) hours shall be granted a hot meal and a further hot meal during each subsequent four (4) hour overtime period. If the cafeteria is closed, the employee will be reimbursed reasonable expenses incurred to cover the cost of a meal, upon presentation of a receipt. This Article replaces **MGEU Agreement Article 13:08 – Overtime.**
10. Employees shall be paid for one 30-minute lunch break (at overtime rates) during overtime periods of up to one (1) regular shift.
11. No employee shall be required to work overtime against his wishes.
12. When called back, the employee is expected to return to work by the fastest means possible. Employees will be paid **in accordance with the Province of Manitoba mileage rates** for the use of their own automobile or the taxi fare to and from the site. This Article replaces MGEU Agreement Article 17:06 a) Transportation.
13. The Employer shall provide and maintain in good repair four (4) sets of uniforms for each employee and protective or special work clothing which are required to be worn on duty. This Article replaces **MGEU Agreement Article 17:07.**
14. Upon presentation of receipt, the Employer agrees to pay the cost of a pair of safety shoes to a **maximum of one hundred dollars (\$100.00)** per year to those employees who choose to wear safety shoes. The shoes shall be worn only during regular working hours and will remain on the Hospital premises.
15. The following allowances will be paid in recognition of Power Engineers 3rd Class assuming responsibilities normally performed by maintenance personnel and/or the Director, Plant Services, or designate:

- 15.1. Power Engineers 3rd Class will receive an allowance of forty-five (45¢) cents an hour for each hour worked on the following shifts:
 - 15.1.1. Evening Shifts – Monday through Friday
 - 15.1.2. Night Shifts – Monday through Friday
 - 15.1.3. Day, Evening and Night Shifts – Saturdays, Sundays and Recognized Holidays
- 15.2. An employee temporarily assigned the responsibility for the Plant, in the absence of the Director, will receive an allowance of one dollar (\$1.00) per hour for such period of assignment.
- 16. In the event an employee is assigned temporarily to a higher paid position by the Department Head or his representative to other duties within the bargaining unit, he shall be paid the minimum rate or the next highest step in the pay range of the higher position above his present salary for all hours worked.
- 17. An employee assuming a lower paid position will not have his salary reduced.
Replaces **MGEU** Agreement Article **9:05** – Vacancies, Promotions and Transfers.

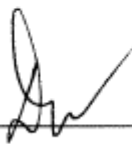
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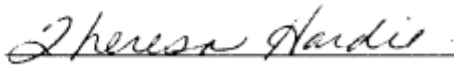
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Agreement

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Grandparenting of Members of IUOE Local 827 B

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH)

The following members of the former IUOE Local 827 B will be covered by the applicable articles as identified in this Letter of Understanding while occupying former IUOE classifications intermingled with **MGEU Local 370**.

Jean Aitken, Adeline Bourgouin, Cindy Hamilton, Christine Goran, Gloria Hering, Patricia Smith, Beverly Swanton, Elizabeth Waroway.

1. An employee required to work on a general holiday, as per Article **14** – General Holidays shall be paid at one and three quarter times ($1\frac{3}{4}x$) her regular rate of pay for hours worked and shall be offered an alternate day off with basic pay at a time mutually agreeable between the Hospital and the employee.

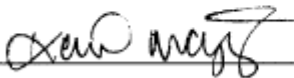
Failing mutual agreement, pay shall be granted in lieu. Part-time employees will be paid **four six two (4.62%)** percent of their basic pay in lieu of time off for general holidays. Such holiday pay shall be included in each regular pay cheque.
2. Subject to the immediate supervisor being notified, employees shall be allowed to interchange shifts by mutual agreement of the employees affected so long as overtime costs do not result for the Dauphin Regional Health Centre. Replaces **MGEU Agreement Article 12:07** – Hours of Work.
3. There shall be a minimum of eight (8) hours rest period after any overtime worked without loss of pay for regularly scheduled hours. However, if the Dauphin Regional Health Centre is unable to guarantee such a rest period, overtime rates shall be paid to the affected employee for the next shift.
4. A meal period for admitting clerks, admitting officers, accounts clerks, medical records clerks, and medical records stenographers, shall be one and one-quarter ($1\frac{1}{4}$) hours away from the work area. A meal period for switchboard operators shall be one-half ($\frac{1}{2}$) hour away from the work area. Replaces **MGEU Agreement Article 12:02** – Hours of Work.

5. Shift schedules for employees shall be planned by the Dauphin Regional Health Centre in consultation with the employees concerned and shall, unless otherwise mutually agreed between the majority of employees concerned and the Dauphin Regional Health Centre, observe the conditions listed hereinafter: Replaces **MGEU Agreement Article 12:08** – Hours of Work.
 - 5.1. Employees shall receive a minimum of fifteen (15) consecutive hours of time off duty between shifts. Replaces CUPE Agreement Article 1806 – Hours of Work.
 - 5.2. A minimum of thirty (30) consecutive hours off at one time except on a change over from Day shift to Evening shift, when a single day off may be given.
 - 5.3. A minimum of eight (8) days off within each period of four (4) consecutive weeks.
 - 5.4. An employee shall be granted as great a number of weekends off as is reasonably possible with a minimum of every third (3rd) weekend off. Replaces **MGEU Agreement Article 12:05** – Hours of Work.
 - 5.5. A maximum of six (6) consecutive days of work and preferably less between days off. Replaces **MGEU Agreement Article 12:10** – Hours of Work.
 - 5.6. Shift schedules for each employee shall be posted in an appropriate place for a minimum of six (6) weeks period and at least two (2) weeks in advance of the beginning of the scheduled period. Once posted, the schedule shall not be changed without the knowledge of the employee. Where seven (7) calendar days of such notice is not given the employee, she shall receive payment at the applicable overtime rates for all such work performed. Replaces **MGEU Agreement Article 12:04** – Hours of Work.
6. Employees shall receive one and one-half (1½x) times their basic rate of pay, or time and one-half off at basic pay (if mutually agreed upon), for the first two (2) hours of overtime in any one day, and two (2x) times their basic rate of pay, or double time off at basic pay (if mutually agreed upon), for overtime work beyond the first two (2) hours in any one day, or when they are called back outside of regularly scheduled hours after 2200 hours.
7. An employee who is called and required to work outside of his regular working hours shall be paid a minimum of three (3) hours at overtime rates and after 2400 hours (midnight) a minimum of four (4) hours at overtime rates.
8. An employee who works overtime in excess of two (2) hours shall be granted a hot meal and a further hot meal during each subsequent four (4) hour overtime period. If the cafeteria is closed, the employee will be reimbursed reasonable

expenses incurred to cover the cost of a meal, upon presentation of a receipt.
Replaces **MGEU** Agreement Article **13:08** – Overtime.

- 9. Employees shall be paid for one 30-minute lunch break (at overtime rates) during overtime periods of up to one (1) regular shift.
- 10. When called back, the employee is expected to return to work by the fastest means possible. Employees will be paid the current rate per kilometer for the use of their own automobile or the taxi fare to and from the site. Replaces **MGEU** Agreement Article **17:06** – Salaries and Increments.
- 11. In the event an employee performs the duties of a supervisory position outside the bargaining unit for a minimum of four (4) hours, she shall be paid fifty cents (50¢) per hour above her present rate.
- 12. An employee taking over a lower paid position shall not have her salary reduced.


Signed this May 26 day of May, 2010.



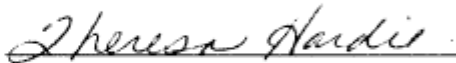
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Agreement

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Implementation of Article 31:10- Instituting a Long List Scheduling Procedure and Short List Call In Procedure.

Applies to Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge

Part time employees who indicate in writing their availability to work additional available hours must also indicate their desire to work additional shifts according to the Long List Scheduling procedure, the Short List Call In procedure or both. Part-time employees shall also indicate the types of shifts for which they are available.

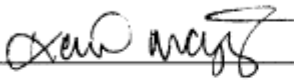
The Long List Scheduling procedure will be utilized prior to the shift schedules being posted as per Article **12:04**. The Short List Call In procedure will be utilized after the shift schedules have been posted as per Article **12:04**.

Employees on the Long List Scheduling Procedure will be scheduled in order of seniority for additional available shifts allowing these employees to be scheduled for shifts of greater duration than their normal master rotation. Employees are responsible to check the posted shift schedule to verify additional available shifts they have been scheduled for.


Employees on the Short List Call In procedure will be called in order of seniority for additional available shifts on days they are not scheduled to work.

The above procedure will be implemented on a department by department basis by mutual agreement between the Employer and Union.

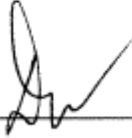
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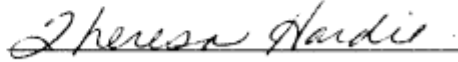
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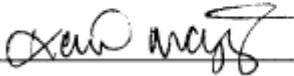
Manitoba Government and General Employees' Union

Re: Clarification of Article 17:07

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH)

As has been agreed to between **MGEU** Local and the Dauphin Regional Health Centre in departments where uniforms are required to be worn, the Employer will provide the uniforms without charge to the employee, but the employee is responsible for maintenance of the uniforms.


Signed this May 26 day of May, 2010.



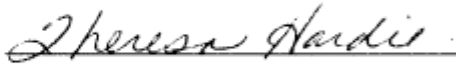
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



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Letter of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: General Wage Standardization Fund

Applies to: Swan River Valley PCH

The parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a "General Wage Standardization Fund" will be provided and allocated as follows:

Phase I

- April 1, 2003 \$ 607,799 (includes 0.60% standardization increase for all - compounded)
- April 1, 2004 \$ 325,990
- April 1, 2005 \$ 325,990

Phase II

- April 1, 2006 \$ 5,840,000 (total amount for utilization on a sectoral basis)*
- April 1, 2007 \$ 5,840,000 (total amount for utilization on a sectoral basis)*
- March 31, 2008 \$ 3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 \$ 3,000,000 (total amount for utilization on a sectoral basis)

*Note Standardization Funds identified in the previous collective agreement are included in sectoral value.

Principles:

- (i) Distribution of General Wage Standardization Fund;

Phase I

Salaries are to be increased in accordance with the following:

% of total differential between existing salary rate and target salary rate to apply =

April 1, 2003 - 6.00%

April 1, 2004 - 5.93%

April 1, 2005 - 5.93%

Phase II

Salaries are to be increased in accordance with the following:

% of remaining differential between existing salary rate and target salary rate to apply =

April 1, 2006 - 36.87%

April 1, 2007 - 36.87%

March 31, 2008 - 18.94%

March 31, 2009 - 7.32% The intent of the Wage Standardization process and monies, provided for in the Manitoba Health Care Support Collective Agreements, is to complete wage standardization across the Support Sector by March 31, 2009.

Note: Wage standardization adjustments to be applied prior to economic wage increases.

(ii) Phase I - Method for calculation of retroactive payment

Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

- (1) Apply percentage referenced above to total differential.
- (2) Multiply result of 1 above times number of paid hours in the 12 month period.
- (3) Number of paid regular hours (Excludes overtime only), in calculating a lump sum payment in lieu of calculating specific individual retroactive payments, may be used by utilizing the employee's classification on implementation date.

Example: Percentage = 6.00%
 Total Differential = \$2.60
 # Paid Regular Hours = 1000

Calculation = 6.00% x \$2.60 x 1000 = \$156.00

Retroactivity will apply only to employees on staff at date of ratification of the collective agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable employer pension plan. Retired employees must apply in writing for retroactivity.

(iii) a six (6) step salary scale will be established effective April 1, 2006;

Start Step 1 Step 2 Step 3 Step 4 Step 5

Exclusions: Health Care Aide - Non-certified
Handi-van Driver
Trades classifications
Professional/Technical classifications
'One of a kind' classifications (not eligible for a standardization increase)

- (iv) a three (3) % differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);
- (v) for the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:
- (a) Placement onto newly established scale at nearest step affording an increase.
 - (b) Cannot result in placement on standard scale at a lower step than current step on scale.
 - (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Illustration of step placement provided in Example 1.
 - (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at step 6 of the newly established scale. Illustration of step placement provided Example 4.

