

SBGH/MAHCP ESSENTIAL SERVICES

APPENDIX "C"

UNIT	COST CENTER	CLASSIFICATION	SHIFT	Regular Staffing Requirement			Employer's Proposed Staffing			Union's Proposed Staffing			AGREED ESSENTIAL SERVICES STAFFING			Comments	
				D	E	N	D	E	N	D	E	N	D	E	N		
CARDIAC SCIENCES																	
Cardiac Diagnostics Non-Invasive (EKG/Stress/Holter)	6763	Cardiology Technologist	M-F	14	3	2	5	2	1	4	2	1	4	2	1	Agreed February 4, 2014; Cardiology Tech (M-F) and Charge agreed March 13, 2014	
			Wknds	3	3	2	3	2	1				3	2	1		
		Charge Cardiology Tech	M-F	1	0	0	1	0	0	0	0	0	0	0	0		
Echocardiography	6843	Cardiac Sonographer	M-F	5	1 Standby	1 Standby	3	1 Standby	1 Standby	2	1 Standby	1 Standby	2	1 Standby	1 Standby	Agreed March 13, 2014	
			Wknds	1 Standby	1 Standby	1 Standby	1 Standby	1 Standby	1 Standby				1 Standby	1 Standby	1 Standby	Agreed February 4, 2014	
		Charge, Cardiac Sonographer	M-F	1	0	0	1	0	0	0	0	0	0	0	0	0	Agreed March 13, 2014
		Sr. Sonographer, Cardiac	M-F	2	0	0	0	0	0				0	0	0	0	Agreed March 13, 2014
Perfusion	6975	Perfusionist	M-F	7 - staggered hrs.	3 Standby	3 Standby	4 + 2 Standby* staggered hrs.	3 Standby*	3 Standby*				4 + 2 Standby* staggered hrs.	3 Standby*	3 Standby*	*1 trained for VAD implant. Agreed February 4, 2014	
			Wknds	3 Standby	3 Standby	3 Standby	3 Standby*	3 Standby*	3 Standby*				3 Standby*	3 Standby*	3 Standby*		
		Charge Perfusionist	M-F	1	0	0	0*	0	0				0*	0	0	*Charge Perfusionist may be called in for max. of 3 hours in the event of emergent supply/equipment procurement. Agreed February 4, 2014	
Cardiac Sciences	6051	Social Worker II	M-F	1 - 2	0	0	1	0	0							See Social Work Document	
SURGERY																	
Anesthesia	6310	Anesthesia Tech	M-F	1	0	0	1	0	0				1	0	0	Agreed February 4, 2014	
Surgery	6063	Social Worker II	Various	1 M/Tues/F; 2 W; 1-2 Th	0	0	1	0	0							See Social Work Document	

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				D	E	N	D	E	N	D	E	N	D	E	N	
MEDICINE																
Respiratory	6850	Charge Respiratory Therapist	M-F	4	0	0	1 Standby	0	0	0	0	0	1 Standby	0	0	Agreed July 21, 2014
		GD Respiratory Therapist	M-F	8	0	5	7 + 1 Standby	0	4 + 1 Standby	7 + 1 Standby	0	4 + 1 Standby	7 + 1 Standby	0	4 + 1 Standby	Agreed March 25, 2014
			Wknds	8	0	5	7 + 1 Standby	0	4 + 1 Standby	7 + 1 Standby	0	4 + 1 Standby	7 + 1 Standby	0	4 + 1 Standby	Agreed March 25, 2014
		Respiratory Assistant	M-F	1	0	0	0	0	0				0	0	0	Agreed March 25, 2014
			Wknds	1	0	0	0	0	0				0	0	0	Agreed March 25, 2014
Pulmonary Functions Lab	6860	Charge Therapist	M-F	1	0	0	1 Standby for PFT/CPX test only	0	0				1 Standby for PFT/CPX test only	0	0	Agreed March 25, 2014
		GD Respiratory Therapist	T/Th	1	0	0	0	0	0				0	0	0	Agreed March 25, 2014
EEG	6770	Senior Tech	M-F	1 + 1 standby weekends (either Sr. or GD Tech)	0	0	1 standby (either Sr. or GD Tech)	0	0	0	0	0	1 Standby	0	0	Agreed February 4, 2014
		GD Tech	M-F	1	0	0	0	0				0		0	Agreed February 4, 2014	
Medicine	6059	Social Worker I (5B & ACF Med.)	M-F	1	0	0	1	0	0							See Social Work Document
		Social Worker I (5E CTU and ICMS)	M-F	1	0	0	1 (1 CTU Inhouse + 1 Standby)	0	0							See Social Work Document
		Social Worker I (6E CTU and ICMS)	M-F	1	0	0	1 (1 CTU Inhouse + 1 Standby)	0	0							See Social Work Document
FAMILY MEDICINE																
Family Medicine	6057	Social Worker	M-F	1	0	0	1x4 hrs. + 1x4 hrs. standby	0	0							See Social Work Document
RENAL HEALTH																
Renal Health	6053	Social Worker I	M-F	2	0	0	1 Tues; 1 x 4 hrs M/W/Th/F	0	0							See Social Work Document
DIAGNOSTIC SERVICES																
Radiology	6830	Technologist	M-F	8	3	2	4	2	2	3	2	1	4	2	2	Agreed August 21, 2014
			Wknds	4	3	2	3	2	2	3	2	1	3	2	2	Agreed August 21, 2014
		Charge Technologist	M-F	1	0	0	0	0	0				0	0	0	Agreed March 19, 2014
		Sr. Technologist		2	0	0	1	0	0	0	0	0	0	0	0	0

