COLLECTIVE AGREEMENT

BETWEEN

HEALTH PEI

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS (LOCAL 942)

APRIL 1, 2022 – MARCH 31, 2026

This Agreement made as of the 24th day of November, 2023

BETWEEN:

Health PEI

Party of the First Part;

AND:

The International Union of Operation Engineers, Local 942, representing the employees listed by classifications in Appendices "A" & "B",

Party of the Second Part.

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ARTICLE 1 – PREAMBLE

It is the purpose of both parties to this Agreement:

1.01 To maintain and improve harmonious relations and settle conditions of employment between the Employer and the Union;

1.02 To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, employment, and services;

1.03 To encourage efficiency in operation;

1.04 To promote the morale, well-being and security of all employees in the bargaining unit of the Union.

1.05 It is desirable that methods of bargaining and all matters pertaining to the working conditions of the employees be drawn up in a Collective Agreement.

ARTICLE 2 - APPLICATION OF AGREEMENT

2.01 This Agreement applies to and is binding upon the Employer and its delegates and agents and the International Union of Operating Engineers Local 942.

ARTICLE 3 – DEFINITIONS

3.01 "Bargaining Unit" means all employees employed in classifications listed in Appendices "A" and "B" of this Agreement.

3.02 "Casual Employee" is an employee who is employed to work on a day-to-day basis as required. Casual employees are not considered as filling permanent positions. Temporary positions which exist for a period of six (6) weeks or more shall be dealt with in accordance with Article 19.01 (c) and (d).

3.03 "Classification" means the position a person holds, as listed in Appendices "A" and "B" of this Agreement.

3.04 "Common-law spouse", as referred to in articles of this collective agreement, means a person who lives with another person as if that person were their spouse for a period of one year or more.

3.05 "Work Unit" means a working department or service, as defined by the Employer.

3.06 "Employee" means any person in the bargaining unit who is employed by the Employer for remuneration.

3.07 "Employer" means Health PEI.

3.08 "Permanent Full-Time employee" means an employee who works a normal

schedule of hours as listed in Article 21 and who has completed the probationary period.

3.09 "Permanent Part-Time employee" is an employee who works less than the fully prescribed hours of work on a recurring and regularly scheduled basis and who has completed the probationary period and is entitled to all benefits of this Agreement on a pro rata basis.

3.10 "Probationary employee" means an employee as defined in Article 3.08 and 3.09 who has not completed the probationary period.

3.11 "Promotion" means an appointment by an Employer of an employee from one classification to another classification for which the employee gains greater satisfaction.

3.12 "Seniority" is the length of unbroken service from the last date of hire for a permanent full time employee and prorated for a permanent part-time employee. Seniority shall operate on an Employer-wide basis.

3.13 "Shift" means the normal consecutive working hours scheduled for each employee which occur in any 24-hour period. In each 24-hour period there will normally be three shifts, viz, day, evening, and night. The first shift of each day shall be the night shift. The day shift is defined as any shift which commences between the hours of 0500 and 1100.

3.14 "Shift Schedule" means a written statement setting forth the days and hours upon which the employees are required to work.

3.15 "Temporary employee" means a person who is employed to work for a specified period of time to fill a position which is vacant, due to the absence of a permanent employee through illness, accident, vacation or approved leave of absence. Subject to Union approval, the Employer may also post a temporary position for a special project or extra workload for a period of up to one year. Such approval is not to be unreasonably withheld. Any position occupied by a temporary employee shall be assumed by the holder of the permanent position on their return to duty. If the position for which the temporary employee was hired becomes vacant, it shall be posted in accordance with Article 19 of this Agreement. The temporary employee shall have all rights and privileges of the collective agreement except seniority. Temporary employees are not considered as filling permanent positions.

Should a temporary employee be hired in a permanent position without a break in their temporary position(s) in excess of twenty eight (28) days, seniority shall be retroactive to the date of hire in the temporary position(s). This will apply to employees hired permanent after the signing date of this agreement. Should an employee be on a parental leave or maternity leave which would effectively prevent them from applying for a temporary position to extend their employment without a break in excess of twenty-eight days, the employee shall have the twenty-eight day period applied upon their return from the leave of absence.

3.16 "Week-end" shall mean Saturday and Sunday.

3.17 "Shall" is imperative and "may" is permissive. .

3.18 Words in the singular include the plural and words in the plural include words in the singular.

ARTICLE 4 - PROBATIONARY PERIOD

4.01 "Probationary Period" shall be a period of **six hundred (600)** hours of work from the date of hiring in a permanent position. **The Employee's manager or delegate shall meet with the employee at least once during the Employee's probationary period to review the employee's performance and provide the employee with a written summary of same.** Upon completion of the probationary period, seniority shall be effective from the original date of employment.

4.02 The probationary period may be extended beyond the **six hundred (600)** hours of work limit. A performance appraisal and written notice of the extension will be given to the employee prior to the extension period. Such extension shall not exceed three hundred (300) hours of work and shall not be renewable.

4.03 During their probationary period, employees shall benefit from all of the provisions of this Collective Agreement, except in respect to discharge.

4.04 Only those hours associated with an employee's permanent position shall count towards the probationary period. They shall include any additional hours worked in their own position or in another position with the same classification, duties and immediate supervisor.

ARTICLE 5 - RECOGNITION

5.01 The Employer recognizes the International Union of Operating Engineers Local 942 as the sole and exclusive collective bargaining agent for all of its employees covered by the classifications in Appendices "A" and "B" of this Collective Agreement.

5.02 No employee shall be required or permitted to make a written or verbal agreement with the Employer or Employer representatives which may conflict with the terms of this Collective Agreement.

5.03 Persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except in cases which are mutually agreed upon by the parties.

ARTICLE 6 - RESPONSIBILITY FOR CONTINUANCE OF OPERATION

6.01 The Union agrees that during the life of this Agreement, there shall be no strikes, suspension or slowdown of work, picketing or any other interferences with the Employer's business and to this end the Union will take affirmative action to

prevent any employee covered by this Agreement from going on strike or suspending or slowing down their work or picketing, or otherwise interfering with the Employer's business.

6.02 The Employer agrees that there shall be no lockout of employees during the life of this Agreement.

6.03 (a) The Union agrees to cooperate with the Employer in securing punctual and regular attendance at work, and to do all in its power to eliminate tardiness and absenteeism.

(b) Except where permission has been obtained from the Employer, or is otherwise provided for in this Collective Agreement, the Union agrees that neither membership solicitation nor any other form of the union activity shall take place during the hours of work of the employee concerned. The Employer shall notify the Union of the name of their designate.

ARTICLE 7 - MANAGEMENT RIGHTS

7.01 All the functions, rights, powers, and authority which are not specifically abridged, delegated, or modified by this Agreement are recognized by the Union as being retained by the Employer.

These rights include but are not limited to the following:

(a) to maintain efficiency and to make, alter, enforce, rules and regulations to be observed by employees;

(b) to direct, hire, promote, demote, transfer, evaluate performance, suspend, discipline, or dismiss employees, and to assign employees to shifts;

(c) to schedule holidays, evaluate jobs, classify positions, and specify the employee's duties, and;

(d) to manage its operations in all respects and without restricting the generality of the foregoing, to determine the number and location of establishments, the services to be rendered, the methods, the work procedures, the kinds and locations of instruments and equipment to be used; to select, control and direct the use of all materials required in its operations; to require suitable dress, to schedule the work and services to be provided and performed; to make, alter, and enforce regulations governing the use of materials, equipment, and services as may be deemed necessary in the interests of the safety and well-being of the public.

(e) These rights shall not be exercised in a manner inconsistent with the expressed provision of this Agreement.

(f) To maintain the competence of employees, management reserves the right

to rotate staff on a routine basis at its discretion.

7.02 Notwithstanding any other provision of the Collective Agreement, in situations where Health PEI via the CEO, the COO, an Executive Director, or their designate(s) determines that an emergency has or may imminently occur in all or any part(s) of Health PEI, the Employer shall be able to take whatever action is necessary to carry on operations and/or preserve the good and welfare of patients/clients, and/or where the community is threatened. The Employer shall provide notice to the Union as soon as reasonably possible if the emergency situation will affect members of the bargaining unit, and when the emergency situation has ended.

ARTICLE 8 - NO DISCRIMINATION

8.01 The Employer agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any employee in the matter of hiring, wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, colour, **ethnic or** national origin, political or religious affiliation, sex, **sexual orientation, family status, disability,** or marital status, place of residence, nor by reason of their membership or activity in the Union or any other reason.

ARTICLE 9 - UNION SECURITY AND CHECK-OFF OF DUES

9.01 The Employer shall deduct each month from the salary due every employee an amount equal to the established monthly dues of the Union. Such monthly dues may be deducted proportionately on a bi-weekly basis.

9.02 The sums deducted pursuant to this Article shall be remitted to the treasurer of the Union prior to the 15th of the month following the month in which the deductions were made. The Union will keep the Employer advised of the name and address of the treasurer and of the amount of monthly dues from time to time as changes occur. The Employer shall, within sixty (60) days of the signing of this Agreement, provide the Union with the list of those employees from whom deductions from their salary has been made, the monthly payment of deductions made shall be accompanied either by a full list of employees affected or a list giving additions and deletions.

9.03 The Union agrees to indemnify and save the Employer harmless from any liability or action out of the operation of this Article.

9.04 The Employer shall print the amount of Union dues paid in the previous year on each employee's Income Tax (T-4) slip.

9.05 The Employer shall forward to the Union, by December 1st of each year, each member's name, birth date, home address, status, job title, classification and work location.

ARTICLE 10 - PRECEDENCE OF LEGISLATION

10.01 In the event that any law passed by the Legislature of the Province applying to employees covered by this Agreement renders null and void, any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of this Agreement. Either party may request the negotiation of a new provision by giving written notice to the other party within sixty (60) days of the law being proclaimed. Should such negotiations fail to achieve agreement, the Parties hereby agree to Binding Arbitration.

ARTICLE 11 - THE EMPLOYER AND THE UNION SHALL ACQUAINT NEW EMPLOYEES

11.01 As soon as reasonably possible after the signing of the contract, the Employer shall provide the bargaining unit with sufficient copies of the Collective Agreement for circulation to the membership. The distribution of the copies of this Agreement shall be carried out by the Union.

11.02 The cost of printing this Agreement in numbers sufficient for distribution to each party shall be borne equally by the Employer and the Union.

11.03 The Employer agrees to acquaint new employees with the fact that a Collective Agreement is in effect and with the conditions of employment set out in Article 9, dealing with Union security and dues check-off.

11.04 On commencing employment, **the Employer shall provide the employee with the name and contact information of their Union Steward in the Employer's new hire package. The Union shall keep the Employer advised of the Union's current Stewards.**

11.05 The Employer shall forward to the Union office a list of all employees who have retired or resigned and of all newly hired employees together with their proper mailing addresses, within thirty (30) days of the said events.

11.06 The Employer shall provide a current casual list when requested.

11.07 On an annual basis, the Union shall provide the Employer with a listing of its union steward(s) or unit representative(s) and shall advise the Employer of any changes that occur during the year.

11.08 The Employer shall provide, upon receiving a specific request, a work email address for an individual member, if available.

ARTICLE 12- CORRESPONDENCE

12.01 All correspondence between the parties **shall pass in the manner designated by the parties, both acting reasonably.**

ARTICLE 13 - EMPLOYER-EMPLOYEE CONSULTATION COMMITTEE

13.01 (a) Establishment of Employer-employee Consultation Committee:

A Committee shall be established within each area consisting of the following:

- Two (2) members in West Prince
- Four (4) members in East Prince
- Five (5) members in Queens
- Two (2) members in Kings

The committees shall enjoy the full support of both parties in the interest of improved service to the public, and job security for the employees.

(b) The Employer and the Union may vary from this structure by mutual consent.

13.02 Function of Employer-employee Consultation Committees:

Each Committee shall concern itself with the following general matters:

(a) Considering constructive criticisms of all activities so that better relations shall exist between the Employer and the employee.

(b) Improving and extending services to the public.

(c) Promoting safety and sanitary practices.

(d) Reviewing suggestions from employees, questions of working conditions and services (but not grievances concerned with service).

(e) Correcting conditions causing grievances and misunderstandings.

13.03 Meetings of Employer-employee Consultation Committees:

The Committees shall meet at least quarterly, or at the call of the respective Chair.

13.04 Chair of the Meeting:

An Employer and a Union representative shall be designated as joint chairpersons and shall alternate in presiding over meetings.

13.05 Minutes of Meetings:

Minutes of each meeting of each Committee shall be prepared and signed by the joint chair as promptly as possible after the close of the meeting. The Bargaining

Unit, their representative, and the Employer shall each receive two (2) signed copies of the minutes within seven (7) days following the meeting.

13.06 Jurisdiction of Committees:

The Committees shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this collective agreement. A Committee shall not supersede the activities of any other 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 decisions or conclusions reached in their discussions. A Committee shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

13.07 The Employer shall allow thirteen (13) Union representatives to attend the Annual Prince Edward Island Labour Management Relations Conference without loss of pay or benefits.

ARTICLE 14 - EMPLOYER-EMPLOYEE BARGAINING COMMITTEE

14.01 The Union's Bargaining Committee shall be appointed by the Union and consist of not more than seven (7) members, plus the Union President and business representatives. The Union shall notify the Employer's Negotiation Committee of its members.

14.02 Employees designated pursuant to Article 14.01 shall have the right to attend all bargaining meetings with the Employer held within working hours without loss of remuneration or benefits. Each day at the bargaining table shall be considered seven and one-half (7.5) hours worked.

14.03 The Employer shall not bargain with or enter into any agreement with an employee or group of employees within the Bargaining Unit. No employee or group of employees shall undertake to represent the Union at meetings with the Employer without the proper authorization of the Union.

14.04 Function of Bargaining Committee:

All matters pertaining to performance of work, operational problems, rates of pay, hours of work, collective bargaining and other working conditions shall be referred by the Union's Bargaining Committee to the Employer for discussion and settlement.

14.05 Representative of Union:

The union shall have the right, at any time, to have the assistance of its representative when dealing or negotiating with the Employer. Such representative shall have escorted access to investigate and assist in the settlement of a grievance.

14.06 Meetings of Committee:

In the event either party wishes to call a bargaining meeting, the meeting shall be held not later than fourteen (14) calendar days after the request has been given.

14.07 Technical Information:

The Employer shall make available to the Union, on request, information required by the Union, such as job descriptions, positions in the bargaining unit, job classifications and wage rates.

ARTICLE 15 - GRIEVANCE PROCEDURE

15.01 For the purposes of this Agreement "grievance" shall be defined as any dispute arising out of interpretation, application, administration, or alleged violation of the Collective Agreement or any case where the Employer, or Employee has allegedly acted in an unjust or unfair manner.

15.02 Both parties recognize the benefit of dealing with such disputes as quickly as possible and shall make an earnest effort to settle such disputes promptly and fairly in the following manner:

(a) Step I

Within five (5) working days of the known grievance, the aggrieved employee, with a representative, shall meet with the immediate supervisor or manager at Step I in an attempt to resolve the dispute.

Step II

Failing satisfactory settlement of the grievance in Step I, the grievance shall be referred in writing to the designated representative at Step II within five (5) working days of the reply to Step I. The designated representative shall render a decision within ten (10) working days of being presented with the grievance.

Step III

Failing satisfactory settlement of the grievance in Step II, the grievance may be referred to arbitration as outlined in Article 16 within ten (10) working days of receipt of the decision referred to in Step II.

(b) The Employer shall designate a representative at each level of the grievance procedure and the Employer shall advise the Union of the same. In the event the Employer does not designate a representative, the representative shall be deemed to be the senior director responsible for the facility or service.

15.03 The Employer shall not hinder or restrict the grievor or the representative in any manner which shall impede their investigation or processing of a grievance. No member of the Union shall abuse such rights.

15.04 The Union or the Employer may institute a grievance and shall commence such procedure at Step II.

15.05 Replies to grievances, stating reasons, shall be in writing at all stages.

15.06 The Employer shall provide the necessary facilities for all grievance meetings.

15.07 If either party fails to process a grievance to the next step in the grievance procedure within the time limits specified, they shall not be deemed to have prejudiced their position in arbitration.

15.08 No grievance shall be defeated or denied by any formal or technical objection. An arbitrator shall have the power to allow all necessary amendments to the grievance and the power to waive formal procedural irregularities in the processing of a grievance in order to determine the real matter in dispute and to render a decision which the arbitrator deems just and equitable.

15.09 The parties may, upon mutual agreement, refer any outstanding grievance to the Canadian Joint Grievance Panel process as outlined in the Memorandum of Agreement signed between the parties. The Panel shall not have the authority to change this agreement or alter, modify or amend any of its provisions.

ARTICLE 16 - ARBITRATION

16.01 Composition of Board of Arbitration:

When either party requests that a grievance be submitted to arbitration, the request shall be made in writing addressed to the other party of the Agreement, indicating the name of its nominee on an arbitration board. Within ten (10) working days thereafter, the other party shall answer in writing indicating the name and address of its nominee to the arbitration board. The two nominees shall then select an impartial chair.

16.02 Who May be an Arbitrator:

No person shall be selected as a member of an arbitration board who is acting, or has within a period of six (6) months preceding the day of their appointment, acted in the capacity of a solicitor, legal advisor, counsel, paid agent of either of the parties, or who has any pecuniary interest in the matters referred to the board.

16.03 Failure to Appoint:

If the party receiving the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chair within seven (7) working days of their appointment, the appointment shall be made by the Minister responsible for Labour upon request of either party.

16.04 Board Procedure:

The Board shall determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations. In its attempts at justice, the Board shall, as much as possible, follow a **layperson's** procedure and shall avoid legalistic or formal procedure. It shall hear and determine the difference or allegation and render a decision within thirty (30) days from the date of the last arbitration hearing.

16.05 Decision of the Board:

The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the Chair shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding and enforceable on all parties, and shall not be changed. The Board of Arbitration shall not have the power to change this Agreement or to alter, modify or amend any of its provisions. However, the Board shall have the power to dispose of a grievance by any arrangement which it deems just and equitable.

16.06 Disagreement on Decision:

Should the parties disagree as to the meaning of the Board's decision, either party may apply to the Chair of the Board of Arbitration to reconvene the Board to clarify the decision, which it shall do at the convenience of the Chair.

16.07 Expenses of the Board:

Each party shall pay:

(a) the fees and expenses of the arbitrator it appoints;

(b) one-half of the fees and expenses of the Chair.

16.08 Amending of Time Limits:

The time limits fixed in both the grievance and arbitration procedure may be extended by consent of the parties. The time limits in this agreement are not mandatory but merely discretionary.

16.09 Witnesses:

At any stage of the grievance or arbitration procedure, the parties shall have the assistance of any employee(s) concerned as witnesses and any other witnesses. The Employer agrees that any written statement against any member of the Union by another member of the Union shall not be used in grievance, arbitration, or any other matter, excepting accident matters, that could be detrimental to employees or to the Union. All reasonable arrangements will be made to permit the conferring parties or the arbitrator(s) to have access to the Employer's premises to

view any working conditions which may be relevant to the settlement of the grievance.

16.10 Upon mutual agreement of the parties, a single arbitrator may be used in lieu of an arbitration board, All the provisions of Article 16 shall apply.

ARTICLE 17 - DISCHARGE, SUSPENSION, AND DISCIPLINE

17.01 Discharge Procedure:

An employee who has completed their probationary period may be dismissed, but only for just cause, and only upon the authority of the Employer. When an employee is to be discharged or suspended, the employee shall be given the reason in the presence of their shop steward, unit representative or their designate. Such employee and the Union shall be advised within seven (7) working days in writing by the Employer of the reason for such discharge or suspension.

17.02 Unjust Suspension or Discharge:

An employee who has been unjustly suspended or discharged shall be immediately reinstated in their former position without loss of seniority. The employee shall be compensated for all time lost in an amount equal to their normal earnings during the pay period next preceding such discharge or suspension, or by any other arrangement as to compensation which is just and equitable in the opinion of the parties or in the opinion of a Board of Arbitration, if the matter is referred to such a Board. Any monies earned by the employee during a period of suspension or discharge shall not be deducted from any award made under this Article.

17.03 Warnings:

Whenever the Employer or their authorized agent deems it necessary to censure a permanent employee, in a manner indicating that dismissal may follow any further infraction if such employee fails to bring **their** work up to a required standard by a given date; the Employer shall, within ten (10) working days thereafter, give written particulars of such censure to the employee involved, with a copy to the Business Representative of the Union.

17.04 Adverse Report:

The Employer shall notify an employee in writing of any expression of dissatisfaction concerning their work within ten (10) working days of the event of the complaint, with a copy to the Union. This notice shall include particulars of the work performance which led to such dissatisfaction. If this procedure is not followed, such expression of dissatisfaction shall not become a part of the employee's work record for use against the employee at any time. This Article shall be applicable to any complaint or accusation which may be detrimental to an employee's advancement or standing with the Employer, whether or not it relates to their work. The employee's reply to such complaint, accusation or expression of dissatisfaction shall become part of their record. The record of an employee shall not be used

against them at any time after twelve (12) months following the serving of a suspension or disciplinary action, including letters of reprimand or any adverse reports.

17.05 Absence from work for more than three (3) consecutive working days without the consent of the Employer shall be grounds for dismissal. Under exceptional circumstances the employee will be relieved of the obligation to obtain consent for such an absence from the Employer.

17.06 An employee considered by the Union to be wrongfully or unjustly discharged or suspended shall be entitled to an immediate hearing under Article 16 and shall not be obliged to follow Steps I and II.

17.07 An employee has the right, after making an appointment and during regular working hours, to review their personnel file. An employee shall be permitted to photocopy any portion of the employee's file at the employee's own expense.

17.08 There shall be only one (1) recognized personnel file.

17.09 When an employee is requested to meet with the supervisor on a matter that will probably lead to the discipline of that employee, the supervisor shall inform the employee of the right to have a Union representative present. When administratively feasible, the employee shall be given not less than twenty-four (24) hours of notice of such meeting, and the Union shall ensure that a Union representative is available for the meeting as scheduled. Although notice of the right to Union representation is still required, it is understood that the 24 hour notice does not apply where the Employer determines that an employee will be immediately suspended or placed on immediate administrative leave.

17.10 The Employer shall provide regular updates to any employee it is investigating on the status of its investigation if the outcome may result in disciplinary action or dismissal. The Employer shall provide updates to the employee at least every 30 days.

ARTICLE 18 - SENIORITY

18.01 Seniority List:

The Employer shall maintain a seniority list showing the date upon which each employee's service commenced. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards in January of each year.

18.02 Retention, Accumulation and Loss of Seniority:

Seniority rights shall be retained and accumulated when an employee is absent from work because of sickness, accident, or leave of absence with pay approved by the Employer. An employee laid off for up to eighteen (18) consecutive months shall retain but not accumulate seniority. An employee shall lose their seniority in the event:

(a) the employee is discharged for just cause and is not reinstated;

(b) the employee resigns;

(c) the employee is suspended for just cause, in which event the loss of seniority shall be for the period of suspension;

(d) the employee is laid off for a period longer than eighteen (18) consecutive months;

(e) having been laid off the employee fails to return to work within two (2) weeks of recall.

(f) the employee is excluded from the bargaining unit for a period longer than twelve (12) consecutive months pursuant to Article 18.04, unless the Union otherwise grants its approval in extenuating circumstances.

18.03 Calculation of Seniority

(a) Seniority shall be calculated based on hours worked. Hours worked shall not include overtime or call-back.

(b) For the purpose of calculating seniority hours, seniority shall be retained and accumulated when an employee is absent from work on any leave of absence with pay, on any union leave or in the event of a maternity leave, paternity leave or injury on duty leave. In the case of maternity or paternity leave or injury on duty leave, the calculation of hours shall be based on the employee's appropriate employment guarantee.

18.04 Transfer and Seniority Outside Bargaining Unit:

No employee shall be transferred to a position outside the bargaining unit without their consent. If an employee is transferred to a position outside of the bargaining unit, the employee shall retain their seniority accumulated up to the date of leaving the unit, but will not accumulate any further seniority. If such an employee returns to the bargaining unit within twelve (12) months, the employee shall be placed in a job consistent with their seniority. Such return shall not result in the layoff or bumping of an employee holding greater seniority.

18.05 When an employee has been granted leave of absence with pay, the seniority of such employee shall be retained and accumulated and any benefits measured by length of service shall accumulate during such paid leave of absence.

18.06 When an employee has been granted a leave of absence without pay, the employee shall retain their seniority but shall not continue to accumulate seniority.

ARTICLE 19 - PROMOTIONS AND STAFF CHANGES

19.01 Job Postings:

(a) When any vacancy occurs or a new position is created within the bargaining unit, the Employer shall immediately post notice of the position on bulletin boards or, where available, electronic boards, for a minimum of seven (7) days excluding statutory holidays. A copy of all postings shall be forwarded to the Union on the day of the posting.

(b) Permanent positions shall be posted on a Provincial basis.

(c) Subject to Article **21.18(a)**, temporary Administrative/Clerical positions (Appendix "A") which exist for a period of eight (8) weeks or more shall be dealt with as follows:

(i) Initially posted within the geographic area (West Prince, East Prince, Queens and Kings), to all members of the bargaining unit employed within that geographic area; and

(ii) If the position is not filled in step (i), it shall be posted on a Provincial basis as open to all members of the bargaining unit.

(iii) For the purposes of step (i) only, a casual employee who has not worked in a particular geographic area for more than one (1) year, shall not be deemed to be employed within that geographic area and as such, shall not be considered for the initial job competition. Notwithstanding the foregoing, such an employee would still retain their casual status within that geographic region.