Example 1

Current Range:	Start	Step 1	Step 2	Step 3	Step 4	
	↓	↓	↓	↓	↓	↘
New Range:	Start	1 Year	2 Year	3 Year	4 Year	5 Year

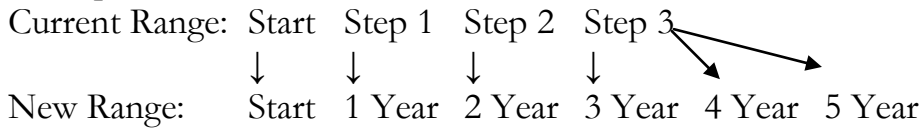
An employee currently on Step 4 will be placed on the 5 Year step if the employee has been paid at least the normal full-time hours while on Step 4. Normal full-time hours as defined within this Memorandum of Agreement are the hours normally worked by a full-time employee in their given classification (e.g. 1950 hours, 2015 hours or 2080 hours).

Assume the normal full-time hours are 2015 hours.

If the employee currently on Step 4 has been paid 2015 hours or more while on Step 4, the employee will be placed on the 5 Year step.

Employees placed on the 4 Year step on the new salary range will move to the 5 Year step once the employee has been paid the normal full-time hours since receiving the last increment.

Example 2

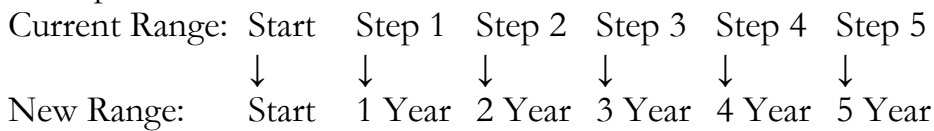


Assume the normal full-time hours are 2015 hours.

If the employee currently on Step 3 has been paid 2015 hours but less than 4030 hours while on Step 3, the employee will be placed on the 4 Year step.

If the employee currently on Step 3 has been paid 4030 hours or more while on Step 3, the employee will be placed on the 5 Year step.

Example 3



Example 4



Applicable to the following Regions/Facilities:

- North Eastman Health
- South Eastman Health
- Ste. Rose Hospital
- Dr. Gendreau Personal Care Home
- Swan River Personal Care Home
- Villa Youville

Incumbents will be placed on the new six (6) step wage scale on the basis of their respective seniority as defined in Article 8:01 of their collective agreement.

Note: If placement on a new salary range results in an employee being placed at a lower hourly rate, the employee will be placed at the first step on the salary range that provides an increase in the hourly rate.

Example

Incumbent Seniority	0	2015	4030	6045	8060	10,075
Step Placement	Start	Step 1	Step 2	Step 3	Step 4	Step 5

(vi) Present Incumbent Only (PIO)

- (a) Where it has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows:

All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.

(vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries

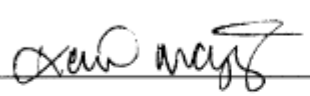
Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:

- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
- (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
- (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the collective agreement.

- (viii) Each bargaining unit will meet with their respective employer for the purpose of establishing or reviewing changes to the salary ranges or grouping of one-of-a-kind classifications. The cost of placing employees on new salary ranges will be charged to the wage standardization fund.
- (ix) wording to be inserted within collective agreement providing for granting of increments upon completion of equivalent full-time hours.
- (x) should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.

Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.


Signed this May 26 day of May, 2010.



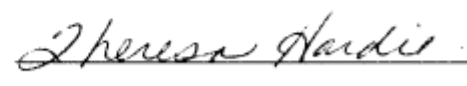
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



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Letter of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: General Wage Standardization Fund

Applies to Dauphin Regional Health Centre (includes Dauphin General Hospital; Parkland Regional Hospital Laundry Ltd. and Dauphin PCH); Gilbert Plains District Health Centre; Grandview District Hospital and PCH; Roblin and District Health Centre (includes Hospital and PCH)

The parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a "General Wage Standardization Fund" will be provided and allocated as follows:

Phase I

- May 1, 2003 = \$ 2,590,000 (includes 0.60% standardization increase for all - compounded)
- May 1, 2004 = \$ 1,230,000
- May 1, 2005 = \$ 1,230,000

Phase II

- April 1, 2006 = \$ 5,840,000 (total amount for utilization on a sectoral basis)*
- April 1, 2007 = \$ 5,840,000 (total amount for utilization on a sectoral basis)*
- March 31, 2008 = \$ 3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 = \$ 3,000,000 (total amount for utilization on a sectoral basis)

*Note Standardization Funds identified in the previous collective agreement are included in sectoral value.

Principles:

- (i) Distribution of General Wage Standardization Fund;

Phase I

Salaries are to be increased in accordance with the following:

% of total differential between existing salary rate and target salary rate to apply =

May 1, 2003 - complete

May 1, 2004 - 10.08%

May 1, 2005 - 10.08%

Phase II

Salaries are to be increased in accordance with the following:

% of remaining differential between existing salary rate and target salary rate to apply =

April 1, 2006 - 36.87%

April 1, 2007 - 36.87%

March 31, 2008 - 18.94%

March 31, 2009 - 7.32% The intent of the Wage Standardization process and monies, provided for in the Manitoba Health Care Support Collective Agreements, is to complete wage standardization across the Support Sector by March 31, 2009.

Note: Wage standardization adjustments to be applied prior to economic wage increases.

- (ii) Phase I - Method for calculation of retroactive payment
Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

(1) Apply percentage referenced above to total differential.

(2) Multiply result of 1 above times number of eligible paid hours in the 12 month period.

Example: Percentage = 10.08%

Total Differential = \$1.50

Paid Regular Hours = 1000

Calculation = 10.08% x \$1.50 x 1000 = \$151.20

Retroactivity will apply only to employees on staff at date of ratification of the collective agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable Employer pension plan. Retired employees must apply in writing for retroactivity.

- (iii) a six (6) step salary scale will be established effective April 1, 2006;

<u>Start</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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Exclusions: Health Care Aide - Non-certified

Activity Aide - Uncertified

Trades classifications

Professional/Technical classifications

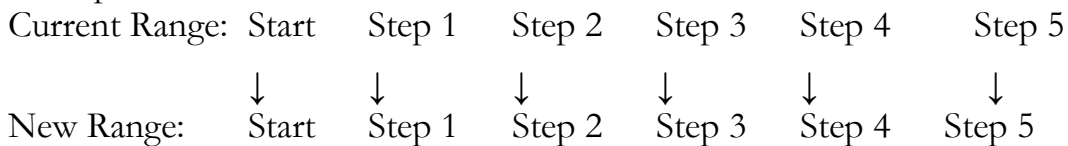
Nursing classifications

'No Match' classifications

- (iv) a three (3) % differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);

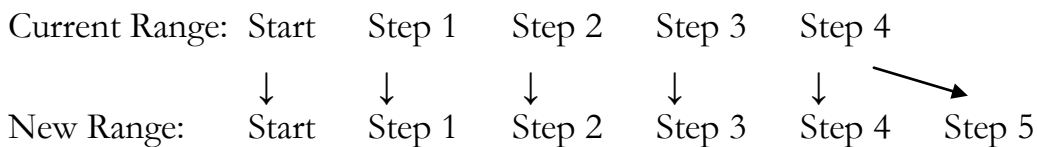
- (v) for the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:
 - (a) Placement onto newly established scale at nearest step affording an increase.
 - (b) Cannot result in placement on standard scale at a lower step than current step on scale.
 - (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Previous service years to be determined with use of Article 2104. Illustration of step placement provided in Example 2.
 - (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at step 6 of the newly established scale. Illustration of step placement provided in Example 3.,

Example 1

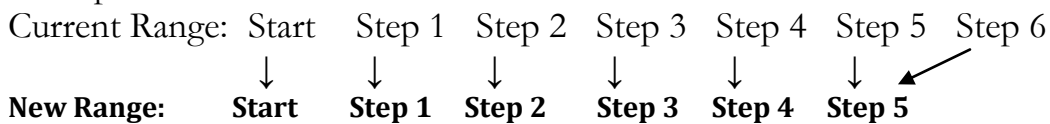


Example 2

Incumbents may be placed onto 'New Scale' at either Step 4 or Step 5. Placement onto Step 5 conditional upon meeting criteria of v) (c) above, and Article 2104 of collective agreement. i.e. If the employee has been paid on current Step 4 for greater than one (1) anniversary period, employee will be placed at Step 5 on new scale.



Example 3



- (vi) Present Incumbent Only (PIO)
 - (a) Where it is has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows: All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees

who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an Employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.

(vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries

Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:

- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
- (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
- (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the collective agreement.

- (viii) positions identified as unique (i.e. 'No Match' or no comparisons to other health support classifications) are not eligible for standardization adjustments. Existing scale is to be maintained.

- (ix) future salary increments to be processed in accordance with collective agreement Article 2104.


- (x) should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.

Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.


Signed this May 26 day of May, 2010.



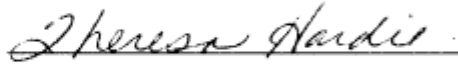
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Letter of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: General Wage Standardization Fund

Applies to Swan River Valley Hospital; Benito Health Centre; Swan Valley Lodge

The parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a "General Wage Standardization Fund" will be provided and allocated as follows:

Phase I

- May 1, 2002 \$ 12,825 (applies to Betel Home – Selkirk only)
- May 1, 2003 \$ 57,000 (includes 0.60% standardization increase for all – compounded)
- May 1, 2004 \$ 26,000
- May 1, 2005 \$ 26,000

Phase II

- April 1, 2006 \$ 5,840,000 (total amount for utilization on a sectoral basis)*
- April 1, 2007 \$ 5,840,000 (total amount for utilization on a sectoral basis)*
- March 31, 2008 \$ 3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 \$ 3,000,000 (total amount for utilization on a sectoral basis)

* Note: Standardization Funds identified in the previous collective agreement are included in sectoral value

Note: Wage standardization adjustments to be applied prior to economic wage increases.

(ii) Phase I - Method for calculation of retroactive payment

Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

- (1) Apply percentage referenced above to total differential.
- (2) Multiply result of 1 above times number of paid hours in the 12 month period.

Example: Percentage = 4.60%
 Total Differential = \$2.60
 # Paid Regular Hours = 1000
 Calculation = 4.60% x \$2.60 x 1000 = \$119.60

Retroactivity will apply only to employees on staff at date of ratification of the collective agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable employer pension plan. Retired employees must apply in writing for retroactivity.

- (iii) a six (6) step salary scale will be established effective April 1, 2006;

<u>Start</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
Exclusions:	Health Care Aide (non-certified) Trades classifications Professional/Technical classifications ‘One of a kind’ classifications				

- (iv) a three (3) % differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);
- (v) for the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:
 - (a) Placement onto newly established scale at nearest step affording an increase.
 - (b) Cannot result in placement on standard scale at a lower step than current step on scale.
 - (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Previous service years to be determined with use of Article 23. Illustration of step placement provided in Example 2.
 - (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at step 6 of the newly established scale. Illustration of step placement provided Example 3.

Example 1

Current Range:	Start	Step 1	Step 2	Step 3	Step 4	Step 5
	↓	↓	↓	↓	↓	↓
New Range:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 2

Incumbents may be placed onto ‘New Scale’ at either Step 4 or Step 5. Placement onto Step 5 conditional upon meeting criteria of v) (c) above, and Article 23 of collective agreement. i.e. If the employee has been paid on current Step 4 for greater than one (1) anniversary period, employee will be placed at Step 5 on new scale.

Current Range:	Start	Step 1	Step 2	Step 3	Step 4	
	↓	↓	↓	↓	↓	↘
New Range:	Start	Step 1r	Step 2	Step 3	Step 4	Step 5

Example 3

Current Range:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	↓	↓	↓	↓	↓	↓	↙
New Range:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	

(vi) Present Incumbent Only (PIO)

- (a) Where it has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows:

All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.

(vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries

Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:

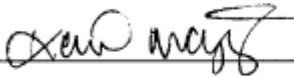
- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
- (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
- (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the collective agreement.

- (viii) positions identified as unique (ie. 'One of a kind' or no comparison to other health support classifications) are not eligible for standardization adjustments. Existing scale is to be maintained.

- (ix) future salary increments to be processed in accordance with collective agreement Article 23.
- (x) should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.

Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.

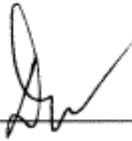
Signed this May 26 day of May, 2010.