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				D	E	N	D	E	N	D	E	N	D	E	N	
MRI	6832	Technologist	M-F	5	3	0	3	1	0	1	1	0	3	1	1	Agreed August 21, 2014
			Wknds	3	2	0	1	1	0				1	1	0	Agreed February 4, 2014
		Charge Technologist	M-F	1	0	0	0	0	0				0	0	0	Agreed February 4, 2014
CT	6834	Sr. Technologist	M-F	3	3	1 Standby	3	1	1 Standby	1	1	1 Standby	2	1	1 Standby	Agreed August 21, 2014
			Wknds	1	1	1 Standby	1	1	1 Standby				1	1	1 Standby	Agreed February 4, 2014
		Charge Technologist	M-F	1	0	0	0	0	0				0	0	0	Agreed February 4, 2014
Ultrasound	6835	Sonographer	M-F	9	2	1 Standby	3 + 2 standby	1 Standby	1 Standby				3 + 1 Stby	1 Standby	1 Standby	Agreed August 21, 2014
		Charge Sonographer	M-F	1	0	0	0	0	0				0	0	0	Agreed August 21, 2014
		Sr. Sonographer	M-F	1	0	0	0	0	0				0	0	0	Agreed August 21, 2014
Bone Density	6839	Technologist	M-F	2	0	0	0	0	0			0	0	0	Agreed August 21, 2014	
Mammography	6846	Sr. Technologist	M-F	1	0	0	0	0	0			0	0	0	Agreed August 21, 2014	
Angio	6840	Sr. Technologist	M-F	7	2 Standby	2 Standby	4	2 Standby	2 Standby	3	1 Standby	1 Standby	3	1 Standby	1 Standby	Agreed August 21, 2014
		Sr Technologist	Wknds	2 Standby	2 Standby	2 Standby	2 Standby	2 Standby	2 Standby				2 Standbyby	2 Standby	2 Standby	Agreed August 21, 2014
		Charge Technologist	M-F	1	0	0	0	0	0				0	0	0	Agreed August 21, 2014
Nuclear Medicine	6780	Technologist	M-F	4	0	0	2	0	0	1	0	0	1	0	0	Agreed March 19, 2014
		Charge Technologist	M-F	2	0	0	0	0	0				0	0	0	Agreed March 19, 2014
		Senior Technologist	M-F	1	0	0	0	0	0				0	0	0	Agreed March 19, 2014
GERIATRICS/REHAB/FAMILY MEDICAL CENTER																
Geriatrics	6015	Recreational Therapists	M-F	2	0	0	0	0	0				0	0	0	
	6062	Social Worker	Various	1 M-Th; 1 W-F week 1 & W/F Week 2	0	0	1x4 hrs + 1x4 hrs standby	0	0							See Social Work Document
Family Medical Centre	6058	Social Worker II	T/W/Th	1 T/W;Th x 4 hrs	0	0	0	0	0				0	0	0	See Social Work Document
Geriatric Day Hosp.	6551	Social Worker	M-Th		0	0	3 hrs. M-Th	0	0	0	0	0	0	0	0	Agreed Feb 20, 2014
		Recreational Therapists	M-F		1	0	0	0	0				0	0	0	
Rehab Services	6873	Physiotherapists	M-F	30 (app.)	1	0	15	1	0	4	0	0	5 +1 st	0	0	*1st is for Urgent Hand Therapy; Agreed March 25, 2014
			Wknds	5	0	0	4	0	0	4	0	0	4	0	0	Agreed March 25, 2014
		Senior Physiotherapists	M-F	6	0	0	1	0	0	0	0	0	0	0	0	Agreed March 25, 2014

