

COLLECTIVE AGREEMENT

BETWEEN



AND

MOUNT CARMEL CLINIC

TERM OF AGREEMENT:

April 1, 2012 to March 31, 2017

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ARTICLE 1 – PREAMBLE

1.01 It is the purpose of both parties to this Agreement:

- 1) To maintain settled conditions of employment and promote harmonious relations between the Employer and the Union;
- 2) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, employment, service, etc.;
- 3) To promote the morale, well-being and security of all employees in the bargaining unit of the Union;
- 4) To encourage excellence of service;
- 5) To maintain a safe work environment.

1.02 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.

1.03 Definitions

An “employee” is a person employed by the Employer and covered by this Agreement.

A “full-time employee” is one who regularly and recurrently works the hours specified in the Hours of Work – Article 22.

A “part-time employee” is one who regularly and recurrently works less than full-time hours.

A “term employee” is one who works full-time or part-time but the duration of the employment is limited to a specific number of hours, days, weeks or months or until completion of a specific project. The term employment will not exceed twelve (12) months unless mutually agreed.

It is generally agreed that permanent positions are favourable and both parties will attempt to protect permanent positions. Also that the use of term positions is not to deprive an employee of a permanent position. A term will not be unreasonably extended to deprive an employee of a permanent position.

Temporary employees whose term position has ended (i.e., Staff funded by short term projects) will retain their seniority for purposes of applying for any unionized positions posted by the Employer for a period of six (6) months following the termination of their term provided that the term was for one year or more.

A “grant employee” is one who works on a project funded through municipal, provincial, federal or other grant. By mutual agreement between the Employer and the Union, a grant employee may have her wages, benefits, and inclusion in the bargaining unit restricted.

The Employer agrees in principle that grant employees should be paid according to the Union wage scale for the classification in which they work.

Grant employees whose term position has ended (i.e., Staff funded by short term projects) will retain their seniority for purposes of applying for any unionized positions posted by the Employer for a period of six (6) months following the termination of their term provided that the term was for one year or more.

The term “Union” shall mean the Canadian Union of Public Employees, Local 2343.

The term “Employer” shall mean Mount Carmel Clinic.

The term “parties” shall mean the Union and the Employer.

The words “casual employee” shall mean a person who replaces an absent employee or is called in to supplement staff coverage in emergency situations. The terms of this Agreement shall not apply to such casual employee, except:

- (a) Casual employees shall receive vacation pay biweekly at the rate of six percent (6%) of the regular hours worked in a biweekly pay period.
- (b) Casual employees shall be paid not less than the start rate of the position to which they are assigned.
- (c) Casual employees shall be entitled to the shift premium(s) outlined in Article 28.11.
- (d) Casual employees required to work on a recognized holiday shall be paid at the rate specified in Article 24.05.
- (e) Casual employees shall be entitled to compensation for overtime worked in accordance with Article 23.01 and 23.02.
- (f) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees as stated in Article 33.
- (g) The Employer agrees to deduct Union dues in an amount specified by the Union in any pay period for which the casual employee receives any payment in accordance with Article 6.

- (h) In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.
 - (i) A casual employee reporting for work as requested by the Employer and finding no work available shall be guaranteed three (3) hours pay at her basic rate of pay.
 - (j) Effective October 1, 2002, casual employees shall commence accruing seniority for the purpose of vacancy selection only. Where a vacancy is not awarded to a permanent employee in accordance with Article 18.01, the position shall be awarded to the most senior casual applicant within the site subject to the employee being able to meet the physical requirements of the job, having the necessary qualifications and a good employment record. The seniority hours accrued during the period of casual employment shall not be carried over to a permanent employment.
 - (k) Casual employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular **pay deposit**.
 - (l) A full-time or part-time employee who resigns and who, within thirty (30) calendar days, is rehired as a casual employee shall be paid at the same increment step as she received in her former position.
 - (m) Articles 12 and 13 herein apply only with respect to the terms of this article.
- 1.04 Both parties agree in principle that equal pay shall be granted for work of equal value, and that this principle shall be recognized to be implicit in the terms of this Agreement.

ARTICLE 2 – RECOGNITION

2.01 Bargaining Unit

The Employer recognizes the Canadian Union of Public Employees and its Local 2343 as exclusive collective bargaining agent for all of its employees, covered by MLB Certificate No. MLB-3469 issued on March 12, 1980 to Mount Carmel and/or listed in Schedule “A”.

2.02 No Other Agreements

No employee shall be required or permitted to make a written or verbal employment agreement with the Employer, which conflicts with the terms of this agreement, except in cases mutually agreed upon by the Union, Employer and employee.

2.03 Work of the Bargaining Unit

Persons whose jobs (paid or unpaid) are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except as mutually agreed upon by the parties.

ARTICLE 3 – MANAGEMENT RIGHTS

- 3.01 The Union recognizes the sole right of the Employer, unless otherwise provided in this Agreement, to exercise its function of management under which it shall have, among others, the right to maintain efficiency and quality of service, the right to direct the work of its employees, the right to hire, classify, assign to positions and promote, the right to determine job content and the number of employees, the right to demote, discipline, suspend and layoff and discharge for just cause; the right to make, alter and enforce rules and regulations in a manner that is consistent with the terms of this Agreement.

The Employer shall exercise its right to direct the working force reasonably and in good faith. This right shall not be used in a manner which would deprive present employees of their employment, except through just cause.

3.02 Disaster and Fire Plans

- (a) In any emergency or disaster declared by the **Executive Director (ED)** or designate, employees are required to perform duties as assigned notwithstanding any contrary provision in this agreement.

Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of Article 23 shall apply to overtime hours worked.

- (b) Where overtime is worked by reason of a disaster plan exercise or fire drill, overtime will be paid in accordance with Article 23.

The importance of disaster plan exercise and fire drills is mutually acknowledged by the Employer and the Union and, to this end, participation of all employees is encouraged.

ARTICLE 4 – NO DISCRIMINATION

4.01 **Unless allowed under the *Manitoba Human Rights Code***, the Parties agree that there shall be no discrimination based on:

- ancestry, including colour and perceived race
- ethnic background or origin
- age
- nationality or national origin
- political belief, association or activity
- religion or creed
- sex, including pregnancy
- marital status or family status
- sexual orientation
- gender identification
- physical or mental disability
- place of residence
- membership or non-membership or activity in the Union
- irrelevant criminal record.

4.02 **No Abuse or Harassment**

The Employer and the Union agree that no form of abuse or harassment against employees or Employer will be condoned in the workplace. Both parties recognize the right of all employees to work in an environment free of abuse and harassment and will work together to recognize and resolve such problems as they arise.

To assist in minimizing both the frequency and impact of abuse and harassment directed toward employees, the Employer shall ensure that policies are in place which address:

- (a) the prevention of abuse and harassment;
- (b) appropriate interventions to deal effectively with situations where abuse is either threatened or has occurred;
- (c) prompt, thorough follow-up to ensure that the needs of the abused employee are met; and
- (d) the incident, where reported, is investigated and plans developed to lessen the likelihood of further behaviour.

4.03 **Personal Harassment Defined**

Personal harassment is defined as repeated unconstructive and offensive comments or actions which offend, abuse or humiliate a person, when such conduct has the purpose or effect of substantially or unreasonably interfering with an employee's work performance or creating an intimidating, hostile or offensive working environment.

4.04 Sexual Harassment

Sexual harassment is defined as a course of abusive, unwelcome conduct or comment made on the basis of gender; or, any sexual solicitation or advance that is unwelcome, especially if it may reasonably be seen to be putting a condition on employment, or the receiving or withholding of any benefit or service. The unwanted behaviour may be either physical or verbal. It may also include one or more of the following:

- unnecessary physical contact, such as touching, patting or pinching;
- demands for sexual favours in return for a promise of a reward or a threat of reprisal;
- unwelcome sexual remarks or jokes that denigrate one's gender;
- displaying derogatory materials such as pictures, cartoons or printed matter.

4.05 Processing a Complaint/Report of Abuse or Harassment

The Employer must immediately initiate an investigation upon receiving a report or being informed of an incident of abuse or harassment. The investigation must be completed within fifteen (15) working days. The initial investigation will include an assessment of the safety and health of the employees involved and appropriate action will be taken to protect them.

Employees are encouraged to bring forward complaints that are honestly believed to be harassment or abuse. Only complaints that are proven to have been made for frivolous or vindictive reasons, shall result in disciplinary action against the complainant. All complaints, inquiries, investigation and information relating to an allegation of harassment will be treated with the utmost confidence.

A Union representative must be present at any meeting where the Employer is taking disciplinary action against the harasser and that Representative is responsible to report to the complainant of the course of action taken by the Employer.

Where the Employer fails to take appropriate disciplinary action the complaint shall be eligible to be processed as a grievance.

4.06 Respectful Workplace

The Employer and the Union jointly affirm that every employee is entitled to a respectful workplace which is free from discrimination and harassment.

ARTICLE 5 – UNION MEMBERSHIP REQUIREMENT

- 5.01 Within one (1) week of the signing of this Agreement, all employees covered by this Collective Agreement will become members in good standing of the Union according to the constitution and bylaws of the Union. As a condition of employment, all new

employees covered by this agreement will become members in good standing of the Union within thirty (30) days of employment.

ARTICLE 6 – CHECK OFF OF UNION DUES

6.01 Checkoff Payments

The Employer shall deduct from every employee any dues, initiation fees, or assessments levied by the Union on its members. The Union shall be responsible for any liability the Employer incurs as a result of such deductions.

- 6.02 Deductions shall be made from each payroll and shall be forwarded to the Secretary-Treasurer of the Union not later than the fifteenth day of the month following the month in which the dues were deducted, unless otherwise agreed, accompanied by a list of names and any changes of addresses and classifications of employees from whose wages the deductions have been made, **the total regular wages for the pay period (if feasible and the report is available at no additional cost to the Employer).**

6.03 Dues Receipts

The Employer shall indicate on the T-4 slip the amount of Union dues deducted from the employee in the previous year.