(d) Subject to Article **21.18(a),** temporary Professional or Technical positions (Appendix "B") which exist for a period of eight (8) weeks or more shall be posted on a Provincial basis as open to all members of the bargaining unit.

19.02 Information on Postings:

Such notice shall contain the following information: nature of position, qualifications, required knowledge and education, skills, shift, the number of hours of work, wage or salary rate or range. Such qualifications and requirements shall be those necessary to perform the job function and may not be established in an arbitrary or discriminatory manner. It is understood that the Employer may establish gender specific positions, and where it does so, the requirement shall be included in the posting.

19.03 No Outside Advertising:

The Employer may advertise for a position outside of the bargaining unit at the same time as the position is posted internally, provided that no outside applicant be considered for a vacancy until the applications of present employees

have been fully processed. When advertising outside, all advertisements shall state that such position is unionized and that wages and benefits are as the Collective Agreement of the International Union of Operating Engineers Local 942.

19.04 Within seven (7) working days of the date of appointment to a vacant or newly created position, the name of the successful applicant shall be posted on the bulletin board for a minimum of seven (7) working days excluding weekends and holidays.

19.05 Role of Seniority in Promotion and Transfers:

In making staff changes, primary consideration shall be given to qualifications and ability to perform the required duties. When qualifications and ability are equal, seniority shall govern.

19.06 Trial Period:

(a) The successful applicant for a permanent position shall be placed on trial in the new classification for a period of three hundred and twenty five and one half (325.5) working hours. This trial period may be extended by written agreement of both parties. Conditional on satisfactory service, the employee shall be declared permanent after the period of three hundred and twenty five and one half (325.5) working hours. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable to perform the duties of the new classification, the employee shall be returned to their former position, wage or salary rate and without loss of seniority. Any other employee promoted or transferred because of the rearrangement of position shall also be returned to their former position wage or salary rate without loss of seniority. If the permanent position is within the same classification and work unit, no further trial period shall be required.

(b) The successful applicant for a temporary position shall be placed on trial in the new position for a period of one hundred and fifty (150) working hours in the case of a position of less than six months. In a position of six months or greater, the applicant shall be placed on trial for a period of one hundred and fifty hours, which may be extended by up to one hundred and fifty hours provided that written notice is given to the applicant and the Union. In the event the successful applicant proves unsatisfactory in the position during the trial period, or if the employee is unable to perform the duties of the position, they shall be returned to their former position, wage or salary rate and without loss of seniority. Any other employee promoted or transferred because of the rearrangement of position shall also be returned to their former position wage or salary rate without loss of seniority. If the temporary position is within the same classification and work unit, no trial period shall be required.

19.07 If a vacancy exists, then a permanent full-time or a permanent part-time employee who has completed their probationary period, may apply for the position and shall be given preference over casual employees in accordance with this Article.

19.08 (a) Casual employees who apply for a temporary or permanent position shall be given preference over new applicants where the employee has the qualifications and ability to perform the duties of the position.

(b) A casual employee hired in a temporary position for a period of twelve (12) months or more will be entitled to the benefits outlined in Articles 39.01 and 39.02

19.09 Consideration for promotion shall be given to an employee who does not possess the required qualifications, provided the employee:

(a) has at least five years service in the bargaining unit;

(b) is currently preparing for qualifications prior to filling of the vacancy; and

(c) is senior to the qualified applicants. In the event there is more than one applicant who meets these criteria, consideration shall be limited to the senior applicant.

Such employee will be given a trial period to qualify within three months of commencement of the position and to revert to their former position if the required qualifications are not met within such time.

19.10 Consideration for promotion shall be given to the senior applicant who does not possess the stated qualifications, but who has at least three years of equivalent work experience. Where there are more than three qualified permanent applicants, such consideration shall not be required.

19.11 Unsuccessful applicants may request a post board discussion to review the results of their interview. Such requests shall be made to the staffing officer.

19.12 The Employer shall make every reasonable effort to fill posted vacancies on a timely basis.

19.13 (a) An Employee who applies for and receives a temporary position in accordance with the provisions of this Collective Agreement, shall be required to complete the term of the position before the employee shall be permitted to commence another temporary position.

(b) An Employee may apply for another temporary position if:

(i) the closing date is within four (4) weeks of the completion of their current temporary position; or

(ii) the commencement date for the posted position is after the completion of the current temporary position.

(c) An Employee may apply for and commence a permanent position before completing any temporary position.

19.14 When a permanent employee possessing the necessary qualifications and requirements, is the sole qualified permanent employee applying for a temporary or permanent position within their current classification, with similar duties and the same immediate supervisor/manager, they may be awarded the position without having to undergo an interview.

19.15 Upon request by the Union, the Employer shall provide the Union with a list of posted positions in the bargaining unit or in certain classifications in the bargaining unit that, as of the date of the request, have not been filled.

19.16 Commencement of Permanent Positions

An employee offered a new permanent position outside the employee's current work unit will advise their immediate supervisor, and the permanent position will commence on:

(a) the stated start date of the position; or

(b) in any event, and subject to 19.17 below, not more than twelve (12) weeks from the date on which the employee notifies their immediate supervisor.

19.17 Delayed Commencement of a Permanent Position in a Higher Classification

In the event there is a delay of an employee's commencement of a new position that is in a higher classification than the employee's current position, the employee shall be compensated at the higher rate after four (4) weeks from the date on which the employee notified their immediate supervisor.

ARTICLE 20 - LAY-OFFS AND REHIRING

20.01 Lay-off shall mean:

the termination of employment of an employee; or a reduction in the employee's regular hours of work, due to:

(a) a lack of work;
(b) a reduction or a discontinuation of a service or services; **or**
(c) **medical layoff.**

In the event of a medical layoff Article 20.04(a) does not apply.

20.02 Both parties recognize that job security shall increase in proportion to length of service. Therefore, in the event of a lay-off, employees shall be laid off in the reverse order of their seniority. Employees shall be recalled in the order of their seniority providing they are qualified to do the work.

20.03 No new applicant will be hired until those laid off have been given an opportunity for re-employment in positions for which qualified.

20.04 An employee who has received notification of lay-off may:

(a) displace (bump) an employee with less seniority in the same or lower paid classification, provided the employee is qualified to do the work, and shall notify the Employer and the Local of their decision to do so within five (5) working days of the lay-off notice. Bumping shall be restricted to positions in the same geographic area as the employee's current position (West Prince, East Prince, Queens and Kings); or

(b) apply for severance pay and waive the right to recall; or

(c) accept lay-off with recall rights.

20.05 The Employer shall provide any employee who exercises bumping rights with written notice of transfer to the employee's new position. Any employee displaced by such transfer shall be provided with written notice of lay-off in accordance with Article 20.06.

20.06 The Employer shall notify employees who are to be laid off forty-five (45) calendar days prior to the effective date of lay-off, or award pay in lieu of, unless a greater period of notice is required by legislation, in which case such greater period of notice or pay in lieu thereof shall be given. Pay in lieu of notice shall be based on the number of hours the laid off employee would have normally been scheduled to work.

20.07 When an employee bumps into a position with the lower maximum rate of pay, the employee shall continue to receive pay at the employee's rate of pay in effect at the time until such time as the maximum rate of pay for their new position exceeds their rate of pay in effect at the time of the bumping.

20.08 (a) Recall rights shall exist for a period of eighteen (18) consecutive months and shall lapse if the lay-off lasts more than eighteen (18) consecutive months. Notwithstanding Article 18.02(e), should an employee on lay-off be recalled for a period of time less than thirty (30) calendar days, the employee shall not be required to return to work. If the employee does return to work, the employee shall accrue seniority and any benefits measured by length of service for all hours worked.

(b) **Notwithstanding the provisions of Article 20.08(a), an employee who was laid off because of a medical condition shall be placed on the recall list for a period of eighteen (18) months from the date the employee indicates that the employee is available for work. Such indication must be received by the Employer within two (2) years from the date of layoff.**

(c) Employees who are recalled for temporary periods of work shall not require a notice of lay-off when the recall is for a specific period and the lay-off date is pre-determined and announced at the time of the recall.

(d) Employees who are recalled for temporary periods of work and are subsequently laid off shall have their recall rights renewed for a period of eighteen (18) consecutive months.

20.09 Employees with recall rights are entitled to the benefits of Article 39.01 and Article 39.02 of the Collective Agreement.

20.10 Employees on lay-off are entitled to apply for any job vacancies arising out of job postings.

20.11 An employee who is laid-off shall receive a temporary travel allowance if the employee has to travel more than 10 kilometers further to get to work, as a result of either exercising the employee's bumping rights or successfully applying for a vacancy in the same geographic area [see 20.04 (a)]. This allowance shall be paid pursuant to Article 22.11 for the increase in distance travelled between the employee's residence and the employee's new primary workplace as opposed to their former primary workplace. This allowance is payable for a period of one year from the date of commencement or until the employee changes residence, whichever occurs first.

20.12 An employee who receives a notice of lay-off pursuant to Article 20.01 or 20.05, shall be given a day off with pay. Operational conditions permitting, the day off shall be the day immediately following receipt of the lay-off notice.

ARTICLE 21 - HOURS OF WORK

21.01 All employees covered by this Agreement shall not normally work in excess of seven and one-half (7.5) hours per day, five (5) days per week **or eleven and one-quarter (11.25) hours per day. Twelve hour shift employees shall not normally be required to work more than three (3) consecutive twelve (12) hour shifts except in the case where a fourth consecutive shift is necessary to establish a twelve (12) hour shift rotation on that unit. The fourth shift shall not be a twelve (12) hour shift.**

21.02 Designated Unpaid Meal Period

The designated unpaid meal period shall not be less than thirty (30) minutes for each eight (8) hour shift or forty-five (45) minutes for each twelve (12) hour

shift. Employees who are not permitted to leave their work station during the meal period shall be paid at time and one half (1.5) for **the portion of** the meal period **that the Employee was not permitted to leave their work station**.

21.03 Each employee shall receive two (2) consecutive days off in each week unless otherwise agreed.

21.04 The Employer will guarantee one (1) weekend off out of every three (3) weekends, and where possible, every second weekend off. Employees shall not work more than two (2) consecutive weekends without a weekend off, unless otherwise mutually agreed.

21.05 (a) Shift schedules, including starting and stopping times, shall be posted in the appropriate work unit at least four (4) weeks in advance. The employee concerned shall be notified at least twenty-four (24) hours in advance if a change is made in the schedule, including starting and stopping times. If the employee does not receive at least twenty-four (24) hours notice in advance, the employee shall be compensated for all hours worked the employee would normally have had off at the overtime rate. If a change in the schedule results in the employee working on a day the employee had scheduled off the employee shall have their day off rescheduled at an alternate day. An employee who reports for work at a scheduled starting time and has not received prior notice that the starting time of a shift has changed shall be paid for the scheduled hours at the employee's regular rate of pay, if no work is made available for the employee.

(b) If a casual employee is scheduled for work at least forty-eight (48) hours in advance and is notified of the cancellation of the shift less than twelve (12) hours in advance, then the employee shall report to work and work the shift.

(c) If a part-time or casual employee is required by the employer to attend a staff meeting, the part-time or casual employee shall be paid for the time spent at the staff meeting at the employee's regular rate of pay but it shall not be less than one (1) hour.

(d) Part-time or casual employees who are called in to work and work part of a shift shall not be paid less than three (3) hours at the part-time or casual employee's regular rate of pay.

21.06 Rotations from one shift to another shall be divided equally among the available employees during the term of this Agreement. Such rotations will not apply to employees hired for permanent evening or night shifts or to those who by mutual agreement between the Employer and the Employee, are assigned to work evening or night shifts. Employees will not be required to rotate to more than two (2) shifts in any given week.

21.07 No employee shall be required to work more than seven (7) consecutive shifts without days off.

21.08 There shall be at least sixteen (16) hours between shifts unless otherwise agreed to by mutual consent.

21.09 Each employee may state their preference with regard to days off before the work schedule is drawn up and consideration shall be given to these preferences whenever they do not conflict with the need to maintain service and adequate levels of staffing.

21.10 An employee shall not be required to work a double shift without their consent. All hours worked on the second shift shall be at the overtime rate.

21.11 Employees may exchange their days off with the consent of their immediate supervisor.

21.12 There shall be no split shifts unless mutually agreed between the employee and the Employer.

21.13 Each employee shall receive two (2) - ten (10) minute rest periods on each shift.

21.14 The changing of Daylight Saving to Standard Time, or vice versa, shall not result in employees being paid more or less than their normal scheduled daily hours, and no overtime shall accrue.

21.15 (a) Attendance at educational workshops, training courses, professional meetings, for a period of not less than six (6) hours shall be considered a full working day, or a complete shift.

(b) For employees working shifts of greater than (seven and one-half) 7.5 hours paid leave to attend educational workshops, training courses, professional meetings, for a period of not less than six (6) hours shall be considered a (seven and one-half) 7.5 hour work day. The remaining hours shall be worked on the same day as the educational workshop, training course or professional meeting day unless it is mutually agreed otherwise.

(c) No employee shall suffer a loss of pay as a result of time spent in or traveling to and from education workshops, training courses or professional meetings.

21.16 Notwithstanding the hours of work as outlined in this Article, alternate schedules for a particular area or work unit may be adopted by mutual consent of both parties provided the total hours of work over a scheduled period are not changed. The alternate schedule shall remain in effect unless either party gives sixty (60) days notice of its intent to terminate the alternate arrangement.

21.17 (a) **Evening Shifts**

A shift differential premium of three dollars and twenty-five cents

($3.25) per hour shall be paid to an employee for work performed between 1700 hours to 2300 hours, providing the majority of the employee's shift falls between 1700 hours and 2300 hours.

Night Shifts

A shift differential of three dollars and sixty-five cents ($3.65) per hour shall be paid to an employee for work performed between 2300 and 0700 hours, providing the majority of the employee's shift falls between 2300 hours and 0700 hours.

(b) A weekend premium shall be paid to an employee for all hours worked between 2400 hours Friday and 2400 hours Sunday. The rate shall be $**3.00** per hour effective as of the signing date of this Agreement.

(c) Notwithstanding Article **21.17(a),** Employees working a day shift of more than 7.5 hours shall receive the shift differential premium for all hours worked beyond what would normally constitute part of a 7.5 hour day shift from 1700 hours.

(d) The weekend premium shall be paid in addition to the shift differential premium.

21.18 (a) Part-time employees who want to work in excess of their minimum employment guarantee shall be given preference over casual employees for extra shifts in their department provided they have given their Employer written notification and provided the extra shifts are booked forty-eight (48) hours prior to the effective date of the Shift Schedule posted pursuant to Article 21.05 or in any instance where the shift is available fourteen days in advance. Such shifts will be reasonably distributed amongst those part-time employees who have given notification.

(b) Permanent part-time employees who are scheduled for extra shifts less than forty-eight (48) hours in advance are not entitled to paid leave for those extra shifts.

(c) Full-time or part-time employees shall not be permitted to exchange their own shifts for available extra shifts until after they have been offered to the part-time employees pursuant to Article **21.18(a)** and the casual employees in the department.

(d) Permanent part-time employees shall not be required to work in excess of their minimum employment guarantee unless there are exceptional circumstances. Those part-time employees who do not wish to work extra shifts but do so at the request of the Employer with less than forty-eight (48) hours notice shall be paid at the overtime rate.

(e) At the request of the employee, compensation for an extra shift shall be granted in the form of time off in lieu. If the alternate time off cannot be

scheduled within 30 days, payment shall be made at the regular hourly rate.

(f) If a part-time employee is scheduled for an extra shift at least 48 hours in advance, and is notified of the cancellation of the shift less than 12 hours in advance, the employee shall report to work and work the shift.

21.19 Flexible Hours:

(a) Subject to Employer and Union approval, non-shift employees may voluntarily opt for an alternate work schedule which permits them to complete their normal weekly hours of work of thirty-seven and one half (37.5) hours averaged over a four week period. Such alternate schedules shall be posted in the manner prescribed by the Collective Agreement for the regular schedule.

(b) All requests and responses under this article shall be in writing, and copied immediately by the Employer to the Union office.

(c) Overtime shall be payable for work in excess of their newly scheduled shift(s) or in excess of thirty-seven and one half (37.5) hours averaged over a four (4) week period.

(d) Where the employee works a twelve (12) hour shift, the designated meal period shall not be less than forty-five (45) minutes each shift and there shall be two (2) fifteen (15) minute rest periods per shift.

(e) Where more than one employee requests an alternate work schedule (within the same work area) and the Employer is unable to accommodate all requests, seniority shall prevail.

(f) Unless mutually agreed between the Employer and Union, alternate work schedules shall not be permitted where it results in an increased workload or a scheduling change for other employees.

(g) The Employer or the employee may cancel an alternate work schedule on reasonable grounds by giving at least four weeks notice.

(h) The employee shall not earn shift differentials or week-end premiums that the employee would not otherwise receive under their regular schedule.

21.20 Line sharing and job sharing arrangements are available to allow members an opportunity to alter their regular hours. The guidelines for such arrangements are set out in Appendices "D" and "E"

21.21 An employee who is out of province on Employer business shall be reimbursed for meals at whichever is greater, Treasury Board policy or the following:

(a) breakfast at $10.00

(b) lunch at $15.00

(c) dinner at $25.00

When an employee is required to travel outside Canada, the meal allowances outlined above may be claimed in U.S. funds.

21.22 An employee who is within the province on Employer business, shall be reimbursed for meals at whichever is greater, Treasury Board policy or the following:

(a) breakfast at $8.00 if the employee was away from their residence on employer business on the preceding evening and was required to remain there overnight, or if the time of departure from their residence was earlier than 6:00 a.m.

(b) lunch at $10.00 if the employee was away from their residence the previous night.

(c) dinner at $16.00 if the time of departure from the worksite is later than 6:30 p.m.

ARTICLE 22 - OVERTIME

22.01 (a) An employee who works in excess of normal weekly hours or their normal shift shall be eligible for overtime at time and one-half their regular rate.

(b) The overtime rate shall change from time and one half (1.5) to double time (2) after fifteen consecutive hours of work.

22.02 (a) (i) At the request of the employee and where operational requirements permit, compensation for overtime shall be granted in the form of time off at the appropriate overtime rate. If the alternate time off cannot be scheduled prior to the end of the fiscal year, payment shall be made at the applicable overtime rate.

(ii) Notwithstanding subparagraph (a)(i) permanent employees may carry forward up to a maximum of fifty two and one-half (52.5) hours of unused time in lieu into the next fiscal year. All unused time in lieu that is not carried forward shall be paid out prior to March 31st of each fiscal year at a time requested by the employee.

(b) Requests to bank earned overtime shall be restricted to the permanent or temporary position within which it is earned. Additional hours or overtime worked in an alternate position other than a permanent or temporary position, shall be paid at the appropriate rate.

22.03 Compensation for overtime shall be calculated on the basis of the employee's equivalent hourly rate.

22.04 Compensation for overtime worked shall not be claimed or received for a period of extra duty of less than fifteen (15) minutes at the end of a shift sufficient to provide a reasonable overlap between shifts. Where overtime in excess of such a period is worked, the compensation for overtime shall be calculated from the beginning of such period.

22.05 Overtime beyond the limits of 22.04 above shall be calculated to the nearest half-hour.

22.06 Overtime must be authorized by the immediate supervisor or their delegate, and where possible it shall be pre-authorized. The Employer shall provide as much advance notice as is possible of any need to work overtime.

22.07 (a) Overtime shall apply to all full-time employees called back to work on scheduled days off, or vacation. **All overtime hours earned outside the Employee's home unit shall be paid out at the applicable overtime rate.**

(b) Overtime shall apply to part-time employees called back to work while on vacation.

(c) Overtime at double the regular hourly rate or double time off in lieu shall apply to all employees called back to work while on vacation leave. The employee's vacation leave shall be rescheduled to another time mutually agreeable to the employee and the Employer. Should the Employee be called back for only a portion of a regular shift, the employee shall have the entire vacation day rescheduled.

22.08 (a) (i) Call-back is a condition of employment whereby an employee, after they have completed their work period and has left their place of work and prior to reporting for their next regular scheduled work period, is called back to work and returns to work prior to their next regular scheduled work period for a period of non-contiguous overtime.

(ii) In the event that an employee on stand-by is called at home but is not required to return to work in order to complete a call, the employee shall be compensated at the appropriate overtime rate calculated at the nearest half hour. This is limited to calls that require the employee to carry out a requested task such as staff scheduling, providing direction or instructions. An employee who receives more than one call in a thirty (30) minute period, shall be compensated on the basis of one continuous period.

(iii) In the event that an employee at article 22.08 (a) (ii) is not on standby, the employee shall also be compensated at the appropriate overtime rate but shall not be entitled to standby pay.

Overtime paid pursuant to this article shall be subject to Employer authorization.

(b) Employees who are called back to work and report to work will be paid at triple the hourly rate calculated on their regular scale for the position for the first hour or a portion thereof worked, and the applicable overtime rate for the position for each subsequent hour or portion thereof. If an employee receives a subsequent callback within seventy-five (75) minutes of the beginning of the first call (time of arrival at the unit), then the employee shall be compensated for only one call back. Call-back must be authorized by the immediate supervisor. At the request of the employee, and where operational requirements permit, compensation for call-back shall be granted in the form of time off. If the alternate time off cannot be scheduled prior to the end of the fiscal year, payment shall be made in accordance with Article 22.02(a)(1i).

(c) An employee who is on call, and who is called back to work and reports for work shall be reimbursed for travel as follow:

(i) at the per kilometer rate set from time to time by Treasury Board to a maximum of $20.00 per call; or

(ii) an allowance of six ($6.00) per call, to a maximum travel claim of three (3) calls in a twenty-four (24) hour period, which begins when the employee starts their assigned call period. This allowance is taxable.

(iii) notwithstanding (i) and (ii) above, an employee may choose to be reimbursed for actual transportation costs (taxi) to a maximum reimbursement amount of twenty dollars ($20.00) per call.

Each calendar year employees shall elect to claim under (i) or (ii).

22.09 Stand-By Pay:

An employee who is required to remain on call or stand-by, on completion of their regular hours of work or while on regularly scheduled days off, shall be paid a premium of **$4.00** for each hour or portion thereof they are required to stand-by or remain on call. All stand-by duties shall be authorized and scheduled by the Employer and no compensation shall be granted for the period of stand-by if the employee does not report for work when required.

22.10 Overtime and stand-by shall be rotated among the qualified employees of the affected work unit unless the employees agree otherwise amongst themselves.

22.11 Travel Allowance

(a) An employee who operates their own motor vehicle in the performance of their duties is eligible to claim reimbursement at the PEI Government rate

per kilometer.

(b) An employee who has been authorized to use a private motor vehicle for short trips is eligible to elect on an annual basis whether to claim a minimum daily allowance of six dollars and twenty-five cents ($6.25) or a short trip travel rate in accordance with Treasury Board Policy.

ARTICLE 23 - VACATIONS

23.01 (a) The Employer shall maintain the presently established vacation year, and shall post the vacation policy on the bulletin board for the information of the employees.

(b) Vacation shall be earned from the date of employment.

23.02 Permanent employees shall be entitled to annual vacation with pay in accordance with years of continuous employment as follows:

(a) Less than one (1) year of service - 9.375 working hours for each 162.5 hours worked;

(b) One (1) year to completion of the five (5) years - 9.375 working hours for each 162,5 hours worked (112.5 working hours per year);

(c) After five (5) years of service to completion of fifteen (15) years of service' - 12.5 working hours for each 162.5 hours worked (150 working hours per year);

(d) After fifteen (15) years of service - 15.625 working hours for each 162.5 hours worked (187.5 working hours).

(e) After twenty-five (25) years of service - 19.375 working hours for each 162.5 hours worked (232.5 working hours per year).

Year of service shall mean 1950 hours worked.

23.03 When a holiday falls within an employee's vacation period, that day shall constitute a holiday and not a day of vacation leave. Should a holiday be declared during an employee's vacation period, they must return on the regular date. A compensation day will be allowed at a mutually suitable date.

23.04 An employee whose employment is terminated for any reason shall be paid with their final pay an amount equivalent to any vacation which may have accrued to their benefit in accordance with Article 23.02 above.

23.05 (a) Vacation earned in a fiscal year shall, at the employee's discretion, be taken in the year earned or the following fiscal year.

(b) Subject to (a), vacation shall not be cumulative from year to year.

(c) Employees who make reasonable efforts to schedule their vacation within the year earned and the following fiscal year, and are denied, shall be eligible to carry forward to the next vacation year the reasonably requested, but denied, vacation time.

(d) Employees who are not making reasonable efforts to schedule their vacation, and are carrying excess vacation credits, shall have their vacation scheduled by the Employer within the second year following the fiscal year in which it was earned, at a time that meets operational requirements.

(e) In exceptional circumstances, and notwithstanding (c) and (d), an employee may request permission to carry over up to an additional one (1) year of entitlement provided the request is made in writing and submitted prior to the end of the fiscal year in which the vacation could normally be taken.

23.06 (a) Employees shall be given their choice of vacation periods within their work units, according to seniority. They shall submit their preferences in writing by April 1**st**. Vacation schedules shall then be posted by May 1**st** each year and shall not be changed unless mutually agreed to by the employee and the Employer. Employees shall keep a copy of their request.

(b) Any unscheduled vacation days (not requested prior to May 1st) shall be granted to the employee(s) who first makes the request. However, should two or more requests be submitted on the same day and the Employer is unable to accommodate each one, seniority shall prevail.

23.07 (a) An employee hospitalized or confined to residence on doctor's orders during the employee's vacation period shall qualify for use of sick leave credits upon production of a doctor's certificate and provided the illness is reported to the Employer at the time it occurs. The employee shall have their vacation days rescheduled at a later date.