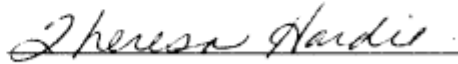
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Letter of Understanding*between***Parkland Regional Health Authority***and***Manitoba Government and General Employees' Union****Re: Provincial Facility Support Sector Advisory Committee**

The parties acknowledge that in order to support the delivery of effective patient/resident care, it is necessary to have an adequate supply of trained employees. The parties acknowledge that availability of qualified employees may differ throughout the province and there may need to be consideration of unique regional challenges.

Therefore the parties agree to establish a Provincial Facility Support Sector Advisory Committee with representation from the Employers and the Unions. Union representation shall be a maximum of 6 Business Representatives or elected union officials. The Committee shall meet quarterly, the purpose of which will be:

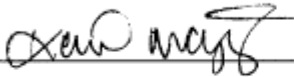
- To identify classifications that are experiencing current or anticipated shortages of trained staff including, but not limited to, Health Care Aide, Sterile Processing Technician and Coding Technologist.
- To identify training requirements in order to address current or anticipated shortages.
- To recommend strategies to facilitate the availability and accessibility of training programs.
- To consider other systemic staffing issues that may be raised by Committee members.
- To present its findings and recommendations to the Regional Health Authorities of Manitoba (RHAM) prior to the expiration date of the collective agreement.

The Provincial Facility Support Sector Advisory Committee will commence meeting within ninety (90) days of all Unions' ratification of the 2008 negotiated agreement.

The committee will determine process issues including the circumstances in which individuals including employees may be invited to present or share information with the Committee for its consideration.

The Provincial Facility Support Sector Advisory Committee will be in existence for the duration of the collective agreement and will be extended if agreed to between the parties.

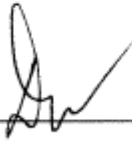
Signed this May 26 day of May, 2010.



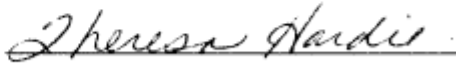
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Letter of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Wage Adjustment – Trades Component Classifications

For the continued maintenance of wage standardization, and to ensure the salary scales of Trades classifications as represented by MGEU maintain an appropriate relationship to salary scales of the same classifications represented by OEM, application of current and future wage adjustment will be as follows:


1. Effective April 1, 2008 and thereafter, classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the OEM central table collective agreement.
2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the parties, for the continued maintenance of wage standardization.
3. Affected classifications:

Standardization Group Number	MGEU Classification Title	OEM Comparable Classification
92	Electrician	Electrician
93A	Engineer 2 nd Class	Engineer 2 nd Class
93B	Engineer 3 rd Class	Engineer 3 rd Class
93C	Maintenance III	Engineer 4 th Class
93C	Engineer 4 th Class	Engineer 4 th Class
93D	Maintenance Engineer 5 th Class	Engineer 5 th Class
93D	Maintenance II	Engineer 5 th Class
93E	Refrigeration / Air Conditioning Mechanic	Refrigeration Mechanic
96	Maintenance IV (Tradesperson)	Plumber
96	Plumber	Plumber


Signed this May 26 day of May, 2010.



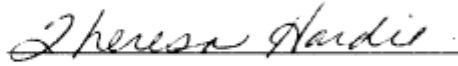
On Behalf of Parkland Regional Health
Authority



On Behalf of the Manitoba Government
and General Employees' Union



On Behalf of Parkland Regional Health
Authority



On Behalf of the Manitoba Government
and General Employees' Union

Memorandum of Intent

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Maintenance of Wage Standardization

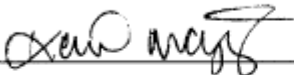
WHEREAS Healthcare Employers represented by the Labour Relations Secretariat and Health Care Unions (hereinafter "the parties") have negotiated provisions to work toward the attainment of wage standardization in the facility support sector for classifications performing the same duties;

AND WHEREAS Phase II of the Wage Standardization initiative will be concluded on March 31, 2009;

AND WHEREAS the parties agree that Wage Standardization must be maintained while at the same time recognizing that bona fide and significant changes to an employee's or group of employees job content may result in a request for review of the wage scale;

THEREFORE the parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support collective agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification requirements consistent with the stated purpose of ensuring the maintenance of wage standardization. The time frame for the joint committee to conclude its deliberations is ninety (90) days from its first meeting.

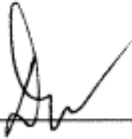
Signed this May 26 day of May , 2010.



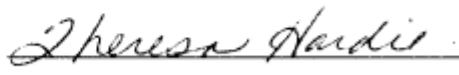
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

between

Parkland Regional Health Authority

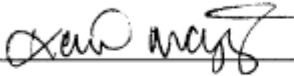
and

Manitoba Government and General Employees' Union

Re: Pension or Benefit Plan Improvements

During the term of the 2008 to 2012 collective agreement, should another healthcare union receive enhanced pension or benefit plan improvements, the facility support unions will also receive the same enhancements at the same time.


Signed this May 26 day of May, 2010.



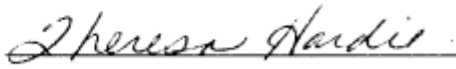
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

between

Parkland Regional Health Authority

and

Manitoba Government and General Employees' Union

Re: Long Service Recognition-Vacation

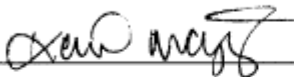
Effective April 1, 2010

In recognition of length of service, each full-time employee shall receive one additional week of vacation (5 days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (5th) (i.e. 25th, 30th, 35th, 40th, etc.) anniversary of employment. The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.


Part time employees shall be entitled to a pro-rata portion of this benefit.

Employees whose anniversary date falls in the period April 1, 2009 to March 31, 2010 will be entitled to receive this benefit in the 2010 calendar year.


Signed this May 26 day of May, 2010.



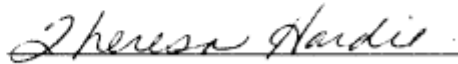
On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union



On Behalf of Parkland Regional Health Authority



On Behalf of the Manitoba Government and General Employees' Union

Memorandum of Understanding

between

**The Employers
Represented by the Labour Relations Secretariat**

and

Manitoba Government and General Employees' Union

Re: Interest Arbitration

Whereas the parties have agreed through collective bargaining to a collective agreement for the period April 1, 2008 to March 31, 2012 on all matters except for Article 16 and portions of Article 20;

And Whereas the parties are not in agreement concerning the interpretation and application of Article 16 (Annual Vacation) as Article 16 pertains to part-time employees and certain provisions in Article 20 (Special Provisions Re: Part-time Employees) dealing with vacation entitlement for part-time employees;

And Whereas, relatedly, the provision regarding of the "long service bonus week of vacation" remains unresolved;

And Whereas it is necessary to conclude a Collective Agreement;

The parties have agreed as follows:

- 1) An interest arbitration will be convened.
- 2) The Arbitrator will be Michael Werier.
- 3) The parties will present their respective submissions to the arbitrator through a single spokesperson. In order to expedite the process, it is the intent of the parties to limit the calling of witnesses to the greatest extent possible.
- 4) All outstanding grievances pertaining to vacation filed to date by the Union shall be withdrawn.
- 5) The long-service bonus week of vacation shall form part of the Collective Agreement effective the commencement of the vacation year subsequent to receipt of the Arbitrator's Award. (effective April 1, 2010)

- 6) The collective agreement language determined by the arbitrator shall apply effective the commencement of the vacation year subsequent to receipt of the Arbitrator's Award. The Award shall be applicable to the collective agreements listed in the attached Schedule 1.
- 7) The fees and expenses of the Arbitrator shall be shared equally by the parties.
- 8) Upon the signing of this Memorandum, the Union shall schedule ratification dates forthwith and agrees to recommend for ratification the tentative agreement which shall consist of all matters previously agreed to between the parties during the course of collective bargaining, the content of this Memorandum, and the Arbitrator's Award upon its issuance.

Signed this 8th day of May, 2009.

Darcy Strutinsky
On Behalf of the Labour Relations
Secretariat

Peter Olfert
On Behalf of the Manitoba
Government and General Employees' Union

Teri Kindrat
On Behalf of the Labour Relations
Secretariat

Sheila Gordon
On Behalf of the Manitoba
Government and General Employees' Union

Extended Health Care Plan / Health Spending Account

The following benefit improvements will be applied through HEBP as specified:

1. Extended Health Care Plan:

- Apr 1/09 - All employees who are enrolled or become enrolled in accordance with the options set out below, will be in the HEBP "Enhanced" Extended Health Care Plan.
- Effective April 1, 2009 the "Enhanced" Plan premiums will be paid 50% by the Employer and 50% by the Employee.
- There will be a three month enrollment period of Jan 1/09 to Mar 31/09 to allow Employees currently participating in the "Basic" Plan to either opt into the "Enhanced" Plan or to opt out of Plan coverage altogether.
- Employees not previously in the Plan may revisit their status and either opt into the "Enhanced" Plan provided they are eligible in accordance with their category of employment, or remain out.
- Employees currently in the "Enhanced" Plan must remain in the "Enhanced" Plan.
- New Employees hired on or after Apr 1/09 will, as a condition of employment, be required to participate in the "Enhanced" Plan subject to plan text enrollment requirements unless they are eligible to waive participation in accordance with the plan text.
- Any other enrollment changes will be as per the HEBP Plan text.

2. Health Spending Account:

Effective April 1, 2010 a Health Spending Account (HSA) shall be made available for eligible employees. The HSA shall only apply and be made available as a top-up to the existing benefits provided in the HEBP "Enhanced" Extended Health Benefit Plan and the HEBP Dental Plan.

The annual HSA benefit amounts shall be:

- April 1, 2010 \$250 for full-time employees*
 \$125 for part-time employees
- April 1, 2011 \$500 for full-time employees*
 \$250 for part-time employees

* For the purpose of the HSA, an employee is deemed to qualify for the full-time benefit if she/he has been paid for a minimum of 1,500 hours in the

previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether an employee qualifies for the full-time benefit.

- A “year” or “the annual HSA benefit” is defined as the calendar year – January 1 to December 31.
- In order to be eligible for the HSA an employee must be enrolled in the “Enhanced” Extended Healthcare Plan.
- New employees hired on or after April 1, 2010 who become enrolled in the “Enhanced” Extended Healthcare Plan will commence HSA coverage following one year participation in the "Enhanced" Extended Health Care Plan.
- Unutilized HSA monies are not carried over to the subsequent year.

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Effective April 1, 2008 - Rates include 2.9% Increase

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Benito	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.251	13.649	14.058	14.480	14.915	15.362	
					Monthly	2,225.13	2,291.88	2,360.64	2,431.46	2,504.40	2,579.53	
					Annual	26,701.52	27,502.56	28,327.64	29,177.47	30,052.79	30,954.38	
Benito	23	Cook II	Cook II (Certified)	2015	Hourly	16.171	16.656	17.156	17.670	18.201	18.747	
					Monthly	2,715.37	2,796.83	2,880.74	2,967.16	3,056.17	3,147.86	
					Annual	32,584.44	33,561.98	34,568.84	35,605.90	36,674.08	37,774.30	
Benito	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.259	13.657	14.067	14.489	14.924	15.371	
					Monthly	2,226.47	2,293.27	2,362.07	2,432.93	2,505.92	2,581.09	
					Annual	26,717.68	27,519.21	28,344.79	29,195.13	30,070.98	30,973.11	
Benito	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified)	2015	Hourly	15.438	15.902	16.379	16.870	17.376	17.897	
					Monthly	2,592.36	2,670.13	2,750.23	2,832.74	2,917.72	3,005.25	
					Annual	31,108.28	32,041.53	33,002.77	33,992.86	35,012.64	36,063.02	
Dauphin Regional Health Centre	2 / 3B	CPS Technician II	CSR Technician II	2015	Hourly	15.851	16.326	16.816	17.320	17.840	18.375	
					Monthly	2,661.58	2,741.42	2,823.67	2,908.38	2,995.63	3,085.50	
					Annual	31,938.93	32,897.10	33,884.01	34,900.53	35,947.55	37,025.97	
Dauphin Regional Health Centre	2 / 3D	CSR Aide (Non Certified)	CSR (Non Certified)	2015	Hourly	13.943	14.362	14.793	15.236	15.694	16.164	
					Monthly	2,341.34	2,411.58	2,483.93	2,558.45	2,635.20	2,714.26	
					Annual	28,096.11	28,938.99	29,807.16	30,701.38	31,622.42	32,571.09	
Dauphin Regional Health Centre	5	Stores	Materials Mgmt Aide	1950	Hourly	15.189	15.645	16.114	16.598	17.096	17.608	
					Monthly	2,468.24	2,542.29	2,618.56	2,697.11	2,778.03	2,861.37	
					Annual	29,618.90	30,507.47	31,422.69	32,365.37	33,336.33	34,336.42	
Dauphin Regional Health Centre	9	N/A	Driver 1 - PIO	2015	Hourly	15.420	15.883	16.360	16.850	17.356	17.877	
					Monthly	2,589.36	2,667.04	2,747.05	2,829.46	2,914.34	3,001.77	
					Annual	31,072.29	32,004.46	32,964.59	33,953.53	34,972.13	36,021.30	
Dauphin Regional Health Centre	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079	
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98	
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77	
Dauphin Regional Health Centre	15	Dietetic Aide	Dietetic Aide - Formerly PIO	2015	Hourly	13.024	13.414	13.817	14.231	14.658	15.098	
					Monthly	2,186.89	2,252.50	2,320.07	2,389.67	2,461.36	2,535.20	
					Annual	26,242.67	27,029.95	27,840.85	28,676.08	29,536.36	30,422.45	