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				D	E	N	D	E	N	D	E	N	D	E	N		
		Research Clinician, Physio	M-F	1	0	0	0	0	0				0	0	0		
		Leader, Clinical Service, Physio	M-F	1	0	0	0	0	0				0	0	0		
	6880	Occupational Therapists	M-F	24 (app.)	0	0	12 + 1 Standby Mental Health + 1 Standby NICU	0	0	1 Standby MH + 1 standby NICU	0	0	4 + 1 Stby for Mental Health and 1 Standby for NICU	0	0	0	Agreed March 25, 2014
			Wkdns	1	0	0	1	0	0				1	0	0	Agreed February 4, 2014	
		Leader, Clinical Service, OT	M-F	1	0	0	0	0	0				0	0	0		
			Senior OT	M-F	5	0	0	0	0				0	0	0		
			Clinical Specialists	M-F	2	0	0	0	0				0	0	0		
	6871	Audiologist	M-F	1	0	0	0	0	0				0	0	0		
		Clinical Service Leader, Audio	M-F	1	0	0	0	0	0				0	0	0		
	6872	Clinical Service Leader, Speech	M-F	1	0	0	0	0	0				0	0	0		
	6910	Clinical Service Leader, Social Work	M-F	1* (.5 Rehab; .5 PC)	0	0	0 (for .5 Rehab only. See PC below)	0	0				0	0	0	See Social Work Document	
	6062	Sr. Social Worker III, Rehab/Geriatric	M-Th	1	0	0	0	0	0				0	0	0	See Social Work Document	
	6872	Speech Therapists	M-F	6-7	0	0	2	0	0				1 standby*	0	0	Agreed Feb 20, 2014 * Only for swallowing assessments.	
			Wkdns	3 available; not oncall	0	0	1 standby*	0	0				1 standby*	0	0	Agreed Feb 20, 2014 * Only for swallowing assessments.	
PALLIATIVE CARE																	
Palliative Care	6175	Clinical Service Leader, Social Work	M-F	1 x 4 hrs.	0	0	1 x 4 hrs.									See Social Work Document	
PHARMACY																	
Dispensing Services	6802	Pharmacist	M-F	1	1	0	1	1	0								
			Wkdns	2	1	0	2	1	0								
		Pharmacy Assistant	M-F	6	1	0	4	1	0								