- 6.04 The Union shall notify the Employer at least thirty (30) days in advance of any changes in dues, initiation fees or assessments and such change shall occur no more frequently than twice per twelve (12) month period.

ARTICLE 7 – EMPLOYER AND UNION SHALL ACQUAINT NEW EMPLOYEES

7.01 New Employees

The Employer agrees to acquaint new employees with the fact that a Union agreement is in effect, and with the conditions of employment set out in the articles dealing with Union security and dues checkoff.

7.02 Copies of Agreement

On commencing employment, the employee's supervisor or designate shall introduce the new employee to her Union Steward or Representative. The Steward or Representative will provide her with a copy of the Collective Agreement.

7.03 Interviewing Opportunity

A representative of the Union shall be given an opportunity to interview each new employee within regular working hours, without loss of pay, for a reasonable period of time during the first month of employment for the purpose of acquainting the new employee with the benefits and duties of Union membership and her responsibilities and obligations to the Employer and the Union.

ARTICLE 8 – CORRESPONDENCE

- 8.01 All correspondence arising out of this Agreement shall pass to and from the Executive Director or designate and the Secretary of the Local Union or designate. **Where a local union has an office, and the Union has provided the mailing address to the Employer, all correspondence shall be forwarded to the local office.**

ARTICLE 9 – LABOUR MANAGEMENT/BARGAINING RELATIONS/COMMITTEES

9.01 Establishment of Labour Management Committee

A Labour-Management Committee shall be established consisting of equal representatives of the Employer and the Union unless otherwise mutually agreed upon. The Committee shall enjoy the full support of both parties in the interests of maximum service to the clients and the maintaining of harmonious relations.

9.02 Labour Management Committee

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

9.03 Jurisdiction of Labour Management Committee

The Committee shall deal with such matters of mutual concern as may arise from time to time in the operation of the facility.

The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this Collective Agreement.

The 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. The Committee shall have the power only to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

The Parties agree that it is within the jurisdiction of the Labour/Management Committee to review and make recommendations relative to those unresolved issues relating to workload and staffing including documented workload staffing reports.

9.04 Workplace Health and Safety Committee

The Committee shall have jurisdiction over matters pertaining to workplace health and safety and shall function in this regard in accordance with Section 40 of the *Workplace Safety and Health Act*.

9.05 Union Negotiating Committee

Two (2) employees shall be allowed to attend meetings with the Employer for the purpose of collective bargaining negotiations unless otherwise mutually agreed upon. The Union will advise the Employer of the members of its negotiating committee.

Responsibility for reimbursement for remuneration is as follows:

Two (2) employees attend without loss of remuneration. The salary will be the Employer's responsibility.

9.06 Consensual Bargaining

In the interest of maintaining and improving harmonious relations and settled conditions of employment between the Employer and the Union, both parties agree to work towards achieving a Collective Agreement through a cooperative and problem-solving manner.

9.07 Advisors to the Parties

Either party shall have the right at any time to access technical and/or other resources during negotiations.

9.08 Access

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees or any other advisors when dealing or negotiating with the Employer. Such Representative(s)/Advisor(s) shall have access to the Employer's premises when prior notice is given in order to investigate and assist in the settlement of a grievance and/or to communicate with the members.

ARTICLE 10 – RESOLUTIONS AND REPORTS OF THE EMPLOYER

10.01 Copies of Resolutions

Copies of all Board minutes, motions, resolutions, bylaws and regulations are to be forwarded to the President of the Union within ten (10) working days of being requested by the Union. Minutes shall be provided in summary form and will not include discussions, personal information or private information.

- 10.02 One member of the Union shall be selected by the Union to serve in a staff position on the Board. Such staff representative shall have full voice and vote on all matters. A conflict of interest shall be declared and the staff member shall excuse himself/herself as appropriate.

ARTICLE 11 – UNION REPRESENTATION

11.01 Election of Stewards

The Employer acknowledges the right of the Union to appoint stewards, whose duties shall be to assist any employee, which the Union represents, in matters relating to the activities of the Union, including presentation of grievance. The Union shall advise the Employer of the names of the stewards.

11.02 Permission to Leave Work

The Employer agrees that stewards shall not be hindered, coerced, restrained, or interfered with in any way in the performance of their duties as stewards.

No steward shall leave the building during working hours on Union business without obtaining the permission of the Employer. Permission shall not be withheld unreasonably.

11.03 Union Representation

The Union agrees to provide the Employer, in writing, and within seven (7) working days of elections being held, a current list of officers and authorized representatives with whom the Employer shall deal in regards to matters arising out of the Collective Agreement.

- 11.04 When meeting with the Employer to conduct central negotiations, the maximum number of employees who will be entitled to leave of absence without loss of regular pay or benefits to attend as representatives of the Union shall be fourteen (14) employees. The Chair of the Provincial Health Care Council shall participate as an additional representative at the Union's expense. The Union shall provide the Employer with four (4) weeks or more written notice of those chosen to participate in central negotiations.

ARTICLE 12 – GRIEVANCE PROCEDURE

12.01 Definition of a Grievance

A grievance shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of the Collective Agreement.

12.02 Settling of Grievances

Prior to the formal grievance procedure set out below, the employee may discuss any potential concern/grievance with his/her immediate supervisor who is outside of the bargaining unit, and attempt to resolve the matter.

An earnest effort shall be made to settle grievances fairly and promptly in the manner set out below. However, nothing precludes the parties from resolving the grievance via conciliation, mediation or informal discussions or in any other fashion that they may deem appropriate.

At any step of the grievance process, the grievor has the right to be present and have a Union representative.

Step 1

Within fifteen (15) working days after the event giving rise to the grievance, or within fifteen (15) working days that the employee became aware of the event that forms the substance of the grievance, the employee shall, with the assistance of the Union Steward if they so desire, notify her immediate supervisor, **who is outside of the bargaining unit**, of her grievance **in writing stating allegations and remedies sought**.

The grievor and the **above referenced** supervisor shall meet within five (5) days of notification in an attempt to resolve the dispute. Failing satisfactory resolution, the Supervisor shall render a written decision regarding the dispute within five (5) working days of the meeting.

Step 2

Failing satisfactory resolution in Step 1, the Union shall, within fifteen (15) working days of the supervisor's written decision, submit the grievance in writing to the Executive Director (or designate). The Executive Director (or designate) shall meet with the Union and the grievor within ten (10) working days of the receipt of the grievance in an attempt to resolve the dispute. The Executive Director or designate shall render written a decision on the outcome of the dispute within ten (10) working days of the meeting.

Step 3

Failing satisfactory resolution to the grievance in Step 2, either party may submit the matter to arbitration in accordance with Article 13.

12.03 Policy/Group Grievance

Where a dispute involving a question of general application or interpretation occurs, or where a group of employees has a grievance, Step 1 may be by-passed. However, such grievance shall be filed within twenty (20) working days of the event giving rise to the grievance or the employee becoming aware of the substance of the grievance.

12.04 Time Lines

The time limits in the grievance and arbitration procedure shall be directory in nature. Neither party shall be entitled to use the timelines to prejudice the position of the other.

ARTICLE 13 – ARBITRATION PROCEDURE

- 13.01 Within thirty (30) working days of receipt of the written decision in Step 2, either party may refer the dispute to arbitration by given written notice to the other party.
- 13.02 Both parties shall attempt to agree to the selection of a sole arbitrator. Unless both parties agree to the selection of a sole arbitrator within five (5) working days following the matter being referred to arbitration, each party shall in the next ten (10) working days give notice to the other party in writing naming its nominee to the Arbitration Board.
- 13.03 The two (2) named members of the Board shall, within ten (10) working days, name a third member to the Board who shall be chairperson. In the event of a failure to agree upon a third person, the Manitoba Labour Board shall be requested to appoint Chairperson.
- 13.04 The sole arbitrator or Arbitration Board shall not be empowered to make any decision inconsistent with the provisions of this Agreement, or to modify or amend any portion of this Agreement.
- 13.05 The sole arbitrator or Arbitration Board shall determine her own procedures, but shall provide full opportunity to all parties to present evidence and make representations. The sole arbitrator or Arbitration Board shall hear and determine the difference(s) or allegation(s) and render a decision within thirty (30) calendar days from the time it holds its final meeting.
- 13.06 The decision of the sole arbitrator or the majority of the Arbitration Board shall be final and binding and enforceable on all parties and may not be changed.

13.07 Within five (5) working days following receipt of a decision in writing, should the parties disagree as to the meaning of the decision of the sole arbitrator or Arbitration Board, whichever the case may be, either party may apply to the Chairperson of the Arbitration Board or the sole arbitrator for explanation or clarification of the decision. Within five (5) working days the Arbitration Board or the sole arbitrator shall reconvene a meeting to clarify the decision.

13.08 Expenses of the Arbitration

Each party shall pay:

- (a) the fees and expenses of the nominee it appoints;
- (b) one-half (½) of the fees and expenses of the Chairperson or sole arbitrator.

13.09 Nothing in this Agreement shall preclude settlement of a grievance by mutual agreement in any manner whatsoever, without prejudice to their respective positions.

13.10 The time limits in the arbitration procedure may be extended by written consent of the parties.

ARTICLE 14 – DISCIPLINE AND ACCESS TO PERSONNEL FILE

14.01 An employee may be disciplined, discharged, or suspended for just cause only upon the authority of the Chief Executive Officer or designate. Such employee shall be advised promptly in writing, **either by registered mail or personal service**, of the reason for dismissal or suspension, with a copy being sent to the Union Representative.

14.02 In all instances where the Employer considers that an employee warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the employee and, when possible, shall give the employee advance notice of the nature of the complaint. The employee so affected will be given the opportunity to make representation on her own behalf with the assistance of a representative of the Union.