(b) If an employee becomes ill prior to the commencement of the employee's scheduled vacation period, the employee shall be entitled to reschedule their vacation to the extent of the sick leave, provided such illness is supported by a medical certificate. This provision does not apply to minor illnesses i.e. common colds.

23.08 (a) Every effort will be made to grant vacation in one continuous period. Where operational requirements permit, three (3) weeks shall be given in the period of June 1 to September 30. Every employee shall be granted at least two (2) weeks during this period. Employees who wish to take their vacation outside of the period of June 1 to September 30 shall be granted their vacations in one continuous period where operational requirements permit. Preference of vacation periods shall be according to seniority.

(b) Vacation requests submitted after April 1st, shall be submitted in writing. The Employee shall retain a copy of the request. The supervisor shall respond to the request at the earliest reasonable opportunity, within a maximum of fourteen (14) days. The response shall be in writing.

23.09 (a) An employee, upon their separation from their Employer, shall compensate the Employer for vacation which was taken but not earned at the time.

(b) An employee's estate will not be required to compensate for unearned vacation leave in case of separation due to death of the employee.

(c) A permanent employee will not be required to compensate for unearned vacation leave where there is an involuntary separation due to lay-off or permanent disability.

23.10 (a) The Employer may offer to grant an additional thirty-seven and one-half (37.5) hours vacation to employees who volunteer not to take any leave (paid or unpaid) between June 15th and September 15th. The offer may be limited to a fixed number of employees in a specific classification and specific working unit. In the event there are more volunteers than required, seniority shall prevail.

(b) Employees who volunteer pursuant to (a), shall not take any vacation, banked statutory holidays or banked overtime during the period. Access to sick leave and special leaves are permitted; however, this shall be limited to a total of twenty-two and one-half (22.5) hours. Any such leaves accessed beyond twenty-two and one-half (22.5) hours shall result in a hour-for-hour deduction from the extra thirty-seven and one-half (37.5) hours vacation. Compassionate leave taken pursuant to Article 29.01 shall not count against the twenty-two and one-half (22.5) hour limit.

ARTICLE 24 – HOLIDAYS

24.01 (a) All employees shall receive one day paid leave for each of the following holidays each year:

Victoria Day	Boxing Day
Canada Day	New Years Day
Labour Day	Islander Day
Thanksgiving Day	Good Friday
Remembrance Day	Easter Sunday
Christmas Day	Floating Holiday
National Day for Truth and Reconciliation	

and all other days as proclaimed by the Provincial or Federal Governments.

(b) The "Floating Holiday" shall be taken prior to November 30th in each calendar year on a day agreed to by the Employee and the Employer. New Employees shall be eligible for the "Floating Holiday" provided they commence employment no later than August 15th of that calendar year.

(c) Part-time employees are entitled to paid statutory holidays **on a proportionate basis to time worked. A part-time employee shall have their statutory holidays scheduled at a time mutually agreed between the Employer and the Employee, or pay at the request of the Employee. If the statutory holidays** have not been scheduled or paid out prior to the end of the fiscal year, any remaining statutory holiday time shall be paid out. Notwithstanding the foregoing, part-time employees may carry over a maximum of eleven and one quarter (11.25) hours of statutory holidays, if requested in writing.

24.02 (a) An employee who is scheduled to work and works, on a holiday, shall receive pay at the rate of time and one-half and shall have the holiday rescheduled.

(b) When an employee is scheduled to work on Christmas Day and works, the employee shall be compensated at double the regular hourly rate and have the holiday rescheduled.

(c) At the request of the employee, the extra pay that the employee is entitled to receive beyond their regular hourly rate, shall be granted in the form of time off in lieu. If this alternate time off cannot be scheduled prior to the end of the fiscal year, payment shall be made at the applicable rate.

24.03 If a holiday falls on an employee's scheduled day off, they shall be given an alternate day off within sixty (60) days. Except in the case of an emergency, the alternate day off shall be given immediately preceding or following the employee's regular days off, unless otherwise mutually agreed. If the alternate day off is not given within sixty (60) days, payment shall be made at the overtime rate.

24.04 Employees who work in work units that remain open during the Christmas season, shall alternately be granted Christmas Day off one year and New Year's Day off the following year unless otherwise mutually agreed by the Employer and the employee. Each employee shall have five (5) consecutive days off, and this period shall include either Christmas Day or New Year's Day but shall not commence or terminate on either holiday. Where this practice is not possible, an alternative shall be worked out between the employee and their immediate supervisor. Shift schedules covering the Christmas-New Year's Day holidays, shall be posted by November 15th.

24.05 Payment for Working on an Unscheduled Holiday

(a) If an employee is requested to work on a holiday, without at least forty-eight (48) hours notice, and works, the employee shall receive pay for that day at the double time rate and the employee shall have their holiday rescheduled.

(b) If an employee is requested to work on Christmas Day or New Year's Day, without at least forty-eight (48) hours notice, and works, the employee shall receive pay for that day at triple the regular hourly rate and the employee shall have their holiday rescheduled.

(c) At the request of the employee, the extra pay that the employee is entitled to receive beyond their regular hourly rate, shall be granted in the form of time off in lieu. If this alternate time off cannot be scheduled prior to the end of the fiscal year, payment shall be made at the applicable rate.

24.06 An employee who is required to be on stand-by on a holiday, shall be paid seven and one-half (7.5) hours at their regular rate of pay for the day without deduction from their statutory holiday bank. The employee shall also be reimbursed as per Article 22.08 and 22.09. In situations where the holiday falls on a weekend and as a result is recognized on the Monday following, then this provision shall only apply to employees scheduled for stand-by duty on the actual holiday.

24.07 An employee requested to be on-call on a holiday when they were not scheduled to be on-call, shall be reimbursed as per Article 22.08, Call-Back, and shall have the holiday rescheduled.

24.08 When an employee is scheduled to work the evening of Christmas Eve and works, the employee shall receive pay at the rate of time and one half. They will not receive an alternate day off for this evening shift. Those employees who do not work this evening shift, shall not be entitled to a day paid leave. For the purpose of this Article, the evening shift shall apply to work performed between 1700 hours and 2400 hours, providing the majority of the employee's shift falls within this time period.

24.09 A part-time or full-time employee who is scheduled to work on a statutory holiday, shall not be required to work less than their regularly scheduled shift hours.

24.10 When an employee is required to work in excess of their normal shift on a holiday, they shall be eligible for overtime at double their hourly rate and at triple their hourly rate on Christmas day.

ARTICLE 25 - SICK LEAVE

25.01 (a) Each permanent or temporary full-time employee shall accumulate sick leave credits at a rate of eleven and one-quarter (11.25) hours for each one hundred and sixty-two and one-half (162.5) paid hours up to a maximum accumulation of two hundred and fifteen (215) working days.

(b) Employees with the maximum accumulation of sick leave credits shall continue to earn credits during the current fiscal year at the regular accumulation rate. Such credits may be used for any illness or injury occurring in the current fiscal year. Any surplus over the maximum accumulation shall be eliminated at the end of each fiscal year.

(c) A temporary employee who completes a position and is subsequently hired in another temporary or a permanent position within twenty-eight (28) calendar days shall be entitled to carry forward any unused sick leave credits from their former temporary position.

25.02 For the purpose of computing sick leave accumulation, all approved leave with pay, including days on which the employee is absent from work while receiving Worker's Compensation benefits, shall be counted as working days.

25.03 In any case of absence due to sickness or accident, the matter must be reported as soon as possible to the supervisor.

25.04 When a holiday under Article 24 occurs while an employee is on paid sick leave, no deduction from the accumulated sick leave credits shall be made for that day. When an employee is scheduled to work on a statutory holiday but becomes ill within 24 hours of their shift, they shall be entitled to use their sick leave and have the statutory holiday rescheduled.

25.05 For any reported illness in excess of three (3) consecutive working days the employee may be required to submit proof of illness. If proof of illness is not submitted when requested, the time absent from work will be deducted from the employee's salary. in cases of an established pattern of sickness, the Employer reserves the right to request a medical certificate for any period of sickness until such time as the issue has been resolved.

25.06 If an employee does not wish to disclose the nature of their illness on the sick leave application form, the Employer will accept a separate written or oral statement as to the nature of the illness. Such statements shall be treated as confidential.

25.07 In an effort to facilitate an employee's return to work, the Employer may communicate, through the employee, with the attending physician. The Employer may advise of the various services available. This may include the Employee Assistance Program or a workplace accommodation. Such communications shall not include any discussions regarding confidential medical information unless an employee volunteers to provide a medical release.

25.08 Employees should attempt to book appointments on a day off or during their off duty hours. When this is not possible, sick leave with pay shall be granted to Permanent Employees provided forty-eight (48) hours notice is given by the Employee (which will be waived by the Employer if an emergency exists), for routine medical and/or dental appointments not to exceed two (2) hours.

25.09 Permanent and temporary part-time employees shall receive sick leave credits on a proportionate basis to time worked.

25.10 When an illness is considered by the Employer to be caused due to the use of alcohol or other drugs and where the employee concerned voluntarily selects or is

directed to undertake a full treatment and rehabilitation program, the employee will be granted sick leave with pay in accordance with this Agreement.

25.11 An employee who becomes ill during working hours and is unable to continue work, and who has completed one-half (1/2) or more of the shift, shall receive pay for the remainder of the shift or work day at their regular rate of pay without deduction from sick leave, once per fiscal year. The employee shall be permitted to see a doctor during working hours to determine the seriousness of an illness. The employee shall notify the Employer prior to leaving work due to illness.

25.12 Each employee shall be allowed a sick day(s) or necessary portion thereof, to travel, when required, to another area for a medical or dental appointment (including consultations, treatments, or procedures) for themselves or a member of their immediate family. **To qualify, the medical or dental appointment must be (30) kilometers or more away from the Employee's place of departure for the appointment (home or workplace).** Proof of this visit - a medical certificate - shall be provided upon request. This is to be granted as the need arises, and not to exceed thirty (30) hours per year. These thirty (30) hours can be used at one time or individually. Immediate family, for the purposes of this Article, shall mean parent, **sibling**, child, spouse, common-law spouse, or any other relative residing in the same household.

25.13 Abuse of sick leave may result in the employee being suspended or discharged.

25.14 Sick Leave Records

The Employer shall include sick leave accrued on each Employee's pay advice.

25.15 Medical Examinations

(a) Employees may be directed to undergo an examination by a medical practitioner appointed by the Employer. In the event that the information provided by the physician appointed by the Employer conflicts with the information provided by the employee's physician, then the Employer may direct the employee to undergo an examination by a third physician. The information contained in medical report(s) received by the Employer shall only be shared with those who reasonably need the information to carry out their duties in relation to the Employee.

(b) The cost of such examination shall be borne by the Employer.

(c) Leave of absence with pay shall be provided to cover the period of the examination.

(d) If the employee is found to be medically unfit to carry out the functions of the position the employee occupies then:

i. The employee and a representative of the Union and the Employer

will meet to discuss alternate or rehabilitative employment, or other accommodation measures in accordance with Article 48;

ii. If other suitable employment or accommodation measures with the Employer is not available, the employee will be placed on sick leave until sick leave credits are exhausted or the employee is able to return to work, whichever occurs first;

iii. If the employee is unable to return to work or be accommodated by the date sick leave credits are exhausted, the employee can request to be placed on disability leave without pay in accordance with Article 25.16 for a period of up to 12 months; or

iv. If the employee is unable to return to work or be accommodated at the end of the leave of absence, the employee will be subject to the layoff and recall provisions of Article 20.

25.16 Disability Leave

(a) Upon the expiry of injured on duty leave and/or sick leave, an employee shall be provided disability leave without pay for the period requested up to a maximum of twelve (12) months. If the employee returns to work and suffers a reoccurrence, or is required to go out on disability within sixty (60) calendar days of the return to work, the employee shall be entitled on only one occasion to an additional four (4) months of disability leave.

(b) An employee granted leave of absence under this section shall not be granted additional leave under Article 26.10. Where medical opinion advises that the employee will be able to return to work within the next ninety (90) calendar days then the disability leave shall be extended until the employee returns or the ninety (90) days has elapsed, whichever is less.

ARTICLE 26 - LEAVE OF ABSENCE

26.01 Provided the Employer receives forty-eight (48) hours written notice, leave of absence with pay and without loss of seniority shall be granted to any employee(s) elected or appointed to represent the Union at Union conventions, and the Union shall reimburse the Employer for receipt of such pay. The forty-eight (48) hours written notice shall be waived in extenuating circumstances. The employee shall advise the Employer as soon as they become aware of the need for the leave of absence.

26.02 (a) Union members selected by their Union to represent their Union at the local level or at the bargaining unit level, during negotiations, conciliation or arbitration cases, or while processing grievances or adjudications, shall be granted leave of absence with pay and without loss of seniority providing the preceding is held on the employee's scheduled shift.

(b) Leave of absence with pay and without loss of seniority shall be granted by

the Employer to an employee selected by the Bargaining Unit to be a member of the Pension or Benefit Insurance Committee providing the meetings are held on the employee's scheduled shift.

26.03 Provided the Employer receives forty-eight (48) hours written notice, leave of absence with pay and without loss of seniority shall be granted to any employee(s) elected or appointed at the local level to represent the Union at Labour Schools or Seminars and the Union shall reimburse the Employer for receipt of such pay. The employee shall advise the Employer as soon as they become aware of the need for the leave of absence.

26.04 Provided the Employer receives forty-eight (48) hours written notice, leave of absence with pay and without loss of seniority shall be granted to any employee(s) elected or appointed to attend Executive or Committee meetings of the Union, its affiliated or chartered bodies, and the Union shall reimburse the Employer for receipt of such pay. The forty-eight (48) hours written notice shall be waived in extenuating circumstances. The employee shall advise the Employer as soon as they become aware of the need for the leave of absence.

26.05 The Employer recognizes the rights of employees to participate in public affairs. Therefore, upon written request, the Employer will grant leave of absence without pay and without loss of seniority so that employees may be candidates in a Federal, Provincial, or Municipal election.

26.06 Any employee who is elected or selected for a full-time position with the Union, or anybody with which the Union is affiliated, or who is elected to public office, shall be granted leave of absence without pay but without loss of seniority by the Employer for a period of up to one (1) year. Such leave shall be renewed each year, on request, during their term of office.

26.07 When the employee wishes to return to their job, the employee shall give the Employer an advance notice of at least fifteen (15) days. The employee shall be reinstated in employment on termination of their term of office, in such occupation and position and under conditions not less favourable to the employee than those that would have been applicable to the employee had they remained in the employment of the Employer; and their length of such term of office shall be included in computing the length of their continuous service with the Employer.

26.08 When an employee has been granted leave of absence without pay their seniority is retained but not accumulated. The employee does not accumulate vacation, sick leave, or statutory holidays, or similar benefits.

26.09 Should the Employer be concerned about an election or appointment pursuant to 26.01 to 26.07, it may bring it to the union's attention for possible resolution. If the parties cannot settle the matter, articles 26.01 to 26.07 shall prevail.

26.10 Leave of absence with pay or without pay for reasons other than those above may be granted **upon approval by the Employee's Manager**. Such leaves will not be unreasonably withheld.

26.11 Each individual employee will not be required to secure their own replacement for such leave.

26.12 Court Appearances

(a) The Employer shall grant a leave of absence without loss of pay, benefits, or seniority to employees, excluding employees already on leave without pay, who serve as jurors or are subpoenaed as witnesses in a court action, provided such court action is not in connection with the employee's or employee's family's private affairs.

(b) The Employer may grant special leave without pay in cases where an employee's private affairs require a court appearance.

(c) An employee in receipt of their regular earnings while serving at court shall remit to the Employer all monies paid to them by the court, excepting travelling and meal allowance not reimbursed by the Employer.

(d) Time spent at court by an employee in their official capacity shall be at their regular rate of pay.

(e) Court actions arising from employment, requiring attendance at court, shall be with pay.

26.13 Where no one other than the employee can provide for the needs during illness of an immediate member of their family, an employee shall be entitled, after notifying their immediate supervisor, to three (3) days leave of absence with pay per illness for this purpose. The employee shall provide their own verification of illness for one day leave. The Employer **may** require a certificate signed by a qualified medical practitioner when the leave of absence exceeds one day. Immediate family, for the purposes of this Article, shall mean parent, sibling, child, spouse, common-law spouse, or any other relative residing in the same household. Paid leave under this Article shall be limited to a maximum of 93.75 hours per fiscal year.

26.14 Operational requirements permitting, an employee may be given up to (3.75) hours leave with pay for the purpose of attending a blood donor clinic. **Such appointments shall be scheduled outside working hours, wherever possible.**

26.15 One day leave with pay shall be granted to attend convocation exercises when the employee is graduating from a University or College.

26.16 On the 25th anniversary of permanent employment with the Employer and every five (5) year anniversary thereafter, the employee shall be granted one day paid leave on a day mutually agreed, in recognition of their long-standing service. It shall be added to an eligible employee's bank on April 1st of the fiscal year in which they become entitled to it. The Employer shall also notify the employee when they qualify for it. The day off must be taken in the anniversary fiscal year.

26.17 Subject to the mutual agreement of the parties, an employee may be permitted to return early from any leave of absence.

ARTICLE 27 - EDUCATIONAL LEAVE, IN-SERVICE EDUCATION

27.01 The Employer recognizes the desirability of encouraging education and may grant leave of absence for such purposes, as recommended by the immediate supervisor and approved by the Employer, such recommendation or approval not to be unreasonably withheld.

27.02 Employees authorized by the Employer to attend professional or technical provincial meetings and workshops shall be granted leave of absence with pay.

27.03 Educational leave for the purpose of taking advanced or supplementary short courses of professional or technical training may be granted to employees with pay under the conditions as granted under policies as approved by the Employer.

27.04 Where an employee is required or requested to up-grade **themself** through an Employer approved training course and such request comes from the Employer, the employee will suffer no loss of remuneration or benefits while on training. Employees shall also be compensated for out-of-pocket expenses for travel, meals and accommodations in accordance with Articles **21.21, 21.22** and 22.11.

27.05 An annual fund shall be provided to the jointly administered Education Fund Committee. These funds are not intended for any training or education which the Employer is otherwise required to provide. These funds are also not meant to replace any other previously funded training including in-service education. The monies to be provided to the fund are as follows:

April 1, 2022 - $200,000

April 1, 2023 - $200,000

April 1, 2024 - $200,000

April 1, 2025 - $200,000

The Education Fund Committee shall provide the Employer and Union with a quarterly report detailing the educational courses applied for, the educational courses approved by the Committee, the amount paid for each Employee course and work area of the Employee, the total amount of the Fund spent for the year to date, the amount of money remaining in the Fund, and any such other information as either party may reasonably request.

27.06 Education on the Job:

The Employer recognizes that education is a continuing process. Accordingly, the Employer shall allow the Union to sponsor education functions such as seminars, workshops and lectures to be held on the Employer's premises, if

space is available, during the employee's lunch period or following the regular work day.

ARTICLE 28 - MATERNITY / PARENTAL / ADOPTION LEAVE

28.01 Employer to Grant Leave

The Employer shall grant to an employee a leave of absence without pay for a period of up to **seventy-eight (78)** consecutive weeks as maternity, adoption or parental leave **in accordance with the *Employment Standards Act.***

28.02 Subject to the duty to accommodate, the Employer may require an employee to commence maternity leave if the state of their health necessitates it. The Employer shall not terminate the employment of an employee because of their pregnancy.

28.03 An employee who is granted maternity, parental or adoption leave, shall continue to accumulate seniority in accordance with Article 18.

28.04 Where an employee reports for work upon the expiration of the period referred to in Article 28.01, they shall be reinstated in a staff position at the same level as previous to their leave.

28.05 Sick leave will not be granted for pregnancy. Leave for such conditions shall be considered maternity leave and shall be leave without pay. Nevertheless, sick leave shall be granted due to complications associated with pregnancy excluding normal delivery. Article 25 will be applicable in such circumstances.

28.06 Notice to the Employer

For maternity and parental leave, an Employee shall notify the Employer of the anticipated commencement date of their leave, and the total amount of leave to be taken, not later than the twentieth (20th) week of their pregnancy.

For leave related to an adoption or legal guardianship, the Employee shall advise the Employer as soon as reasonably possible of the anticipated date of commencement of their leave and the total amount of leave to be taken.

28.07 Provided that the employee does not claim maternity leave benefits, on the occasion of the birth or adoption of the employee's child, the employee shall be allowed two (2) days special leave with pay.

28.08 Supplements to Employment Insurance Benefits

The parties agree that Supplements to Employment Insurance (EI) **for maternity, parental or adoption leave** will be provided to employees who commence maternity, adoption or parental leave on or after the signing date of this agreement. The Supplements to EI will be provided as follows:

(a) An employee who provides the Employer with proof that they have applied for and is eligible to receive **maternity, parental leave or adoption** benefits under the provisions of the *Employment Insurance Act* shall be paid an allowance for fifteen (15) weeks, **determined in accordance with paragraph (c) below.**

(b) If both parents are Employees, the maximum entitlement period shall be fifteen (15) weeks per parent.

(c) **For employees who take fifty-two (52) weeks or less of maternity, parental leave or adoption leave,** the allowance shall be equivalent to the difference between the weekly EI benefits the employee is eligible to receive and eighty-five percent (85%) of their weekly rate of pay, less any other earnings received by the employee during the benefit period which may result in a decrease in the EI benefits to which the employee would have been eligible if no other earnings had been received during the period.

For Employees who take maternity, parental or adoption leave of greater than fifty-two (52) weeks and up to seventy-eight (78) weeks the allowance shall not be greater than the allowance that would be paid to the Employee for a period of maternity, parental or adoption leave of fifty-two (52) weeks or less.

(d) The weekly rate of pay for a part-time employee will be the average weekly salary earned in the twenty (20) week period prior to commencement of the EI claim.

(e) Where an employee becomes eligible for a salary increment or pay increase during the benefit period, payments under the Supplements to EI will be increased accordingly.

28.09 Cost Sharing of Benefits while on Maternity, Parental Leave or Adoption

An Employee who has been granted a leave of absence without pay pursuant to this Article shall continue to be eligible for cost sharing of group insurance premiums for up to fifty-two (52) weeks.

28.10 Any other benefits or entitlements of the Collective Agreement provided to Employees on maternity, parental leave or adoption shall not extend beyond fifty-two (52) weeks, notwithstanding the length of the leave taken.

28.11 The Employer may temporarily post the position of an employee who has been granted a leave of absence without pay as maternity, adoption or parental leave in accordance with Article 28.01 or an extension to maternity, adoption or parental leave in accordance with this Letter of Understanding, for the duration of the employee's leave of absence without pay as maternity, adoption or parental leave, up to a maximum of seventy-eight (78) weeks.

ARTICLE 29 - COMPASSIONATE LEAVE

29.01 (a) An employee shall be granted five (5) regularly scheduled consecutive work days leave, provided the days are taken within seven (7) days of the death, excluding days off, without loss of pay and benefits, in the case of death of a parent, spouse, common-law spouse, **sibling**, child, stepchild, ward of employee, child of common-law spouse, grandparent or grandchild. Where burial occurs outside of the Province, such leave shall also include reasonable travelling time, not to exceed five (5) days. An employee may save one (1) of these five (5) days leave when the burial is postponed until a later date.

(b) An employee shall be granted three (3) regularly scheduled consecutive work days leave, provided the days are taken within seven (7) days of the death, excluding days off, without loss of pay and benefits, in the case of death of a **step-sibling, parent-in-law, sibling-in-law, or child-in-law**. Where the burial occurs outside of the Province, such leave shall also include reasonable travelling time, not to exceed five (5) days. An employee may save one (1) of these three (3) days leave when the burial is postponed until a later date.

(c) Subject to 29.01 (a) and (b), if an employee is on vacation leave at the time of bereavement the employee shall be granted compassionate leave and be credited the appropriate number of days to vacation leave.

29.02 In the case of critical or life threatening illness of a parent, spouse, common-law spouse, **sibling**, or child, stepchild, ward of employee and child of common-law spouse, compassionate leave of up to three (3) days shall not be unreasonably withheld. Where the illness occurs outside the Province, such leave shall also include reasonable travelling time, not to exceed five (5) days provided that entitlement shall depend on particular circumstances.

29.03 An employee shall be granted one (1) day compassionate leave without loss of salary or wages, to attend the funeral of a **parent's sibling, a parent's sibling's children**, great-grandchild or great-grandparent. This provision applies to any shift scheduled on the same day as the funeral.

29.04 One-half (1/2) day compassionate leave without loss of salary or wages shall be granted to attend a funeral as a pallbearer, flower bearer or reader.

29.05 For the purpose of this article, a common-law relationship shall have the same effect as if the partners were legally married; however, an employee in a common-law relationship is not entitled to the benefit of this article for a person to whom they are still legally married or that person's relatives.

29.06 For the purposes of the Article, "parent': means an actual parent, guardian, foster-parent, step-parent, or any other person standing in loco parentis.

29.07 Leave of absence without pay for compassionate care reasons shall be provided according to the PEI *Employment Standards Act.*

ARTICLE 30 - INJURED ON DUTY

30.01 An employee prevented from performing their regular work with the Employer on account of an occupational accident that is covered by the *Workers Compensation Act* shall be paid by the Workers' Compensation Board.

30.02 Notwithstanding Article 30.01, in the event that the salary of an employee, at the time of a claim under the *Workers' Compensation Act,* exceeds the maximum annual earnings established by regulation, the Employer shall, during the period the employee is in receipt of temporary earnings loss benefits, continue to pay the employee an amount equal to 80% (85% after 38 weeks) of net income on a bi-weekly basis on that portion of salary which is in excess of the maximum earnings recognized by the Workers' Compensation Board. The calculation of net pay entitlement shall be made in the same manner as the calculation made by the Workers' Compensation Board up to the maximum earnings.

