



Actual - Effective October 9, 2015

Final Agreed Numbers

Program/Service	Classification	Regular Staff Requirement/ Shift & Day				
		Day of Week	D	E	N	Total
Radiology	General Duty Technologist	M-F	4	1.5	1	6.5
		S-S	1 & OC	2	1	4
	Senior Technologist	M-F**	2	1	0	
		S-S**	1	0	0	1
	Charge Technologist	M-F	1	0	0	1
Physiotherapy	Physio Therapist	Monday	15	0	0	15
		Tuesday	15	0	0	15
		Wedns.	14	0	0	14
		Thurs.	15	0	0	15
		Friday	15	0	0	15
		S-S	6	0	0	6
	Clinical Resource Physio	M-F	2	0	0	2
Respiratory	Clinical Res Resp Therapist	M-F	1	0		1
	Respiratory Therapist	M-Sun	2	0	2	4
	Anesthesia Technician	M-Sun	1	0	0	1
Social Services	Social Worker	M-Th	6	0	0	6
		Fri	5	0	0	5
Spiritual Services	Chaplin	Mon	OC	0	0	
		Tue-Fri	2	0	0	2
Cardiology	General Duty Technologist	M-F	2	1	0	3
		Sat-Sun	1	1		2

Essential Svs Staff Requirement/Shift & Day			
D	E	N	Total
2	on call	1	3
on call	1	1	2
1	1	0	2
1	0	0	1
0	0	0	0
7& oc	0	0	7
7& oc	0	0	7
7& oc	0	0	7
7& oc	0	0	7
5	0	0	5
0	0	0	0
0			0
1		1	2
1 oncall Mon-Sun			
0			0
3			3
3			3
0	0	0	0
Oncall Tues-Fri Days		0	0
1	1		2
1	1		2

Appendix E

Insert scheduling rules document here and label as Appendix E

- 1. Concordia Hospital will be responsible for scheduling essential services employees in the event of a job action. Concordia Hospital will develop essential services staff rotations and provide same to the union at least 48 hours prior to the planned commencement of any job action.**
- 2. Concordia Hospital will schedule only those numbers of employees for each classification and site as are set out in Appendices “C” & “D” herein. Employees will be assigned to work the identified shifts set out in Appendix “C”, i.e., they will be assigned to the areas where they have been identified as competent, fit to work, and appropriately orientated.**
- 3. Concordia Hospital and MAHCP will agree on a jointly developed communication which will be distributed to all MAHCP employees in advance of the job action and which will notify the employees of their obligations in relation to attendance at work in the event of a job action.**
- 4. MAHCP will assist Concordia Hospital with scheduling where and when appropriate to do so. This includes but is not limited to providing communications to its members about this process and the requirement of MAHCP members to attend work when scheduled and/or when asked to do so by Concordia Hospital due to an emergency situation.**
- 5. Where an employee is unable to attend work due to legitimate illness or another justifiable circumstance, the employee will notify Concordia Hospital a minimum of 3 hours in advance of said scheduled essential service shift of duty. The Concordia Hospital contact shall notify the MAHCP contact and the parties will determine the best way to fill the now vacant shift.**
- 6. Concordia Hospital and MAHCP will identify whether shifts/classifications are required to be (a) on immediate standby’ or (b) on standby.**
 - a. “Immediate standby” is defined as staff that must be on standby at the facility so that they are immediately available to work the shift.**
 - b. “Standby” is defined as staff that must be able to attend at the facility within 30 minutes.**
- 7. Concordia Hospital and MAHCP will meet daily at a pre-determined location and time to discuss staffing to ensure that the processes are working appropriately and to address any issues that may arise. This can be either and in-person meeting or teleconference. The individuals who are required to participate in this daily communication for both Concordia Hospital and MAHCP are Rose Schwarz or designate(s) (employer) and Michele Eger (MAHCP). Either Concordia Hospital and/or MAHCP may require additional individuals to participate where required.**