14.03 If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of an employee, the Employer shall notify the employee in writing of the action taken and the reasons either by registered mail or personal service.

- (a) At the scheduled meeting the Employer will discuss with the employee ways and means of corrective intervention with regard to the written reprimand, and these corrective actions shall be part of the written report.
- (b) If, after a two-year period, no further disciplinary action is recorded on the same matter, the employee may request that the written reprimand be removed from the personnel file. Such request shall not be unreasonably denied.

- 14.04 Upon written request, an employee shall be given the opportunity to examine any document which is placed in her personnel file, provided no part thereof is removed from the file, including but not limited to, those documents which may be utilized to substantiate a disciplinary action against her, and her reply to any such document shall also be placed in her personnel file. Upon written request the employee shall also receive an exact copy of any document forming part of her file at her own expense.
- 14.05 An employee accompanied by a Union representative if she so elects, may examine her personnel file on request within seven (7) calendar days. She shall have recourse to the grievance procedure to dispute any derogatory entry in her personnel file. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the employee has been made aware of its contents at the time of filing or a reasonable time thereafter.
- 14.06 There shall be one (1) personnel file maintained by the Employer for each employee.
- 14.07 Exceptions to the Process

Notwithstanding any of the above, the Employer reserves the right to bypass any step in the Reprimand process, or suspend an employee with or without pay where there are allegations of a serious nature directly impacting on the work environment or client care. In such cases the Employer shall investigate the allegations to determine appropriate measures to be taken. Examples of serious allegations may include, but are not limited to allegations of sexual harassment, being under the influence of alcohol or drugs at work, or breach of confidentiality.

ARTICLE 15 – SENIORITY

15.01 Seniority Defined

Seniority is defined as the total accumulated regular paid hours in the bargaining unit and shall include service with the Employer prior to the certification or recognition of the Union.

15.02 Seniority List

- (a) The Employer agrees to 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 Representative, when requested, in writing, to a maximum of twice per year.
- (b) Annually, upon written request, a comprehensive list including the name, address and telephone number of each employee shall be sent to the Union. The Union agrees to have in place reasonable safeguards for maintaining the security of the information provided.

15.03 Seniority will continue to accrue if an employee:

- (a) is on any period of paid leave of absence;
- (b) is on any period of paid sick leave/income protection;
- (c) is on any period of paid vacation;
- (d) is on any period of unpaid leave of absence up to four (4) consecutive weeks;
- (e) is on any period of workers' compensation benefits (up to a limit of 24 months) as applicable;
- (f) is on any period of short or long term disability plan payments (up to a limit of 24 months) as applicable;
- (g) is on any period of approved unpaid leave of absence for Union purposes of up to two (2) years;
- (h) is on any period of approved maternity, adoption, or parental leave (paid or unpaid).

15.04 Seniority will be maintained but not accrue if an employee:

- (a) is on unpaid leave of absence in excess of four (4) consecutive weeks;
- (b) is laid off for less than twenty-four (24) months;
- (c) is on a trial period of an out-of-scope position;
- (d) is on Workers' Compensation benefits in excess of twenty-four (24) months;
- (e) is on long-term disability plan payments in excess of twenty-four (24) months;
- (f) is applying for work within six (6) month period after term or grant work has ended provided that the term of employment was one (1) year or more.

15.05 Loss of Seniority

An employee shall only lose her seniority in the event:

- (a) she is discharged for just cause and is not reinstated;
- (b) she resigns in writing and does not withdraw within two (2) working days;

- (c) she is laid off for a period of twenty-four (24) months;
- (d) fails to report for work as scheduled at the end of a leave of absence or suspension or does not report to work upon recall, without explanation satisfactory to the Employer;
- (e) promoted or transferred out of the Bargaining Unit;
- (f) retires;
- (g) she completed a term or grant position that was less than one (1) year;
- (h) that six (6) months has passed since the end of her term or grant position that was more than a year.

ARTICLE 16 – PRORATION OF THE AGREEMENT

16.01 This Agreement is applicable on a pro rata basis based on hours paid of regular rate of pay for all part-time employees and term employees except as indicated in specific clauses. Casual employees may be included on a pro rata basis as per clause 1.03.

ARTICLE 17 – JOB POSTINGS

17.01 All vacant positions which fall within the scope of this agreement shall be posted for at least seven (7) calendar days. Such postings shall state the required qualifications, current or anticipated shift, hours of work and wage rate.

The Employer will not advertise externally before an internal posting has occurred. However, such postings can happen simultaneously.

17.02 Information in Postings

Such notice shall contain the following information:

- Nature of position, qualifications, required knowledge and education skills, shift, wage or salary rate or range.

17.03 Notification of Employees

Each employee who applies for a posted vacancy during the seven (7) day posting period will be notified of the disposition of her application. The name of the successful applicant for any position, which falls within the scope of the Agreement, will be sent to the Secretary of the Union where there are internal applications.

ARTICLE 18 – PROMOTIONS AND TRANSFERS

18.01 Promotions and Transfers

Seniority shall be the determining factor in matters of promotion and transfers, subject to the employee being able to meet the requirements of the job and having the required ability, skill, qualifications and a good employment record (refer to personnel files) in accordance with Article 14.04.

- 18.02 An employee who through advancing years or disablement is unable to perform her regular duties, shall be given preference for transfer to any suitable job which is open and which requires the performance of lighter work for which she is capable. She would be paid at the same increment level in the new job as she was in her previous job.
- 18.03 Part-time employees who indicate in writing to the Employer that they wish to work additional hours shall be offered such work when available providing they are able to perform the required duties. Such additional hours shall be divided as equitably as possible amongst those employees who have requested additional hours. It is further understood that such additional hours shall be offered to the extent that they will not incur any overtime costs to the Employer.
- 18.04 Should a part-time employee described in 18.03 above refuse to report to work on three (3) occasions in a calendar year when requested and without an explanation satisfactory to the Employer, she will henceforth be offered additional hours at the sole discretion of the Employer.
- (a) When a part-time employee is unable to work all or part of an additional shift for any reason, payment shall be made only in respect of hours actually worked.
 - (b) Additional casual hours worked by a part-time employee shall be included in the determination of seniority.
 - (c) Additional casual hours worked by a part-time employee shall be included when determining an employee's earned vacation, accumulated income protection credits, and general holiday pay in accordance with Article 24.04.
- 18.05 The Union shall be notified of all appointments, hiring, layoffs, transfers, recalls and terminations of employment.

ARTICLE 19 – PROBATIONARY AND TRIAL PERIODS

19.01 Trial Period – Internal Transfer or Promotion

The successful applicant shall be notified within fourteen (14) days following the selection committee's recommendation to the Employer. Conditional on satisfactory performance, the employee shall be declared permanent after a trial period of six (6) months.

During this period an employee may return to her former position at her own request or at the insistence of Employer if found unsuitable without loss of seniority or other accumulated benefits. Any other employee promoted or transferred because of the arrangement of positions shall be returned to her former position without loss of seniority or other accumulated benefits.

It is understood that the purpose of the trial period is to provide a period of familiarization and orientation during which the employee and the Employer may assess the match between the employee's skill set and the requirements of the job. It is not seen as a training period.

Feedback between the employee and the Employer shall occur throughout the trial period. The purpose of the feedback is to provide positive feedback and address issues as they arise with the goal being that the promotion or transfer be successful. The Employer and the employee agree that issues which may result in an unsuccessful trial period will be brought forward in a timely manner giving opportunity to address the identified concerns and provide notice to other affected employees.

19.02 Probation of Newly Hired Employees

All newly hired employee(s), including part-time employees, shall be on a probationary basis for a period of six (6) months from the date of hiring. During the probationary period, employees shall be entitled to all rights and benefits of this Agreement, except with respect to discharge. The employment of such employees may be terminated with cause at any time during the probationary period. After completion of the probationary period, seniority shall be effective from the original date of employment.

Feedback between the employee and the Employer shall occur throughout the probationary period. The purpose of the feedback is to provide positive feedback and address issues as they arise with the goal being that the appointment to the position be successful.

The Employer and the employee agree that issues which may result in an unsuccessful probationary period will be brought forward in a timely manner giving opportunity to address the identified concerns.

ARTICLE 20 – LAYOFFS AND RECALL

20.01 Definition of a Layoff

Layoff shall be defined as a reduction in the work force or a reduction in the regular hours of work as defined in this Agreement.

20.02 Notice to Union

Prior to any layoff involving permanent employees, the Employer shall notify the Union of any pending layoffs as soon as possible.

20.03 Notice to Employee

Employees about to be laid off shall be given a minimum of two (2) pay periods' notice. Payment in lieu of notice shall not exceed four (4) weeks.

20.04 Layoff Procedure

To allow the Staffing Committee to carry out its mandated role under this Article, the Employer will provide the Committee with all relevant information and with a copy of any reorganization plans, which impact on the bargaining unit. Both parties shall provide such other information as is reasonably required to allow the Committee to fulfill its mandate.

20.05 Recall Procedure

To be eligible for recall, the employees must file their name and current address with the Employer at the time of layoff and at the time of any subsequent change.

A person who is laid off must respond to the Employer within seven (7) calendar days of notice of recall being mailed by registered mail or hand delivered to the person's recorded address.

Employees who are laid off shall be recalled in order of seniority to positions for which they possess the required qualifications and ability.

The right of a person who has been laid off to be recalled under this Agreement will be forfeited in the following circumstances:

- (a) after twenty-four (24) months of layoff;
- (b) if the person did not communicate with the Employer as specified above; and
- (c) if the person does not report to work when instructed to do so or fails to provide a written explanation satisfactory to the Employer.

20.06 No New Employees

No new employees shall be hired until all laid off employees who possess the required qualifications and ability to perform the duties of the position have been given the opportunity of recall.