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Dauphin Regional Health Centre	23	Cook II	Cook	2015	Hourly	15.835	16.310	16.799	17.303	17.822	18.357		
					Monthly	2,658.90	2,738.67	2,820.83	2,905.45	2,992.61	3,082.39		
					Annual	31,906.80	32,864.00	33,849.92	34,865.42	35,911.38	36,988.72		
Dauphin Regional Health Centre	23	Cook II	Cook - Formerly PIO	2015	Hourly	15.886	16.362	16.853	17.359	17.879	18.416		
					Monthly	2,667.45	2,747.47	2,829.90	2,914.79	3,002.24	3,092.30		
					Annual	32,009.38	32,969.66	33,958.75	34,977.51	36,026.84	37,107.64		
Dauphin Regional Health Centre	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Dauphin Regional Health Centre	28	Housekeeping Aide	Housekeeping Aide - Formerly PIO	2015	Hourly	13.024	13.414	13.817	14.231	14.658	15.098		
					Monthly	2,186.89	2,252.50	2,320.07	2,389.67	2,461.36	2,535.20		
					Annual	26,242.67	27,029.95	27,840.85	28,676.08	29,536.36	30,422.45		
Dauphin Regional Health Centre	35	Linen / Laundry Attendant	Linen Equipment Operator	2015	Hourly	13.120	13.514	13.919	14.337	14.767	15.210		
					Monthly	2,203.11	2,269.20	2,337.28	2,407.39	2,479.62	2,554.00		
					Annual	26,437.27	27,230.39	28,047.31	28,888.72	29,755.39	30,648.05		
Dauphin Regional Health Centre	35	Linen / Laundry Attendant	Linen Aide II - Formerly PIO	2015	Hourly	13.024	13.414	13.817	14.231	14.658	15.098		
					Monthly	2,186.89	2,252.50	2,320.07	2,389.67	2,461.36	2,535.20		
					Annual	26,242.67	27,029.95	27,840.85	28,676.08	29,536.36	30,422.45		
Dauphin Regional Health Centre	35	Linen / Laundry Attendant	Linen / Laundry Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Dauphin Regional Health Centre	36	Laundry Sorter	Laundry Equipment Operator I	2015	Hourly	13.932	14.350	14.780	15.224	15.680	16.151		
					Monthly	2,339.38	2,409.56	2,481.85	2,556.31	2,633.00	2,711.99		
					Annual	28,072.60	28,914.78	29,782.22	30,675.69	31,595.96	32,543.84		
Dauphin Regional Health Centre	36	Laundry Sorter	Laundry Equipment Operator II - PIO	2015	Hourly	16.981	17.327	17.680	18.042	18.409			
					Monthly	2,851.34	2,909.45	2,968.73	3,029.57	3,091.20			
					Annual	34,216.10	34,913.43	35,624.81	36,354.90	37,094.35			
Dauphin Regional Health Centre	41	Health Care Aide (Non Certified)	Health Care Aide (Non Certified)	2015	Hourly	15.188							
					Monthly	2,550.26							
					Annual	30,603.07							

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

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Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
						Hourly	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Dauphin Regional Health Centre	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified / Trained)	2015	Hourly	15.228	15.685	16.156	16.640	17.140	17.654		
					Monthly	2,557.10	2,633.81	2,712.83	2,794.21	2,878.04	2,964.38		
					Annual	30,685.21	31,605.77	32,553.94	33,530.56	34,536.48	35,572.57		
Dauphin Regional Health Centre	44	Activity Worker (Non Certified)	Activity Worker (Non Certified)	2015	Hourly	13.804	14.218	14.644	15.083	15.536	16.002		
					Monthly	2,317.92	2,387.44	2,458.97	2,532.69	2,608.75	2,687.00		
					Annual	27,815.06	28,649.27	29,507.66	30,392.25	31,305.04	32,244.03		
Dauphin Regional Health Centre	46	Supervisory Role	Activities Director - PIO	2015	Hourly	16.723	17.225	17.742	18.274	18.822	19.387		
					Monthly	2,808.14	2,892.38	2,979.15	3,068.53	3,160.58	3,255.40		
					Annual	33,697.63	34,708.56	35,749.82	36,822.31	37,926.98	39,064.79		
Dauphin Regional Health Centre	47	Rehab Aide	Rehab Aide	2015	Hourly	15.228	15.685	16.156	16.640	17.140	17.654		
					Monthly	2,557.10	2,633.81	2,712.83	2,794.21	2,878.04	2,964.38		
					Annual	30,685.21	31,605.77	32,553.94	33,530.56	34,536.48	35,572.57		
Dauphin Regional Health Centre	58	Lab Assistant	Lab Assistant (Untrained)	2015	Hourly	13.151	13.546	13.952	14.371	14.802	15.246		
					Monthly	2,208.29	2,274.53	2,342.77	2,413.05	2,485.44	2,560.01		
					Annual	26,499.43	27,294.41	28,113.24	28,956.64	29,825.34	30,720.10		
Dauphin Regional Health Centre	58	Lab Assistant	Lab Assistant (Untrained) - PIO	2015	Hourly	14.950	15.175	15.559	16.012	16.491	16.928	17.449	
					Monthly	2,510.28	2,548.11	2,612.66	2,688.71	2,769.05	2,842.57	2,929.93	
					Annual	30,123.37	30,577.33	31,351.89	32,264.50	33,228.60	34,110.80	35,159.14	
Dauphin Regional Health Centre	70	Dietetic Clerk	Clerk II	1950	Hourly	14.620	15.058	15.510	15.975	16.455	16.948		
					Monthly	2,375.70	2,446.97	2,520.38	2,595.99	2,673.87	2,754.09		
					Annual	28,508.41	29,363.66	30,244.57	31,151.91	32,086.46	33,049.06		
Dauphin Regional Health Centre	79	Ward Clerk	Unit Clerk	2015	Hourly	15.278	15.736	16.209	16.695	17.196	17.711		
					Monthly	2,565.44	2,642.41	2,721.68	2,803.33	2,887.43	2,974.05		
					Annual	30,785.30	31,708.86	32,660.13	33,639.93	34,649.13	35,688.60		
Dauphin Regional Health Centre	79	Ward Clerk	Unit Clerk	2015	Hourly	15.278	15.736	16.209	16.695	17.196	17.711		
					Monthly	2,565.44	2,642.41	2,721.68	2,803.33	2,887.43	2,974.05		
					Annual	30,785.30	31,708.86	32,660.13	33,639.93	34,649.13	35,688.60		
Dauphin Regional Health Centre	83	Medical Records Technician II	Medical Records Technician II	1950	Hourly	17.020	17.530	18.056	18.598	19.156	19.731		
					Monthly	2,765.72	2,848.69	2,934.15	3,022.17	3,112.84	3,206.22		
					Annual	33,188.59	34,184.25	35,209.78	36,266.07	37,354.05	38,474.67		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
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Increase

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Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
						Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly
Dauphin Regional Health Centre	89	Maintenance Worker I	Maintenance Worker	2015	Hourly	14.074	14.496	14.931	15.379	15.840	16.315		
					Monthly	2,363.19	2,434.09	2,507.11	2,582.33	2,659.80	2,739.59		
					Annual	28,358.33	29,209.08	30,085.36	30,987.92	31,917.55	32,875.08		
Dauphin Regional Health Centre	89	Maintenance Worker I	Maintenance Mechanic - PIO	2080	Hourly	24.044							
					Monthly	4,167.59							
					Annual	50,011.08							
Dauphin Regional Health Centre	102	Clerk I	Clerk I	1950	Hourly	14.184	14.610	15.048	15.500	15.965	16.444		
					Monthly	2,304.98	2,374.13	2,445.35	2,518.71	2,594.27	2,672.10		
					Annual	27,659.73	28,489.52	29,344.21	30,224.53	31,131.27	32,065.21		
Dauphin Regional Health Centre	104	Clerk III	Clerk III	1950	Hourly	15.154	15.608	16.076	16.559	17.055	17.567		
					Monthly	2,462.45	2,536.32	2,612.41	2,690.78	2,771.51	2,854.65		
					Annual	29,549.39	30,435.87	31,348.94	32,289.41	33,258.09	34,255.84		
Dauphin Regional Health Centre	104	Clerk III	Admin Secretary II-PIO	1950	Hourly	16.083	16.325	16.700	17.129	17.532	18.060	18.526	
					Monthly	2,613.49	2,652.74	2,713.69	2,783.52	2,849.00	2,934.68	3,010.54	
					Annual	31,361.85	31,832.88	32,564.33	33,402.22	34,188.02	35,216.13	36,126.48	
Dauphin Regional Health Centre	104	Clerk III	Admitting Officer - PIO	1950	Hourly	16.932	17.186	17.507	17.797	18.089			
					Monthly	2,751.44	2,792.77	2,844.85	2,892.03	2,939.40			
					Annual	33,017.24	33,513.18	34,138.20	34,704.34	35,272.74			
Dauphin Regional Health Centre	105	Clerk IV	Clerk IV	1950	Hourly	15.635	16.104	16.587	17.085	17.597	18.125		
					Monthly	2,540.71	2,616.93	2,695.44	2,776.30	2,859.59	2,945.38		
					Annual	30,488.49	31,403.15	32,345.24	33,315.60	34,315.07	35,344.52		
Dauphin Regional Health Centre	105	Clerk IV	Junior Accountant - PIO	1950	Hourly	15.796	16.033	16.559	17.092	17.622	18.147	18.680	19.334
					Monthly	2,566.88	2,605.37	2,690.86	2,777.48	2,863.53	2,948.83	3,035.45	3,141.70
					Annual	30,802.51	31,264.48	32,290.32	33,329.75	34,362.39	35,385.97	36,425.40	37,700.35
Gilbert Plains Health Centre	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Gilbert Plains Health Centre	26	Dietetic Supervisor	Cook II	2015	Hourly	16.528	17.024	17.535	18.061	18.603	19.161		
					Monthly	2,775.38	2,858.64	2,944.40	3,032.73	3,123.71	3,217.42		
					Annual	33,304.51	34,303.65	35,332.75	36,392.74	37,484.52	38,609.05		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
						Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly
Gilbert Plains Health Centre	26	Dietetic Supervisor	Cook II - Formerly PIO	2015	Hourly	16.568	17.065	17.577	18.104	18.647	19.207		
					Monthly	2,782.03	2,865.49	2,951.46	3,040.00	3,131.20	3,225.14		
					Annual	33,384.40	34,385.94	35,417.51	36,480.04	37,574.44	38,701.67		
Gilbert Plains Health Centre	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Gilbert Plains Health Centre	35	Linen / Laundry Attendant	Linen / Laundry Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Gilbert Plains Health Centre	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified / Trained)	2015	Hourly	15.228	15.685	16.156	16.640	17.140	17.654		
					Monthly	2,557.10	2,633.81	2,712.83	2,794.21	2,878.04	2,964.38		
					Annual	30,685.21	31,605.77	32,553.94	33,530.56	34,536.48	35,572.57		
Gilbert Plains Health Centre	46	Supervisory Role	Activity / Recreation Coordinator	2015	Hourly	16.039	16.520	17.016	17.526	18.052	18.593		
					Monthly	2,693.20	2,773.99	2,857.21	2,942.93	3,031.22	3,122.15		
					Annual	32,318.38	33,287.93	34,286.57	35,315.17	36,374.62	37,465.86		
Gilbert Plains Health Centre	58	Lab Assistant	Lab Assistant (Untrained)	2015	Hourly	13.151	13.546	13.952	14.371	14.802	15.246		
					Monthly	2,208.29	2,274.53	2,342.77	2,413.05	2,485.44	2,560.01		
					Annual	26,499.43	27,294.41	28,113.24	28,956.64	29,825.34	30,720.10		
Gilbert Plains Health Centre	58	Lab Assistant	Lab Assistant (Untrained)	2015	Hourly	13.151	13.546	13.952	14.371	14.802	15.246		
					Monthly	2,208.29	2,274.53	2,342.77	2,413.05	2,485.44	2,560.01		
					Annual	26,499.43	27,294.41	28,113.24	28,956.64	29,825.34	30,720.10		
Gilbert Plains Health Centre	89	Maintenance Worker I	Maintenance Worker	2015	Hourly	14.074	14.496	14.931	15.379	15.840	16.315		
					Monthly	2,363.19	2,434.09	2,507.11	2,582.33	2,659.80	2,739.59		
					Annual	28,358.33	29,209.08	30,085.36	30,987.92	31,917.55	32,875.08		
Grandview Hospital	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Grandview Hospital	26	Dietetic Supervisor	Cook II	2015	Hourly	16.528	17.024	17.535	18.061	18.603	19.161		
					Monthly	2,775.38	2,858.64	2,944.40	3,032.73	3,123.71	3,217.42		
					Annual	33,304.51	34,303.65	35,332.75	36,392.74	37,484.52	38,609.05		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
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Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
						Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Grandview Hospital	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079			
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98			
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77			
Grandview Hospital	31	Lead Hand	Supervisor Lead Hand	2015	Hourly	14.655	15.095	15.548	16.014	16.494	16.989			
					Monthly	2,460.84	2,534.66	2,610.70	2,689.03	2,769.70	2,852.79			
					Annual	29,530.07	30,415.98	31,328.46	32,268.31	33,236.36	34,233.45			
Grandview Hospital	35	Linen / Laundry Attendant	Linen Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079			
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98			
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77			
Grandview Hospital	35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079			
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98			
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77			
Grandview Hospital	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified / Trained)	2015	Hourly	15.228	15.685	16.156	16.640	17.140	17.654			
					Monthly	2,557.10	2,633.81	2,712.83	2,794.21	2,878.04	2,964.38			
					Annual	30,685.21	31,605.77	32,553.94	33,530.56	34,536.48	35,572.57			
Grandview Personal Care Home	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079			
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98			
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77			
Grandview Personal Care Home	26	Dietetic Supervisor	Cook II	2015	Hourly	16.528	17.024	17.535	18.061	18.603	19.161			
					Monthly	2,775.38	2,858.64	2,944.40	3,032.73	3,123.71	3,217.42			
					Annual	33,304.51	34,303.65	35,332.75	36,392.74	37,484.52	38,609.05			
Grandview Personal Care Home	26	Dietetic Supervisor	Dietary Supervisor - Formerly PIO	2015	Hourly	16.599	17.097	17.610	18.138	18.682	19.243			
					Monthly	2,787.26	2,870.88	2,957.01	3,045.72	3,137.09	3,231.20			
					Annual	33,447.18	34,450.59	35,484.11	36,548.63	37,645.09	38,774.44			
Grandview Personal Care Home	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079			
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98			
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77			
Grandview Personal Care Home	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified / Trained)	2015	Hourly	15.228	15.685	16.156	16.640	17.140	17.654			
					Monthly	2,557.10	2,633.81	2,712.83	2,794.21	2,878.04	2,964.38			
					Annual	30,685.21	31,605.77	32,553.94	33,530.56	34,536.48	35,572.57			