30.03 When an employee is in receipt of Workers Compensation Board benefits for a period of ten (10) working days or more, the Employer will pay, during the period while the employee is receiving temporary earnings loss benefits pursuant to the *Workers Compensation Act,* the full costs of the employee's premiums where the employee prior to their injury participated in Group Life, Group Medical and Group Long-Term Disability Insurance Plans described in Article 39 and will make the employee's pension contributions.

30.04 The absence of an employee who is receiving compensation benefits under the *Workers' Compensation Act* shall not be charged against the employee's sick leave credits or vacation credits.

30.05 An employee who is receiving compensation under the *Workers Compensation Act,* shall continue to earn the benefits of this Agreement, save and except statutory holidays.

30.06 An employee who is injured during working hours, and is required to leave for treatment or is sent home as a result of such injury, shall receive payment for the remainder of the shift at their regular rate of pay, without deduction from sick leave, unless the employee has sought treatment and the attending physician states that the employee is fit for further work on that shift.

30.07 Pending the initial decision of a Workers Compensation claim, a Permanent Employee shall continue on payroll and shall be paid at the level which is equivalent to their entitlement under the *Workers Compensation Act.* When the claim is processed, the Employee agrees to repay the amount equivalent to the amount paid by the Employer pending the processing on the claim. If the claim is not approved, the Employee will be entitled to apply for sick leave, with any required retroactive adjustment to be made to the Employee's sick leave pay or sick bank.

ARTICLE 31 - ADVERSE WEATHER CONDITIONS POLICY

31.01 The Employer will not be closed due to storm conditions, and as such, all employees are expected to report for duty and remain at their work stations without exception. Appendix "G" shall apply.

31.02 Time lost by an employee as a result of absence or lateness due to storm conditions or because an employee finds it necessary to leave prior to the end of the normal day or shift must be:

(a) made up by the employee at a time agreed upon by the employee and **their** immediate supervisor, or

(b) charged to the employee's vacation, accumulated overtime, or holiday time should such an entitlement exist, or

(c) otherwise deemed to be leave without pay.

31.03 All employees shall receive similar treatment. No discrimination is to be practised regarding individual or personal situations, i.e., place of residence, family responsibilities, transportation problems or car pools. Employees who can anticipate individual or personal problems that may result in lateness, absence, or early leaving due to storm conditions and who do not wish to be granted leave without pay should set aside a portion of their annual vacation in order to accommodate this situation.

31.04 Notwithstanding Article 31.01, but subject to Article 31.02, reasonable lateness beyond the beginning of the employee's starting time shall not be subject to the provisions of 31.01 where lateness is justified by the employee being able to establish, to the satisfaction of the Employer, that every reasonable effort has been made by the employee to arrive at their workstation at the scheduled time.

31.05 An employee who goes to their worksite and is unable to access the building due to storm conditions shall be paid for the hours within their shift that the building remains inaccessible.

31.06 Notwithstanding Article 23.05(e), Employees may carry over up to 37.5 hours of vacation to cover storm conditions. Any unused portion of this carryover shall be taken as vacation in the fiscal year in which it was carried over.

31.07 Adverse Weather Pay for Staying at Workplace

(a) **Where the Employer determines that there is or may be an adverse weather event and the Employer wishes to have Employee(s) report to and remain at a Health PEI facility outside of their regularly scheduled hours of work to be available for their next shift, the Employer may request Employee(s) to report to a Health PEI facility for specific periods of time.**

An Employee who reports to and remains at a Health PEI facility for the specified period of time, will be paid at fifty percent (50%) of their regular hourly wage rate for the time spent at the facility when they are not working. There shall be no premiums paid for time spent at a Health PEI facility pursuant to this Article nor shall the time spent at a Health PEI facility be considered as hours worked for the purpose of calculating any premiums or collective agreement benefits, such as overtime.

(b) To receive the payment in (a) above, the Employee must spend the entire time period identified by the Employer in (a) above at the Health PEI facility and must report to work for their next shift.

(c) The Employer will use its best efforts to provide meals and accommodations for Employees who are requested to report to and remain in a Health PEI facility in (a) above.

(d) For Employees who have not been requested by the Employer to stay at a Health PEI facility in (a) above, but who wish to stay at a Health PEI facility outside of their regularly scheduled hours of work for the purpose of ensuring they can report to their next shift, the Employee must seek the permission of their Manager or designate to do so. Employees permitted by their Manager or designate to stay at a Health PEI facility pursuant to this paragraph, will not receive the pay in (a) above, but the Employer will use its best efforts to provide meals and accommodations to such Employees.

ARTICLE 32 - TERMINATION OF EMPLOYMENT (OTHER THAN DISCHARGE ARTICLE 17)

32.01 For properly advanced planning, both parties mutually agree that the employee should attempt to give as much advance notice as possible in terminating employment and vice versa. Two (2) weeks is recommended for all employees except supervisors for whom four (4) weeks is the recommended period.

32.02 The parties recognize that the employment relationship may be terminated because of innocent absenteeism in accordance with common law principles, including arbitration awards.

ARTICLE 33 - RETIREMENT AND RETIREMENT ALLOWANCE

33.01 Any employee who has ten (10) years or more of service and has attained the age of fifty-five (55) years may retire at their own request or be retired for just cause without loss of retirement benefits.

33.02 When an employee having continuous service of ten (10) years or more retires, the Employer shall pay such an employee a retirement allowance equal to thirty- seven and one-half (37.5) hours pay for each nineteen hundred and fifty (1950) hours of continuous service or portion thereof since October 1, 1959, but not exceeding nine hundred and seventy-five (975) hours pay, at the regular rate of pay.

33.03 No retirement allowance shall be granted under this Section to an employee who is dismissed or resigns from the employ of the Employer.

33.04 The retirement allowance entitlement of a deceased employee shall be paid to the employee's estate.

33.05 An employee who is eligible for retirement allowance may elect to immediately receive it or defer receipt until the beginning of the next calendar year, but receipt may not be deferred beyond the end of the fiscal year in which the amount is payable.

ARTICLE 34 - SEVERANCE PAY

34.01 Severance pay shall be paid to eligible employees who have five or more years of continuous service when their employment is terminated because of layoff as outlined in Article 20.01 or because of death. Payment will be made following the completion of the eighteen (18) month recall period or at any time during the eighteen month period providing the employee waives their right to recall.

34.02 Severance pay shall be calculated on the basis of seventy-five (75) hours pay for each nineteen hundred and fifty (1950) hours of continuous service to a maximum of nine hundred and seventy-five (975) hours. Such payment will be prorated for permanent part-time employees.

34.03 Severance pay is not payable in addition to Retirement Allowance as provided in Article 33 of this Agreement.

34.04 At the employee's request the payment of severance pay shall be:

(a) a lump sum payment.

Or

(b) held over to the taxation year following termination.

34.05 When an employee has a permanent disability and requests to resign, or when the Employer requires an employee to resign due to a permanent disability, and in the absence of mutual agreement, an Arbitration Board whose decision shall be final and binding on the parties to this Agreement, shall be constituted in accordance with Article 16. If the permanent disability of an employee has been established under the *Workers Compensation Act* or the *Canada Pension Act,* an Arbitration Board decision under this Article shall not be required.

34.06 The severance pay of a deceased employee shall be paid to the employee's estate.

ARTICLE 35 - TEMPORARY ASSIGNMENTS

35.01 Extra pay for temporary assignments shall apply to all eligible employees who are assigned responsibilities which would effectively place them in a higher paying

position for one full day or more.

35.02 Eligible employees shall be paid at least one full increment higher than the position from which they were reassigned and be entitled to advance to the next step in the range on the anniversary date of **their** employment.

ARTICLE 36 - PAYMENT OF WAGES AND ALLOWANCES

36.01 The Employer shall pay wages and salaries in accordance with Appendices "A" and "B" attached hereto and forming part of this Agreement.

36.02 Increment increases are payable to permanent full-time, part-time, casual employees on the first pay period after the completion of each nineteen hundred and fifty (1950) hours of work in the classification.

36.03 (a) In the case of promotion or reclassification to a higher rated position, the salary to be paid to the employee shall be at least one full increment higher than the position from which they were promoted.

(b) **For the purposes of Article 36.03(a), "one full increment higher" is the step in the Group pay level in Appendix "A" or "B" that the employee is moving to that provides the employee a rate of at least the equivalent of one step higher than their permanent Group step in Appendix "A" or "B", which will not be more than the top step in the employee's new Group. Where the employee is at the top step in their current permanent Group, their increment will be determined by calculating the difference between Step 6 and Step 5. When the employee moves into their new Group pay level, their hours of work required to move to the next step will be 1950 as per A. 36.02.**

For clarity, are the following examples:

Example 1:

- **Current Group: Group 6 – Food Service Supervisor I**
- **Current Step: Step 4 - $25.36**
- **Promoted to Food Service Supervisor II, Group 8**
- **Next Step in employee's current Group is Step 5 @ $26.46**
- **In the employees new Group the employee will be moved to the Step that is closest to but not less than the rate of $26.46**
- **New Step in Group 8 which is closest to but not less than $26.46 is Step 3 at a rate of $27.43**

Example 2:

- **Current Group: Group 7 – Clerk 7**
- **Current Step: Step 6 - $29.28**
- **Promoted to Clerk 8, Group 8**

- **Because the Employee is at the top step in their permanent Group, the difference between the Step 6 and Step 5 rate in the Employee's permanent Group is determined (i.e. Step 6 @ $29.28 – Step 5 @ $28.06 = $1.22)**
- **The employee will move to the step in their new Group that is closest to but not less than an hourly rate of $30.50 ($29.28 + $1.22)**
- **New Step in Group 8 which is closest to but not less than $30.50 is Step 6 at a salary of $31.18**

36.04 (a) In the event that an employee applies for and obtains a lower rated position, the salary to be paid shall be at the step that is closest to but lower or the same as their current wage.

(b) In the event that a casual employee applies for and obtains a higher rated position, the salary to be paid shall be at the step which is closest to but higher than the equivalent rate in the permanent/temporary classification.

(c) In the event that an employee applies for and obtains a position in a different classification within the same group pay level as the employee's current classification, the salary to be paid shall be at the same step in the new classification as the employee was paid in their current classification. The hours of work accumulated pursuant to article 36.02 shall also be transferred to the new position for the purpose of calculating the next step increment.

36.05 A casual employee shall be paid at the approved hourly rate which is twelve (12) percent greater than the step in the classification for which the employee is employed. This calculation allows for pay in lieu of statutory holidays and vacation, and as shown at Appendices "A" & "B".

36.06 Experienced Employee Wage Rates

(a) Subject to part (c) below, Permanent Employees with 10 or more years of service with the Employer (with a year being equal to 1950 regular hours worked) shall be paid the 10 year wage rate as set out in Appendix "A" or Appendix "B".

(b) Subject to part (c) below, Permanent Employees with 15 or more years of service with the Employer (with a year being equal to 1950 regular hours worked) shall be paid the 15 year wage rate as set out in Appendix "A" or Appendix "B".

(c) Payment of the wage rates in part (a) and (b) are payable commencing the first full pay period after the Permanent Employee attains the required years as an employee of Health PEI pursuant to this Article. For clarity, all hours worked with the Employer will be counted in the calculation of years of service.

ARTICLE 37 - PAYROLL PERIODS

37.01 Pay periods shall be bi-weekly, Pay days shall be every second Thursday.

37.02 The Employer shall issue pay stubs to its employees at least one day prior to pay day.

37.03 When pay day falls on a holiday, pay day shall be the last banking day prior to the holiday.

ARTICLE 38 - HEALTH AND SAFETY

38.01 **The Employer, the Union and Employees each have responsibility for maintaining the health and safety in the workplace.** The Employer shall continue to make reasonable provisions for the safety and health of its employees during their hours of employment. Protective devices and other equipment deemed necessary to protect employees properly from injury shall be supplied by the Employer and used by the employee. It is mutually agreed that both the Employer and the Union shall cooperate to the fullest extent possible towards the prevention of accidents, and in reasonable promotion of safety and health.

38.02 The Union shall **appoint** a representative for each established joint Health and Safety Committee **who shall attend Health and Safety Committee meetings. Time** spent by such a representative at meetings or in the performance of any other committee function, shall be considered time worked at the regular rate of pay.

38.03 Where medically necessary, the Employer shall provide preventative measures for those employees in contact with known infectious diseases.

38.04 Where an employee is required to wear a lab coat, such lab coat shall be provided by the employer.

ARTICLE 39 - GROUP INSURANCE AND PENSION PLAN

39.01 (a) The Employer agrees to pay one-half (1/2) the premium of the Group Life Insurance Plan that exists at the coming into force of this Agreement and participation is a condition of employment for eligible employees.

(b) Permanent part-time employees shall be insured for at least fifty thousand dollars ($50,000) under the terms of this plan.

39.02 The Employer agrees to pay one-half (1/2) of the premium for each eligible employee covered by the Group Medical and Dental Plan. Participation shall be on a voluntary basis.

39.03 For the purpose of Articles 39.01 and 39.02, eligible employees are:

(a) Permanent full-time employees;

(b) Permanent part-time employees; and,

(c) Temporary employees hired in a position for a period of twelve (12) months or greater.

Eligible employees may be subject to a waiting period in accordance with the terms and conditions of the Policies of Insurance as approved by the PSGIP Trustees.

39.04 (a) The Employer agrees to retain and maintain the existing pension plan during the life of this Agreement and participation in the plan for all permanent employees shall be a condition of employment.

(b) The Union shall select a representative to the Civil Service Superannuation Fund Advisory Committee and a trustee to the Group Insurance Trustees. Time in attendance at meetings of these Committees shall be considered time worked at the regular rate of pay.

39.05 All Employees who are presently enrolled in the Long Term Disability Plan shall continue to be covered by the LTD Plan. All new permanent Employees shall be enrolled in the LTD Plan under such terms and conditions as offered by the Insurance carrier. The Employer shall pay one-half (%) of the premium for those enrolled in the LTD Plan.

39.06 If an employee's vehicle is vandalized while in the performance of the Employer's business, the employee will be entitled to receive a reimbursement of up to $500.00 for the insurance deductible on the damage incurred, upon submission of appropriate documentation.

ARTICLE 40 - PORTABILITY OF BENEFITS UPON RESIGNATION AND TRANSFER

40.01 Where a permanent employee resigns and obtains permanent employment with the same Employer within ninety (90) days of the effective date of resignation, the employee will be entitled to the retention of benefits. Retainable benefits will include:

(a) salary step earned and increment date;

(b) accumulated sick days;

(c) accumulated retirement allowance days;

(d) length of vacation entitlement; and

(e) earned seniority

ARTICLE 41 - DISASTER PLAN EXERCISES

41.01 Disaster Plan Exercises shall be considered a responsibility of both the Employer and its employees as a matter of good citizenship in the public interest. All staff covered by this Collective Agreement shall be expected to volunteer their services for this purpose.

41.02 There shall be no disciplinary action taken against any employee as a result of the working of this clause.

ARTICLE 42 – SUBCONTRACTING

42.01 The Employer agrees that work or services presently performed or hereafter assigned to the bargaining unit shall not be subcontracted, transferred, leased, assigned or conveyed, in whole or in part, to any other plant, person, company, or non-unit employee in such a manner as to jeopardize the employment of the employee unless mutually agreed to by the Union and the Employer.

ARTICLE 43 - MERGER AND AMALGAMATION

43.01 Should the Employer merge, amalgamate or combine any of its operations or functions with another employer as a result of an Order in Council, Statutory Enactment or Regulatory Enactment, the Employer agrees to give the Union notice in writing one hundred and eighty (180) days prior to implementation of same.

43.02 Should the Employer merge, amalgamate, transfer or combine any of its operations or functions from one worksite to another, or with another government department, the Employer agrees to give the Union notice in writing sixty (60) days prior to the implementation of same.

43.03 Discussion between the parties will commence within ten (10) days of receipt of such notice by the Union and every reasonable effort will be made to provide continuous employment for employees affected in the bargaining unit. In the event that such takeover is:

(a) in accordance with Article 43.01, an employee affected shall, on the basis of qualifications and seniority, be offered alternate employment, if available, with their present Employer or with the employer assuming the operations or functions;

(b) in accordance with Article 43.02, any employee affected shall, on the basis of qualifications and seniority, be offered alternate employment, if available, in their present worksite or in the worksite assuming the operations or functions; and

(c) if alternate employment under (a) or (b) is not available, the lay-off shall be in accordance with Article 20.

ARTICLE 44 - ESTABLISHMENT OR ELIMINATION OF A POSITION

44.01 Establishment of New Position:

When any new position not covered by Appendices "A" or "B" and within the confines of the Letter of Recognition or pertinent legislation is established during the lifetime of this Agreement, the rate of pay shall be subject to negotiation between the Health Negotiation Committee and the Union. If the parties are unable to agree on the rate of pay of the job in question, such dispute shall be submitted to arbitration. The new rate shall become retroactive to the time the position was first filled by the employee. The Employer shall not post the position until a pay rate has been established.

44.02 Elimination of Positions:

Where an employee's position is abolished by the Employer and the Employer transfers the employee affected to another position having a lower maximum rate of pay, the employee shall continue to receive pay at their rate of pay in effect at the time the employee's former position was abolished until such time as the maximum rate of pay for their new position exceeds their rate of pay in effect at the time their former position was abolished.

ARTICLE 45 - TECHNOLOGICAL CHANGE

45.01 Both parties recognize that there can be advantages to technological change and with this in mind will work together to ensure a smooth implementation of such technological change in the workplace. With this in view, and recognizing the extensive lead time required for the selection, installation and providing of sophisticated equipment, the Employer agrees to provide as much advance notice as is practicable but not less than three (3) months notice to the Union of any major technological change in equipment which would result in changes in the employment status or working conditions of employees as provided for in this Agreement. In addition, the Employer agrees to consult with the Union with a view to resolving problems which may arise as a result of the introduction of such technological change. Employees who have their working status or working conditions change as a result of such technological change shall be given a reasonable period of time to adapt to such changes and shall, where applicable, be offered retraining by the Employer.

ARTICLE 46 - BULLETIN BOARDS

46.01 Suitable space on the bulletin boards shall be made available for the posting of Union notices.

ARTICLE 47 - RESEARCH PROJECT

47.01 The findings of any research project, which would change the provisions of this Agreement will not be implemented until such changes are negotiated and agreed to by the parties.

ARTICLE 48 - DUTY TO ACCOMMODATE

48.01 The Employer and Union both recognize a duty to accommodate **employees with disabilities**. Each party will, when required, take reasonable steps to accommodate short of undue hardship. Such an accommodation may include, but is not limited to, reduction or modification in hours or work, change in work unit or worksite, provision of tools or equipment and retraining.

48.02 The Employer shall inform the Union of all accommodations which alter their duties or responsibilities, affect other members of the bargaining unit or which require a waiver of a Collective Agreement provision.

48.03 An Employee with a disability seeking accommodation has a duty to co-operate and assist the Employer in developing a suitable accommodation.

48.04 An Employee with a disability who is unable to perform their duties, shall when applying for a position, be screened into the job competition provided that they are qualified or has the demonstrated ability to do the work. Should the employee be the successful applicant, their wage rate shall be at the new position's rate of pay. The employee would still be subject to a trial period pursuant to Article 19.06.

ARTICLE 49 - MEETINGS ON EMPLOYER PROPERTY

49.01 Permission may be granted by the Employer for staff union meetings to be held on its property. Permission shall not be unreasonably denied.

ARTICLE 50 - DRESSING ROOMS

50.01 Adequate dressing rooms with standard size lockers and sitting areas shall be provided, if the physical facilities permit.

ARTICLE 51 - DEPORTMENT

51.01 Employees shall be required to be punctual in reporting for duty, neat in appearance and due to the nature of their employment be courteous, patient, and understanding with emphasis being placed on neatness and cleanliness, and be ever mindful of the well-being of the patients/clients.

ARTICLE 52 – HARASSMENT

52.01 The Union and the Employer recognize the right of employees to work in an environment free from harassment.

52.02 Following the completion of the Employer's process of investigating a harassment complaint, an employee who wishes to pursue a concern arising from harassment may, with the approval of the Union, submit a grievance in writing at step two of the grievance process. Grievances of this nature shall be treated in strict confidence by both the Union and the Employer.

ARTICLE 53 - DEFERRED SALARY LEAVE PLAN

53.01 Description:

(a) The Deferred Salary Leave Plan shall afford employees the opportunity of taking a leave of absence from six (6) months to one (1) year, and, through deferral of salary, finance the leave.

(b) Employers and employees may enter into any variation of this plan by mutual consent of the two parties involved.

53.02 Eligibility:

Any permanent employee working fifty percent (50%) and over with an Employer is eligible to participate in the Plan.

53.03 Application and Approval:

(a) 1. An employee shall make written application to their Employer on or before January 31st of the year in which the deferment is to commence, requesting permission to participate in the Plan.

2 Notwithstanding 3 (a), an Employer may waive the deadline of January 31st under special circumstances.

(b) Written acceptance, or denial, of the employee's request, with explanation, shall be forwarded to the employee by April 1st in the year the original request is made.

(c) Approval of individual requests to participate in the Plan shall rest solely with the Employer.

(d) All employees wishing to participate in the Plan shall be required to sign a contract (Appendix "C") before final approval for participation shall be granted.

53.04 Salary Deferral:

(a) In each year of participation in the Plan preceding the year of leave or portion thereof, an employee shall be paid a reduced percentage of regular salary. The remaining percentage shall be deferred and this accumulated amount plus interest earned shall be paid to the employee during the year of leave or portion thereof.

(b) The salary deferred shall be deposited with the Employer in trust. The Employer shall pay a reasonable rate of interest on such monies having regard to the prevailing interest available to the Employer on a deposit account.

(c) In the year of the leave or portion thereof the Employer shall pay to the employee the total of the deferred income plus all accrued interest in instalments conforming to the regular pay periods.

53.05 Benefits:

(a) An employee's benefits shall be maintained by the Employer during the leave of absence. Any benefits tied to salary shall be structured according to actual salary paid.

(b) Sick leave credits and vacation leave credits shall not accumulate during the year spent on leave or portion thereof; however an employee shall be permitted to carry over any unused credits to their return.

(c) Employees who are members of the Pension Plan shall have pension contributions deducted on salary received in each year of participation in the Plan.

53.06 Withdrawal from the Plan:

(a) An employee may withdraw from the Plan any time prior to taking the leave of absence. Upon withdrawal, all the deferred salary plus accumulated interest shall be paid to the employee within sixty (60) days of notification of withdrawal from the Plan.

(b) In the event that a suitable replacement cannot be obtained for an employee who has been granted leave, the Employer may defer the year of leave or portion thereof. In this instance, an employee may choose to remain in the Plan or they may withdraw and receive all the deferred salary plus accumulated interest to the date of withdrawal. Repayment shall be made within sixty (60) days of the date of withdrawal from the Plan. Once an employee has commenced their deferred leave, they cannot be compelled by the Employer to return to work prior to the completion of their deferred leave.

(c) Should an employee decide to return to work (including casual shifts) while on a deferred leave, all remaining deferred salary plus accumulated interest at the time, shall be paid to the employee in accordance with Canada Revenue Agency regulations.

(d) Should an employee die while participating in the Plan, all the deferred salary plus accumulated interest at the time of death shall be paid to the employee's estate.

(e) An employee who has had their employment terminated by the Employer shall be required to withdraw and shall be paid all deferred salary plus accumulated interest to the date of withdrawal. Repayment shall be made within sixty (60) days of the date of withdrawal from the Plan.

53.06 Deferral of Leave:

If the year of leave or portion thereof is deferred past the intended date of commencement all deferred salary plus accumulated interest shall continue to accumulate interest until the leave of absence is granted.

53.07 Return from Leave:

(a) On return from leave, an employee shall return to their previous position or to a position similar to that which the employee held immediately prior to going on leave.

(b) An employee participating in the Plan shall be eligible upon return to duty, for any increase in salary and benefit that would have been received had the one year leave of absence not been taken.

(c) An employee who wishes to return to work their position prior to the completion of their deferred leave shall require the consent of both Parties.

ARTICLE 54 -RETROACTIVITY - MONETARY BENEFITS

54.01 All benefits of the Collective Agreement, excluding wages, shall become effective from the signing date forward. Wages shall be in accordance with the schedule set out in Appendices "A" and "B".

ARTICLE 55 – PARKING

55.01 The Parties agree that parking fees for employees shall not be implemented during the term of this agreement.

ARTICLE 56 - CASUAL RETIRED EMPLOYEE INCENTIVE

56.01 Due to retention and recruitment issues, a five hundred dollar ($500.**00**) bonus shall be paid to any retired employee in **the bargaining unit** who returns to casual employment with the Employer and who works:

(a) three hundred and seventy-five (375) hours between January 1 and December 31 in any given year; or

(b) one hundred and eighty (180) hours between June 15th and September 15th in any given year.

Payment will occur in the pay period immediately following the attainment of the threshold. The Employee shall advise the supervisor when they reach the threshold.

ARTICLE 57 – TRANSPORT DUTY

57.01 Transport Duty Overtime

When an Employee on duty is required by the Employer to attend a patient during an ambulance trip (air, road, etc.) and the time involved on the trip exceeds the Employee's regular shift (7.5 hours or 11.25 hours), the Employee shall receive time off or pay, at their option, at the applicable overtime rate for all time in excess of their normal shift. The time in excess shall include time which the Employee spends attending to the needs of the patient and in return travel.