ARTICLE 21 – JOB PROTECTION PROVISIONS DURING RESTRUCTURING

21.01 With respect to the development of any restructuring plan, which may result in a layoff, or the reduction of hours of bargaining unit members, the Union shall be involved in the planning process from the early phases through to the final phases of the process.

21.02 Regionalization

If the facility should:

- (a) merge or amalgamate with another health facility or health care related facility; or
- (b) transfer or combine any of its operations or functions with another health care facility or health care related facility; or
- (c) take over any of the operations or functions of another health care facility covered by this Collective Agreement;

an employee will be given ninety (90) days' notice and severance pay on the basis of two (2) weeks' pay at the regular base rate, for the position last occupied, for each year of employment with the Employer, if the Employer is unable to provide alternate employment, at the same regular rate of pay in a comparable class of work, for which the employee possesses qualification and ability sufficient to perform the required duties within a fifty (50) kilometre radius of the employee's original facility.

21.03 Restructuring and Reorganization

Should the authority for the delivery of services provided by persons covered by this Agreement be transferred to, in part or in whole, merged or amalgamated with another employing authority, the Employer agrees to advocate to help ensure that all employees, at the time of such transfer, merger or amalgamation, shall be employed by the new employing authority in the same or comparable capacity and that the employing authority recognize the terms and conditions of the Collective Agreement.

ARTICLE 22 – HOURS OF WORK

22.01 Regular Hours of Work

Regular hours of work in full-time employment shall be:

- Seven and one-half (7½) hours per day excluding meal periods and including rest periods.

22.02 Regular Work Period of Full-time Employees

The regular work period of full-time employees shall consist of:

- Seventy-five (75) hours biweekly. The regular workweek shall be Monday to Friday inclusive unless otherwise mutually agreed between the employee and the Employer.

22.03 Breaks

Employees shall be entitled to:

- An uninterrupted three-quarter (¾) hour unpaid meal period and two (2) paid fifteen (15) minute rest periods to be scheduled by the Employer.

22.04 An employee reporting for work and finding no work available shall be paid three (3) hours at her basic rate of pay. However, when such employee works for any portion of her scheduled shift, she shall receive pay for that entire shift.

22.05 No Split Shifts

There shall be no split shifts except by mutual agreement between the Employer and employee.

ARTICLE 23 – OVERTIME AND FLEX-TIME

23.01 Overtime Defined

All time worked which is authorized by the Employer beyond the normal workday and biweekly period (as specified in Article 22.02 – Regular Work Period of Full-time Employees) shall be considered as overtime. Normally advanced authorization shall be required.

23.02 Overtime Paid Out

Approved overtime shall accrue at the rate of time and one-half (1½). By mutual agreement between the Employer and the employee, approved overtime may be compensated by granting time off at the accrued overtime rate (1½). Overtime accrued but not used within three (3) months may be paid out in cash.

23.03 Flex-time Defined

All time worked which is not authorized by the Employer beyond the normal work day or biweekly period (as specified in Article 22 – Hours of Work), but where in the employee's judgement the work is essential to the operation of the facility, shall be considered as Flex-time.

The need for and use of Flex-time will be reviewed with employees on a regular basis and the ongoing use of Flex-time will be at the discretion of the Employer in consultation with the employee.

Flex-time will be maintained in a Flex-time bank with a written record.

Flex-time will be compensated by granting equivalent time off at regular rate of pay.

Employees are encouraged to take Flex-time back in the same pay period in which it is accumulated. However, employees will be allowed to bank hours to a maximum of three (3) days (as specified in Article 22 – Hours of Work) after which no further Flex-time will be allowed to accumulate until the bank has been reduced. Exceptions to these generalities to be made by mutual agreement between the Employer and employee.

Flex-time hours must be recovered during times where relief is not required.

Flex-time banks must be cleared by fiscal year end unless otherwise arranged by mutual agreement between the Employer and the employee.

23.04 Meal allowance

An employee required to work overtime for a period in excess of two (2) hours immediately following her hours of work shall be supplied with a meal and if this is not possible, a payment of \$5.00 (increasing to seven dollars (\$7.00) effective January 1, 2009) will be made in lieu.

23.05 On Call Transportation

Employees required to return to work on a callback, will be paid the current facility rate per kilometre for use of their own vehicle (minimum of \$4.00 – maximum of \$8.00) or taxi fare to and from the Facility. Taxi fare will not apply beyond the city/town limits.

The above provision will not apply to employees who receive a monthly standby/on call allowance.

ARTICLE 24 – GENERAL HOLIDAYS

24.01 The Employer and the Union recognize the following as paid holidays:

New Year's Day	Jour de Louis Riel Day	Good Friday
Easter Monday	Queen's Birthday	Canada Day (July 1 st)
1 st Monday in August	Labour Day	Thanksgiving Day
Remembrance Day	Christmas Day	Boxing Day

and any other day proclaimed as a holiday by the Federal or Provincial Governments.

24.02 Easter Monday may be designated as a paid holiday by the Executive Director or designate on the day it occurs. If it is not designated on the day it occurs it shall be recognized as a float holiday to be taken at a mutually convenient time.

24.03 An employee desiring to observe recognized religious holidays may substitute such religious holiday for any of the above mentioned paid holidays upon approval of the Employer.

24.04 Part-time employees will be paid four point six two percent (4.62%) of their basic pay in lieu of time off on General Holidays. Such holiday pay shall be included in each regular **pay deposit**.

24.05 An employee who is scheduled to work on such holidays shall receive a rate of pay at time and one half or equivalent time off in lieu of that holiday pay. Time off is to be taken at a time mutually agreed upon by the employee and the Employer.

Where any of the above specified holidays falls on a Saturday **or Sunday** the first work day(s) following the holiday shall be observed as a holiday, unless otherwise mutually agreed by **the** Employer and employee.

24.06 When any of the above noted holidays falls on an employee's scheduled day off, the employee shall receive a day's pay or another day off with pay at a time mutually agreed upon by the employee and the Employer.

ARTICLE 25 – VACATIONS

25.01 Unless otherwise agreed by the Employer and the employee, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that seven (7) calendar days equals one (1) week of vacation.

The vacation year shall be designated as the twelve (12) month period commencing April 1st and ending March 31st.

An employee shall be entitled to receive vacation in an unbroken period, unless otherwise mutually agreed between the employee and the Employer.

Normally vacation will be taken in the year following its accrual. Employer and employee may mutually agree to use accrued vacation in the year it was accrued. All prior year vacation accrual must be taken by the end of the current vacation year unless otherwise mutually agreed by employee and Employer.

Employees will generally not be requested to work during a period of vacation. However, any employee who works during a period of vacation will be compensated at overtime rates in accordance with 23.02.

25.02 Employees shall earn vacation on the following basis:

- 1st to 3rd years of employment – three (3) weeks per year.
- 4th to 10th years of employment – four (4) weeks per year.
- 11th to 20th years of employment – five (5) weeks year.
- 21st and subsequent years of employment – six (6) weeks year.

25.03 Part-time employees shall earn vacation pay on a pro rata basis in accordance with this formula:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Employee}$$

Unless otherwise mutually agreed between the employee and the Employer, part-time employees shall receive their vacation over a period of time equivalent to the vacation period of a full-time employee.

25.04 If a paid holiday falls or is observed during an employee's vacation period, an additional day of paid vacation shall be allowed.

25.05 Where an employee qualifies for sick leave, bereavement leave, jury leave or any other approved leave during or prior to her period of vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date, at the employee's option and with the approval of the Employer.

Employees shall be required to advise the Employer of same prior to return from vacation wherever possible.

For the purpose of this Article, acceptable medical documentation of illness for any period of time must be provided if requested.

- 25.06 The Employer shall establish vacation schedules based on the operational requirements of the Clinic and the preferred period of vacation for each employee. Where a conflict exists between employee preference the employee with the most seniority shall be assigned the vacation period in dispute.
- 25.07 When a vacation cannot be mutually agreed upon between the employee and the Employer by December 31st of each vacation year, the assignment of the vacation period shall be at the discretion of the Employer.
- 25.08 An employee's accrued vacation shall be apportioned equitably over the employee's full annual vacation entitlement.
- 25.09 Long Service Recognition – Vacation

Effective April 1, 2009

In recognition of length of service, each full-time employee shall receive one (1) additional week of vacation (5 days) on completion of twenty (20) years of continuous service, and on each subsequent fifth (5th) (i.e., 25th, 30th, 35th, 40th, etc.) anniversary of employment. The additional five (5) days shall be granted in the vacation year in which the anniversary date falls and are not cumulative.

Part-time employees shall be entitled to a pro rata portion of this benefit.

Employees whose anniversary date falls in the period April 1, 2008 to March 31, 2009, will be entitled to receive this benefit in the 2009 calendar year.

ARTICLE 26 – INCOME PROTECTION

26.01 Income Protection Defined

An employee who is absent from scheduled work due to illness, disability, quarantine or because of an accident for which compensation is not payable by either the Workers Compensation Board or by the Manitoba Public Insurance (MPI) shall receive her regular basic pay to the extent that she has accumulated **income protection** credits. The Employer reserves the right to verify that **an income protection** claim is not made with respect to an injury for which lost earnings are compensated by the Manitoba Public Insurance.

In the case of medical, dental or chiropractic examinations or treatment, the employee shall be allowed time off with pay to attend such appointments to the extent that she has accumulated **income protection** credits.

26.02 Amount of Paid **Income protection**

Income protection shall be earned at the rate of one and one-quarter (1¼) days for every month an employee is employed.

26.03 **Disability & Rehabilitation (D&R), Workers Compensation Benefits (WCB) and Manitoba Public Insurance (MPI)**

- (a) An employee must apply for **D&R/WCB** and **MPI** benefits and collect these benefits to the extent possible unless collecting the benefit would disentitle her from Employment Insurance maternity/parental benefits.
- (b) If the compensation is less than her net take home pay, then the employee can use **income protection** credits to bring her compensation level to her net income to the extent that she has **income protection** credits.
- (c) **Income Protection**

The parties agree that **income protection** will be used to offset the elimination period of the **D&R** Plan. Once the elimination period has been exhausted, the employee will commence drawing **D&R** benefits.

