
Appendix E

Scheduling rules and processes:

1. In the event of a work stoppage, the essential staff will be contacted by their respective Managers to advise they will be required to work or be on-call (as the case may be) during the work stoppage for a portion of their duties as described above.
2. The Managers will schedule their respective staff for work.
3. 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 and the necessity of having alternate staff report to work for unanticipated needs.
4. If at any time, an emergency situation develops, or an urgent need is identified and staff are required, the Employer will contact the necessary employees directly to ensure the emergency or urgent issue is addressed without additional risk.
5. 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.
6. 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 without delay as soon as possible.
7. 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.
8. Where circumstances necessitate an employee who was previously identified as being on-call to now be assigned to work the vacant shift, the employee will be paid straight time wages for the shift that they have been assigned to work, and an alternate employee will then be designated to the on call assignment for that shift.
9. All employees assigned to work, will be working and paid at the current rates, regardless of their assigned classification prior to the work stoppage.