57.02 Compensation Under Various Circumstances

(a) When a Full-Time Employee is requested to do transport duty on their day off, while on vacation or on a statutory holiday, and does so, the employee shall receive time off or pay, at their option, at the applicable overtime rate for all hours including those spent in attendance of the patient and in return travel with a minimum of four (4) hours time off or pay. The Employee shall be granted time off, utilizing accumulated overtime or vacation, at their request, in lieu of their day off.

(b) When a Part-Time Employee who wishes to do extra shifts, or a Casual Employee, is called to perform transport duty, the employee shall be paid at the regular rate of pay, with a minimum of four (4) hours of pay, for an period of transport duty up to seven and one-half (7.5) hours. All hours in excess of seven and one-half (7.5) hours shall be at the applicable overtime rate. The hours of transport duty shall include hours in attendance of the patient and in return travel.

(c) When a Permanent Part-Time Employee who does not wish to do extra shifts is requested to do transport duty on their day off without forty-eight hours notice, and does so, the provisions of **Article 57.02(a)** shall apply.

57.03 Delay Due to Weather or Transportation Problems

If an Employee is detained following relief of transport duty due to weather or other transportation difficulties, the Employee shall be compensated:

(a) At their regular rate of pay for all hours which the Employee was scheduled but unable to work due to the delay;

(b) A minimum of four hours and a maximum of seven and one-half (7.5) hours **if the employee is working an eight (8) hour shift or eleven and one-quarter (11.25) hours if the employee is working a twelve (12) hour shift**

in a twenty-four (24) hour period at the regular rate of pay if the delay occurs on their day(s) off.

57.04 Rest Before Regular Shift

No Employee returning from transport duty shall be required to commence another regular seven and one-half (7.5) hour shift within twelve (12) hours of their return unless otherwise mutually agreed between the Employer and the Employee. The Employee shall be entitled to utilize accumulated overtime or vacation, at their request, to provide the necessary time off.

57.05 Transport Duty – Travel Allowance

If requested, an Employee shall be given a travel advance for all anticipated travel expenses by the Employer before commencing transport duty. A subsequent travel claim will be submitted in accordance with normal procedures and travel regulations. This shall include meal allowances in accordance with Article **21.21**.

57.06 Extension of Journey at Employee's Choice

Should an Employee volunteer for transport duty and elect to take their days off before returning for duty, the Employee shall receive only straight time for the travelling time on their return journey.

ARTICLE 58 – UNIFORMS

58.01 Where the Employer requires an employee to wear a uniform and does not provide the required uniform to the employee, upon submission of the original receipt(s) for an employee's purchase of a uniform the Employer will reimburse the Employee up to seventy-five dollars ($75.00) per year.

ARTICLE 59 - TERM OF AGREEMENT

59.01 Effective Date:

This Agreement shall be binding and remain in effect from **April 1, 2022 to March 31, 2026** and shall continue from year to year thereafter unless either Party gives notice to the other Party in writing at least sixty (60) days prior to the expiry date that it desires its termination or amendment.

59.02 Changes in Agreement:

Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during the existence of this Agreement.

59.03 Notice of Changes:

Where notice to amend this Agreement is given, the provisions of this Agreement shall continue in full force and effect until a new Agreement is signed. Negotiations shall commence within twenty (20) days of such notice unless mutually agreed to by the Parties.

59.04 Notwithstanding Article **59.01**, the agreement may, by mutual agreement, be re-opened at any time for the purpose of dealing with recruitment, retention and/or shortage issues. In the event the parties agree to reopen the agreement, and they are unable to agree to the inclusion or exclusion of a classification, a rate of pay, or benefits, such dispute shall be submitted to interest arbitration. The arbitration board shall have jurisdiction to resolve any and all disputes arising out of these issues.

This Agreement will endure and be binding upon not only

the parties hereto mentioned but also their respective successors.

Dated at Charlottetown, Prince Edward Island

This 24th day of November, 2023.

HEALTH PEI NEGOTIATION COMMITTEE

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 942

IUOE APPENDIX "A"									
PERMANENT & TEMPORARY EMPLOYEES (April 1, 2022 - March 31, 2026)									
Administrative / Clerical Rates									
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	10 yr Wage Rate (eff. Nov24 /23)	15 yr Wage Rate (eff. Nov24/ 23
GROUP 1	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 21.81	$ 22.72		
Clerk 1	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 22.30	$ 23.23		
	1-Oct-23	$ -	$ -	$ -	$ -	$ 22.80	$ 23.75	$24.23	$24.71
	1-Apr-24	$ -	$ -	$ -	$ -	$ 23.20	$ 24.17	$24.65	$25.14
	1-Oct-24	$ -	$ -	$ -	$ -	$ 23.43	$ 24.41	$24.90	$25.40
	1-Apr-25	$ -	$ -	$ -	$ -	$ 23.66	$ 24.65	$25.14	$25.64
	1-Oct-25	$ -	$ -	$ -	$ -	$ 23.90	$ 24.90	$25.40	$25.91
GROUP 2	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 22.10	$ 23.02		
Clerk 2	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 22.60	$ 23.54		
Communications Technician 1	**1-Oct-23**	$ -	$ -	$ -	$ -	$ 23.11	$ 24.07	$24.55	$25.04
	1-Apr-24	$ -	$ -	$ -	$ -	$ 23.51	$ 24.49	$24.98	$25.48
	1-Oct-24	$ -	$ -	$ -	$ -	$ 23.75	$ 24.73	$25.22	$25.72
	1-Apr-25	$ -	$ -	$ -	$ -	$ 23.99	$ 24.98	$25.48	$25.99
	1-Oct-25	$ -	$ -	$ -	$ -	$ 24.23	$ 25.23	$25.73	$26.24
GROUP 3 (W8)	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 23.09	$ 23.96		
Clerk 3	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 23.61	$ 24.50		
Communications Technician 2	**1-Oct-23**	$ -	$ -	$ -	$ -	$ 24.14	$ 25.05	$25.55	$26.06
Secretary 1	**1-Apr-24**	$ -	$ -	$ -	$ -	$ 24.56	$ 25.49	$26.00	$26.52
Storeskeeper 1	**1-Oct-24**	$ -	$ -	$ -	$ -	$ 24.81	$ 25.74	$26.25	$26.78
	1-Apr-25	$ -	$ -	$ -	$ -	$ 25.06	$ 26.00	$26.52	$27.05
	1-Oct-25	$ -	$ -	$ -	$ -	$ 25.31	$ 26.26	$26.79	$27.33
GROUP 4 (W9)	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 24.26	$ 25.28		
Admitting Officer 1	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 24.81	$ 25.85		
Clerk 4	**1-Oct-23**	$ -	$ -	$ -	$ -	$ 25.37	$ 26.43	$26.96	$27.50
Communications Technician 3	**1-Apr-24**	$ -	$ -	$ -	$ -	$ 25.81	$ 26.89	$27.43	$27.98
Inventory Technician	**1-Oct-24**	$ -	$ -	$ -	$ -	$ 26.07	$ 27.16	$27.70	$28.25
Medical Secretary 1	**1-Apr-25**	$ -	$ -	$ -	$ -	$ 26.33	$ 27.43	$27.98	$28.54

Printing Technician 1	**1-Oct-25**	$ -	$ -	$ -	$ -	$ 26.59	$ 27.70	$28.25	$28.82
Secretary 2									
Storeskeeper 2									
GROUP 5 (W10)	**1-Apr-22**	$ -	$ -	$ -	$ 24.58	$ 25.66	$ 26.73		
Clerk 5	**1-Apr-23**	$ -	$ -	$ -	$ 25.13	$ 26.24	$ 27.33		
Housekeeper 1	**1-Oct-23**	$ -	$ -	$ -	$ 25.70	$ 26.83	$ 27.94	$28.50	$29.07
Medical Secretary 2	**1-Apr-24**	$ -	$ -	$ -	$ 26.15	$ 27.30	$ 28.43	$29.00	$29.58
Procurement Technician	**1-Oct-24**	$ -	$ -	$ -	$ 26.41	$ 27.57	$ 28.71	$29.28	$29.87
Secretary 3	**1-Apr-25**	$ -	$ -	$ -	$ 26.67	$ 27.85	$ 29.00	$29.58	$30.17
	1-Oct-25	$ -	$ -	$ -	$ 26.94	$ 28.13	$ 29.29	$29.88	$30.48
GROUP 5A (W10)	**1-Apr-22**	$ -	$ -	$ -	$ 25.06	$ 26.18	$ 27.27		
HIM Professional 1	**1-Apr-23**	$ -	$ -	$ -	$ 25.62	$ 26.77	$ 27.88		
	1-Oct-23	$ -	$ -	$ -	$ 26.20	$ 27.37	$ 28.51	$29.08	$29.66
	1-Apr-24	$ -	$ -	$ -	$ 26.66	$ 27.85	$ 29.01	$29.59	$30.18
	1-Oct-24	$ -	$ -	$ -	$ 26.93	$ 28.13	$ 29.30	$29.89	$30.49
	1-Apr-25	$ -	$ -	$ -	$ 27.20	$ 28.41	$ 29.59	$30.18	$30.78
	1-Oct-25	$ -	$ -	$ -	$ 27.47	$ 28.69	$ 29.89	$30.49	$31.10
GROUP 6 (W11)	**1-Apr-22**	$ -	$ -	$ -	$ 26.12	$ 27.26	$ 28.42		
Clerk 6	**1-Apr-23**	$ -	$ -	$ -	$ 26.71	$ 27.87	$ 29.06		
Food Service Supervisor 1	**1-Oct-23**	$ -	$ -	$ -	$ 27.31	$ 28.50	$ 29.71	$30.30	$30.91
Printing Technician 2	**1-Apr-24**	$ -	$ -	$ -	$ 27.79	$ 29.00	$ 30.23	$30.83	$31.45
Secretary 4	**1-Oct-24**	$ -	$ -	$ -	$ 28.07	$ 29.29	$ 30.53	$31.14	$31.76
Storeskeeper 3	**1-Apr-25**	$ -	$ -	$ -	$ 28.35	$ 29.58	$ 30.84	$31.46	$32.09
	1-Oct-25	$ -	$ -	$ -	$ 28.63	$ 29.88	$ 31.15	$31.77	$32.41
GROUP 6A (W11)	**1-Apr-22**	$ -	$ -	$ -	$ 26.65	$ 27.81	$ 28.97		
HIM Professional 2	**1-Apr-23**	$ -	$ -	$ -	$ 27.25	$ 28.44	$ 29.62		
	1-Oct-23	$ -	$ -	$ -	$ 27.86	$ 29.08	$ 30.29	$30.90	$31.52
	1-Apr-24	$ -	$ -	$ -	$ 28.35	$ 29.59	$ 30.82	$31.44	$32.07
	1-Oct-24	$ -	$ -	$ -	$ 28.63	$ 29.89	$ 31.13	$31.75	$32.39
	1-Apr-25	$ -	$ -	$ -	$ 28.92	$ 30.19	$ 31.44	$32.07	$32.71
	1-Oct-25	$ -	$ -	$ -	$ 29.21	$ 30.49	$ 31.75	$32.39	$33.04
GROUP 7 (W12)	**1-Apr-22**	$ -	$ -	$ 26.50	$ 27.75	$ 28.90	$ 30.16		
Child Life Worker	**1-Apr-23**	$ -	$ -	$ 27.10	$ 28.37	$ 29.55	$ 30.84		
Clerk 7	**1-Oct-23**	$ -	$ -	$ 27.71	$ 29.01	$ 30.21	$ 31.53	$32.16	$32.80
Housekeeper 2	**1-Apr-24**	$ -	$ -	$ 28.19	$ 29.52	$ 30.74	$ 32.08	$32.72	$33.37

Secretary 5	**1-Oct-24**	$ -	$ -	$ 28.47	$ 29.82	$ 31.05	$ 32.40	$33.05	$33.71
	1-Apr-25	$ -	$ -	$ 28.75	$ 30.12	$ 31.36	$ 32.72	$33.37	$34.04
	1-Oct-25	$ -	$ -	$ 29.04	$ 30.42	$ 31.67	$ 33.05	$33.71	$34.38
GROUP 7A (W12)	**1-Apr-22**	$ -	$ -	$ 27.04	$ 28.30	$ 29.50	$ 30.74		
HIM Professional 3	**1-Apr-23**	$ -	$ -	$ 27.65	$ 28.94	$ 30.16	$ 31.43		
	1-Oct-23	$ -	$ -	$ 28.27	$ 29.59	$ 30.84	$ 32.14	$32.78	$33.44
	1-Apr-24	$ -	$ -	$ 28.76	$ 30.11	$ 31.38	$ 32.70	$33.35	$34.02
	1-Oct-24	$ -	$ -	$ 29.05	$ 30.41	$ 31.69	$ 33.03	$33.69	$34.36
	1-Apr-25	$ -	$ -	$ 29.34	$ 30.71	$ 32.01	$ 33.36	$34.03	$34.71
	1-Oct-25	$ -	$ -	$ 29.63	$ 31.02	$ 32.33	$ 33.69	$34.36	$35.05
GROUP 8 (W13)	**1-Apr-22**	$ -	$ 26.94	$ 28.25	$ 29.52	$ 30.83	$ 32.12		
Administrative Officer 1	**1-Apr-23**	$ -	$ 27.55	$ 28.89	$ 30.18	$ 31.52	$ 32.84		
Clerk 8	**1-Oct-23**	$ -	$ 28.17	$ 29.54	$ 30.86	$ 32.23	$ 33.58	$34.25	$34.94
Food Service Supervisor 2	**1-Apr-24**	$ -	$ 28.66	$ 30.06	$ 31.40	$ 32.79	$ 34.17	$34.85	$35.55
HIM Professional 4	**1-Oct-24**	$ -	$ 28.95	$ 30.36	$ 31.71	$ 33.12	$ 34.51	$35.20	$35.90
	1-Apr-25	$ -	$ 29.24	$ 30.66	$ 32.03	$ 33.45	$ 34.86	$35.56	$36.27
	1-Oct-25	$ -	$ 29.53	$ 30.97	$ 32.35	$ 33.78	$ 35.21	$35.91	$36.63
GROUP 9 (W14)	**1-Apr-22**	$ 27.39	$ 28.78	$ 30.17	$ 31.48	$ 32.88	$ 34.24		
Administrative Officer 2	**1-Apr-23**	$ 28.01	$ 29.43	$ 30.85	$ 32.19	$ 33.62	$ 35.01		
	1-Oct-23	$ 28.64	$ 30.09	$ 31.54	$ 32.91	$ 34.38	$ 35.80	$36.52	$37.25
	1-Apr-24	$ 29.14	$ 30.62	$ 32.09	$ 33.49	$ 34.98	$ 36.43	$37.16	$37.90
	1-Oct-24	$ 29.43	$ 30.93	$ 32.41	$ 33.82	$ 35.33	$ 36.79	$37.53	$38.28
	1-Apr-25	$ 29.72	$ 31.24	$ 32.73	$ 34.16	$ 35.68	$ 37.16	$37.90	$38.66
	1-Oct-25	$ 30.02	$ 31.55	$ 33.06	$ 34.50	$ 36.04	$ 37.53	$38.28	$39.05
GROUP 10 (W15)	**1-Apr-22**	$ 29.02	$ 30.46	$ 31.94	$ 33.37	$ 34.83	$ 36.32		
Administrative Officer 3	**1-Apr-23**	$ 29.67	$ 31.15	$ 32.66	$ 34.12	$ 35.61	$ 37.14		
Admitting/Telecommunications Supervisor	**1-Oct-23**	$ 30.34	$ 31.85	$ 33.39	$ 34.89	$ 36.41	$ 37.98	$38.74	$39.51
Health Records Supervisor	**1-Apr-24**	$ 30.87	$ 32.41	$ 33.97	$ 35.50	$ 37.05	$ 38.64	$39.41	$40.20
Information Support Coordinator	**1-Oct-24**	$ 31.18	$ 32.73	$ 34.31	$ 35.86	$ 37.42	$ 39.03	$39.81	$40.61
Regional Food Service Supervisor	**1-Apr-25**	$ 31.49	$ 33.06	$ 34.65	$ 36.22	$ 37.79	$ 39.42	$40.21	$41.01

	1-Oct-25	$ 31.80	$ 33.39	$ 35.00	$ 36.58	$ 38.17	$ 39.81	$40.61	$41.42
GROUP 11 (W16)	**1-Apr-22**	$ 30.51	$ 32.06	$ 33.62	$ 35.11	$ 36.66	$ 38.17		
Administrative Officer 4	**1-Apr-23**	$ 31.20	$ 32.78	$ 34.38	$ 35.90	$ 37.48	$ 39.03		
	1-Oct-23	$ 31.90	$ 33.52	$ 35.15	$ 36.71	$ 38.32	$ 39.91	$40.71	$41.52
	1-Apr-24	$ 32.46	$ 34.11	$ 35.77	$ 37.35	$ 38.99	$ 40.61	$41.42	$42.25
	1-Oct-24	$ 32.78	$ 34.45	$ 36.13	$ 37.72	$ 39.38	$ 41.02	$41.84	$42.68
	1-Apr-25	$ 33.11	$ 34.79	$ 36.49	$ 38.10	$ 39.77	$ 41.43	$42.26	$43.11
	1-Oct-25	$ 33.44	$ 35.14	$ 36.85	$ 38.48	$ 40.17	$ 41.84	$42.68	$43.53
GROUP 12 (W17)	**1-Apr-22**	$ 32.21	$ 33.80	$ 35.45	$ 37.02	$ 38.61	$ 40.26		
Administrative Officer 5	**1-Apr-23**	$ 32.93	$ 34.56	$ 36.25	$ 37.85	$ 39.48	$ 41.17		
	1-Oct-23	$ 33.67	$ 35.34	$ 37.07	$ 38.70	$ 40.37	$ 42.10	$42.94	$43.80
	1-Apr-24	$ 34.26	$ 35.96	$ 37.72	$ 39.38	$ 41.08	$ 42.84	$43.70	$44.57
	1-Oct-24	$ 34.60	$ 36.32	$ 38.10	$ 39.77	$ 41.49	$ 43.27	$44.14	$45.02
	1-Apr-25	$ 34.95	$ 36.68	$ 38.48	$ 40.17	$ 41.90	$ 43.70	$44.57	$45.46
	1-Oct-25	$ 35.30	$ 37.05	$ 38.86	$ 40.57	$ 42.32	$ 44.14	$45.02	$45.92
GROUP 13 (W18)	**1-Apr-22**	$ 33.89	$ 35.61	$ 37.33	$ 38.98	$ 40.67	$ 42.37		
Administrative Officer 6	**1-Apr-23**	$ 34.65	$ 36.41	$ 38.17	$ 39.86	$ 41.59	$ 43.32		
	1-Oct-23	$ 35.43	$ 37.23	$ 39.03	$ 40.76	$ 42.53	$ 44.29	$45.18	$46.08
	1-Apr-24	$ 36.05	$ 37.88	$ 39.71	$ 41.47	$ 43.27	$ 45.07	$45.97	$46.89
	1-Oct-24	$ 36.41	$ 38.26	$ 40.11	$ 41.88	$ 43.70	$ 45.52	$46.43	$47.36
	1-Apr-25	$ 36.77	$ 38.64	$ 40.51	$ 42.30	$ 44.14	$ 45.98	$46.90	$47.84
	1-Oct-25	$ 37.14	$ 39.03	$ 40.92	$ 42.72	$ 44.58	$ 46.44	$47.37	$48.32
GROUP 13A (W18)	**1-Apr-22**	$ 34.57	$ 36.33	$ 38.07	$ 39.77	$ 41.50	$ 43.21		
Manager Cancer Registry	**1-Apr-23**	$ 35.35	$ 37.15	$ 38.93	$ 40.66	$ 42.43	$ 44.18		
	1-Oct-23	$ 36.15	$ 37.99	$ 39.81	$ 41.57	$ 43.38	$ 45.17	$46.07	$46.99
	1-Apr-24	$ 36.78	$ 38.65	$ 40.51	$ 42.30	$ 44.14	$ 45.96	$46.88	$47.82
	1-Oct-24	$ 37.15	$ 39.04	$ 40.92	$ 42.72	$ 44.58	$ 46.42	$47.35	$48.30
	1-Apr-25	$ 37.52	$ 39.43	$ 41.33	$ 43.15	$ 45.03	$ 46.88	$47.82	$48.78
	1-Oct-25	$ 37.90	$ 39.82	$ 41.74	$ 43.58	$ 45.48	$ 47.35	$48.30	$49.27
GROUP 14 (W19)	**1-Apr-22**	$ 35.84	$ 37.67	$ 39.47	$ 41.29	$ 43.05	$ 44.87		
Administrative Officer 7	**1-Apr-23**	$ 36.65	$ 38.52	$ 40.36	$ 42.22	$ 44.02	$ 45.88		
	1-Oct-23	$ 37.47	$ 39.39	$ 41.27	$ 43.17	$ 45.01	$ 46.91	$47.85	$48.81

	1-Apr-24	$ 38.13	$ 40.08	$ 41.99	$ 43.93	$ 45.80	$ 47.73	$48.68	$49.65
	1-Oct-24	$ 38.51	$ 40.48	$ 42.41	$ 44.37	$ 46.26	$ 48.21	$49.17	$50.15
	1-Apr-25	$ 38.90	$ 40.88	$ 42.83	$ 44.81	$ 46.72	$ 48.69	$49.66	$50.65
	1-Oct-25	$ 39.29	$ 41.29	$ 43.26	$ 45.26	$ 47.19	$ 49.18	$50.16	$51.16

IUOE APPENDIX "A"							
CASUAL EMPLOYEES (April 1, 2022 - March 31, 2026)							
Administrative / Clerical Rates							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP 1	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 24.43	$ 25.45
Clerk 1	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 24.98	$ 26.02
	1-Oct-23	$ -	$ -	$ -	$ -	$ 25.54	$ 26.60
	1-Apr-24	$ -	$ -	$ -	$ -	$ 25.98	$ 27.07
	1-Oct-24	$ -	$ -	$ -	$ -	$ 26.24	$ 27.34
	1-Apr-25	$ -	$ -	$ -	$ -	$ 26.50	$ 27.61
	1-Oct-25	$ -	$ -	$ -	$ -	$ 26.77	$ 27.89
GROUP 2	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 24.75	$ 25.78
Clerk 2	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 25.31	$ 26.36
Communications Technician 1	**1-Oct-23**	$ -	$ -	$ -	$ -	$ 25.88	$ 26.96
	1-Apr-24	$ -	$ -	$ -	$ -	$ 26.33	$ 27.43
	1-Oct-24	$ -	$ -	$ -	$ -	$ 26.60	$ 27.70
	1-Apr-25	$ -	$ -	$ -	$ -	$ 26.87	$ 27.98
	1-Oct-25	$ -	$ -	$ -	$ -	$ 27.14	$ 28.26
GROUP 3 (W8)	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 25.86	$ 26.84
Clerk 3	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 26.44	$ 27.44
Communications Technician 2	**1-Oct-23**	$ -	$ -	$ -	$ -	$ 27.04	$ 28.06
Secretary 1	**1-Apr-24**	$ -	$ -	$ -	$ -	$ 27.51	$ 28.55
Storeskeeper 1	**1-Oct-24**	$ -	$ -	$ -	$ -	$ 27.79	$ 28.83
	1-Apr-25	$ -	$ -	$ -	$ -	$ 28.07	$ 29.12
	1-Oct-25	$ -	$ -	$ -	$ -	$ 28.35	$ 29.41
GROUP 4 (W9)							
Admitting Officer 1	**1-Apr-22**	$ -	$ -	$ -	$ -	$ 27.17	$ 28.31
Clerk 4	**1-Apr-23**	$ -	$ -	$ -	$ -	$ 27.79	$ 28.95
Communications Technician 3	**1-Oct-23**	$ -	$ -	$ -	$ -	$ 28.41	$ 29.60
Inventory Technician	**1-Apr-24**	$ -	$ -	$ -	$ -	$ 28.91	$ 30.12
Medical Secretary 1	**1-Oct-24**	$ -	$ -	$ -	$ -	$ 29.20	$ 30.42
Printing Technician 1	**1-Apr-25**	$ -	$ -	$ -	$ -	$ 29.49	$ 30.72
Secretary 2	**1-Oct-25**	$ -	$ -	$ -	$ -	$ 29.78	$ 31.02
Storeskeeper 2							