26.04 Illness in the Family

An employee shall be entitled to use accumulated sick credits, for the purpose of providing for the needs during illness of a person in the employee's family.

Travel to and attendance at non-routine, emergent or critical medical appointments or treatments come within the meaning of providing care in the event of an illness.

26.05 Documentation of Illness

The Employer reserves the right to require satisfactory documentation of illness from a specified type of qualified healthcare practitioner (outside of the bargaining unit) under the following circumstances:

- (a) to confirm illness in regard to claims for **income protection** in excess of four (4) working days;
- (b) where abuse is suspected;
- (c) to determine the approximate length of **income protection**;
- (d) to establish the employee's ability to perform the duties of her position.

Failure to provide such documentation when requested may disqualify an employee from receiving **income protection** benefits.

The Employer shall reimburse the employee for any reasonable cost incurred in obtaining required documentation.

26.06 80/20 Income Protection

Subject to the provisions of 26.02 of each one and one-quarter ($1\frac{1}{4}$) days of income protection accumulated, one day shall be reserved exclusively for the employee's personal use as outlined in Article 26.01. The remaining one-quarter ($\frac{1}{4}$) of a day* shall be reserved for either the employee's personal use or for use in the event of family illnesses outlined in Article 26.04 or to offset the waiting period for EI benefits for maternity/parental leave as outlined in 27. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.

* In the employee's first year of employment, amend one day to read three-quarters of a day and amend one-quarter of a day to read one-half of a day.

- (i) In order to implement this provision, the Employer shall apply the following procedure:

At the end of the first pay period following the date**, the employee's total accumulated income protection credits shall be allocated as follows:

- (ii) eighty percent (80%) of the balance will be reserved for the employee's personal use, and
- (iii) twenty percent (20%) of the balance will be reserved for either the employee's use as outlined in 26.01 or for use in the event of family illness in accordance with 26.04 or Article 27.

**Date – the date referred to shall be the date upon which the Employer's payroll system can accommodate this revision.

26.07 Compassionate Care Leave

An employee shall receive compassionate care leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) An employee must have completed at least thirty (30) days of employment as of the intended date of leave.
- (b) An employee who wishes to take a leave under this section must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.

- (c) An employee may take no more than two periods of leave, totalling no more than eight (8) weeks, which must end no later than twenty-six (26) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For an employee to be eligible for leave, a physician who provides care to the family member must issue a certificate stating that:
 - 1) a family member of the employee has a serious medical condition with a significant risk of death within twenty-six (26) weeks from:
 - (i) the day the certificate is issued, or
 - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
 - 2) the family member requires the care or support of one or more family members.

The employee must give the Employer a copy of the physician's certificate as soon as possible.

- (e) A family member for the purpose of this article shall be defined as:
 - 1) a spouse or common-law partner of the employee;
 - 2) a child of the employee or a child of the employee's spouse or common-law partner;
 - 3) a parent of the employee or a spouse or common-law partner of the parent;
 - 4) or any other person described as family in the applicable regulations of the *Employment Standards Code*.
- (f) An employee may end their compassionate leave earlier than eight (8) weeks by giving the Employer at least forty-eight (48) hours' notice. Where an employee has been provided necessary time off under this section, and where the Employer has made arrangements for alternate staffing for covering the anticipated absence, the Employer shall have the right to cancel the relief shifts scheduled to cover the anticipated absence without additional cost.
- (g) Seniority shall accrue as per Article 15.03 (d). (unpaid leaves)
- (h) Subject to the provisions of 26.06, an employee may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the employee shall be eligible for Bereavement Leave as outlined in Article 27.03.

ARTICLE 27 – LEAVE OF ABSENCE

27.01 Leave of Absence for Union Functions

- (a) An employee will be required to submit a written request to the Employer for any leave of absence. Such requests must specify the reason for the leave of absence and will be considered on an individual basis. The employee shall give four (4) weeks' notice except in an emergency. Such requests shall not be unreasonably denied. The Union will provide the Employer with written confirmation of dates requested.
- (b) An employee who is elected or selected for a full-time position with the Union, or anybody with which the Union is affiliated, shall be granted leave of absence without pay and without loss of seniority for a period of up to two (2) years. Such leave shall be renewed biannually, by mutual consent of the Union and the Employer.

27.02 Leave of Absence for Public Duties

- (a) The Employer recognizes the right of an employee to participate in public affairs. Therefore, upon written request, the Employer shall allow leave of absence without pay but without loss of seniority so that the employee may be a candidate in federal, provincial or municipal elections.
- (b) An employee who is elected to public office shall be allowed leave of absence without loss of seniority during her term of office.

27.03 Paid Bereavement Leave

- (a) An employee shall be granted up to five (5) regularly scheduled workdays' leave, without loss of pay and benefits, in the event of the death of a parent, spouse, child, brother, sister, mother-in-law, father-in-law, common-law partner, children of partner, significant other in a relationship, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, fiancé, member of household, and one best friend. The "steps" of those indicated above shall also apply mutatis mutandis. One (1) Bereavement Leave day may be retained at the employee's request for use in the case where actual interment or cremation is at a later date.
- (b) Necessary time off up to one (1) day at basic pay may be granted to an employee to attend a funeral as a pallbearer or other such similar active capacity.

Necessary time off up to one (1) day at basic pay may be granted an employee to attend either a funeral or initial memorial service as a mourner.
- (c) Additional leave may be granted upon application to the Employer.

27.04 Jury and Witness Duty

An employee subpoenaed for jury duty or witness duty shall receive a leave of absence with pay and remit to the Employer any payment received except reimbursement of expenses.

27.05 Citizenship Leave

An employee will, with sufficient notice, be granted the necessary time off without loss of pay to process her Canadian citizenship to a maximum of two (2) days.

27.06 Voting Leave

In the event that an employee's scheduled work hours would not permit four (4) consecutive hours for the purpose of voting while polls are open the Employer will adjust work schedules accordingly.

27.07 General Leave

An employee will be required to submit, with reasonable notice, a written request to the Employer for any unpaid leave of absence. Such request must specify the reason for the leave of absence and the duration and will be considered on an individual basis. During this leave seniority will be affected as per Article 15 "Seniority".

When an unpaid leave in excess of four (4) weeks is granted the anniversary increment for the employee will move forward in direct relation to the length of the leave.

27.08 Educational Leave Defined

Education leave is paid or unpaid time taken by staff to improve professional capability and is pertinent to the work of the Clinic. The following types of leave may be considered to fall under the classification of education leave:

- (a) conferences;
- (b) workshops;
- (c) course or classes;
- (d) studying and taking examinations for professional certification/registration;
- (e) home study related to a specific course; or home study designed to upgrade professional knowledge not related to a specific client(s);
- (f) other situations as mutually agreed between the employee and the Employer.

27.09 Approval of Education Leave

Attendance will be at the discretion of the Employer. All requests are to be made in writing and shall include:

- Date of event
- Agenda of event
- Value to centre
- Value to employee
- Breakdown of costs and assistance requested
- Notice of invitation to take part or be present at event and copy of abstract of paper (if applicable).

27.10 Employer Directed Education Leave

When the Employer requests an employee to attend a conference or workshop, the Employer shall pay all reasonable costs.

27.11 Employee Directed Education Leave

When the employee requests to attend such functions the Employer may supplement the costs incurred by the Employee.

The employee may request up to twelve (12) days of Education Leave per year. These days will be used for the employee to attend events which she deems relevant to her professional development; in accordance with Educational Leave as defined above. Employees will be allowed an amount annually towards registration, travel, accommodation, etc. for education leave as defined above. The amount will be determined yearly in accordance with the agency budget and shall not be less than one hundred and seventy five dollars (\$175.00) per employee per year.

27.12 Maternity/Paternity Leave

A) Protection Prior and During Maternity Leave

As per relevant Human Rights legislation, maternity leave shall be considered as a right: Accordingly, no employee shall be laid off or otherwise adversely affected in her employment because of pregnancy. The Employer shall not deny the pregnant employee the right to continue employment during the period of pregnancy. Where working conditions may be hazardous to a fetus or to the pregnant employee, the employee shall be entitled to transfer to another position, provided she is capable of performing the work and is otherwise entitled.

The Employer is entitled to require an employee to stop work if the state of her health becomes incompatible with the requirements of her job.

B) Maternity Leave

An employee who qualifies for Maternity Leave may apply for such leave in accordance with Maternity Leave “Plan A” or Maternity Leave “Plan B” but not both.

Plan A

A maximum of seventeen (17) weeks of maternity leave per pregnancy will be granted subject to the following conditions:

- (a) A written request must be submitted not later than the end of the fifth month of pregnancy and not less than one (1) month before the intended date of leave.
- (b) The employee must have completed six (6) months of continuous employment prior to the intended date of leave unless otherwise agreed by the Employer.

Employees may choose to receive up to a maximum of five (5) days payment of normal salary from accumulated income protection credits before or after the period covered by Employment Insurance. These five (5) days shall be prorated for part-time employees based on their regular paid hours of work within the previous fifty-two (52) weeks.

Plan B

Effective April 1, 2010, the following (Plan B) provision, upon application, is applicable to employees commencing a maternity leave on or after April 1, 2010.

- 1) In order to qualify for Plan B, a pregnant employee must:
 - (a) have completed six (6) continuous months of employment with the Employer;
 - (b) submit to the Employer an application in writing, for leave under Plan B at least four (4) weeks before the day specified by her in the application as the day on which she intends to commence such leave;
 - (c) provide the Employer with a certificate of a duly qualified medical practitioner certifying that she is pregnant and specifying the estimated date of her delivery;
 - (d) provide the Employer with proof that she has applied for Employment Insurance benefits and that the **Human Resources and Skills Development Canada (HRSDC)** has agreed that the employee has qualified for and is entitled to such Employment Insurance benefits pursuant to the *Employment Insurance Act*.