Schedule "A" Pay Scales

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Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Grandview Personal Care Home	45	Activity Worker (Certified)	Activity Worker (Certified)	2015	Hourly	15.208	15.664	16.134	16.618	17.116	17.630		
					Monthly	2,553.63	2,630.24	2,709.15	2,790.42	2,874.13	2,960.36		
					Annual	30,643.57	31,562.88	32,509.77	33,485.06	34,489.61	35,524.30		
Grandview Personal Care Home	46	Supervisory Role	Activity Director - PIO	2015	Hourly	16.723	17.225	17.742	18.274	18.822	19.387		
					Monthly	2,808.14	2,892.38	2,979.15	3,068.53	3,160.58	3,255.40		
					Annual	33,697.63	34,708.56	35,749.82	36,822.31	37,926.98	39,064.79		
Roblin Health District	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Roblin Health District	23	Cook II	Cook	2015	Hourly	15.835	16.310	16.799	17.303	17.822	18.357		
					Monthly	2,658.90	2,738.67	2,820.83	2,905.45	2,992.61	3,082.39		
					Annual	31,906.80	32,864.00	33,849.92	34,865.42	35,911.38	36,988.72		
Roblin Health District	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Roblin Health District	31	Lead Hand	Supervisor Lead Hand	2015	Hourly	14.655	15.095	15.548	16.014	16.494	16.989		
					Monthly	2,460.84	2,534.66	2,610.70	2,689.03	2,769.70	2,852.79		
					Annual	29,530.07	30,415.98	31,328.46	32,268.31	33,236.36	34,233.45		
Roblin Health District	35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	13.007	13.397	13.799	14.213	14.640	15.079		
					Monthly	2,184.11	2,249.63	2,317.12	2,386.64	2,458.23	2,531.98		
					Annual	26,209.31	26,995.59	27,805.46	28,639.62	29,498.81	30,383.77		
Roblin Health District	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified / Trained)	2015	Hourly	15.228	15.685	16.156	16.640	17.140	17.654		
					Monthly	2,557.10	2,633.81	2,712.83	2,794.21	2,878.04	2,964.38		
					Annual	30,685.21	31,605.77	32,553.94	33,530.56	34,536.48	35,572.57		
Roblin Health District	45	Activity Worker (Certified)	Activity Worker (Certified)	2015	Hourly	15.208	15.664	16.134	16.618	17.116	17.630		
					Monthly	2,553.63	2,630.24	2,709.15	2,790.42	2,874.13	2,960.36		
					Annual	30,643.57	31,562.88	32,509.77	33,485.06	34,489.61	35,524.30		
Roblin Health District	46	Supervisory Role	Activity / Recreation Supervisor - PIO	2015	Hourly	16.723	17.225	17.742	18.274	18.822	19.387		
					Monthly	2,808.14	2,892.38	2,979.15	3,068.53	3,160.58	3,255.40		
					Annual	33,697.63	34,708.56	35,749.82	36,822.31	37,926.98	39,064.79		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Roblin Health District	58	Lab Assistant	Lab Assistant (Untrained) - PIO	2015	Hourly	14.950	15.175	15.559	16.012	16.491	16.928	17.449	
					Monthly	2,510.28	2,548.11	2,612.66	2,688.71	2,769.05	2,842.57	2,929.93	
					Annual	30,123.37	30,577.33	31,351.89	32,264.50	33,228.60	34,110.80	35,159.14	
Roblin Health District	89	Maintenance Worker I	Maintenance Worker - Formerly PIO	2015	Hourly	14.074	14.496	14.931	15.379	15.840	16.315		
					Monthly	2,363.19	2,434.09	2,507.11	2,582.33	2,659.80	2,739.59		
					Annual	28,358.33	29,209.08	30,085.36	30,987.92	31,917.55	32,875.08		
Swan River Valley PCH	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.264	13.662	14.072	14.494	14.929	15.376		
					Monthly	2,227.22	2,294.03	2,362.85	2,433.74	2,506.75	2,581.95		
					Annual	26,726.58	27,528.38	28,354.23	29,204.86	30,081.00	30,983.43		
Swan River Valley PCH	23	Cook II	Cook II (Certified)	2015	Hourly	16.223	16.709	17.210	17.727	18.259	18.806		
					Monthly	2,724.03	2,805.75	2,889.93	2,976.62	3,065.92	3,157.90		
					Annual	32,688.39	33,669.05	34,679.12	35,719.49	36,791.08	37,894.81		
Swan River Valley PCH	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.264	13.662	14.072	14.494	14.929	15.376		
					Monthly	2,227.22	2,294.03	2,362.85	2,433.74	2,506.75	2,581.95		
					Annual	26,726.58	27,528.38	28,354.23	29,204.86	30,081.00	30,983.43		
Swan River Valley PCH	35	Linen / Laundry Attendant	Linen/Laundry Attendant	2015	Hourly	13.264	13.662	14.072	14.494	14.929	15.376		
					Monthly	2,227.22	2,294.03	2,362.85	2,433.74	2,506.75	2,581.95		
					Annual	26,726.58	27,528.38	28,354.23	29,204.86	30,081.00	30,983.43		
Swan River Valley PCH	41	Health Care Aide (Non Certified)	Health Care Aide (Non-Certified)	2015	Hourly	15.112							
					Monthly	2,537.60							
					Annual	30,451.16							
Swan River Valley PCH	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified)	2015	Hourly	15.501	15.966	16.445	16.939	17.447	17.970		
					Monthly	2,602.92	2,681.01	2,761.44	2,844.28	2,929.61	3,017.50		
					Annual	31,235.02	32,172.07	33,137.23	34,131.35	35,155.29	36,209.95		
Swan Valley Hospital	2 / 3C	CPS Technician I (Certified)	CPS Technician I	2015	Hourly	15.430	15.893	16.370	16.861	17.366	17.887		
					Monthly	2,590.93	2,668.66	2,748.72	2,831.18	2,916.12	3,003.60		
					Annual	31,091.19	32,023.93	32,984.65	33,974.19	34,993.41	36,043.22		
Swan Valley Hospital	5	Stores	Stores Clerk	2015	Hourly	15.482	15.947	16.425	16.918	17.426	17.948		
					Monthly	2,599.74	2,677.74	2,758.07	2,840.81	2,926.03	3,013.81		
					Annual	31,196.92	32,132.82	33,096.81	34,089.71	35,112.40	36,165.78		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Swan Valley Hospital	15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.251	13.649	14.058	14.480	14.915	15.362		
					Monthly	2,225.13	2,291.88	2,360.64	2,431.46	2,504.40	2,579.53		
					Annual	26,701.52	27,502.56	28,327.64	29,177.47	30,052.79	30,954.38		
Swan Valley Hospital	23	Cook II	Cook II (Certified)	2015	Hourly	16.171	16.656	17.155	17.670	18.200	18.746		
					Monthly	2,715.31	2,796.77	2,880.68	2,967.10	3,056.11	3,147.79		
					Annual	32,583.76	33,561.28	34,568.11	35,605.16	36,673.31	37,773.51		
Swan Valley Hospital	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.259	13.657	14.067	14.489	14.924	15.371		
					Monthly	2,226.47	2,293.27	2,362.07	2,432.93	2,505.92	2,581.09		
					Annual	26,717.68	27,519.21	28,344.79	29,195.13	30,070.98	30,973.11		
Swan Valley Hospital	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified)	2015	Hourly	15.438	15.902	16.379	16.870	17.376	17.897		
					Monthly	2,592.36	2,670.13	2,750.23	2,832.74	2,917.72	3,005.25		
					Annual	31,108.28	32,041.53	33,002.77	33,992.86	35,012.64	36,063.02		
Swan Valley Hospital	47	Rehab Aide	Rehab Aide (Certified)	2015	Hourly	15.457	15.921	16.399	16.890	17.397	17.919		
					Monthly	2,595.52	2,673.39	2,753.59	2,836.20	2,921.28	3,008.92		
					Annual	31,146.25	32,080.64	33,043.06	34,034.35	35,055.38	36,107.04		
Swan Valley Hospital	87A	Staffing Clerk	Staffing Clerk	2015	Hourly	16.667	17.167	17.682	18.212	18.759	19.322		
					Monthly	2,798.66	2,882.61	2,969.09	3,058.17	3,149.91	3,244.41		
					Annual	33,583.86	34,591.38	35,629.12	36,697.99	37,798.93	38,932.90		
Swan Valley Hospital	90	Maintenance Worker II	Maintenance Worker II	2015	Hourly	15.863	16.339	16.829	17.334	17.854	18.390		
					Monthly	2,663.71	2,743.62	2,825.92	2,910.70	2,998.02	3,087.96		
					Annual	31,964.46	32,923.40	33,911.10	34,928.43	35,976.28	37,055.57		
Swan Valley Lodge	28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.259	13.657	14.067	14.489	14.924	15.371		
					Monthly	2,226.47	2,293.27	2,362.07	2,432.93	2,505.92	2,581.09		
					Annual	26,717.68	27,519.21	28,344.79	29,195.13	30,070.98	30,973.11		
Swan Valley Lodge	35	Linen / Laundry Attendant	Linen/Laundry Attendant	2015	Hourly	13.259	13.657	14.067	14.489	14.924	15.371		
					Monthly	2,226.47	2,293.27	2,362.07	2,432.93	2,505.92	2,581.09		
					Annual	26,717.68	27,519.21	28,344.79	29,195.13	30,070.98	30,973.11		
Swan Valley Lodge	41	Health Care Aide (Non Certified)	Health Care Aide (Uncertified)	2015	Hourly	15.112							
					Monthly	2,537.54							
					Annual	30,450.47							