GROUP 5 (W10)	**1-Apr-22**	$ -	$ -	$ -	$ 27.53	$ 28.74	$ 29.94
Clerk 5	**1-Apr-23**	$ -	$ -	$ -	$ 28.15	$ 29.39	$ 30.61
Housekeeper 1	**1-Oct-23**	$ -	$ -	$ -	$ 28.78	$ 30.05	$ 31.29
Medical Secretary 2	**1-Apr-24**	$ -	$ -	$ -	$ 29.29	$ 30.58	$ 31.84
Procurement Technician	**1-Oct-24**	$ -	$ -	$ -	$ 29.58	$ 30.88	$ 32.16
Secretary 3	**1-Apr-25**	$ -	$ -	$ -	$ 29.87	$ 31.19	$ 32.48
	1-Oct-25	$ -	$ -	$ -	$ 30.17	$ 31.51	$ 32.80
GROUP 5A (W10)	**1-Apr-22**	$ -	$ -	$ -	$ 28.07	$ 29.32	$ 30.54
HIM Professional 1	**1-Apr-23**	$ -	$ -	$ -	$ 28.69	$ 29.98	$ 31.23
	1-Oct-23	$ -	$ -	$ -	$ 29.34	$ 30.65	$ 31.93
	1-Apr-24	$ -	$ -	$ -	$ 29.86	$ 31.19	$ 32.49
	1-Oct-24	$ -	$ -	$ -	$ 30.16	$ 31.51	$ 32.82
	1-Apr-25	$ -	$ -	$ -	$ 30.46	$ 31.82	$ 33.14
	1-Oct-25	$ -	$ -	$ -	$ 30.77	$ 32.13	$ 33.48
GROUP 6 (W11)	**1-Apr-22**	$ -	$ -	$ -	$ 29.25	$ 30.53	$ 31.83
Clerk 6	**1-Apr-23**	$ -	$ -	$ -	$ 29.92	$ 31.21	$ 32.55
Food Service Supervisor 1	**1-Oct-23**	$ -	$ -	$ -	$ 30.59	$ 31.92	$ 33.28
Printing Techician 2	**1-Apr-24**	$ -	$ -	$ -	$ 31.12	$ 32.48	$ 33.86
Secretary 4	**1-Oct-24**	$ -	$ -	$ -	$ 31.44	$ 32.80	$ 34.19
Storeskeeper 3	**1-Apr-25**	$ -	$ -	$ -	$ 31.75	$ 33.13	$ 34.54
	1-Oct-25	$ -	$ -	$ -	$ 32.07	$ 33.47	$ 34.89
GROUP 6A (W11)	**1-Apr-22**	$ -	$ -	$ -	$ 29.85	$ 31.15	$ 32.45
HIM Professional 2	**1-Apr-23**	$ -	$ -	$ -	$ 30.52	$ 31.85	$ 33.17
	1-Oct-23	$ -	$ -	$ -	$ 31.20	$ 32.57	$ 33.92
	1-Apr-24	$ -	$ -	$ -	$ 31.75	$ 33.14	$ 34.52
	1-Oct-24	$ -	$ -	$ -	$ 32.07	$ 33.48	$ 34.87
	1-Apr-25	$ -	$ -	$ -	$ 32.39	$ 33.81	$ 35.21
	1-Oct-25	$ -	$ -	$ -	$ 32.72	$ 34.15	$ 35.56
GROUP 7 (W12)	**1-Apr-22**	$ -	$ -	$ 29.68	$ 31.08	$ 32.37	$ 33.78
Child Life Worker	**1-Apr-23**	$ -	$ -	$ 30.35	$ 31.77	$ 33.10	$ 34.54
Clerk 7	**1-Oct-23**	$ -	$ -	$ 31.04	$ 32.49	$ 33.84	$ 35.31
Housekeeper 2	**1-Apr-24**	$ -	$ -	$ 31.57	$ 33.06	$ 34.43	$ 35.93
Secretary 5	**1-Oct-24**	$ -	$ -	$ 31.89	$ 33.40	$ 34.78	$ 36.29
	1-Apr-25	$ -	$ -	$ 32.20	$ 33.73	$ 35.12	$ 36.65
	1-Oct-25	$ -	$ -	$ 32.52	$ 34.07	$ 35.47	$ 37.02

GROUP 7A (W12)	**1-Apr-22**	$ -	$ -	$ 30.28	$ 31.70	$ 33.04	$ 34.43
HIM Professional 3	**1-Apr-23**	$ -	$ -	$ 30.97	$ 32.41	$ 33.78	$ 35.20
	1-Oct-23	$ -	$ -	$ 31.66	$ 33.14	$ 34.54	$ 36.00
	1-Apr-24	$ -	$ -	$ 32.21	$ 33.72	$ 35.15	$ 36.62
	1-Oct-24	$ -	$ -	$ 32.54	$ 34.06	$ 35.49	$ 36.99
	1-Apr-25	$ -	$ -	$ 32.86	$ 34.40	$ 35.85	$ 37.36
	1-Oct-25	$ -	$ -	$ 33.19	$ 34.74	$ 36.21	$ 37.73
GROUP 8 (W13)	**1-Apr-22**	$ -	$ 30.17	$ 31.64	$ 33.06	$ 34.53	$ 35.97
Administrative Officer 1	**1-Apr-23**	$ -	$ 30.86	$ 32.36	$ 33.80	$ 35.30	$ 36.78
Clerk 8	**1-Oct-23**	$ -	$ 31.55	$ 33.08	$ 34.56	$ 36.10	$ 37.61
Food Service Supervisor 2	**1-Apr-24**	$ -	$ 32.10	$ 33.67	$ 35.17	$ 36.72	$ 38.27
HIM Professional 4	**1-Oct-24**	$ -	$ 32.42	$ 34.00	$ 35.52	$ 37.09	$ 38.65
	1-Apr-25	$ -	$ 32.75	$ 34.34	$ 35.87	$ 37.46	$ 39.04
	1-Oct-25	$ -	$ 33.07	$ 34.69	$ 36.23	$ 37.83	$ 39.44
GROUP 9 (W14)	**1-Apr-22**	$ 30.68	$ 32.23	$ 33.79	$ 35.26	$ 36.83	$ 38.35
Administrative Officer 2	**1-Apr-23**	$ 31.37	$ 32.96	$ 34.55	$ 36.05	$ 37.65	$ 39.21
	1-Oct-23	$ 32.08	$ 33.70	$ 35.32	$ 36.86	$ 38.51	$ 40.10
	1-Apr-24	$ 32.64	$ 34.29	$ 35.94	$ 37.51	$ 39.18	$ 40.80
	1-Oct-24	$ 32.96	$ 34.64	$ 36.30	$ 37.88	$ 39.57	$ 41.20
	1-Apr-25	$ 33.29	$ 34.99	$ 36.66	$ 38.26	$ 39.96	$ 41.62
	1-Oct-25	$ 33.62	$ 35.34	$ 37.03	$ 38.64	$ 40.36	$ 42.03
GROUP 10 (W15)	**1-Apr-22**	$ 32.50	$ 34.12	$ 35.77	$ 37.37	$ 39.01	$ 40.68
Administrative Officer 3	**1-Apr-23**	$ 33.23	$ 34.89	$ 36.58	$ 38.21	$ 39.88	$ 41.60
Admitting/Telecommunication Supervisor	**1-Oct-23**	$ 33.98	$ 35.67	$ 37.40	$ 39.08	$ 40.78	$ 42.54
Health Records Supervisor	**1-Apr-24**	$ 34.57	$ 36.30	$ 38.05	$ 39.76	$ 41.50	$ 43.28
Information Support Coordinator	**1-Oct-24**	$ 34.92	$ 36.66	$ 38.43	$ 40.16	$ 41.91	$ 43.71
Regional Food Service Supervisor	**1-Apr-25**	$ 35.27	$ 37.03	$ 38.81	$ 40.57	$ 42.32	$ 44.15
	1-Oct-25	$ 35.62	$ 37.40	$ 39.20	$ 40.97	$ 42.75	$ 44.59
GROUP 11 (W16)	**1-Apr-22**	$ 34.17	$ 35.91	$ 37.65	$ 39.32	$ 41.06	$ 42.75
Administrative Officer 4	**1-Apr-23**	$ 34.94	$ 36.71	$ 38.51	$ 40.21	$ 41.98	$ 43.71
	1-Oct-23	$ 35.73	$ 37.54	$ 39.37	$ 41.12	$ 42.92	$ 44.70
	1-Apr-24	$ 36.36	$ 38.20	$ 40.06	$ 41.83	$ 43.67	$ 45.48
	1-Oct-24	$ 36.71	$ 38.58	$ 40.47	$ 42.25	$ 44.11	$ 45.94
	1-Apr-25	$ 37.08	$ 38.96	$ 40.87	$ 42.67	$ 44.54	$ 46.40
	1-Oct-25	$ 37.45	$ 39.36	$ 41.27	$ 43.10	$ 44.99	$ 46.86

GROUP 12 (W17)	**1-Apr-22**	$ 36.08	$ 37.86	$ 39.70	$ 41.46	$ 43.24	$ 45.09
Administrative Officer 5	**1-Apr-23**	$ 36.88	$ 38.71	$ 40.60	$ 42.39	$ 44.22	$ 46.11
	1-Oct-23	$ 37.71	$ 39.58	$ 41.52	$ 43.34	$ 45.21	$ 47.15
	1-Apr-24	$ 38.37	$ 40.28	$ 42.25	$ 44.11	$ 46.01	$ 47.98
	1-Oct-24	$ 38.75	$ 40.68	$ 42.67	$ 44.54	$ 46.47	$ 48.46
	1-Apr-25	$ 39.14	$ 41.08	$ 43.10	$ 44.99	$ 46.93	$ 48.94
	1-Oct-25	$ 39.54	$ 41.50	$ 43.52	$ 45.44	$ 47.40	$ 49.44
GROUP 13 (W18)	**1-Apr-22**	$ 37.96	$ 39.88	$ 41.81	$ 43.66	$ 45.55	$ 47.45
Administrative Officer 6	**1-Apr-23**	$ 38.81	$ 40.78	$ 42.75	$ 44.64	$ 46.58	$ 48.52
	1-Oct-23	$ 39.68	$ 41.70	$ 43.71	$ 45.65	$ 47.63	$ 49.60
	1-Apr-24	$ 40.38	$ 42.43	$ 44.48	$ 46.45	$ 48.46	$ 50.48
	1-Oct-24	$ 40.78	$ 42.85	$ 44.92	$ 46.91	$ 48.94	$ 50.98
	1-Apr-25	$ 41.18	$ 43.28	$ 45.37	$ 47.38	$ 49.44	$ 51.50
	1-Oct-25	$ 41.60	$ 43.71	$ 45.83	$ 47.85	$ 49.93	$ 52.01
GROUP 13A (W18)	**1-Apr-22**	$ 38.72	$ 40.69	$ 42.64	$ 44.54	$ 46.48	$ 48.40
Manager Cancer Registry	**1-Apr-23**	$ 39.59	$ 41.61	$ 43.60	$ 45.54	$ 47.52	$ 49.48
	1-Oct-23	$ 40.49	$ 42.55	$ 44.59	$ 46.56	$ 48.59	$ 50.59
	1-Apr-24	$ 41.19	$ 43.29	$ 45.37	$ 47.38	$ 49.44	$ 51.48
	1-Oct-24	$ 41.61	$ 43.72	$ 45.83	$ 47.85	$ 49.93	$ 51.99
	1-Apr-25	$ 42.02	$ 44.16	$ 46.29	$ 48.33	$ 50.43	$ 52.51
	1-Oct-25	$ 42.45	$ 44.60	$ 46.75	$ 48.81	$ 50.94	$ 53.03
GROUP 14 (W19)	**1-Apr-22**	$ 40.14	$ 42.19	$ 44.21	$ 46.24	$ 48.22	$ 50.25
Administrative Officer 7	**1-Apr-23**	$ 41.05	$ 43.14	$ 45.20	$ 47.29	$ 49.30	$ 51.39
	1-Oct-23	$ 41.97	$ 44.12	$ 46.22	$ 48.35	$ 50.41	$ 52.54
	1-Apr-24	$ 42.71	$ 44.89	$ 47.03	$ 49.20	$ 51.30	$ 53.46
	1-Oct-24	$ 43.13	$ 45.34	$ 47.50	$ 49.69	$ 51.81	$ 54.00
	1-Apr-25	$ 43.57	$ 45.79	$ 47.97	$ 50.19	$ 52.33	$ 54.53
	1-Oct-25	$ 44.00	$ 46.24	$ 48.45	$ 50.69	$ 52.85	$ 55.08

IUOE APPENDIX "B"									
PERMANENT & TEMPORARY EMPLOYEES (April 1, 2022 - March 31, 2026)									
Professional / Technical Rates									
		Step 1	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**10 yr Wage Rate (eff Nov 24/23)**	**15 yr Wage Rate (eff Nov 24/23)**
GROUP 5	**1-Apr-22**	$ -	$ -	$ -	$ 24.41	$ 25.43	$ 26.52		
Cytology Assistant	**1-Apr-23**	$ -	$ -	$ -	$ 24.96	$ 26.00	$ 27.12		
ECG Technician	**1-Oct-23**	$ -	$ -	$ -	$ 25.52	$ 26.59	$ 27.73	$28.28	$28.85
Medical Lab Assistant	**1-Apr-24**	$ -	$ -	$ -	$ 25.97	$ 27.06	$ 28.22	$28.78	$29.36
	1-Oct-24	$ -	$ -	$ -	$ 26.23	$ 27.33	$ 28.50	$29.07	$29.65
	1-Apr-25	$ -	$ -	$ -	$ 26.49	$ 27.60	$ 28.79	$29.37	$29.96
	1-Oct-25	$ -	$ -	$ -	$ 26.75	$ 27.88	$ 29.08	$29.66	$30.25
GROUP 6	**1-Apr-22**	$ -	$ -	$ -	$ 25.94	$ 27.02	$ 28.10		
Audiology Assistant	**1-Apr-23**	$ -	$ -	$ -	$ 26.52	$ 27.63	$ 28.73		
ECG Technician 2	**1-Oct-23**	$ -	$ -	$ -	$ 27.12	$ 28.25	$ 29.38	$29.97	$30.57
Histology Assistant	**1-Apr-24**	$ -	$ -	$ -	$ 27.59	$ 28.74	$ 29.89	$30.49	$31.10
Medical Lab Assistant 2	**1-Oct-24**	$ -	$ -	$ -	$ 27.87	$ 29.03	$ 30.19	$30.79	$31.41
Occupational Therapy Worker	**1-Apr-25**	$ -	$ -	$ -	$ 28.15	$ 29.32	$ 30.49	$31.10	$31.72
Ophthalmic Technician	**1-Oct-25**	$ -	$ -	$ -	$ 28.43	$ 29.61	$ 30.79	$31.41	$32.04
Rehabilitation Assistant									
Speech Language Pathology Assistant									
GROUP 7	**1-Apr-22**	$ -	$ -	$ 26.50	$ 27.57	$ 28.74	$ 29.93		
Cardiology Technologist	**1-Apr-23**	$ -	$ -	$ 27.10	$ 28.19	$ 29.39	$ 30.60		
Dental Equipment Technician	**1-Oct-23**	$ -	$ -	$ 27.71	$ 28.82	$ 30.05	$ 31.29	$31.92	$32.56
EEG Technician	**1-Apr-24**	$ -	$ -	$ 28.19	$ 29.32	$ 30.58	$ 31.84	$32.48	$33.13
Pharmacy Technician	**1-Oct-24**	$ -	$ -	$ 28.47	$ 29.61	$ 30.89	$ 32.16	$32.80	$33.46
	1-Apr-25	$ -	$ -	$ 28.75	$ 29.91	$ 31.20	$ 32.48	$33.13	$33.79

	1-Oct-25	$ -	$ -	$ 29.04	$ 30.21	$ 31.51	$ 32.80	$33.46	$34.13
GROUP 9	**1-Apr-22**	$27.76	$ 28.93	$ 30.16	$ 31.38	$ 32.72	$ 34.05		
Cardio-Pulmonary Technologist	**1-Apr-23**	$28.38	$ 29.58	$ 30.84	$ 32.09	$ 33.46	$ 34.82		
Child Life Specialist	**1-Oct-23**	$29.02	$ 30.25	$ 31.53	$ 32.81	$ 34.21	$ 35.60	$36.31	$37.04
Occupational Therapy Technician	**1-Apr-24**	$29.53	$ 30.78	$ 32.08	$ 33.38	$ 34.81	$ 36.22	$36.94	$37.68
Pharmacy Technician Clinical Analyst	**1-Oct-24**	$29.83	$ 31.09	$ 32.40	$ 33.71	$ 35.16	$ 36.58	$37.31	$38.06
Pharmacy Technician Supervisor	**1-Apr-25**	$30.13	$ 31.40	$ 32.72	$ 34.05	$ 35.51	$ 36.95	$37.69	$38.44
	1-Oct-25	$30.43	$ 31.71	$ 33.05	$ 34.39	$ 35.87	$ 37.32	$38.07	$38.83
GROUP 9A	**1-Apr-22**	$ 30.53	$ 31.82	$ 33.16	$ 34.54	$ 35.96	$ 37.45		
Electro Neurophysiology Technologist	**1-Apr-23**	$ 31.22	$ 32.54	$ 33.91	$ 35.32	$ 36.77	$ 38.29		
	1-Oct-23	$ 31.92	$ 33.27	$ 34.67	$ 36.11	$ 37.60	$ 39.15	$39.93	$40.73
	1-Apr-24	$ 32.48	$ 33.85	$ 35.28	$ 36.74	$ 38.26	$ 39.84	$40.64	$41.45
	1-Oct-24	$ 32.80	$ 34.19	$ 35.63	$ 37.11	$ 38.64	$ 40.24	$41.04	$41.86
	1-Apr-25	$ 33.13	$ 34.53	$ 35.99	$ 37.48	$ 39.03	$ 40.64	$41.45	$42.28
	1-Oct-25	$ 33.46	$ 34.88	$ 36.35	$ 37.85	$ 39.42	$ 41.05	$41.87	$42.71
GROUP 9B	**1-Apr-22**	$ 28.33	$ 29.51	$ 30.74	$ 32.03	$ 33.34	$ 34.72		
Combined Technician 1	**1-Apr-23**	$ 28.97	$ 30.17	$ 31.43	$ 32.75	$ 34.09	$ 35.50		
	1-Oct-23	$ 29.62	$ 30.85	$ 32.14	$ 33.49	$ 34.86	$ 36.30	$37.03	$37.77
	1-Apr-24	$ 30.14	$ 31.39	$ 32.70	$ 34.08	$ 35.47	$ 36.94	$37.68	$38.43
	1-Oct-24	$ 30.44	$ 31.70	$ 33.03	$ 34.42	$ 35.82	$ 37.31	$38.06	$38.82
	1-Apr-25	$ 30.74	$ 32.02	$ 33.36	$ 34.76	$ 36.18	$ 37.68	$38.43	$39.20
	1-Oct-25	$ 31.05	$ 32.34	$ 33.69	$ 35.11	$ 36.54	$ 38.06	$38.82	$39.60
GROUP 11	**1-Apr-22**	$ 29.99	$ 31.26	$ 32.56	$ 33.93	$ 35.33	$ 36.81		
Combined Technician 2	**1-Apr-23**	$ 30.66	$ 31.96	$ 33.29	$ 34.69	$ 36.12	$ 37.64		
Medical Laboratory Technologist 1	**1-Oct-23**	$ 31.35	$ 32.68	$ 34.04	$ 35.47	$ 36.93	$ 38.49	$39.26	$40.05
Medical Radiation Technologist 1	**1-Apr-24**	$ 31.90	$ 33.25	$ 34.64	$ 36.09	$ 37.58	$ 39.16	$39.94	$40.74
	1-Oct-24	$ 32.22	$ 33.58	$ 34.99	$ 36.45	$ 37.96	$ 39.55	$40.34	$41.15
	1-Apr-25	$ 32.54	$ 33.92	$ 35.34	$ 36.81	$ 38.34	$ 39.95	$40.75	$41.57
	1-Oct-25	$ 32.87	$ 34.26	$ 35.69	$ 37.18	$ 38.72	$ 40.35	$41.16	$41.98
GROUP 11A	**1-Apr-22**	$ 30.64	$ 31.93	$ 33.24	$ 34.62	$ 36.11	$ 37.90		
Biomedical Technologist	**1-Apr-23**	$ 31.33	$ 32.65	$ 33.99	$ 35.40	$ 36.92	$ 38.75		

	1-Oct-23	$ 32.03	$ 33.38	$ 34.75	$ 36.20	$ 37.75	$ 39.62	$40.41	$41.22
	1-Apr-24	$ 32.59	$ 33.96	$ 35.36	$ 36.83	$ 38.41	$ 40.31	$41.12	$41.94
	1-Oct-24	$ 32.92	$ 34.30	$ 35.71	$ 37.20	$ 38.79	$ 40.71	$41.52	$42.35
	1-Apr-25	$ 33.25	$ 34.64	$ 36.07	$ 37.57	$ 39.18	$ 41.12	$41.94	$42.78
	1-Oct-25	$ 33.58	$ 34.99	$ 36.43	$ 37.95	$ 39.57	$ 41.53	$42.36	$43.21
GROUP 12	**1-Apr-22**	$ 30.00	$ 31.27	$ 32.59	$ 33.95	$ 35.36	$ 36.82		
Orthotic Technician (Registered)	**1-Apr-23**	$ 30.68	$ 31.97	$ 33.32	$ 34.71	$ 36.16	$ 37.65		
	1-Oct-23	$ 31.37	$ 32.69	$ 34.07	$ 35.49	$ 36.97	$ 38.50	$39.27	$40.06
	1-Apr-24	$ 31.92	$ 33.26	$ 34.67	$ 36.11	$ 37.62	$ 39.17	$39.95	$40.75
	1-Oct-24	$ 32.24	$ 33.59	$ 35.02	$ 36.47	$ 38.00	$ 39.56	$40.35	$41.16
	1-Apr-25	$ 32.56	$ 33.93	$ 35.37	$ 36.83	$ 38.38	$ 39.96	$40.76	$41.58
	1-Oct-25	$ 32.89	$ 34.27	$ 35.72	$ 37.20	$ 38.76	$ 40.36	$41.17	$41.99
GROUP 13	**1-Apr-22**	$ 31.53	$ 32.86	$ 34.24	$ 35.65	$ 37.14	$ 38.70		
Barium Enema Technologist	**1-Apr-23**	$ 32.24	$ 33.60	$ 35.01	$ 36.45	$ 37.98	$ 39.57		
Medical Laboratory Technologist 2	**1-Oct-23**	$ 32.97	$ 34.36	$ 35.80	$ 37.27	$ 38.83	$ 40.46	$41.27	$42.10
Medical Radiation Technologist 2	**1-Apr-24**	$ 33.55	$ 34.96	$ 36.43	$ 37.92	$ 39.51	$ 41.17	$41.99	$42.83
Medical Radiation Technologist (Crosstrain)	**1-Oct-24**	$ 33.89	$ 35.31	$ 36.79	$ 38.30	$ 39.91	$ 41.58	$42.41	$43.26
Linear Accelearator Service Technician	**1-Apr-25**	$ 34.23	$ 35.66	$ 37.16	$ 38.68	$ 40.31	$ 42.00	$42.84	$43.70
	1-Oct-25	$ 34.57	$ 36.02	$ 37.53	$ 39.07	$ 40.71	$ 42.42	$43.27	$44.14
GROUP 13A	**1-Apr-22**	$ 33.79	$ 35.18	$ 36.66	$ 38.21	$ 39.77	$ 41.46		
Biomedical Technologist/Supervisor	**1-Apr-23**	$ 34.55	$ 35.97	$ 37.48	$ 39.07	$ 40.66	$ 42.39		
Diagnostic Sonographer	**1-Oct-23**	$ 35.33	$ 36.78	$ 38.32	$ 39.95	$ 41.57	$ 43.34	$44.21	$45.09
	1-Apr-24	$ 35.95	$ 37.42	$ 38.99	$ 40.65	$ 42.30	$ 44.10	$44.98	$45.88
	1-Oct-24	$ 36.31	$ 37.79	$ 39.38	$ 41.06	$ 42.72	$ 44.54	$45.43	$46.34
	1-Apr-25	$ 36.67	$ 38.17	$ 39.77	$ 41.47	$ 43.15	$ 44.99	$45.89	$46.81
	1-Oct-25	$ 37.04	$ 38.55	$ 40.17	$ 41.88	$ 43.58	$ 45.44	$46.35	$47.28
GROUP 13	**1-Apr-22**	$31.53	$32.86	$34.24	$35.65	$37.14	$38.70	-	-
Respiratory Therapist 1	**1-Apr-23**	$32.24	$33.60	$35.01	$36.45	$37.98	$39.57	-	-
	1-Oct-23	$32.97	$34.36	$35.80	$37.27	$38.83	$40.46	$41.27	$42.10
GROUP 13G *LMA *	**1-Apr-24**	$38.25	$39.85	$41.53	$43.23	$45.04	$46.93	$47.87	$48.83
	1-Oct-24	$38.63	$40.25	$41.95	$43.66	$45.49	$47.40	$48.35	$49.32
	1-Apr-25	$39.02	$40.65	$42.37	$44.10	$45.94	$47.87	$48.83	$49.81
	1-Oct-25	$39.41	$41.06	$42.79	$44.54	$46.40	$48.35	$49.32	$50.31