- 2) An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:
 - (a) she will return to work and remain in the employ of the Employer for at least six (6) months following her return to work, except that where an employee is the successful applicant for a part-time position which commences on the date of her return from Maternity Leave or at any time during the six (6) months following her return from Maternity Leave, she must remain in the employ of the Employer, and work the working hours remaining in the balance of the six (6) months of the full-time employment; and
 - (b) she will return to work on the date of the expiry of her Maternity Leave and where applicable, her Parental Leave, unless this date is modified by the Employer; and
 - (c) should she fail to return to work as provided under (a) and/or (b) above, she is indebted to the Employer for the full amount of pay received from the Employer as a maternity allowance during her entire period of maternity leave.
- 3) An employee who qualifies is entitled to a maternity leave consisting of:
 - (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in Article 1705 A) (e);
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in Article 1705 A) (e);
 - (c) the Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Head.
- 4) During the period of maternity leave, an employee who qualifies is entitled to a maternity leave allowance with the SUB Plan as follows:
 - (a) for the first two (2) weeks an employee shall receive ninety-three percent (93%) of her weekly rate of pay;
 - (b) for up to a maximum of fifteen (15) additional weeks, payments equivalent to the difference between the EI benefits the employee is eligible to receive and ninety-three percent (93%) of the employee's normal weekly earnings;
 - (c) all other time as may be provided under Article 17, shall be on a leave without pay basis.
- 5) An employee may end her Maternity Leave earlier than the date specified by giving her Employer written notice at least two (2) weeks or one (1) pay period, whichever is longer, before the date she wishes to end the leave.

- 6) Plan B does not apply to temporary employees **or employees whose position is project funded through municipal, provincial, federal or other grant and is not extended beyond a minimum of one (1) year past their return date.**
- 7) A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.

27.13 Sections 52 through 57.1(2) inclusive and Section 60 of the *Employment Standards Code* respecting maternity leave shall apply.

27.14 Parental Leave

A maximum of thirty-seven (37) weeks of parental leave per pregnancy will be granted.

In order to qualify for Parental Leave an employee must:

- (a) submit a written request to the Employer;
- (b) be a parent of a new child;
- (c) have completed six (6) continuous months of employment with the Employer.

27.15 Commencement of Parental Leave

Parental Leave must commence no later than the first anniversary date of the birth or adoption of the child or the date on which the child comes into the actual care and control of the employee;

Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave without a return to work unless otherwise approved by the Employer.

27.16 Payment during Parental Leave

Parental leave is an unpaid leave.

27.17 Adoption Leave

An employee shall receive adoption leave of up to thirty-seven (37) weeks subject to the following conditions:

- (a) An employee must adopt a child under the laws of the province;

- (b) An employee may commence adoption Leave upon one (1) day notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings;
- (c) An employee has completed six (6) months of consecutive employment as of the date of the intended leave;
- (d) Parental leave related to adoption must be completed no later than the first anniversary date of adoption of the child or the date on which the child comes into actual care and custody of the employee.

27.18 Benefits during Paid Maternity/Parental Leave

A full-time employee may choose to receive up to five (5) days payment of normal salary from accumulated **income protection** before or after the period covered by EI.

27.19 Additional Time Off

All other time as may be provided shall be on a leave without pay basis to a combined maximum of one (1) year unless agreed otherwise by the Employer.

27.20 Seniority during Maternity/Parental/Extended Related Leave

See article 15.03 – Seniority.

27.21 Return to Work

When an employee decides to return to work after maternity/parental leave/adoption leave, she shall provide the Employer with at least four (4) weeks' notice. On return from maternity leave the employee shall be placed in her former position at the same rate of pay.

27.22 Benefits during Unpaid Maternity/Parental/Adoption Leave

The employee shall have the right, herself, to continue her and the Employer's portion of payments for extended health and dental benefits as per contract with the benefit carrier.

- 27.23
- (a) An employee who is granted a leave of absence for ten (10) weeks or less, will be returned to her former position upon her return at her former increment step.
 - (b) An employee who is granted leave of absence between ten (10) and twenty-six (26) weeks, will be returned to her former classification at her former increment step.
 - (c) An employee who is granted a leave of absence for a period of over twenty-six (26) weeks, and unless the Employer makes a specific commitment as to the conditions under which an employee who is granted such leave of absence will be employed on her return, is assured only of preferential consideration as to placement in a

vacancy most similar to the position held prior to the leave of absence, and at the increment level received prior to the leave of absence, or the maximum for the classification of the position returned to, whichever is lesser. If the position returned to is a higher classification than the one she left, she would be put at the first step of the salary range for that classification.

- (d) An employee who is accepted for **D&R** benefits and who is granted a leave of absence, will be returned to her former classification at her former increment step provided that she returns to work within the two (2) year period.

27.24 An employee not reinstated in her former classification on return from leave of absence under 27.23 (c) will receive preferential consideration for the first suitable available vacancy within the site which is at the level of her former position.

27.25 Two (2) days of leave (scheduled daily hours to a maximum of 15, 15.5 or 16 hours as applicable) without loss of pay and benefits will be granted to an employee whose partner has given birth to a child or has adopted a child.

This leave shall be taken within the two (2) calendar weeks following the child's date of birth or arrival in the home.

ARTICLE 28 – PAYMENT OF WAGES AND ALLOWANCES

28.01 Pay Periods

Pay periods shall be every two (2) weeks in length. Pay days shall be every second Thursday. A deduction sheet shall be included with each **pay deposit**. Employees shall be paid in accordance with Schedule "A" attached to and forming part of this Collective Agreement.

28.02 Rate of Pay on Changes

When an employee is appointed to a higher classification, such employee shall be placed in an incremental level in her new classification, which will provide an immediate increase of salary. The salary increase must be a minimum of \$0.50/hour but not to exceed the top level of the new salary scale. Further increments are due on the anniversary date of initial employment.

28.03 Pay on Temporary Transfers, Higher Job Rates

When an employee is temporarily assigned, transferred or relieves in, performs, or is responsible for the principle duties listed in the job description of a higher paid position:

- (a) the employee shall receive the minimum step in the wage scale of the higher paid position that will give the employee an immediate wage increase, or sixty-five cents (\$0.65) per hour, whichever amount is greater. The wage increase will be effective from the first shift of assuming the duties that is greater than three hours in duration.
- (b) that pays a flat rate, the employee shall receive that flat rate or an increase of sixty-five cents (\$0.65) per hour whichever is greater. The increase in pay will be effective from the first shift of assuming the duties, that is greater than three (3) hours in duration.
- (c) the employee shall qualify for any wage increments based on the length of service while in the temporary position, as per Article 28.09.
- (d) that is outside the bargaining unit, the employee shall receive the minimum step in the scale of the higher paid position that will give the employee an immediate wage increase, or sixty-five cents (\$0.65) per hour, whichever amount is greater. The wage increase will be effective from the first shift of assuming the duties that is greater than three hours in duration. The employee shall be deemed to be covered by this Collective Agreement during the period of temporary transfer.
- (e) the term “principle duties” shall be defined as those activities or responsibilities critical to the ongoing operation of a department and/or the Clinic.

28.04 Increased Duties

When an employee is temporarily assigned, transferred or relieves in, performs, or is responsible for the principle duties as per Article 28.03 (e), listed in the job description of an equal or lower paying position, while still performing their own duties, the employee shall receive an increase of fifty cents (\$0.50) per hour effective from the first shift of assuming the increased duties.

28.05 Payment on Transfer Lower Rated Job

When an employee is temporarily assigned to a position paying a lower rate, her rate shall not be reduced.

28.06 Training of Employees

When an employee (other than a Department Head) is required to orient or train an employee, student or volunteer, they shall receive an increase of fifty cents (\$0.50) per hour for all hours spent training.

28.07 Payment of Wages

- (a) Starting salary of a newly graduated non-registered/non-licensed professional awaiting initial registration/license, shall be discounted by eight percent (8%) until such time as registration license is achieved. A professional in the employ of the Employer, upon presenting proof of current registration in the appropriate professional association, shall be given the salary of the appropriate professional classification as provided in this Agreement, retroactive to the date of registration or to the date of last hire, whichever is later.
- (b) Starting salary for Registered Nurses who possess a Baccalaureate Degree, provided such preparation is relevant to the position held by the nurse, shall be placed at the 2nd year rate.

During time of service, all Registered Nurses who obtain a Baccalaureate Degree, provided such preparation is relevant to the position held by the nurse, will receive an increase of one (1) increment.

- (c) Starting salary for Registered Technologists, who possess a Bachelor of Science Degree, provided that such preparation is relevant to the position, shall be placed at the second year rate. During time of service, all Registered Technologists who obtain a Bachelor of Science Degree will receive an increase of one (1) increment.

28.08 Vacation Pay

An employee may, upon giving at least ten (10) working days' notice in writing, receive on the last office day preceding commencement of her annual vacation, any **pay deposits** which may fall due during the period of vacation.

28.09 Anniversary Date

The anniversary date for increment for all employees will be the actual date of employment.

28.10 Expenses

Upon approval by the Employer, employees shall be reimbursed for reasonable necessary expenses incurred in the performance of their duties as documented by receipt and/or written declaration.

Where an employee is required and authorized to use her privately owned vehicle on the Employer's business, she shall (effective January 1, 2009) be reimbursed in accordance with the prevailing Province of Manitoba mileage rates with a minimum payment of \$3.50 per return trip.

28.11 Shift Premiums

- (a) An employee required to work the majority of her hours on any shift between 1600 hours and 2400 hours shall be paid an evening shift premium of one dollar (\$1.00) per hour for that shift.

