

MAHCP - Essential Services Designated Positions
 Misericordia Health Centre

| Department | Classification | | Normal Staffing | | | Essential Staffing | | |
|--------------------|---|--------------|-----------------|---------|-------|--------------------|---------|-------|
| | | | Day | Evening | Night | Day | Evening | Night |
| Rehab. Services | Sr. Physiotherapist | Mon - Friday | 1 | | | 0 | | |
| | | Sat/Sunday | | | | | | |
| | Staff Physiotherapist | Mon - Friday | 3.6 | | | 1 | | |
| | | Sat/Sunday | | | | | | |
| | Staff Occupational Therapist | Mon - Friday | 2.4 | | | 1 | | |
| | | Sat/Sunday | | | | | | |
| Diagnostic Imaging | Radiology Technologist | Mon - Friday | 3.0 | 1.0 | | 1.0 | 1.0 | |
| | | Sat/Sunday | 1.5 | 1.5 | | 1.0 | 1.0 | |
| | Sr. Radiology Technologist/CT | Mon - Friday | 1.0 | | | 1.0 CT | | |
| | | Sat/Sunday | | | | | | |
| | Charge Technologist | Mon - Friday | 1.0 | | | 0 | | |
| | G D Sonographer Sr. Sonographer | Mon - Friday | 4.0 | | | 1.0 GD | | |
| | | Sat/Sunday | | | | | | |
| | Sr. Rad. Technologist MBSP Mobile | Mon-Friday | 5.0 | | | 0 | | |
| | | Sat/Sunday | | | | | | |
| | Sr. Radiology Technologist (Breast Screening) | Mon-Friday | 3.0 | | | 0 | | |

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|----------------------|-----------------------------|---------------|-----------------|-----------|--|--------------------|--------------|--|
| | | | | | | | | |
| | Charge Technologist | Monday-Friday | 1.0 | | | 0 | | |
| | EKG Senior Technologist | Mon-Friday | 1.0 | | | 1.0 | | |
| | | Sat/Sunday | | | | | | |
| Social Work | Ophth./Easy Street BSW | Mon-Friday | 1.0 | | | .5 Oph. | | |
| | Mis Place BSW | Mon-Friday | 1.0 | | | 0 | | |
| | Interim Care BSW | Mon-Friday | 2.0 | | | 1.0 | 1.00 on call | |
| | MHC for Lungs BSW | Mon-Friday | .3 | | | 0 | | |
| | Urgent Care BSW | Mon-Friday | .9 | | | .5 | | |
| Ophthalmology Clinic | Ophthalmologic Photographer | Mon-Friday | 2.5 | | | 1 | | |
| Eye Bank | Sr. Eye Bank Technician | Mon-Friday | 1 | | | 1 | | |
| | Eye Bank Technician | Mon-Friday | | 1 on call | | | 1 on call | |
| | Eye Bank Technician | Sat/Sunday | | 1 on call | | | 1 on call | |
| Ambulatory Care | Orthopedic Technologist | Mon-Friday | 1.8 | | | 0 | | |
| Spiritual Care | Spiritual Care Providers | Mon-Friday | 3.0 | | | 1.0 | | |
| | Spiritual Care Providers | Sat/Sunday | 1.0 on call | | | 1.0 on call | | |
| Nutrition Services | Dietitian -LTC | Mon-Friday | 1.2 | | | .7 | | |
| | Dietitian -Easy Street | Mon-Friday | .2 | | | 0 | | |
| | Dietitian -MHC for Lungs | Mon-Friday | .1 | | | 0 | | |
| | Dietitian -Urgent Care | Mon-Friday | .5 | | | 0 | | |
| Respiratory Therapy | Respiratory Therapist | Mon-Friday | 1.0 | 1.0 | | 1.0 | 1.0 | |

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|----------------------------------|--|-----------------|-----------------|---|---|--------------------|---|---|
| | | | | | | | | |
| | Charge Respiratory Therapist | Mon-Friday | .5 | | | 0 | | |
| | MHC for Lung s | Mon-Friday | .5 | | | 0 | | |
| Provincial Health Contact Centre | Supervisor, Intake & After Hours | Monday-Friday | 1 | 1 | 1 | 1 | 1 | 1 |
| | | Saturday-Sunday | 1 | 1 | 1 | 1 | 1 | 1 |
| | Clinical Services Leader, Dial a Dietitian | Mon-Friday | 1 | 1 | | 0 | 0 | |
| | Dietitian, Dial a Dietitian | Mon-Friday | 1 | 1 | | 0 | 0 | |
| Sleep Disorder Centre | Co-ordinator | Mon-Friday | 1 | | | 0 | | |
| | Poly Technician/Technologist | Mon-Friday | | | 5 | | | 0 |
| | General Duty R.T. | | 3.6 | | | 0 | | |

Dated September 22, 2014


 For Misericordia Health Centre (MHC)


 For Manitoba Association of Health Care Professionals (MAHCP)

Appendix E

Scheduling rules and processes:

1. The Employer will develop essential service staff rotations and provide said information to MAHCP at least 72 hours prior to the commencement of any job action.
2. The essential service staff rotations developed by the Employer will be in accordance with the agreed to or arbitrated essential services staffing numbers in Appendix C.
3. As per #4 of the ESA, and in accordance with Appendix D, employees will be assigned by the Employer to work in the identified shifts in the scheduling plan in Appendix C (ie, they will be assigned to the areas where they have been identified as competent, fit to work and appropriately orientated.)
4. The Employer will identify the employees who will be assigned to the schedule plan in Appendix C, including those designated to provide standby coverage. The Employer will provide that staffing assignment to the Union's designated representative in a written format via fax or email a minimum of 48 hours prior to the commencement of any said shift.
5. Both the Employer and MAHCP will commit and agree to have a designated 24 hour a day contact point to ensure that urgent issues can be addressed without any potential risk to patients. These designated contact points will be for the purpose of dealing with potential emergency situations that may arise (as per #7) and the necessity of having alternate staff report to work for unanticipated needs (as per #5 &6).
6. If at any time, an emergency situation develops, or an urgent need is identified and staff are required, the Employer will contact the Association prior to contacting the necessary employees directly to ensure the emergency or urgent issue is addressed without additional risk, as per # 8.
7. The parties agree to meet daily at a pre-determined time and location to address issues that may have arisen regarding ongoing scheduling or to address any other related essential services issues that either party wishes to discuss.
8. Where an employee is unable to report for an assigned essential services shift due to legitimate illness or another justifiable circumstance, said employee must notify the Employer designated representative in accordance with the timelines outlined in the Collective Agreement.
9. When notification is received of said employee absence, the Employer will ensure that an appropriately qualified staff member (As per Appendix D) is assigned to work the now vacant shift and that the replacement staff member reports for duty at the assigned start time of the shift.

10. Where an employee who was previously identified as being on standby is now to be assigned to work a vacant shift, the employee will be paid in accordance with the terms of the Collective Agreement and be paid straight time wages for the shift that they are now assigned to work, and an alternate employee will then be designated to the standby assignment for that shift.
11. Unless otherwise mutually agreed between the parties, all staff assigned to work will be working and paid at the same classification they were paid prior to the work stoppage, including contract compliant rates of pay for standby.