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Pharmacy - Narcotic Vault	6802	Pharmacy Assistant	Wknds	1	1	0	1	1	0							Agreed July 21, 2014 - The services of Dispensing, Narcotic Vault, IV Service and Clinical have been combined and agreed to as follows: Pharmacists Total = 11 M-F; 2 evenings; 3 weekend days Pharmacy Assistants Total = 10 M-F; 3 evenings; 2 weekends No Clinical Pharmacist have been deemed essential.	
		Narcotic Tech	M-F	3	0	0	2	0	0								
IV Service	6802	Pharmacist	M-F	1	1	0	1	1	0								
			Wknds	1	0	0	1	0	0								
		Pharmacy Assistant	M-F	6	1	0	4	1	0								
			Wknds	2	0	0	2	0	0								
Clinical	6802	Clinical Pharmacist	M-F	1	0	0	0	0	0	0	0	0	0	0	0		
		Pharmacist	M-F	9	0	0	6	0	0								
		Pharmacy Assistant	M-F	1	0	0	0	0	0								
Dialysis	6805	Clinical Pharmacist	M-F	1	0	0	0	0	0	0	0	0	0	0	0		Agreed July 21, 2014
		Pharmacist	M-F	3 + 1 3x/wk	0	0	3 + 1 3x/wk	0	0				3	0	0	Agreed July 21, 2014	
		Pharmacy Assistant	M-F	1	0	0	1	0	0				1	0	0	Agreed July 21, 2014	
NICU Satellite	6800	Pharmacist	M-F	1	0	0	1	0	0	1	0	0	1	0	0	Agreed July 21, 2014	
			Wknds	1	0	0	1	0	0	1	0	0	1	0	0	Agreed July 21, 2014	
		Pharmacy Assistant	M-F	1-2	0	0	1-2	0	0	1	0	0	1	0	0	Agreed July 21, 2014	
			Wknds	1	0	0	1	0	0	1	0	0	1	0	0	Agreed July 21, 2014	
Cardiac Sciences Satellite	6800	Pharmacist	M-F	6	1	0	4	1	0	3	0	0	3	0	0	Agreed July 21, 2014	
			Wknds	1 @ 8 hrs; 1 @ 12 hrs.	0	0	1 @ 8 hrs; 1 @ 12 hrs.	0	0	1 @ 8 hrs; 1 @ 12 hrs.	0	0	1 @ 8 hrs; 1 @ 12 hrs.	0	0	0	Agreed July 21, 2014
		Pharmacy Assistant	M-F	4	1	0	3	1	0	2	0	0	2	0	0	Agreed July 21, 2014	
			Wknds	1 @ 12 hrs.	0	0	1 @ 12 hrs.	0	0				1 @ 12 hrs	0	0	Agreed July 21, 2014	
DIES	6800	Pharmacy Assistant	M-F	1 @ 6.25 hrs	0	0	0	0	0	0	0	0	0	0	0	Agreed July 21, 2014	
Materials Management	6800	Pharmacy Assistant	M-F	3	0	0	2	0	0	1	0	0	1	0	0	Agreed July 21, 2014	
Misc	6800	Senior Pharmacist	M-F	3 + 1 3x/wk	0	0	0	0	0	0	0	0	0	0	0	Agreed July 21, 2014	
		Pharmacy Assistant	M-F	1	0	0	0	0	0	0	0	0	0	0	0	Agreed July 21, 2014	

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				D	E	N	D	E	N	D	E	N	D	E	N	
FOOD & NUTRITION SERVICES																
Food Services	7550	FSS Supervisor	M-F	3	1	0	1	0	0				1	0	0	Agreed August 22, 2014
			Wknds	1	1	0	0	0	0				0	0	0	Agreed August 22, 2014
Nutrition Services	7552	Clinical Dietitians	M-F	14	0	0	11	0	0		0	0	8	0	0	Agreed August 21, 2014
			Sat.	1	0	0	1	0	0				1	0	0	Agreed February 4, 2014
		Education Dietitian FMC	M-F	1	0	0	0	0	0				0	0	0	Agreed August 21, 2014
	7556	Diet Office Supervisor	M-F	2	0	0	1/2 day m-f	0	0	Full Day M, W, F	0	0	Full Day M, W, F	0	0	Agreed August 21, 2014
WOMEN'S HEALTH																
Women's Health	6056	Social Worker I	M-F	2	0	0	1 Standby	0	0							See Social Work Document
Child's Health	6055	Social Worker I	T-F	1 (FAU, ACF & ACF Peds)	0	0	1 Standby	0	0							See Social Work Document
		Social Worker II	M-F	1	0	0		0	0							See Social Work Document
MENTAL HEALTH																
Mental Health	6061	Social Worker II	M-F + every other Th	1	0	0	0	0	0				0	0	0	See Social Work Document
EMERGENCY																
Emergency	6054	Social Worker I	M-F	1 (2 on either Wed or Thurs)	0	0	1 Standby	0	0				1 standby	0	0	Agreed February 4, 2014
SPIRITUAL SERVICES																
Spiritual Services	7918	Roman Catholic Priest Chaplain	M-Sun	1	0	1 Standby	1	0	1 Standby				1	1 Standby	1 Standby	Agreed February 20, 2014
		Chaplain	Mon & Friday	6	1	0	4	1 Standby	0	1	1 Standby		1	0	0	Agreed February 20, 2014
			Tues	7	1	0	4	1 Standby	0	1	1 Standby		1	0	0	Agreed February 20, 2014
			Wed & Thurs	8	1	0	4	1 Standby	0	1	1 Standby		1	0	0	Agreed February 20, 2014
			Sat/Sun	1	1	0	1	1 Standby	0	1	1 Standby		1	0	0	Agreed February 20, 2014

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.