The above allowance shall be applicable from 1600 hours to the termination of the day shift on a twelve (12) hour shift pattern during which at least two (2) hours are worked between 1600 hours and the termination of the shift.

- (b) An employee required to work the majority of her hours on any shift between 0001 hours and 0800 hours, shall be paid a night shift premium of one dollar and seventy-five cents (\$1.75) per hour **(one dollar and ninety cents (\$1.90) per hour effective April 1, 2016; two dollars and five cents (\$2.05) per hour effective October 1, 2016)** for that shift.

- (c) Shift Premium and Weekend Premium will not be payable while an employee is receiving overtime rates.

- (d) Weekend Premium

A weekend premium of one dollar and thirty-five cents (\$1.35) per hour **(one dollar and fifty cents (\$1.50) per hour effective April 1, 2016; one dollar and sixty-five cents (\$1.65) per hour effective October 1, 2016)** shall be paid to an employee for all hours worked on any shift where the majority of hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

28.12 On Call Premium

An employee who is designated by the Employer to be available on call, immediately available by telephone contact to report to work without undue delay, shall be entitled to payment of two (2) hours' basic pay for each eight (8) hour period or a pro rata payment for any portion thereof.

The employee will leave her employment immediately after she has completed the work for which she was called and resume her "on call" status.

The "on call" premium will not apply during any period when the employee is performing duties at the site.

- 28.13 Maintenance person shall be paid \$20.00 each time they are called back to the workplace.

28.14 Protective Clothing

The Employer shall provide and maintain protective clothing required to be worn on duty as specified by the *Manitoba Workplace Safety and Health Act*. All such items remain the property of the Employer, and must be returned by the employee when they are no longer required.

28.15 Uniform/Clothing Allowance

Where the Employer requires that safety shoes be worn, the employee shall be provided with a safety shoe allowance to a maximum of \$75 (one hundred dollars (\$100) effective January 1, 2009) per year upon presentation of a receipt. New employees will receive the allowance upon completion of their probationary period. An employee must wear safety shoes at all times while at work.

- 28.16 (a) When an employee reports to work, **or is called**, and is requested to work in a lower paid classification the employee shall be paid her current rate of pay.
- (b) **When an employee voluntarily works a shift in a lower paid classification, the employee shall be paid at the same increment step on the lower paid classification as they are paid on their current classification.**

ARTICLE 29 – JOB CLASSIFICATION/RECLASSIFICATION

29.01 Job Description

The Employer agrees to supply job descriptions for all positions and classifications for which the Union is bargaining agent. These descriptions shall be presented to the Union and shall become the recognized job descriptions unless the Union presents written objection within thirty (30) days.

29.02 Changes in Classifications and Job Descriptions

The Employer shall prepare a new job description whenever a job is created or whenever the duties of a job change. When the duties of any job are changed substantially or where the Union and/or an employee feels a job is unfairly or incorrectly classified, or when a new job is created or established, the rate of pay shall be subject to negotiations between the Employer and the Union. If the parties are unable to agree on the reclassification or rate of pay for the job in question within four months, the dispute shall be submitted to grievance and arbitration for determination. The new rate shall become retroactive to the time the new position was first filled by the employee or the date of change in job duties.

An employee directly affected by change in job description shall be consulted vis-à-vis changes in the job description.

ARTICLE 30 – EMPLOYEE BENEFITS

30.01 Joint Employer/Employee Benefit Committee

A committee shall be appointed of up to two (2) representatives from the Union and up to two (2) representative of the Employer to maintain and review the benefit plans.

Employer will provide benefit plan as follows:

The Employer agrees to pay the required premiums for the following benefit plans:

- Group Life Insurance - 100% of basic coverage premium cost.
- Long Term Disability Plan – 50% of premium cost.
The **HEB Manitoba** Disability and Rehabilitation Plan shall continue to be implemented for all eligible employees. Effective April 1, 2007, the Employer will contribute to a maximum of 2.3% of base salary to fund the **HEB Manitoba** Disability and Rehabilitation Plan.
- Dental plan – 50% of premium cost.
The parties agree that during the life of this Agreement, the **HEB Manitoba** sponsored Dental Plan will be cost-shared on a 50/50 basis.
- **HEB Manitoba Pension Plan**
The Employer and the Union agrees to participate in the **HEB Manitoba Pension Plan**. Premium costs will be shared on a 50/50 basis between the Employer and the employees.

Employer and employee pension plan contribution rates to increase as follows:

- | | |
|---------------|--|
| July 1, 2005: | 1.4% increase (resulting in the new rates of 6.4% up to YMPE and 8.0% for earnings in excess of YMPE). |
| July 1, 2006: | 0.2% increase (resulting in the new rates of 6.6% up to YMPE and 8.2% for earnings in excess of YMPE). |
| July 1, 2007: | 0.2% increase (resulting in the new rates of 6.8% up to YMPE and 8.4% for earnings in excess of YMPE). |

30.02 Extended Health Care Plan/Health Spending Account (HSA)

The following benefit improvements will be applied through **HEB Manitoba** as specified:

1) Extended Health Care Plan:

- April 1, 2009: All employees who are enrolled or become enrolled in accordance with the options set out below will be in the **HEB Manitoba** “Enhanced” Extended Health Care Plan.
- Effective April 1, 2009, the “Enhanced” Plan premiums will be paid 50% by the Employer and 50% by the employee.
- There will be a three (3) month enrolment period of January 1, 2009 to March 31, 2009, to allow employees currently participating in the “Basic” Plan to either opt into the “Enhanced” Plan or to opt out of Plan coverage altogether.
- Employees not previously in the Plan may revisit their status and either opt into the “Enhanced” Plan provided they are eligible in accordance with their category of employment or remain out.
- Employees currently in the “Enhanced” Plan must remain in the “Enhanced” Plan.
- New employees hired on or after April 1, 2009, will, as a condition of employment, be required to participate in the “Enhanced” Plan subject to plan text enrolment requirements unless they are eligible to waive participation in accordance with the plan text.
- Any other enrolment changes will be as per the **HEB Manitoba** plan text.

2) Health Spending Account (HSA):

- Effective April 1, 2010, a Health Spending Account (HSA) shall be made available for eligible employees. The HSA shall only apply and be made available to top up the existing benefits provided in the **HEB Manitoba** “Enhanced” Extended Health Benefit Plan and the **HEB Manitoba** Dental Plan.
- The annual HSA benefit amounts shall be:

April 1, 2010:	\$250 for full-time employees*
	\$125 for part-time employees
April 1, 2011:	\$500 for full-time employees*
	\$250 for part-time employees

*For the purpose of the HSA, an employee is deemed to qualify for the full-time benefit if she/he has been paid for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether an employee qualifies for the full-time benefit.

- A “year” or “the annual HSA benefit” is defined as the calendar year – January 1st to December 31st.
- In order to be eligible for the HSA an employee must be enrolled in the “Enhanced” Extended Health Care Plan.
- New employees hired on or after April 1, 2010, who become enrolled in the “Enhanced” Extended Health Care Plan will commence HSA coverage following one (1) year participation in the “Enhanced” Extended Health Care Plan.
- Unutilized HSA monies are not carried over to the subsequent year.

30.03 Premiums when on Unpaid Leave of Absence (LOA)

Employees will pay the Employer’s and the employee’s share of Group Health, Dental, Group Life and Disability & Rehabilitation (D&R) when on any unpaid LOA.

Subject to the terms of the plan, where an employee is on any return to work program where all or a portion of the employee’s wages are being paid by the Employer, the Employer will pay the Employer’s share of the premiums on the condition the employee is paying their share.

ARTICLE 31 – TERMINATIONS

31.01 An employee may terminate her employment by giving two (2) pay periods or four (4) weeks’ written notice.

31.02 Employment may be terminated with lesser notice or without notice:

- (a) by mutual agreement between the Employer and the employee; or
- (b) during the probationary period of a new employee with cause (the employee has to be given a reason for the termination);
- (c) in the event an employee is dismissed for just cause (the employee has to be given a reason for the termination, and the reason for the disciplinary action must be sufficient to warrant dismissal).

- (d) Where lesser or no notice is given by the Employer, payment in lieu of notice shall be given except in cases of discharge for just cause.

31.03 The Employer will make available, within fourteen (14) calendar days after termination, all amounts due to the employee, including unpaid wages and pay in lieu of unused vacation entitlement.

ARTICLE 32 – TERM OF AGREEMENT

- 32.01 (a) This Agreement shall be in full force and effect from **April 1, 2012 to March 31, 2017**.
 - (b) Should the parties fail to conclude a new collective agreement prior to the expiry date of this Agreement, all provisions herein contained shall remain in full force until a new agreement has been reached or until the date on which the Union takes strike action or the Employer institutes a lockout, whichever occurs first.
 - (c) The Union agrees to give the Employer at least one (1) week's (seven (7) days) written notice as to the date of intended strike action.
 - (d) The Employer agrees to give the Union at least one (1) week's (seven (7) days) written notice as to the date of intended lockout.
- 32.02 Should either party desire to propose changes to this Agreement, they shall give notice in writing, including proposed amendments, to the other party not more than ninety (90) days and not less than thirty (30) calendar days prior to the date of termination. Within thirty (30) calendar days of the receipt of these proposals, the other party shall be required to enter into negotiations for the purpose of discussing the changes and the formation of a new Agreement.
- 32.03 This Agreement may be amended during its term by mutual agreement.

ARTICLE 33 – RETROACTIVITY

33.01 Retroactivity for Current Employees

Salary and wages in the new Agreement shall be adjusted retroactively unless otherwise mutually agreed upon.

All retroactive wage and benefit adjustments shall be made payable within one hundred and twenty (120) calendar days of ratification of this agreement.

Former employees shall receive any applicable retroactive pay provided they request the retroactive pay from the Employer in writing with their current mailing address no later than ninety (90) days after the ratification date.