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Swan Valley Lodge	42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified)	2015	Hourly	15.438	15.902	16.379	16.870	17.376	17.897		
					Monthly	2,592.36	2,670.13	2,750.23	2,832.74	2,917.72	3,005.25		
					Annual	31,108.28	32,041.53	33,002.77	33,992.86	35,012.64	36,063.02		
Swan Valley Lodge	44	Activity Worker (Non Certified)	Activity Worker (Uncertified)	2015	Hourly	13.804	14.218	14.644	15.083	15.536	16.002		
					Monthly	2,317.93	2,387.39	2,458.92	2,532.70	2,608.73	2,687.00		
					Annual	27,815.13	28,648.65	29,507.05	30,392.41	31,304.72	32,243.99		
Swan Valley Lodge	45	Activity Worker (Certified)	Activity Worker (Certified)	2015	Hourly	15.438	15.902	16.379	16.870	17.376	17.897		
					Monthly	2,592.36	2,670.13	2,750.23	2,832.74	2,917.72	3,005.25		
					Annual	31,108.28	32,041.53	33,002.77	33,992.86	35,012.64	36,063.02		
2 / 3B	CPS Technician II	CSR Technician II	CSR Technician II	2015	Hourly	15.851	16.326	16.816	17.320	17.840	18.375		
					Monthly	2,661.60	2,741.43	2,823.67	2,908.34	2,995.60	3,085.44		
					Annual	31,939.19	32,897.12	33,884.07	34,900.06	35,947.14	37,025.33		
26	Dietetic Supervisor	Support Services Supervisor	Support Services Supervisor	2015	Hourly	16.362	16.853	17.359	17.879	18.416	18.968		
					Monthly	2,747.48	2,829.91	2,914.80	3,002.25	3,092.32	3,185.09		
					Annual	32,969.79	33,958.89	34,977.65	36,026.98	37,107.79	38,221.03		
44	Activity Worker (Non Certified)	Activity Worker (Non Certified)	Activity Worker (Non Certified)	2015	Hourly	13.804	14.218	14.644	15.083	15.536	16.002		
					Monthly	2,317.92	2,387.44	2,458.97	2,532.69	2,608.75	2,687.00		
					Annual	27,815.06	28,649.27	29,507.66	30,392.25	31,305.04	32,244.03		
45	Activity Worker (Certified)	Activity Worker (Certified)	Activity Worker (Certified)	2015	Hourly	15.438	15.902	16.379	16.870	17.376	17.897		
					Monthly	2,592.30	2,670.21	2,750.31	2,832.75	2,917.72	3,005.20		
					Annual	31,107.57	32,042.53	33,003.69	33,993.05	35,012.64	36,062.46		
83	Medical Records Technician II	Medical Records Technician II	Medical Records Technician II	2015	Hourly	17.016	17.527	18.053	18.594	19.152	19.726		
					Monthly	2,857.27	2,943.08	3,031.40	3,122.24	3,215.94	3,312.32		
					Annual	34,287.24	35,316.91	36,376.80	37,466.91	38,591.28	39,747.89		
104	Clerk III	Clerk III-Admin/Finance Reception-BHC	Clerk III-Admin/Finance Reception-BHC	2015	Hourly	14.729	14.984	15.240	15.495	15.750	16.006		
					Monthly	2,473.23	2,516.10	2,558.98	2,601.85	2,644.73	2,687.60		
					Annual	29,678.75	30,193.25	30,707.75	31,222.25	31,736.75	32,251.25		
104	Clerk III	Clerk III-Admin/Finance Reception-SRVPCH	Clerk III-Admin/Finance Reception-SRVPCH	2015	Hourly	15.575	15.831	16.086	16.341	16.597	16.852		
					Monthly	2,615.37	2,658.25	2,701.12	2,744.00	2,786.87	2,829.75		
					Annual	31,384.45	31,898.95	32,413.45	32,927.95	33,442.45	33,956.95		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS
Effective April 1, 2008 - Rates include 2.9%
Increase

Cont'd...

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
104	Clerk III	Clerk III- Admin/Finance Reception-SVL	2015	Hourly	15.829	16.085	16.340	16.595	16.851	17.106			
				Monthly	2,658.03	2,700.91	2,743.78	2,786.66	2,829.53	2,872.41			
				Annual	31,896.37	32,410.87	32,925.37	33,439.87	33,954.37	34,468.87			
104	Clerk III	Clerk III-Medical Dictatypist	2015	Hourly	15.829	16.085	16.340	16.595	16.851	17.106			
				Monthly	2,658.03	2,700.91	2,743.78	2,786.66	2,829.53	2,872.41			
				Annual	31,896.37	32,410.87	32,925.37	33,439.87	33,954.37	34,468.87			
104	Clerk III	Clerk III- Nutritional/Enviro nmental Services Clerk	2015	Hourly	15.724	15.979	16.234	16.490	16.745	17.000			
				Monthly	2,640.28	2,683.15	2,726.03	2,768.90	2,811.78	2,854.65			
				Annual	31,683.32	32,197.82	32,712.32	33,226.82	33,741.32	34,255.82			
104	Clerk III	Clerk III- Receptionist	2015	Hourly	15.016	15.272	15.527	15.782	16.038	16.293			
				Monthly	2,521.52	2,564.39	2,607.27	2,650.14	2,693.02	2,735.89			
				Annual	30,258.21	30,772.71	31,287.21	31,801.71	32,316.21	32,830.71			

Schedule "A" Pay Scales

TRADES CLASSIFICATIONS

Effective April 1, 2008 - Rates include 2.9% Increase (and final standardization adjustment for all eligible classifications)

Employer/Site	Std Grp	Standard Classification	Site Position Title	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Dauphin Regional Health Centre	92	Electrician	Electrician	2080	Hourly Monthly Annual	28.959 5,019.59 60,235.03						
Dauphin Regional Health Centre	93A	Engineer (2nd class)	Power Engineer 2nd Class	2080	Hourly Monthly Annual	30.411 5,271.25 63,255.02						
Dauphin Regional Health Centre	93B	Engineer (3rd class)	Power Engineer 3rd Class	2080	Hourly Monthly Annual	23.917 4,145.62 49,747.46	25.245 4,375.88 52,510.61	26.574 4,606.15 55,273.76				
PRHA	93C	Engineer (4th class)	Engineer 4th Class	2015	Hourly Monthly Annual	22.521 3,781.60 45,379.20	23.772 3,991.71 47,900.50	25.023 4,201.82 50,421.79				
Swan Valley Hospital	93D	Engineer (5th class)	Engineer 5th Class Maintenance I-Engineer 5th Class	2015	Hourly Monthly Annual	19.055 3,199.72 38,396.69						
Swan Valley Hospital	93D	Engineer (5th class)	Engineer 5th Class - PIO	2015	Hourly Monthly Annual	22.327 3,749.12 44,989.39						
PRHA	93E	Refrigeration Mechanic	Refrigeration/Air Conditioning Mechanic	2015	Hourly Monthly Annual	30.244 5,078.53 60,942.40						
PRHA	96	Plumber	Plumber	2080	Hourly Monthly Annual	28.960 5,019.76 60,237.17						

Schedule "A" Pay Scales

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Effective April 1, 2009 - Rates include 2.9% Increase (and final standardization adjustment for all eligible classifications)

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2 / 3B	CPS Technician II	CSR Technician II	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75		
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97		
2 / 3C	CPS Technician I (Certified)	CPS Technician I	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
2 / 3D	CSR Aide (Non Certified)	CSR (Non Certified)	2015	Hourly	14.686	15.126	15.580	16.048	16.529	17.025		
				Monthly	2,465.99	2,539.97	2,616.17	2,694.66	2,775.50	2,858.76		
				Annual	29,591.91	30,479.67	31,394.06	32,335.88	33,305.96	34,305.14		
5	Stores	Materials Mgmt Aide	1950	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,615.72	2,694.19	2,775.01	2,858.26	2,944.01	3,032.33		
				Annual	31,388.61	32,330.27	33,300.17	34,299.18	35,328.15	36,388.00		
5	Stores	Stores Clerk	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
9	N/A	Driver I - PIO	2015	Hourly	15.868	16.344	16.834	17.339	17.859	18.395		
				Monthly	2,664.45	2,744.38	2,826.71	2,911.52	2,998.86	3,088.83		
				Annual	31,973.38	32,932.59	33,920.56	34,938.18	35,986.33	37,065.92		
15	Dietetic Aide	Dietetic Aide	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852		
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90		
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75		
23	Cook II	Cook II (Certified) Cook	2015	Hourly	16.828	17.333	17.853	18.388	18.940	19.508		
				Monthly	2,825.69	2,910.46	2,997.77	3,087.71	3,180.34	3,275.75		
				Annual	33,908.26	34,925.51	35,973.28	37,052.48	38,164.05	39,308.97		
26	Dietetic Supervisor	Cook II Dietary Supervisor Support Services Supervisor	2015	Hourly	17.199	17.715	18.246	18.793	19.357	19.938		
				Monthly	2,887.94	2,974.58	3,063.82	3,155.73	3,250.41	3,347.92		
				Annual	34,655.33	35,694.99	36,765.83	37,868.81	39,004.87	40,175.02		
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852		
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90		
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Cont'd...

Effective April 1, 2009 - Rates include 2.9% Increase (and final standardization adjustment for all eligible classifications)

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
31	Lead Hand	Supervisor Lead Hand	2015	Hourly	15.474	15.938	16.416	16.908	17.416	17.938		
				Monthly	2,598.28	2,676.23	2,756.52	2,839.22	2,924.39	3,012.12		
				Annual	31,179.42	32,114.80	33,078.24	34,070.59	35,092.71	36,145.49		
35	Linen / Laundry Attendant	Laundry Aide	2015	Hourly	13.674	14.085	14.507	14.942	15.391	15.852		
				Monthly	2,296.17	2,365.06	2,436.01	2,509.09	2,584.36	2,661.90		
				Annual	27,554.10	28,380.72	29,232.14	30,109.11	31,012.38	31,942.75		
				Linen Aide II								
				Linen / Laundry Aide Linen / Laundry Attendant Linen Equipment Operator								
36	Laundry Sorter	Laundry Equipment Operator I	2015	Hourly	14.686	15.126	15.580	16.048	16.529	17.025		
				Monthly	2,465.99	2,539.97	2,616.17	2,694.66	2,775.50	2,858.76		
				Annual	29,591.91	30,479.67	31,394.06	32,335.88	33,305.96	34,305.14		
36	Laundry Sorter	Laundry Equipment Operator II - PIO	2015	Hourly	17.473	17.829	18.193	18.565	18.943			
				Monthly	2,934.03	2,993.83	3,054.83	3,117.43	3,180.84			
				Annual	35,208.37	35,925.92	36,657.92	37,409.19	38,170.09			
41	Health Care Aide (Non Certified)	Health Care Aide (Non Certified)	2015	Hourly	15.628							
				Monthly	2,624.21							
				Annual	31,490.48							
42	Health Care Aide (Certified / Trained)	Health Care Aide (Certified / Trained)	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
44	Activity Worker (Non Certified)	Activity Worker (Non Certified)	2015	Hourly	14.204	14.630	15.069	15.521	15.987	16.466		
				Monthly	2,385.06	2,456.61	2,530.31	2,606.22	2,684.41	2,764.94		
				Annual	28,620.73	29,479.36	30,363.74	31,274.65	32,212.89	33,179.27		
45	Activity Worker (Certified)	Activity Worker (Certified)	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
46	Supervisory Role	Activity / Recreation Coordinator	2015	Hourly	17.001	17.511	18.036	18.577	19.135	19.709		
				Monthly	2,854.74	2,940.38	3,028.59	3,119.45	3,213.04	3,309.43		
				Annual	34,256.89	35,284.60	36,343.14	37,433.43	38,556.43	39,713.13		
46	Supervisory Role	Activities Director - PIO	2015	Hourly	17.208	17.725	18.256	18.804	19.368	19.949		
		Activity / Recreation Supervisor - PIO		Monthly	2,889.57	2,976.26	3,065.55	3,157.51	3,252.24	3,349.81		
		Activity Director - PIO		Annual	34,674.86	35,715.11	36,786.56	37,890.16	39,026.86	40,197.67		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Cont'd...