GROUP 14	**1-Apr-22**	$ 33.21	$ 34.58	$ 36.03	$ 37.49	$ 39.08	$ 40.72		
COPD Coordinator	**1-Apr-23**	$ 33.96	$ 35.36	$ 36.84	$ 38.33	$ 39.96	$ 41.64		
Medical Laboratory Specialist 1	**1-Oct-23**	$ 34.72	$ 36.16	$ 37.67	$ 39.19	$ 40.86	$ 42.58	$43.43	$44.30
Medical Physics Assistant	**1-Apr-24**	$ 35.33	$ 36.79	$ 38.33	$ 39.88	$ 41.58	$ 43.33	$44.20	$45.08
Medical Radiation Technologist 3	**1-Oct-24**	$ 35.68	$ 37.16	$ 38.71	$ 40.28	$ 42.00	$ 43.76	$44.64	$45.53
	1-Apr-25	$ 36.04	$ 37.53	$ 39.10	$ 40.68	$ 42.42	$ 44.20	$45.08	$45.98
	1-Oct-25	$ 36.40	$ 37.91	$ 39.49	$ 41.09	$ 42.84	$ 44.64	$45.53	$46.44
GROUP 14A	**1-Apr-22**	$ 42.23	$ 43.57	$ 45.05	$ 46.53	$ 48.09	$ 49.71		
Radiation Therapist	**1-Apr-23**	$ 43.18	$ 44.55	$ 46.06	$ 47.58	$ 49.17	$ 50.83		
	1-Oct-23	$ 44.15	$ 45.55	$ 47.10	$ 48.65	$ 50.28	$ 51.97	$53.01	$54.07
	1-Apr-24	$ 44.92	$ 46.35	$ 47.92	$ 49.50	$ 51.16	$ 52.88	$53.94	$55.02
	1-Oct-24	$ 45.37	$ 46.81	$ 48.40	$ 50.00	$ 51.67	$ 53.41	$54.48	$55.57
	1-Apr-25	$ 45.82	$ 47.28	$ 48.88	$ 50.50	$ 52.19	$ 53.94	$55.02	$56.12
	1-Oct-25	$ 46.28	$ 47.75	$ 49.37	$ 51.01	$ 52.71	$ 54.48	$55.57	$56.68
GROUP 14B	**1-Apr-22**	$ 40.71	$ 42.07	$ 43.52	$ 45.01	$ 46.59	$ 48.22		
MRI Coordinator	**1-Apr-23**	$ 41.63	$ 43.02	$ 44.50	$ 46.02	$ 47.64	$ 49.30		
	1-Oct-23	$ 42.57	$ 43.99	$ 45.50	$ 47.06	$ 48.71	$ 50.41	$51.42	$52.45
	1-Apr-24	$ 43.31	$ 44.76	$ 46.30	$ 47.88	$ 49.56	$ 51.29	$52.32	$53.37
	1-Oct-24	$ 43.74	$ 45.21	$ 46.76	$ 48.36	$ 50.06	$ 51.80	$52.84	$53.90
	1-Apr-25	$ 44.18	$ 45.66	$ 47.23	$ 48.84	$ 50.56	$ 52.32	$53.37	$54.44
	1-Oct-25	$ 44.62	$ 46.12	$ 47.70	$ 49.33	$ 51.07	$ 52.84	$53.90	$54.98
GROUP 14C	**1-Apr-22**	$ 34.55	$ 35.94	$ 37.48	$ 39.01	$ 40.64	$ 42.35		
Occupational Therapist 1	**1-Apr-23**	$ 35.33	$ 36.75	$ 38.32	$ 39.89	$ 41.55	$ 43.30		
Physiotherapist 1	**1-Oct-23**	$ 36.12	$ 37.58	$ 39.18	$ 40.79	$ 42.48	$ 44.27	$45.16	$46.06
	1-Apr-24	$ 36.75	$ 38.24	$ 39.87	$ 41.50	$ 43.22	$ 45.04	$45.94	$46.86
	1-Oct-24	$ 37.12	$ 38.62	$ 40.27	$ 41.92	$ 43.65	$ 45.49	$46.40	$47.33
	1-Apr-25	$ 37.49	$ 39.01	$ 40.67	$ 42.34	$ 44.09	$ 45.94	$46.86	$47.80
	1-Oct-25	$ 37.86	$ 39.40	$ 41.08	$ 42.76	$ 44.53	$ 46.40	$47.33	$48.28
GROUP 14D	**1-Apr-22**	$ 35.58	$ 37.04	$ 38.58	$ 40.15	$ 41.85	$ 43.61		
Diagnostic Sonographer Specialist	**1-Apr-23**	$ 36.38	$ 37.87	$ 39.45	$ 41.05	$ 42.79	$ 44.59		
	1-Oct-23	$ 37.20	$ 38.72	$ 40.34	$ 41.97	$ 43.75	$ 45.59	$46.50	$47.43
	1-Apr-24	$ 37.85	$ 39.40	$ 41.05	$ 42.70	$ 44.52	$ 46.39	$47.32	$48.27
	1-Oct-24	$ 38.23	$ 39.79	$ 41.46	$ 43.13	$ 44.97	$ 46.85	$47.79	$48.75
	1-Apr-25	$ 38.61	$ 40.19	$ 41.87	$ 43.56	$ 45.42	$ 47.32	$48.27	$49.24
	1-Oct-25	$ 39.00	$ 40.59	$ 42.29	$ 44.00	$ 45.87	$ 47.79	$48.75	$49.73
GROUP 15	**1-Apr-22**	$ 35.01	$ 36.46	$ 37.97	$ 39.60	$ 41.24	$ 42.95		
Medical Laboratory Specialist 2	**1-Apr-23**	$ 35.80	$ 37.28	$ 38.82	$ 40.49	$ 42.17	$ 43.92		

Senior Linear Accelerator Technician	**1-Oct-23**	$ 36.61	$ 38.12	$ 39.69	$ 41.40	$ 43.12	$ 44.91	$45.81	$46.73
	1-Apr-24	$ 37.25	$ 38.79	$ 40.38	$ 42.12	$ 43.87	$ 45.70	$46.61	$47.54
	1-Oct-24	$ 37.62	$ 39.18	$ 40.78	$ 42.54	$ 44.31	$ 46.16	$47.08	$48.02
	1-Apr-25	$ 38.00	$ 39.57	$ 41.19	$ 42.97	$ 44.75	$ 46.62	$47.55	$48.50
	1-Oct-25	$ 38.38	$ 39.97	$ 41.60	$ 43.40	$ 45.20	$ 47.09	$48.03	$48.99
GROUP 15A	**1-Apr-22**	$ 44.04	$ 45.46	$ 47.00	$ 48.56	$ 50.23	$ 51.97		
Radiation Therapist Lead	**1-Apr-23**	$ 45.03	$ 46.48	$ 48.06	$ 49.65	$ 51.36	$ 53.14		
	1-Oct-23	$ 46.04	$ 47.53	$ 49.14	$ 50.77	$ 52.52	$ 54.34	$55.43	$56.54
	1-Apr-24	$ 46.85	$ 48.36	$ 50.00	$ 51.66	$ 53.44	$ 55.29	$56.40	$57.53
	1-Oct-24	$ 47.32	$ 48.84	$ 50.50	$ 52.18	$ 53.97	$ 55.84	$56.96	$58.10
	1-Apr-25	$ 47.79	$ 49.33	$ 51.01	$ 52.70	$ 54.51	$ 56.40	$57.53	$58.68
	1-Oct-25	$ 48.27	$ 49.82	$ 51.52	$ 53.23	$ 55.06	$ 56.96	$58.10	$59.26
GROUP 15B	**1-Apr-22**	$ 36.42	$ 37.92	$ 39.49	$ 41.17	$ 42.89	$ 44.68		
Occupational Therapist 2	**1-Apr-23**	$ 37.24	$ 38.77	$ 40.38	$ 42.10	$ 43.86	$ 45.69		
Physiotherapist 2	**1-Oct-23**	$ 38.08	$ 39.64	$ 41.29	$ 43.05	$ 44.85	$ 46.72	$47.65	$48.60
	1-Apr-24	$ 38.75	$ 40.33	$ 42.01	$ 43.80	$ 45.63	$ 47.54	$48.49	$49.46
	1-Oct-24	$ 39.14	$ 40.73	$ 42.43	$ 44.24	$ 46.09	$ 48.02	$48.98	$49.96
	1-Apr-25	$ 39.53	$ 41.14	$ 42.85	$ 44.68	$ 46.55	$ 48.50	$49.47	$50.46
	1-Oct-25	$ 39.93	$ 41.55	$ 43.28	$ 45.13	$ 47.02	$ 48.99	$49.97	$50.97
GROUP 15C	**1-Apr-22**	$ 37.85	$ 39.41	$ 41.02	$ 42.78	$ 44.59	$ 46.41		
Certified Orthotist	**1-Apr-23**	$ 38.70	$ 40.30	$ 41.94	$ 43.74	$ 45.59	$ 47.45		
Certified Prothetist	**1-Oct-23**	$ 39.57	$ 41.21	$ 42.88	$ 44.72	$ 46.62	$ 48.52	$49.49	$50.48
	1-Apr-24	$ 40.26	$ 41.93	$ 43.63	$ 45.50	$ 47.44	$ 49.37	$50.36	$51.37
	1-Oct-24	$ 40.66	$ 42.35	$ 44.07	$ 45.96	$ 47.91	$ 49.86	$50.86	$51.88
	1-Apr-25	$ 41.07	$ 42.77	$ 44.51	$ 46.42	$ 48.39	$ 50.36	$51.37	$52.40
	1-Oct-25	$ 41.48	$ 43.20	$ 44.96	$ 46.88	$ 48.87	$ 50.86	$51.88	$52.92
GROUP 15D	**1-Apr-22**	$ 37.37	$ 38.87	$ 40.53	$ 42.16	$ 43.96	$ 45.79		
Echocardiography Coordinator	**1-Apr-23**	$ 38.21	$ 39.74	$ 41.44	$ 43.11	$ 44.95	$ 46.82		
	1-Oct-23	$ 39.07	$ 40.63	$ 42.37	$ 44.08	$ 45.96	$ 47.87	$48.83	$49.81
	1-Apr-24	$ 39.75	$ 41.34	$ 43.11	$ 44.85	$ 46.76	$ 48.71	$49.68	$50.67
	1-Oct-24	$ 40.15	$ 41.75	$ 43.54	$ 45.30	$ 47.23	$ 49.20	$50.18	$51.18
	1-Apr-25	$ 40.55	$ 42.17	$ 43.98	$ 45.75	$ 47.70	$ 49.69	$50.68	$51.69
	1-Oct-25	$ 40.96	$ 42.59	$ 44.42	$ 46.21	$ 48.18	$ 50.19	$51.19	$52.21
GROUP 15	**1-Apr-22**	$35.01	$36.46	$37.97	$39.60	$41.24	$42.95	-	-
Respiratory Therapist 2	**1-Apr-23**	$35.80	$37.28	$38.82	$40.49	$42.17	$43.92	-	-
	1-Oct-23	$36.61	$38.12	$39.69	$41.40	$43.12	$44.91	$45.81	$46.73
GROUP 15G *LMA *	**1-Apr-24**	$42.47	$44.22	$46.03	$48.02	$50.01	$52.10	$53.14	$54.20

	1-Oct-24	$42.89	$44.66	$46.49	$48.50	$50.51	$52.62	$53.67	$54.74
	1-Apr-25	$43.32	$45.11	$46.95	$48.99	$51.02	$53.15	$54.21	$55.29
	1-Oct-25	$43.75	$45.56	$47.42	$49.48	$51.53	$53.68	$54.75	$55.85
GROUP 16	**1-Apr-22**	$ 37.06	$ 38.59	$ 40.20	$ 41.83	$ 43.60	$ 45.38		
Medical Laboratory Specialist 3	**1-Apr-23**	$ 37.89	$ 39.46	$ 41.10	$ 42.77	$ 44.58	$ 46.40		
Quality and Risk Coordinator for DI	**1-Oct-23**	$ 38.74	$ 40.35	$ 42.02	$ 43.73	$ 45.58	$ 47.44	$48.39	$49.36
School of Radiography Coordinator	**1-Apr-24**	$ 39.42	$ 41.06	$ 42.76	$ 44.50	$ 46.38	$ 48.27	$49.24	$50.22
	1-Oct-24	$ 39.81	$ 41.47	$ 43.19	$ 44.95	$ 46.84	$ 48.75	$49.73	$50.72
	1-Apr-25	$ 40.21	$ 41.88	$ 43.62	$ 45.40	$ 47.31	$ 49.24	$50.22	$51.22
	1-Oct-25	$ 40.61	$ 42.30	$ 44.06	$ 45.85	$ 47.78	$ 49.73	$50.72	$51.73
GROUP 16A	**1-Apr-22**	$ 37.97	$ 39.55	$ 41.20	$ 42.88	$ 44.68	$ 46.54		
Occupational Therapist 3	**1-Apr-23**	$ 38.82	$ 40.44	$ 42.13	$ 43.84	$ 45.69	$ 47.59		
Physiotherapist 3	**1-Oct-23**	$ 39.69	$ 41.35	$ 43.08	$ 44.83	$ 46.72	$ 48.66	$49.63	$50.62
	1-Apr-24	$ 40.38	$ 42.07	$ 43.83	$ 45.61	$ 47.54	$ 49.51	$50.50	$51.51
	1-Oct-24	$ 40.78	$ 42.49	$ 44.27	$ 46.07	$ 48.02	$ 50.01	$51.01	$52.03
	1-Apr-25	$ 41.19	$ 42.91	$ 44.71	$ 46.53	$ 48.50	$ 50.51	$51.52	$52.55
	1-Oct-25	$ 41.60	$ 43.34	$ 45.16	$ 47.00	$ 48.99	$ 51.02	$52.04	$53.08
GROUP 16B	**1-Apr-22**	$ 45.96	$ 47.45	$ 49.04	$ 50.72	$ 52.47	$ 54.34		
Radiation Therapist Supervisor	**1-Apr-23**	$ 46.99	$ 48.52	$ 50.14	$ 51.86	$ 53.65	$ 55.56		
	1-Oct-23	$ 48.05	$ 49.61	$ 51.27	$ 53.03	$ 54.86	$ 56.81	$57.95	$59.11
	1-Apr-24	$ 48.89	$ 50.48	$ 52.17	$ 53.96	$ 55.82	$ 57.80	$58.96	$60.14
	1-Oct-24	$ 49.38	$ 50.98	$ 52.69	$ 54.50	$ 56.38	$ 58.38	$59.55	$60.74
	1-Apr-25	$ 49.87	$ 51.49	$ 53.22	$ 55.05	$ 56.94	$ 58.96	$60.14	$61.34
	1-Oct-25	$ 50.37	$ 52.00	$ 53.75	$ 55.60	$ 57.51	$ 59.55	$60.74	$61.95

IUOE APPENDIX "B"							
CASUAL EMPLOYEES (April 1, 2022 - March 31, 2026)							
Professional / Technical Rates							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
GROUP 5	**1-Apr-22**	$ -	$ -	$ -	$ 27.34	$ 28.48	$ 29.70
Cytology Assistant	**1-Apr-23**	$ -	$ -	$ -	$ 27.96	$ 29.12	$ 30.37
ECG Technician	**1-Oct-23**	$ -	$ -	$ -	$ 28.58	$ 29.78	$ 31.06
Medical Lab Assistant	**1-Apr-24**	$ -	$ -	$ -	$ 29.09	$ 30.31	$ 31.61
	1-Oct-24	$ -	$ -	$ -	$ 29.38	$ 30.61	$ 31.92
	1-Apr-25	$ -	$ -	$ -	$ 29.67	$ 30.91	$ 32.24
	1-Oct-25	$ -	$ -	$ -	$ 29.96	$ 31.23	$ 32.57
GROUP 6	**1-Apr-22**	$ -	$ -	$ -	$ 29.05	$ 30.26	$ 31.47
Audiology Assistant	**1-Apr-23**	$ -	$ -	$ -	$ 29.70	$ 30.95	$ 32.18
ECG Technician 2	**1-Oct-23**	$ -	$ -	$ -	$ 30.37	$ 31.64	$ 32.91
Histology Assistant	**1-Apr-24**	$ -	$ -	$ -	$ 30.90	$ 32.19	$ 33.48
Occupational Therapy Worker	**1-Oct-24**	$ -	$ -	$ -	$ 31.21	$ 32.51	$ 33.81
Ophthalmic Technician	**1-Apr-25**	$ -	$ -	$ -	$ 31.53	$ 32.84	$ 34.15
Rehabilitation Assistant	**1-Oct-25**	$ -	$ -	$ -	$ 31.84	$ 33.16	$ 34.48
Speech Language Pathology Assistant							
GROUP 7	**1-Apr-22**	$ -	$ -	$ 29.68	$ 30.88	$ 32.19	$ 33.52
Cardiology Technologist	**1-Apr-23**	$ -	$ -	$ 30.35	$ 31.57	$ 32.92	$ 34.27
Dental Equipment Technician	**1-Oct-23**	$ -	$ -	$ 31.04	$ 32.28	$ 33.66	$ 35.04
EEG Technician	**1-Apr-24**	$ -	$ -	$ 31.57	$ 32.84	$ 34.25	$ 35.66
Pharmacy Technician	**1-Oct-24**	$ -	$ -	$ 31.89	$ 33.16	$ 34.60	$ 36.02
	1-Apr-25	$ -	$ -	$ 32.20	$ 33.50	$ 34.94	$ 36.38
	1-Oct-25	$ -	$ -	$ 32.52	$ 33.84	$ 35.29	$ 36.74
GROUP 9	**1-Apr-22**	$ 31.09	$ 32.40	$ 33.78	$ 35.15	$ 36.65	$ 38.14
Cardio-Pulmonary Technologist	**1-Apr-23**	$ 31.79	$ 33.13	$ 34.54	$ 35.94	$ 37.48	$ 39.00
Child Life Specialist	**1-Oct-23**	$ 32.50	$ 33.88	$ 35.31	$ 36.75	$ 38.32	$ 39.87
Occupational Therapy Technician	**1-Apr-24**	$ 33.07	$ 34.47	$ 35.93	$ 37.39	$ 38.99	$ 40.57
Pharmacy Technician Clinical Analyst	**1-Oct-24**	$ 33.41	$ 34.82	$ 36.29	$ 37.76	$ 39.38	$ 40.97
	1-Apr-25	$ 33.75	$ 35.17	$ 36.65	$ 38.14	$ 39.77	$ 41.38
	1-Oct-25	$ 34.08	$ 35.52	$ 37.02	$ 38.52	$ 40.17	$ 41.80
GROUP 9A	**1-Apr-22**	$ 34.19	$ 35.64	$ 37.14	$ 38.68	$ 40.28	$ 41.94

Electro Neurophysiology Technologist	**1-Apr-23**	$ 34.97	$ 36.44	$ 37.98	$ 39.56	$ 41.18	$ 42.88
	1-Oct-23	$ 35.75	$ 37.26	$ 38.83	$ 40.44	$ 42.11	$ 43.85
	1-Apr-24	$ 36.38	$ 37.91	$ 39.51	$ 41.15	$ 42.85	$ 44.62
	1-Oct-24	$ 36.74	$ 38.29	$ 39.91	$ 41.56	$ 43.28	$ 45.07
	1-Apr-25	$ 37.11	$ 38.67	$ 40.31	$ 41.98	$ 43.71	$ 45.52
	1-Oct-25	$ 37.48	$ 39.07	$ 40.71	$ 42.39	$ 44.15	$ 45.98
GROUP 9B	**1-Apr-22**	$ 31.73	$ 33.05	$ 34.43	$ 35.87	$ 37.34	$ 38.89
Combined Technician 1	**1-Apr-23**	$ 32.45	$ 33.79	$ 35.20	$ 36.68	$ 38.18	$ 39.76
	1-Oct-23	$ 33.17	$ 34.55	$ 36.00	$ 37.51	$ 39.04	$ 40.66
	1-Apr-24	$ 33.76	$ 35.16	$ 36.62	$ 38.17	$ 39.73	$ 41.37
	1-Oct-24	$ 34.09	$ 35.50	$ 36.99	$ 38.55	$ 40.12	$ 41.79
	1-Apr-25	$ 34.43	$ 35.86	$ 37.36	$ 38.93	$ 40.52	$ 42.20
	1-Oct-25	$ 34.78	$ 36.22	$ 37.73	$ 39.32	$ 40.92	$ 42.63
GROUP 11	**1-Apr-22**	$ 33.59	$ 35.01	$ 36.47	$ 38.00	$ 39.57	$ 41.23
Combined Technician 2	**1-Apr-23**	$ 34.34	$ 35.80	$ 37.28	$ 38.85	$ 40.45	$ 42.16
Medical Laboratory Technologist 1	**1-Oct-23**	$ 35.11	$ 36.60	$ 38.12	$ 39.73	$ 41.36	$ 43.11
Medical Radiation Technologist 1	**1-Apr-24**	$ 35.73	$ 37.24	$ 38.80	$ 40.42	$ 42.09	$ 43.86
	1-Oct-24	$ 36.09	$ 37.61	$ 39.19	$ 40.82	$ 42.52	$ 44.30
	1-Apr-25	$ 36.44	$ 37.99	$ 39.58	$ 41.23	$ 42.94	$ 44.74
	1-Oct-25	$ 36.81	$ 38.37	$ 39.97	$ 41.64	$ 43.37	$ 45.19
GROUP 11A	**1-Apr-22**	$ 34.32	$ 35.76	$ 37.23	$ 38.77	$ 40.44	$ 42.45
Biomedical Technologist	**1-Apr-23**	$ 35.09	$ 36.57	$ 38.07	$ 39.65	$ 41.35	$ 43.40
	1-Oct-23	$ 35.87	$ 37.39	$ 38.92	$ 40.54	$ 42.28	$ 44.37
	1-Apr-24	$ 36.50	$ 38.04	$ 39.60	$ 41.25	$ 43.02	$ 45.15
	1-Oct-24	$ 36.87	$ 38.42	$ 40.00	$ 41.66	$ 43.44	$ 45.60
	1-Apr-25	$ 37.24	$ 38.80	$ 40.40	$ 42.08	$ 43.88	$ 46.05
	1-Oct-25	$ 37.61	$ 39.19	$ 40.80	$ 42.50	$ 44.32	$ 46.51
GROUP 12	**1-Apr-22**	$ 33.60	$ 35.02	$ 36.50	$ 38.02	$ 39.60	$ 41.24
Orthotic Technician (Registered)	**1-Apr-23**	$ 34.36	$ 35.81	$ 37.32	$ 38.88	$ 40.50	$ 42.17
	1-Oct-23	$ 35.13	$ 36.61	$ 38.16	$ 39.75	$ 41.41	$ 43.12
	1-Apr-24	$ 35.75	$ 37.25	$ 38.83	$ 40.44	$ 42.13	$ 43.87
	1-Oct-24	$ 36.11	$ 37.62	$ 39.22	$ 40.85	$ 42.56	$ 44.31
	1-Apr-25	$ 36.47	$ 38.00	$ 39.61	$ 41.25	$ 42.99	$ 44.76
	1-Oct-25	$ 36.84	$ 38.38	$ 40.01	$ 41.66	$ 43.41	$ 45.20
GROUP 13	**1-Apr-22**	$ 35.31	$ 36.80	$ 38.35	$ 39.93	$ 41.60	$ 43.34
Barium Enema Technologist	**1-Apr-23**	$ 36.11	$ 37.63	$ 39.21	$ 40.82	$ 42.54	$ 44.32

Linear Accelearator Service Technician	**1-Oct-23**	$ 36.93	$ 38.48	$ 40.10	$ 41.74	$ 43.49	$ 45.32
Medical Laboratory Technologist 2	**1-Apr-24**	$ 37.58	$ 39.16	$ 40.80	$ 42.47	$ 44.25	$ 46.11
Medical Radiation Technologist (Crosstrain)	**1-Oct-24**	$ 37.96	$ 39.55	$ 41.20	$ 42.90	$ 44.70	$ 46.57
Medical Radiation Technologist 2	**1-Apr-25**	$ 38.34	$ 39.94	$ 41.62	$ 43.32	$ 45.15	$ 47.04
	1-Oct-25	$ 38.72	$ 40.34	$ 42.03	$ 43.76	$ 45.60	$ 47.51
GROUP 13A	**1-Apr-22**	$ 37.84	$ 39.40	$ 41.06	$ 42.80	$ 44.54	$ 46.44
Biomedical Technologist/Supervisor	**1-Apr-23**	$ 38.70	$ 40.29	$ 41.98	$ 43.76	$ 45.54	$ 47.48
Diagnostic Sonographer	**1-Oct-23**	$ 39.57	$ 41.19	$ 42.92	$ 44.74	$ 46.56	$ 48.54
	1-Apr-24	$ 40.26	$ 41.91	$ 43.67	$ 45.53	$ 47.38	$ 49.39
	1-Oct-24	$ 40.67	$ 42.32	$ 44.11	$ 45.99	$ 47.85	$ 49.88
	1-Apr-25	$ 41.07	$ 42.75	$ 44.54	$ 46.45	$ 48.33	$ 50.39
	1-Oct-25	$ 41.48	$ 43.18	$ 44.99	$ 46.91	$ 48.81	$ 50.89
GROUP 13	**01-Apr-22**	$35.31	$36.80	$38.35	$39.93	$41.60	$43.34
Respiratory Therapist 1	**01-Apr-23**	$36.11	$37.63	$39.21	$40.82	$42.54	$44.32
	01-Oct-23	$36.93	$38.48	$40.10	$41.74	$43.49	$45.32
GROUP 13H *LMA *	**01-Apr-24**	$42.84	$44.63	$46.51	$48.42	$50.44	$52.56
	01-Oct-24	$43.27	$45.08	$46.98	$48.90	$50.95	$53.09
	01-Apr-25	$43.70	$45.53	$47.45	$49.39	$51.45	$53.61
	01-Oct-25	$44.14	$45.99	$47.92	$49.88	$51.97	$54.15
GROUP 14	**1-Apr-22**	$ 37.20	$ 38.73	$ 40.35	$ 41.99	$ 43.77	$ 45.61
Medical Laboratory Specialist 1	**1-Apr-23**	$ 38.04	$ 39.60	$ 41.26	$ 42.93	$ 44.76	$ 46.64
Medical Physics Assistant	**1-Oct-23**	$ 38.89	$ 40.50	$ 42.19	$ 43.89	$ 45.76	$ 47.69
Medical Radiation Technologist 3	**1-Apr-24**	$ 39.57	$ 41.20	$ 42.93	$ 44.67	$ 46.57	$ 48.53
	1-Oct-24	$ 39.96	$ 41.62	$ 43.36	$ 45.11	$ 47.04	$ 49.01
	1-Apr-25	$ 40.36	$ 42.03	$ 43.79	$ 45.56	$ 47.51	$ 49.50
	1-Oct-25	$ 40.77	$ 42.46	$ 44.23	$ 46.02	$ 47.98	$ 50.00
GROUP 14A	**1-Apr-22**	$ 47.30	$ 48.80	$ 50.46	$ 52.11	$ 53.86	$ 55.68
Radiation Therapist	**1-Apr-23**	$ 48.36	$ 49.90	$ 51.59	$ 53.29	$ 55.07	$ 56.93
	1-Oct-23	$ 49.45	$ 51.02	$ 52.75	$ 54.49	$ 56.31	$ 58.21
	1-Apr-24	$ 50.31	$ 51.91	$ 53.67	$ 55.44	$ 57.30	$ 59.23
	1-Oct-24	$ 50.81	$ 52.43	$ 54.21	$ 56.00	$ 57.87	$ 59.82
	1-Apr-25	$ 51.32	$ 52.95	$ 54.75	$ 56.56	$ 58.45	$ 60.41
	1-Oct-25	$ 51.83	$ 53.48	$ 55.29	$ 57.13	$ 59.04	$ 61.02
GROUP 14B	**1-Apr-22**	$ 45.60	$ 47.12	$ 48.74	$ 50.41	$ 52.18	$ 54.01
MRI Coordinator	**1-Apr-23**	$ 46.63	$ 48.18	$ 49.84	$ 51.54	$ 53.36	$ 55.22