Effective April 1, 2009 - Rates include 2.9% Increase (and final standardization adjustment for all eligible classifications)

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
47	Rehab Aide	Rehab Aide (Certified)	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
58	Lab Assistant	DSM-Lab Assistant (Untrained)	2015	Hourly	13.839	14.254	14.682	15.123	15.576	16.044		
				Monthly	2,323.84	2,393.56	2,465.37	2,539.33	2,615.51	2,693.97		
				Annual	27,886.12	28,722.71	29,584.39	30,471.92	31,386.08	32,327.66		
58	Lab Assistant	DSM-Lab Assistant (Untrained) - PIO	2015	Hourly	15.383	15.615	16.010	16.477	16.969	17.419	17.955	
				Monthly	2,583.08	2,622.01	2,688.42	2,766.68	2,849.35	2,925.00	3,014.90	
				Annual	30,996.94	31,464.08	32,261.09	33,200.17	34,192.23	35,100.01	36,178.75	
70	Dietetic Clerk	Clerk II	1950	Hourly	15.254	15.712	16.183	16.669	17.169	17.684		
				Monthly	2,478.82	2,553.19	2,629.78	2,708.68	2,789.94	2,873.64		
				Annual	29,745.88	30,638.25	31,557.40	32,504.12	33,479.25	34,483.62		
79	Ward Clerk	Unit Clerk	2015	Hourly	16.097	16.580	17.077	17.589	18.117	18.661		
				Monthly	2,702.91	2,784.00	2,867.51	2,953.54	3,042.15	3,133.41		
				Annual	32,434.89	33,407.94	34,410.18	35,442.48	36,505.76	37,600.93		
83	Medical Records Technician II	Medical Records Technician II	1950	Hourly	17.510	18.035	18.576	19.133	19.707	20.299		
				Monthly	2,845.32	2,930.68	3,018.60	3,109.16	3,202.44	3,298.51		
				Annual	34,143.90	35,168.21	36,223.26	37,309.96	38,429.26	39,582.13		
83	Medical Records Technician II	Medical Records Technician II	2015	Hourly	17.510	18.035	18.576	19.133	19.707	20.299		
				Monthly	2,940.17	3,028.37	3,119.23	3,212.80	3,309.19	3,408.46		
				Annual	35,282.03	36,340.49	37,430.70	38,553.62	39,710.23	40,901.54		
87A	Staffing Clerk	Staffing Clerk	2015	Hourly	17.150	17.665	18.195	18.741	19.303	19.882		
				Monthly	2,879.82	2,966.21	3,055.20	3,146.85	3,241.26	3,338.50		
				Annual	34,557.79	35,594.53	36,662.36	37,762.23	38,895.10	40,061.95		
89	Maintenance Worker I	Maintenance Worker	2015	Hourly	14.833	15.278	15.736	16.209	16.695	17.196		
				Monthly	2,490.72	2,565.44	2,642.41	2,721.68	2,803.33	2,887.43		
				Annual	29,888.66	30,785.32	31,708.88	32,660.15	33,639.95	34,649.15		
89	Maintenance Worker I	Maintenance Mechanic - PIO	2080	Hourly	24.741							
				Monthly	4,288.45							
				Annual	51,461.41							

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Cont'd...

Effective April 1, 2009 - Rates include 2.9% Increase (and final standardization adjustment for all eligible classifications)

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
90	Maintenance Worker II	Maintenance Worker II	2015	Hourly	16.323	16.813	17.317	17.837	18.372	18.923		
				Monthly	2,740.95	2,823.18	2,907.88	2,995.11	3,084.97	3,177.52		
				Annual	32,891.43	33,878.17	34,894.52	35,941.36	37,019.60	38,130.18		
102	Clerk I	Clerk I	1950	Hourly	14.686	15.126	15.580	16.048	16.529	17.025		
				Monthly	2,386.44	2,458.04	2,531.78	2,607.73	2,685.96	2,766.54		
				Annual	28,637.33	29,496.45	30,381.35	31,292.79	32,231.57	33,198.52		
104	Clerk III	Admin Secretary II-PIO	1950	Hourly	16.549	16.798	17.184	17.626	18.041	18.583	19.064	
				Monthly	2,689.28	2,729.67	2,792.39	2,864.24	2,931.62	3,019.78	3,097.85	
				Annual	32,271.35	32,756.03	33,508.70	34,370.88	35,179.47	36,237.40	37,174.15	
104	Clerk III	Admitting Officer - PIO	1950	Hourly	17.423	17.685	18.014	18.313	18.613			
				Monthly	2,831.23	2,873.76	2,927.35	2,975.90	3,024.64			
				Annual	33,974.74	34,485.06	35,128.21	35,710.76	36,295.65			
104	Clerk III	Clerk III-Admin/Finance Reception	2015	Hourly	15.834	16.309	16.798	17.302	17.821	18.356		
				Monthly	2,658.81	2,738.57	2,820.73	2,905.35	2,992.51	3,082.29		
				Annual	31,905.73	32,862.90	33,848.78	34,864.25	35,910.18	36,987.48		
105	Clerk IV	Clerk IV	1950	Hourly	16.436	16.929	17.436	17.960	18.498	19.053		
				Monthly	2,670.78	2,750.90	2,833.43	2,918.43	3,005.98	3,096.16		
				Annual	32,049.31	33,010.79	34,001.12	35,021.15	36,071.79	37,153.94		
105	Clerk IV	Junior Accountant - PIO	1950	Hourly	16.254	16.498	17.039	17.588	18.133	18.673	19.221	19.894
				Monthly	2,641.31	2,680.93	2,768.89	2,858.03	2,946.57	3,034.35	3,123.48	3,232.80
				Annual	31,695.78	32,171.15	33,226.74	34,296.31	35,358.90	36,412.16	37,481.74	38,793.66

Schedule "A" Pay Scales

TRADES CLASSIFICATIONS

Effective April 1, 2009 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
92	Electrician	Electrician	2015	Hourly	29.800							
				Monthly	5,003.92							
				Annual	60,047.04							
93A	Engineer (2nd class)	Power Engineer 2nd Class	2080	Hourly	31.293							
				Monthly	5,424.12							
				Annual	65,089.41							
93B	Engineer (3rd class)	Power Engineer 3rd Class	2080	Hourly	24.610	25.977	27.345					
				Monthly	4,265.75	4,502.74	4,739.73					
				Annual	51,189.03	54,032.87	56,876.70					
93C	Engineer (4th class)	Engineer 4th Class	2015	Hourly	23.174	24.461	25.749					
				Monthly	3,891.30	4,107.49	4,323.67					
				Annual	46,695.62	49,289.82	51,884.02					
93D	Engineer (5th class)	Maintenance I-Engineer 5th Class Engineer 5th Class	2015	Hourly	19.608							
				Monthly	3,292.48							
				Annual	39,509.80							
93D	Engineer (5th class)	Engineer 5th Class - PIO	2015	Hourly	22.975							
				Monthly	3,857.84							
				Annual	46,294.09							
93E	Refrigeration Mechanic	Refrigeration/Air Conditioning Mechanic	2015	Hourly	31.121							
				Monthly	5,225.81							
				Annual	62,709.73							
96	Plumber	Plumber	2080	Hourly	29.800							
				Monthly	5,165.34							
				Annual	61,984.04							

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Effective April 1, 2010 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2 / 3B	CPS Technician II	CSR Technician II	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		
2 / 3C	CPS Technician I (Certified)	CPS Technician I	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
2 / 3D	CSR Aide (Non Certified)	CSR (Non Certified)	2015	Hourly	15.112	15.565	16.032	16.513	17.008	17.519		
				Monthly	2,537.51	2,613.63	2,692.04	2,772.80	2,855.99	2,941.67		
				Annual	30,450.08	31,363.58	32,304.49	33,273.62	34,271.83	35,299.99		
5	Stores	Materials Mgmt Aide	1950	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,691.57	2,772.32	2,855.49	2,941.15	3,029.39	3,120.27		
				Annual	32,298.88	33,267.84	34,265.88	35,293.85	36,352.67	37,443.25		
5	Stores	Stores Clerk	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
9	N/A	Driver I - PIO	2015	Hourly	16.328	16.818	17.322	17.842	18.377	18.928		
				Monthly	2,741.72	2,823.97	2,908.69	2,995.95	3,085.83	3,178.40		
				Annual	32,900.61	33,887.63	34,904.26	35,951.39	37,029.93	38,140.83		
15	Dietetic Aide	Dietetic Aide	2015	Hourly	14.071	14.493	14.928	15.376	15.837	16.312		
				Monthly	2,362.76	2,433.65	2,506.66	2,581.86	2,659.31	2,739.09		
				Annual	28,353.17	29,203.76	30,079.87	30,982.27	31,911.74	32,869.09		
23	Cook II	Cook Cook II (Certified)	2015	Hourly	17.316	17.835	18.370	18.922	19.489	20.074		
				Monthly	2,907.63	2,994.86	3,084.71	3,177.25	3,272.57	3,370.74		
				Annual	34,891.60	35,938.35	37,016.50	38,127.00	39,270.81	40,448.93		
26	Dietetic Supervisor	Cook II Dietary Supervisor Support Services Worker	2015	Hourly	17.697	18.228	18.775	19.338	19.919	20.516		
				Monthly	2,971.69	3,060.84	3,152.67	3,247.25	3,344.67	3,445.01		
				Annual	35,660.33	36,730.14	37,832.04	38,967.01	40,136.02	41,340.10		
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14.071	14.493	14.928	15.376	15.837	16.312		
				Monthly	2,362.76	2,433.65	2,506.66	2,581.86	2,659.31	2,739.09		
				Annual	28,353.17	29,203.76	30,079.87	30,982.27	31,911.74	32,869.09		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Cont'd...

Effective April 1, 2010 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
47	Rehab Aide	Rehab Aide (Certified)	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
58	Lab Assistant	DSM-Lab Assistant (Untrained)	2015	Hourly	14.241	14.668	15.108	15.561	16.028	16.509		
				Monthly	2,391.24	2,462.97	2,536.86	2,612.97	2,691.36	2,772.10		
				Annual	28,694.82	29,555.67	30,442.34	31,355.61	32,296.27	33,265.16		
58	Lab Assistant	DSM-Lab Assistant (Untrained) - PIO	2015	Hourly	15.829	16.068	16.475	16.954	17.461	17.925	18.475	
				Monthly	2,657.99	2,698.04	2,766.39	2,846.91	2,931.98	3,009.83	3,102.33	
				Annual	31,895.85	32,376.53	33,196.66	34,162.98	35,183.81	36,117.91	37,227.94	
70	Dietetic Clerk	Clerk II	1950	Hourly	15.697	16.168	16.653	17.152	17.667	18.197		
				Monthly	2,550.71	2,627.23	2,706.05	2,787.23	2,870.85	2,956.97		
				Annual	30,608.51	31,526.76	32,472.57	33,446.74	34,450.14	35,483.65		
79	Ward Clerk	Unit Clerk	2015	Hourly	16.564	17.060	17.572	18.099	18.642	19.202		
				Monthly	2,781.29	2,864.73	2,950.67	3,039.19	3,130.37	3,224.28		
				Annual	33,375.51	34,376.77	35,408.07	36,470.32	37,564.43	38,691.36		
83	Medical Records Technician II	Medical Records Technician II	1950	Hourly	18.017	18.558	19.115	19.688	20.279	20.887		
				Monthly	2,927.84	3,015.67	3,106.14	3,199.33	3,295.31	3,394.17		
				Annual	35,134.07	36,188.09	37,273.73	38,391.95	39,543.70	40,730.02		
83	Medical Records Technician II	Medical Records Technician II	2015	Hourly	18.017	18.558	19.115	19.688	20.279	20.887		
				Monthly	3,025.43	3,116.20	3,209.68	3,305.97	3,405.15	3,507.31		
				Annual	36,305.21	37,394.36	38,516.19	39,671.68	40,861.83	42,087.68		
87A	Staffing Clerk	Staffing Clerk	2015	Hourly	17.648	18.177	18.722	19.284	19.863	20.458		
				Monthly	2,963.33	3,052.23	3,143.80	3,238.11	3,335.25	3,435.31		
				Annual	35,559.97	36,626.77	37,725.57	38,857.34	40,023.06	41,223.75		
89	Maintenance Worker I	Maintenance Worker	2015	Hourly	15.263	15.721	16.193	16.679	17.179	17.694		
				Monthly	2,562.95	2,639.84	2,719.04	2,800.61	2,884.63	2,971.16		
				Annual	30,755.43	31,678.10	32,628.44	33,607.29	34,615.51	35,653.98		
89	Maintenance Worker I	Maintenance Mechanic - PIO	2080	Hourly	25.459							
				Monthly	4,412.82							
				Annual	52,953.79							