	1-Oct-23	$ 47.68	$ 49.27	$ 50.96	$ 52.71	$ 54.56	$ 56.46
	1-Apr-24	$ 48.51	$ 50.13	$ 51.86	$ 53.63	$ 55.51	$ 57.44
	1-Oct-24	$ 48.99	$ 50.64	$ 52.37	$ 54.16	$ 56.07	$ 58.02
	1-Apr-25	$ 49.48	$ 51.14	$ 52.90	$ 54.70	$ 56.63	$ 58.60
	1-Oct-25	$ 49.97	$ 51.65	$ 53.42	$ 55.25	$ 57.20	$ 59.18
GROUP 14C	**1-Apr-22**	$ 38.70	$ 40.25	$ 41.98	$ 43.69	$ 45.52	$ 47.43
Occupational Therapist 1	**1-Apr-23**	$ 39.57	$ 41.16	$ 42.92	$ 44.68	$ 46.54	$ 48.50
Physiotherapist 1	**1-Oct-23**	$ 40.45	$ 42.09	$ 43.88	$ 45.68	$ 47.58	$ 49.58
	1-Apr-24	$ 41.16	$ 42.83	$ 44.65	$ 46.48	$ 48.41	$ 50.44
	1-Oct-24	$ 41.57	$ 43.25	$ 45.10	$ 46.95	$ 48.89	$ 50.95
	1-Apr-25	$ 41.99	$ 43.69	$ 45.55	$ 47.42	$ 49.38	$ 51.45
	1-Oct-25	$ 42.40	$ 44.13	$ 46.01	$ 47.89	$ 49.87	$ 51.97
GROUP 14D	**1-Apr-22**	$ 39.85	$ 41.48	$ 43.21	$ 44.97	$ 46.87	$ 48.84
Diagnostic Sonographer Specialist	**1-Apr-23**	$ 40.75	$ 42.41	$ 44.18	$ 45.98	$ 47.92	$ 49.94
	1-Oct-23	$ 41.66	$ 43.37	$ 45.18	$ 47.01	$ 49.00	$ 51.06
	1-Apr-24	$ 42.39	$ 44.13	$ 45.98	$ 47.82	$ 49.86	$ 51.96
	1-Oct-24	$ 42.82	$ 44.56	$ 46.44	$ 48.31	$ 50.37	$ 52.47
	1-Apr-25	$ 43.24	$ 45.01	$ 46.89	$ 48.79	$ 50.87	$ 53.00
	1-Oct-25	$ 43.68	$ 45.46	$ 47.36	$ 49.28	$ 51.37	$ 53.52
GROUP 15	**1-Apr-22**	$ 39.21	$ 40.84	$ 42.53	$ 44.35	$ 46.19	$ 48.10
Medical Laboratory Specialist 2	**1-Apr-23**	$ 40.10	$ 41.75	$ 43.48	$ 45.35	$ 47.23	$ 49.19
Senior Linear Accelerator Technician	**1-Oct-23**	$ 41.00	$ 42.69	$ 44.45	$ 46.37	$ 48.29	$ 50.30
	1-Apr-24	$ 41.72	$ 43.44	$ 45.23	$ 47.17	$ 49.13	$ 51.18
	1-Oct-24	$ 42.13	$ 43.88	$ 45.67	$ 47.64	$ 49.63	$ 51.70
	1-Apr-25	$ 42.56	$ 44.32	$ 46.13	$ 48.13	$ 50.12	$ 52.21
	1-Oct-25	$ 42.99	$ 44.77	$ 46.59	$ 48.61	$ 50.62	$ 52.74
GROUP 15A	**1-Apr-22**	$ 49.32	$ 50.92	$ 52.64	$ 54.39	$ 56.26	$ 58.21
Radiation Therapist Lead	**1-Apr-23**	$ 50.43	$ 52.06	$ 53.83	$ 55.61	$ 57.52	$ 59.52
	1-Oct-23	$ 51.56	$ 53.23	$ 55.04	$ 56.86	$ 58.82	$ 60.86
	1-Apr-24	$ 52.47	$ 54.16	$ 56.00	$ 57.86	$ 59.85	$ 61.92
	1-Oct-24	$ 53.00	$ 54.70	$ 56.56	$ 58.44	$ 60.45	$ 62.54
	1-Apr-25	$ 53.52	$ 55.25	$ 57.13	$ 59.02	$ 61.05	$ 63.17
	1-Oct-25	$ 54.06	$ 55.80	$ 57.70	$ 59.62	$ 61.67	$ 63.80
GROUP 15B	**1-Apr-22**	$ 40.79	$ 42.47	$ 44.23	$ 46.11	$ 48.04	$ 50.04
Occupational Therapist 2	**1-Apr-23**	$ 41.71	$ 43.42	$ 45.23	$ 47.15	$ 49.12	$ 51.17
Physiotherapist 2	**1-Oct-23**	$ 42.65	$ 44.40	$ 46.24	$ 48.22	$ 50.23	$ 52.33
	1-Apr-24	$ 43.40	$ 45.17	$ 47.05	$ 49.06	$ 51.11	$ 53.24

	1-Oct-24	$ 43.84	$ 45.62	$ 47.52	$ 49.55	$ 51.62	$ 53.78
	1-Apr-25	$ 44.27	$ 46.08	$ 47.99	$ 50.04	$ 52.14	$ 54.32
	1-Oct-25	$ 44.72	$ 46.54	$ 48.47	$ 50.55	$ 52.66	$ 54.87
GROUP 15C	**1-Apr-22**	$ 42.39	$ 44.14	$ 45.94	$ 47.91	$ 49.94	$ 51.98
Certified Orthotist	**1-Apr-23**	$ 43.34	$ 45.14	$ 46.97	$ 48.99	$ 51.06	$ 53.14
Certified Prothetist	**1-Oct-23**	$ 44.32	$ 46.16	$ 48.03	$ 50.09	$ 52.21	$ 54.34
	1-Apr-24	$ 45.09	$ 46.96	$ 48.87	$ 50.96	$ 53.13	$ 55.29
	1-Oct-24	$ 45.54	$ 47.43	$ 49.36	$ 51.48	$ 53.66	$ 55.84
	1-Apr-25	$ 46.00	$ 47.90	$ 49.85	$ 51.99	$ 54.20	$ 56.40
	1-Oct-25	$ 46.46	$ 48.38	$ 50.36	$ 52.51	$ 54.73	$ 56.96
GROUP 15D	**1-Apr-22**	$ 41.85	$ 43.53	$ 45.39	$ 47.22	$ 49.24	$ 51.28
Echocardiography Coordinator	**1-Apr-23**	$ 42.80	$ 44.51	$ 46.41	$ 48.28	$ 50.34	$ 52.44
	1-Oct-23	$ 43.76	$ 45.51	$ 47.45	$ 49.37	$ 51.48	$ 53.61
	1-Apr-24	$ 44.52	$ 46.30	$ 48.28	$ 50.23	$ 52.37	$ 54.56
	1-Oct-24	$ 44.97	$ 46.76	$ 48.76	$ 50.74	$ 52.90	$ 55.10
	1-Apr-25	$ 45.42	$ 47.23	$ 49.26	$ 51.24	$ 53.42	$ 55.65
	1-Oct-25	$ 45.88	$ 47.70	$ 49.75	$ 51.76	$ 53.96	$ 56.21
GROUP 15	**1-Apr-22**	$ 39.21	$ 40.84	$ 42.53	$ 44.35	$ 46.19	$ 48.10
Respiratory Therapist 2	**1-Apr-23**	$ 40.10	$ 41.75	$ 43.48	$ 45.35	$ 47.23	$ 49.19
	1-Oct-23	$ 41.00	$ 42.69	$ 44.45	$ 46.37	$ 48.29	$ 50.30
GROUP 15H *LMA *	**1-Apr-24**	$ 47.57	$ 49.53	$ 51.55	$ 53.78	$ 56.01	$ 58.35
	1-Oct-24	$ 48.04	$ 50.02	$ 52.07	$ 54.32	$ 56.57	$ 58.93
	1-Apr-25	$ 48.52	$ 50.52	$ 52.58	$ 54.87	$ 57.14	$ 59.53
	1-Oct-25	$ 49.00	$ 51.03	$ 53.11	$ 55.42	$ 57.71	$ 60.12
GROUP 16A	**1-Apr-22**	$ 42.53	$ 44.30	$ 46.14	$ 48.03	$ 50.04	$ 52.12
Occupational Therapist 3	**1-Apr-23**	$ 43.48	$ 45.29	$ 47.19	$ 49.10	$ 51.17	$ 53.30
Physiotherapist 3	**1-Oct-23**	$ 44.45	$ 46.31	$ 48.25	$ 50.21	$ 52.33	$ 54.50
	1-Apr-24	$ 45.23	$ 47.12	$ 49.09	$ 51.08	$ 53.24	$ 55.45
	1-Oct-24	$ 45.67	$ 47.59	$ 49.58	$ 51.60	$ 53.78	$ 56.01
	1-Apr-25	$ 46.13	$ 48.06	$ 50.08	$ 52.11	$ 54.32	$ 56.57
	1-Oct-25	$ 46.59	$ 48.54	$ 50.58	$ 52.64	$ 54.87	$ 57.14
GROUP 16B	**1-Apr-22**	$ 51.48	$ 53.14	$ 54.92	$ 56.81	$ 58.77	$ 60.86
Radiation Therapist Supervisor	**1-Apr-23**	$ 52.63	$ 54.34	$ 56.16	$ 58.08	$ 60.09	$ 62.23
	1-Oct-23	$ 53.82	$ 55.56	$ 57.42	$ 59.39	$ 61.44	$ 63.63
	1-Apr-24	$ 54.76	$ 56.54	$ 58.43	$ 60.44	$ 62.52	$ 64.74
	1-Oct-24	$ 55.31	$ 57.10	$ 59.01	$ 61.04	$ 63.15	$ 65.39
	1-Apr-25	$ 55.85	$ 57.67	$ 59.61	$ 61.66	$ 63.77	$ 66.04
	1-Oct-25	$ 56.41	$ 58.24	$ 60.20	$ 62.27	$ 64.41	$ 66.70

APPENDIX "C"

DEFERRED SALARY PLAN CONTRACT

I have read the terms and conditions of the Deferred Salary Plan (Article 54) and hereby agree to enter the Plan under the following terms and conditions:

(1) Enrolment Date

I wish to enroll in the Deferred Salary Plan

commencing

(2) Year of Leave

I shall take my leave of absence from the

to

(3) Financial Arrangements The financing of my participation in the Deferred Salary Plan shall be according to the following schedule:

Date:

_____

_____

Employee

_____

Witness

_____

For the Employer

_____

Witness

APPENDIX "D"

CONDITIONS FOR LINE SHARING

1. Line sharing may involve only two employees, both of whom must be in permanent positions. **For the purposes of clarity, the employee reducing their hours of work must be in a 1.0 FTE position.** (Notwithstanding the above, where line sharing arrangements involving more than two employees have previously existed, such practice may continue).

2. It shall be the responsibility of an employee who wishes to reduce hours of work to secure a partner within their work unit who wishes to increase hours of work and whose work schedule and qualifications are compatible.

3. The employee shall then make a written request to the Employer identifying the other employee wishing to line share. The Employer shall provide a copy of the line sharing request to the Union.

4. Line sharing will be approved on a case by case basis.

5. It is recognized that it is a retained management right to approve employees for line sharing. The Union shall be advised of management's decision to approve or deny any such request.

6. A line sharing arrangement that results in the violation of the guidelines or any other provision of the collective agreement shall not be approved without the express and prior approval of the Union.

7. A permanent full-time employee who reduces their regular hours of work shall be considered, for purposes of benefits, to be occupying a temporary part-time position. Benefits shall be earned in proportion to hours worked. Life insurance benefit reflect each employee's permanent status. The full-time employee shall not reduce below .5 FTE nor shall the part-time employee increase hours of work beyond .9 FTE. Subject to the terms of the pension plan and the provisions of the Income Tax Act, a participating full-time employee may be permitted to contribute to their pension on the same basis as if they were in their full-time position, for a lifetime period of not more than twenty-four (24) months. The Employer will match the employee's contributions.

8. Employees entering Line Sharing agreement(s) may have the arrangement(s) approved for a period of up to 24 months. In no case shall the line sharing arrangement(s) be extended beyond a total of 24 months. In the event that employees in a line sharing agreement change positions or terminate employment, this agreement shall be cancelled and the remaining employee shall revert to their original hours of work.

9. Notwithstanding paragraph 8 above, if a permanent full-time employee's line sharing arrangement is cancelled prior to its completion, they shall be eligible to reapply for another line sharing arrangement at any time provided that:

    1. The subsequent arrangement is for the remainder of the original line

share, and;

2. The subsequent arrangement ends no later than on the termination date of the original line share.

At the completion of the Line sharing arrangement(s) totalling up to 24 months, the permanent full-time employee shall not be able to enter into another line sharing arrangement for at least the same amount of time as actually spent in the arrangement(s).

EXAMPLE

For the purposes of clarity, the following example is provided:

A permanent full time employee is approved for a two year line sharing agreement with employee X. After nine months employee X changes positions and is no longer available to participate in the line sharing agreement.

The line sharing agreement is thereby cancelled and the full time permanent employee immediately reverts to the employee's original hours of work (paragraph 8).

Three months later the full time permanent employee finds another employee to participate in the remaining twelve (12) months of the original line sharing arrangement and applies and is approved by the employer for this new arrangement (paragraph 9).

At the end of the twelve (12) months of line sharing, the agreement terminates and the full time permanent employee reverts to their original hours of work (paragraph 8). The full time permanent employee is not eligible to apply for another line sharing arrangement for a period of twenty-four months (paragraph 9).

Should the permanent full-time employee not enter into a subsequent line-sharing agreement, that employee may apply for a new line-sharing agreement after reverting back to their original hours of work for a period of nine months.

10. In the event that employees in a line sharing agreement change positions or terminate employment, this agreement shall be cancelled and the remaining employee shall revert to their original hours of work.

11. Full-time employees who enter into a line sharing arrangement as an alternative to permanent part-time employment will be encouraged to apply for part-time positions as they become available, It is understood that a full-time employee who enters into a line sharing arrangement shall not have the right to pick up extra shifts pursuant to Article **21.18** during the life of their line sharing arrangement. However, a part-time employee accepting a line sharing arrangement will continue to have the right to pick up shifts pursuant to Article **21.18**.

12. Employees entering a line sharing arrangement shall be required to sign the Line

Sharing Agreement. A copy shall be forwarded to the Union and the employees.

13. Any of the Parties to the line sharing agreement may terminate the arrangement at any time by giving one month's notice.

14. In the event that an application to line share does not conform to the conditions contained in this document, such application shall not be approved without the prior agreement of the Union and the Employer. This provision cannot be used to override the operation of Paragraph 8.

APPENDIX "E"

CONDITIONS FOR JOB SHARING

The guidelines for job sharing are as follows:

1. The Union and the Employer hereby agree that job sharing shall mean the equal sharing of one (1) permanent full time position by two (2) permanent full time employees.

2. Job sharing shall only be initiated by interested permanent full time employee(s) and shall require the approval of the Union and the Employer before implementation.

3. The position to be job shared shall be maintained as a permanent full time position and there shall be no reduction in the total working hours of the position.

4. Any employee(s) who wishes to initiate a job sharing arrangement shall seek a permanent full time employee within the same classification who may be agreeable to job sharing their position.

   Once this is done, the employee shall make a written request to the Employer identifying the position to be shared and the other employee who will be job sharing.

5. The Employer shall provide a copy of the job sharing request to the Union.

6. Approval of a job sharing request will not be unreasonably withheld by either the Union or the Employer.

7. During the job sharing arrangement, both employees will continue to earn wages and benefits applicable to the position on a pro-rata basis.

8. The employees who enter into a job sharing arrangement shall do so as if they were securing a permanent position with the Employer and the conditions and responsibilities of such shall apply.

9. In the event an employee is absent from work due to a leave of absence or sickness, the other employee shall be given the option of assuming the job shared position on a temporary basis until the absent employee returns or have the Employer post the vacated portion of the position as a temporary position. The remaining employee shall be expected to perform the duties of the position until a successful applicant has been chosen. If the Employer is unable to fill the temporary position, the remaining employee shall fill the job shared position.

10. In the event an employee vacates their portion of the job shared position for a reason other than that outlined in Article 9, the remaining employee shall assume the duties of the position on a permanent basis. This shall continue until the remaining employee enters into a new job sharing arrangement, obtains other employment with the Employer or leaves the employ of the Employer.

11. **An employee who enters into a job-sharing arrangement shall not have the right to pick up shifts, unless requested by the Employer to fill a shift after all other qualified permanent part time, permanent full time, temporary and casual employees in the Department have been given an opportunity to fill the shift. An employee who agrees to work a shift pursuant to this paragraph shall not be entitled to paid leave for those shifts.**

12. Prior to any employee entering into a job sharing arrangement, such employee shall be fully apprised of the terms and conditions of this Agreement by the Employer.

APPENDIX "F"

CLASSIFICATION REVIEW PROCESS

1. A classification review may be requested by either the Employer or a Permanent Employee by preparing a position questionnaire along with a covering letter specifying the reason(s) for the request. A Temporary Employee may request a review where they are the incumbent in the temporary position of one year or greater and there is no permanent incumbent.

2. A request from the Employer for a classification review of a new or vacant position shall be submitted directly to the Public Service Commission.

3. When the request for a review is made by an Employee, they shall submit it to the supervisor and forward a copy for the HR Department. The questionnaire is to be signed by the employee and dated the day it is submitted to the supervisor. Within 20 days, the position questionnaire shall be reviewed, signed by the supervisor and forwarded to the HR Department with a copy back to the Employee. The HR Department shall send the request to the Public Service Commission for review.

4. The Public Service Commission shall review the classification of the position and notify the Employee and the Employer of the decision within sixty (60) days of receiving the request. The Employer shall advise the Union of the results. (No grievance arising out of failure to meet this time line).

5. An Employee whose position is reclassified to a higher group classification shall be promoted and paid in accordance with Article 36. In circumstances where the Employee was performing the duties of the reclassified position prior to the date of submitting the position questionnaire, the adjusted pay increase shall be effective as of forty-five (45) days prior to the date when the completed position questionnaire was submitted to the supervisor.

6. An Employee whose position is reclassified to a classification with a lower maximum pay than the employee's current rate of pay shall retain **their** current rate of pay until such time as the rate for the new classification equals or exceeds the current rate.

7. The entire process will not exceed six months in duration. Such process shall not be unreasonably delayed.

8. Within 20 days of receiving notification, the Employee may request to meet with the Classification Officer to review the results.

9. In the event that the parties are unable to agree with the results of the review, a grievance may be filed at Step 2 of Article 15.02 of the Collective Agreement.

APPENDIX "G"

LETTER OF UNDERSTANDING

RE: ADVERSE WEATHER CONDITIONS

1. Health PEI, prior to October 31st, in every year, will send a memorandum to management at every worksite.

2. The memorandum will contain the following:

   a) Entrances and exits at worksites and parking lots must be cleared during times of inclement weather, to permit employees to safely exit and/or enter their worksites at all times;

   b) Sufficient provisions must be on hand at all times and accessible to employees who become storm stayed at worksites. Provisions would include, but not be limited to food, water, and blankets.

LETTER OF UNDERSTANDING

DIAGNOSTIC IMAGING

Notwithstanding article 35, a Radiation Technologist 1 who is required to perform duties of a Radiation Technologist 2 or Diagnostic Sonographer during a shift shall be compensated at the higher rate for the full shift.

LETTER OF UNDERSTANDING

CLINICAL INFORMATION SYSTEM

REMOTE SUPPORT

Persons employed to support the Clinical Information System who are designated by the Employer to be on a stand-by to provide remote support by telephone or computer shall be compensated as follows:

(a) Employees on stand-by shall be paid the Collective Agreement stand-by rate.

(b) Where an employee is called upon to provide remote support, they shall be paid at time and one-half (1.5) their regular rate for the hours worked with a minimum of three (3) hours pay at straight time per incident.

(c) If more than one remote support assignment arises within a three (3) hour period, the employee shall be compensated for only one call-back in that period inclusive of the elapsed time from the start of the first matter to the completion of the subsequent.

LETTER OF UNDERSTANDING

RETURN-FOR-SERVICE AGREEMENT

1. The Employer will not introduce or amend a return-for-service agreement for any position without the prior approval of the Union.

2. The Employer and the Union will negotiate the terms and conditions of return-for-service agreements.

3. The detailed costs of education funds to be provided will be set out in each return-for-service agreement.

4. Any temporary position offered as part of a return for service agreement shall not be used to reduce the number of permanent positions.

5. Any permanent or temporary vacancies arising from the regular complement, shall be posted in accordance with the collective agreement.

6. Employees under a return-for-service agreement shall not be used to replace absent permanent employees where there are existing permanent part-time employees available to fulfill the role.

7. Employees under a return-for-service agreement assigned to a temporary position may apply for any posted vacancy and shall be considered on the basis of qualifications and ability, in accordance with the provisions of the collective agreement.

8. Employees under a return-for-service agreement assigned to such positions, shall be considered members of the bargaining unit and shall have all the rights and privileges accorded to a temporary employee under the collective agreement.

9. Any dispute shall be referred to arbitration in accordance with article 15 and 16 of the collective agreement.

10. When requested by the Union, the Employer will provide copies of all current agreements which have been entered into subsequent to the date of signing this Letter of Understanding.

LETTER OF UNDERSTANDING

CLASSIFICATION AND/OR WAGE REVIEW

A Committee shall be established consisting of three union representatives and equal representation from the Employer. The committee shall review the circumstances of those classification or positions brought forth by the Union including retention, recruitment and shortage issues and make recommendations to the Parties regarding possible market adjustments, reclassifications and/or strategies. The Parties agree that classifications or positions may only be considered on the basis of objectively substantiated evidence. These matters shall be brought back to the Parties to the Collective Agreement.

The Parties agree to review the following classifications or positions:

(a) Lab Tech 1

(b) Lab Tech 2

(c) Lab Specialist 1

(d) Lab Specialist 2

(e) Lab Specialist 3

LETTER OF UNDERSTANDING

SERVICE CREDITS FOR STEPS IN PAY
(APPENDIX "B" – PROFESSIONAL/TECHNICAL SERIES)

The Parties agree that:

(a) New Permanent, Temporary or Casual Employees of the Employer will be employed at the following steps in the salary scale provided not more than five (5) years have elapsed since such experience was obtained with an Employer. One year of experience shall be equivalent to nineteen hundred and fifty (1950) paid hours. Employees with the following service credits shall be paid at the following step increments:

(b) An Employee who has completed less than one (1) year (nineteen hundred and fifty (1950) hours) of professional/technical series in a similar classification, including casual and temporary professional/technical service, shall be hired at step one (1) of the salary scale;

(i) An Employee who has completed one (1) year of professional/technical service in a similar classification (nineteen hundred and fifty (1950) work hours), including casual and temporary professional/technical service, shall be hire at step two (2) of the salary scale.

(ii) An Employee who has completed two (2) years of professional/technical service in a similar classification (thirty nine hundred (3900 work hours), including casual and temporary professional/technical service, shall be hired at step three (3) of the salary scale.

(iii) An Employee who has completed three (3) years of professional/technical service in a similar classification (fifty eight hundred and fifty (5850) work hours), including casual and temporary professional/technical service, shall be hired at step four (4) of the salary scale;

(iv) An Employee who has completed four (4) years of professional/technical service in a similar classification (seventy eight hundred (7800) work hours), including casual and temporary professional/technical service, shall be hired at step five (5) of the salary scale;

(v) An Employee who has completed five (5) years of professional/technical service in a similar classification (ninety seven hundred and fifty (9750) work hours), including casual and temporary professional/technical service, shall be hired at step six (6) of the salary scale.

(c) Following employment, Employees will receive increases in accordance with Article 36.02, **with the exception that newly hired employees who have previous hours of service in the same classification as they are hired into, not utilized in the initial step placement, shall be permitted to use these towards the computation of hours for their next increment.**

(d) An Employee can only receive credit for previous employment service credits if the Employee provides the Employer with a letter from their previous employer(s) certifying to the number of hours worked in the Employee's current classification. An employee who has service credits approved will receive their increment increase retroactive to the date that the letter was received by the Employer.

Dated at Charlottetown, Prince Edward Island
This 24th day of November, 20**23**

MEMORANDUM OF UNDERSTANDING

VACATION CARRY OVER

As a result of the staffing shortages that can affect the Employer' s ability to grant vacation leave, the parties agree that employees shall be permitted to carry-over unused vacation hours from the 2023-2024 and 2024-2025 Fiscal (Vacation) years, beyond those specified in Article 23.05 (re: Vacation Carry-Over). This Memorandum of Agreement shall not be renewed unless mutually agreed upon by the parties.