Schedule "A" Pay Scales

TRADES CLASSIFICATIONS

Effective April 1, 2010 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
92	Electrician	Electrician	2015	Hourly	30.664							
				Monthly	5,149.03							
				Annual	61,788.41							
93A	Engineer (2nd class)	Power Engineer 2nd Class	2080	Hourly	32.200							
				Monthly	5,581.42							
				Annual	66,977.01							
93B	Engineer (3rd class)	Power Engineer 3rd Class	2080	Hourly	25.324	26.731	28.138					
				Monthly	4,389.46	4,633.32	4,877.18					
				Annual	52,673.51	55,599.82	58,526.13					
93C	Engineer (4th class)	Engineer 4th Class	2015	Hourly	23.846	25.171	26.496					
				Monthly	4,004.15	4,226.60	4,449.06					
				Annual	48,049.79	50,719.23	53,388.66					
93D	Engineer (5th class)	Maintenance I-Engineer 5th Class Engineer 5th Class	2015	Hourly	20.176							
				Monthly	3,387.97							
				Annual	40,655.58							
93D	Engineer (5th class)	Engineer 5th Class - PIO	2015	Hourly	23.641							
				Monthly	3,969.72							
				Annual	47,636.61							
93E	Refrigeration Mechanic	Refrigeration/Air Conditioning Mechanic	2015	Hourly	32.024							
				Monthly	5,377.36							
				Annual	64,528.31							
96	Plumber	Plumber	2080	Hourly	30.664							
				Monthly	5,315.13							
				Annual	63,781.58							

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Effective April 1, 2011 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2 / 3B	CPS Technician II	CSR Technician II	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		
2 / 3C	CPS Technician I (Certified)	CPS Technician I	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
2 / 3D	CSR Aide (Non Certified)	CSR (Non Certified)	2015	Hourly	15.550	16.016	16.497	16.992	17.502	18.027		
				Monthly	2,611.09	2,689.43	2,770.11	2,853.21	2,938.81	3,026.97		
				Annual	31,333.13	32,273.12	33,241.32	34,238.56	35,265.71	36,323.69		
5	Stores	Materials Mgmt Aide	1950	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,769.63	2,852.72	2,938.30	3,026.45	3,117.24	3,210.76		
				Annual	33,235.54	34,232.61	35,259.59	36,317.38	37,406.90	38,529.11		
5	Stores	Stores Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
9	N/A	Driver I - PIO	2015	Hourly	16.801	17.305	17.825	18.359	18.910	19.477		
				Monthly	2,821.23	2,905.86	2,993.04	3,082.83	3,175.32	3,270.58		
				Annual	33,854.73	34,870.37	35,916.48	36,993.98	38,103.80	39,246.91		
15	Dietetic Aide	Dietetic Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785		
				Monthly	2,431.28	2,504.22	2,579.35	2,656.73	2,736.43	2,818.52		
				Annual	29,175.41	30,050.67	30,952.19	31,880.75	32,837.18	33,822.29		
23	Cook II	Cook Cook II (Certified)	2015	Hourly	17.818	18.353	18.903	19.470	20.054	20.656		
				Monthly	2,991.96	3,081.71	3,174.17	3,269.39	3,367.47	3,468.50		
				Annual	35,903.46	36,980.56	38,089.98	39,232.68	40,409.66	41,621.95		
26	Dietetic Supervisor	Cook II Dietary Supervisor Support Services Worker	2015	Hourly	18.211	18.757	19.320	19.899	20.496	21.111		
				Monthly	3,057.87	3,149.61	3,244.10	3,341.42	3,441.66	3,544.91		
				Annual	36,694.48	37,795.31	38,929.17	40,097.05	41,299.96	42,538.96		
28	Housekeeping Aide	Housekeeping Aide	2015	Hourly	14.479	14.913	15.361	15.822	16.296	16.785		
				Monthly	2,431.28	2,504.22	2,579.35	2,656.73	2,736.43	2,818.52		
				Annual	29,175.41	30,050.67	30,952.19	31,880.75	32,837.18	33,822.29		

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS **Cont'd...**
Effective April 1, 2011 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
47	Rehab Aide	Rehab Aide (Certified)	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
58	Lab Assistant	DSM-Lab Assistant (Untrained)	2015	Hourly	14.654	15.093	15.546	16.012	16.493	16.988		
				Monthly	2,460.58	2,534.40	2,610.43	2,688.74	2,769.41	2,852.49		
				Annual	29,526.97	30,412.78	31,325.16	32,264.92	33,232.87	34,229.85		
58	Lab Assistant	DSM-Lab Assistant (Untrained) - PIO	2015	Hourly	16.288	16.534	16.953	17.446	17.967	18.444	19.011	
				Monthly	2,735.07	2,776.29	2,846.61	2,929.48	3,017.01	3,097.11	3,192.30	
				Annual	32,820.83	33,315.45	34,159.37	35,153.71	36,204.14	37,165.33	38,307.55	
70	Dietetic Clerk	Clerk II	1950	Hourly	16.152	16.636	17.136	17.650	18.179	18.724		
				Monthly	2,624.68	2,703.42	2,784.52	2,868.06	2,954.10	3,042.72		
				Annual	31,496.15	32,441.04	33,414.27	34,416.70	35,449.20	36,512.67		
79	Ward Clerk	Unit Clerk	2015	Hourly	17.044	17.555	18.082	18.624	19.183	19.759		
				Monthly	2,861.95	2,947.81	3,036.24	3,127.33	3,221.15	3,317.78		
				Annual	34,343.40	35,373.70	36,434.91	37,527.96	38,653.79	39,813.41		
83	Medical Records Technician II	Medical Records Technician II	1950	Hourly	18.540	19.096	19.669	20.259	20.867	21.493		
				Monthly	3,012.75	3,103.13	3,196.22	3,292.11	3,390.87	3,492.60		
				Annual	36,152.96	37,237.55	38,354.67	39,505.31	40,690.47	41,911.19		
83	Medical Records Technician II	Medical Records Technician II	2015	Hourly	18.540	19.096	19.669	20.259	20.867	21.493		
				Monthly	3,113.17	3,206.57	3,302.76	3,401.85	3,503.90	3,609.02		
				Annual	37,358.06	38,478.80	39,633.16	40,822.16	42,046.82	43,308.23		
87A	Staffing Clerk	Staffing Clerk	2015	Hourly	18.159	18.704	19.265	19.843	20.439	21.052		
				Monthly	3,049.27	3,140.75	3,234.97	3,332.02	3,431.98	3,534.94		
				Annual	36,591.21	37,688.94	38,819.61	39,984.20	41,183.73	42,419.24		
89	Maintenance Worker I	Maintenance Worker	2015	Hourly	15.706	16.177	16.662	17.162	17.677	18.207		
				Monthly	2,637.28	2,716.40	2,797.89	2,881.83	2,968.28	3,057.33		
				Annual	31,647.34	32,596.76	33,574.66	34,581.90	35,619.36	36,687.94		
89	Maintenance Worker I	Maintenance Mechanic - PIO	2080	Hourly	26.197							
				Monthly	4,540.79							
				Annual	54,489.45							

Schedule "A" Pay Scales

FACILITY SUPPORT CLASSIFICATIONS

Cont'd...

Effective April 1, 2011 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
90	Maintenance Worker II	Maintenance Worker II	2015	Hourly	17.284	17.802	18.336	18.886	19.453	20.037		
				Monthly	2,902.23	2,989.30	3,078.98	3,171.35	3,266.49	3,364.48		
				Annual	34,826.80	35,871.60	36,947.75	38,056.18	39,197.87	40,373.80		
102	Clerk I	Clerk I	1950	Hourly	15.550	16.016	16.497	16.992	17.502	18.027		
				Monthly	2,526.87	2,602.67	2,680.75	2,761.17	2,844.01	2,929.33		
				Annual	30,322.38	31,232.06	32,169.02	33,134.09	34,128.11	35,151.95		
104	Clerk III	Admin Secretary II-PIO	1950	Hourly	17.523	17.786	18.195	18.663	19.102	19.677	20.185	
				Monthly	2,847.52	2,890.29	2,956.70	3,032.77	3,104.12	3,197.47	3,280.13	
				Annual	34,170.22	34,683.43	35,480.38	36,393.30	37,249.47	38,369.64	39,361.51	
104	Clerk III	Admitting Officer - PIO	1950	Hourly	18.448	18.725	19.074	19.391	19.708			
				Monthly	2,997.82	3,042.85	3,099.60	3,151.00	3,202.61			
				Annual	35,973.85	36,514.20	37,195.19	37,812.02	38,431.32			
104	Clerk III	Clerk III-Admin/Finance Reception	2015	Hourly	16.766	17.269	17.787	18.320	18.870	19.436		
		Clerk III-Medical Dictatypist		Monthly	2,815.26	2,899.72	2,986.71	3,076.31	3,168.60	3,263.66		
		Clerk III-Nutritional/Environmental Services		Annual	33,783.09	34,796.58	35,840.48	36,915.70	38,023.17	39,163.86		
		Clerk III-Receptionist										
105	Clerk IV	Clerk IV	1950	Hourly	17.403	17.925	18.462	19.016	19.587	20.174		
				Monthly	2,827.93	2,912.77	3,000.15	3,090.15	3,182.86	3,278.34		
				Annual	33,935.13	34,953.18	36,001.78	37,081.83	38,194.29	39,340.11		
105	Clerk IV	Junior Accountant - PIO	1950	Hourly	17.211	17.469	18.042	18.623	19.200	19.772	20.352	21.065
				Monthly	2,796.73	2,838.68	2,931.82	3,026.20	3,119.95	3,212.89	3,307.27	3,423.03
				Annual	33,560.79	34,064.13	35,181.83	36,314.34	37,439.45	38,554.69	39,687.20	41,076.31

Schedule "A" Pay Scales

TRADES CLASSIFICATIONS

Effective April 1, 2011 - Rates include 2.9% Increase

Std Grp	Standard Classification	Site Position Title	Annual Hours		Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
92	Electrician	Electrician	2015	Hourly	31.553							
				Monthly	5,298.36							
				Annual	63,580.27							
93A	Engineer (2nd class)	Power Engineer 2nd Class	2080	Hourly	33.134							
				Monthly	5,743.28							
				Annual	68,919.34							
93B	Engineer (3rd class)	Power Engineer 3rd Class	2080	Hourly	26.058	27.506	28.954					
				Monthly	4,516.75	4,767.68	5,018.62					
				Annual	54,201.05	57,212.22	60,223.39					
93C	Engineer (4th class)	Engineer 4th Class	2015	Hourly	24.538	25.901	27.264					
				Monthly	4,120.27	4,349.17	4,578.08					
				Annual	49,443.24	52,190.09	54,936.93					
93D	Engineer (5th class)	Maintenance I-Engineer 5th Class Engineer 5th Class	2015	Hourly	20.762							
				Monthly	3,486.22							
				Annual	41,834.60							
93D	Engineer (5th class)	Engineer 5th Class - PIO	2015	Hourly	24.327							
				Monthly	4,084.84							
				Annual	49,018.08							
93E	Refrigeration Mechanic	Refrigeration/Air Conditioning Mechanic	2015	Hourly	32.953							
				Monthly	5,533.30							
				Annual	66,399.63							
96	Plumber	Plumber	2080	Hourly	31.553							
				Monthly	5,469.27							
				Annual	65,631.25							