ARTICLE 34 – RECOGNITION OF EXPERIENCE

34.01 The starting salary of a newly hired employee shall recognize previous experience in another job that has been essentially the same in another facility directly applicable to the job description of the position applied for and shall be no less than as outlined in the following table:

<u>Experience</u>	<u>Placement</u>
Less than one (1) year	Level 1 (Start)
Greater than or equal to one (1) year but less than two (2) years	Level 2 (Step 1)
Greater than or equal to two (2) year but less than two (3) years	Level 3 (Step 2)
Greater than or equal to three (3) years	Level 4 (Step 3)

ARTICLE 35 – TECHNOLOGICAL CHANGE

35.01 Definition

In this article “technological change” means an introduction of any technology that results in:

- (a) the introduction of equipment, material or processes different in nature, type, or volume from that previously utilized;
- (b) change in work methods, organization, operations or processes affecting one or more employees;
- (c) change in the location at which the work, undertaking or business operates;
- (d) change in the work, undertaking or business carried on by the Employer including any change in function performed and including the removal of any part of the work, undertaking or business.

35.02 Advance Notice

When the Employer is considering the introduction of technological change:

- (a) the Employer agrees to notify the Union and the affected employee(s) as far as possible in advance of her intentions and to update the information provided as new developments arise and modifications are made;
- (b) the foregoing notwithstanding, the Employer shall provide the Union, at least one hundred and twenty days before the introduction of a technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.

35.03 Information to be Provided

The notice mentioned in Article (above) shall be given in writing and shall contain pertinent information including:

- (a) the nature of the change;
- (b) the date on which the Employer proposes to effect the change;
- (c) the approximate number, type and location of employees likely to be affected by the change;
- (d) the effects the change may be expected to have on employees' working conditions and terms of employment;
- (e) all other pertinent information relating to the anticipated effects on employees.

35.04 Arbitration

If the Union and the Employer fail to agree upon measures to protect the employees from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of the Agreement.

35.05 Protection of Hours

No regular employee with more than three (3) calendar years shall be dismissed or have her regular hours reduced by the Employer solely by virtue of a technological change.

35.06 Protection of Rate of Pay

An employee whose job is changed or who is transferred from her job solely by virtue of a technological change will suffer no reduction in rate of pay.

35.07 Transfer Arrangements

An employee who is displaced from her job as a result of technological change shall be given an opportunity to fill any vacancy for which she has the qualifications and ability to perform and for which she has seniority. If there is no vacancy, she shall have the right to displace employees with less seniority, in accordance with the layoff procedure in this Agreement.

35.08 Training Benefits

Where new or greater skills are required than are already possessed by the affected employees under the present methods of operations, such employees shall, at the expense of the Employer, be given a reasonable training period during which they may acquire the skills necessitated by the new method of operation. There shall be no reduction in wages or salary rates during the training period of any such employee.

35.09 Training Period

The training provided for above shall be given during the hours of work whenever possible.

35.10 No New Employees

No additional employees shall be hired by the Employer until employees affected by the change, or employees laid off because of the change, have been notified of the proposed technological change and allowed a reasonable training period to acquire the necessary knowledge or skill to retain their employment.

35.11 New Classifications

All new classifications or positions created as a result of technological change shall be automatically included in the bargaining unit unless the Employer and the Union mutually agree to exclude them.

If the parties are unable to agree on the classification and/or the rate of pay for the job in question the issue shall be referred to the grievance/arbitration process as set forth in the Agreement.

ARTICLE 36 – GENERAL

36.01 Pronouns

Whatever pronouns are used in this Agreement shall be considered to apply to all, masculine and feminine, singular and plural.

36.02 Bulletin Boards

The Employer shall provide bulletin board space which shall be placed so that all employees will have access to it upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees.

36.03 Employee Performance Review

A performance review will be written by each supervisor for each employee at least once every twelve (12) months for the first two (2) years of employment and at least once every three (3) years thereafter.

A performance review will consist of an assessment of performance of an employee with respect to the ability of the employee to carry out her job description to the standards of performance outlined by the Employer.

The employee shall participate in the review of her performance by completing a self-evaluation.

Before each review is finalized, the employee's supervisor and the employee will have a discussion of the results of their respective performance evaluation. The final performance review will be signed and dated by the employee and the supervisor.

36.04 Security

It shall be the responsibility of the Employer to ensure that reasonable arrangements are made to provide for the security and safety of all employees.

No employee shall be required to work with a client if the employee has reason to believe such work would pose a threat to her safety. No employee shall be subject to disciplinary action for reason of such refusal to work.

36.05 Pre-Retirement Leave (Retirement Bonus)

(a) Employees retiring in accordance with the following:

- 1) retire at age of sixty-five (65) years; or
- 2) retire after the age of sixty-five (65) years; or
- 3) have completed at least ten (10) years continuous employment and retire after the age of fifty-five (55) years but before sixty-five (65) years; or
- 4) employees who have completed at least ten (10) years of continuous service with the Employer, whose age plus years of service equal eight (80);

- (b) Shall be granted retirement bonus on the basis of four (4) days per year of employment.
- (c) Calculation of pre-retirement bonus entitlement shall begin from the date of the employee's last commencing employment at the Facility and shall be based on the employee's total seniority on the date of retirement.
- (d) Employees retiring in accordance with the conditions of this Article shall be granted paid retirement bonus as specified on the following basis. Calculations will be based on the following formula:

$$\frac{\text{Total Paid Hours Actually Worked from Date of Hire}}{\text{Full-time Hours (currently 1950/year)}} \times 4 \text{ days}$$

- (e) Payment shall, at the option of the employee, be made in a lump sum or as a continuation of salary until the scheduled retirement date. The retirement date shall be the last day worked in cases where an employee chooses lump sum payments.

ARTICLE 37 – INSURANCE COVERAGE

37.01 The Employer shall provide liability insurance coverage under the terms and conditions of the insurance provider.

ARTICLE 38 – OVERPAYMENTS

38.01 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected employee and the Union as soon as practicable;
- (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,
- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and employee.

In the event the employee retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that employee and reduce accordingly any payments that might be owing to that employee to recover the overpayment.

38.02 The Employer shall notify the employee of an overpayment error by letter within ten (10) business days of discovery.

Where the value of overpayment is ten percent (10%) or less of the employee's normal biweekly gross earnings and is less than one hundred and fifty dollars (\$150.00), a detailed breakdown and a proposed recovery schedule will be included with the letter to the employee and a copy provided to the Union.

For payments that exceed ten percent (10%) of the employee's normal biweekly gross earnings and is more than one hundred and fifty dollars (\$150.00), a detailed breakdown of the error will be included with the letter and a meeting will be scheduled with the employee and the Union to discuss a proposed recovery schedule as soon as practicable.

WAGE INCREASES

(Except for those classifications tied to Professional/Technical sector or Trades sector.)

Effective April 1, 2012: Increase hourly rate by 0%

Effective April 1, 2013: Increase hourly rate by 0%

Effective April 1, 2014: Increase hourly rate by 2.50%

Effective April 1, 2015: Increase hourly rate by 2.50%

Effective April 1, 2016: Increase hourly rate by 2.00%

LONG SERVICE STEP

1. Effective October 1, 2014, (October 1, 2012, for all nursing/professional-technical classifications as per existing LOUs) a Long Service Step equivalent to two percent (2%) shall be added to Schedule "A". Employees shall be eligible for the Long Service Step identified in Schedule "A" upon completion of the following:

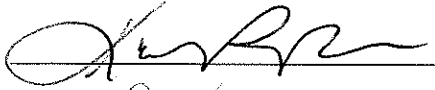
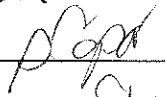

- (i) Twenty (20) or more years of continuous service; and**
- (ii) The employee has been at the maximum step of their salary scale for a minimum of twelve (12) consecutive months.**

2. Employees who do not meet the above criteria on October 1, 2014, shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in #1 above.


Note: For the purpose of #1 and #2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (full-time, part-time, or term).

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN DULY EXECUTED AND
SIGNED THIS 18 DAY OF March 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-01

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: CENTRAL TABLE STAFFING COMMITTEE

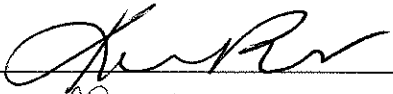

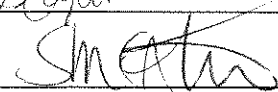
Central Table (Local 2343 and 2348) Staffing Committee

Each Employer recognizes the value of establishing a process to facilitate the redeployment of laid off employees among the participating Employers. In the event that this Staffing Committee is established the Employer agrees to participate in the regional process in order to accommodate, to the extent possible, the displaced employees. To that end, the Employer agrees to engage in the process in good faith and make all decisions fairly and reasonably.

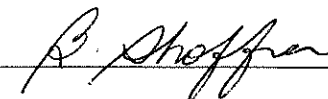
This Letter of Understanding shall be attached to and form part of the Collective Agreement.

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-02

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: TERM POSITION

A term position shall be for a specific time period or until completion of a particular project for a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

Where the Employer determines that a term position of three (3) months or longer exists, the position shall be posted and filled in accordance with Article 17. Additional postings shall not be required for the position of the employee who may be awarded the term position. Any additional hours occurring as a result of the filling of the term position shall be offered to part-time employees in accordance with Article 18. Upon completion of the term position, the employee shall be returned to her former position. In the event that the employee's former position is no longer current, the employee shall have the right to exercise her seniority to displace any employee who has less seniority, provided she has the qualifications and ability to perform the required duties.

Where the Employer determines that staff are to be replaced during periods of less than three (3) months, Article 19 shall apply, wherever possible.

An employee in a term position may be required to complete the term before being considered for other term positions within the bargaining unit.

Where the Employer deems a term position to be of an indefinite length due to illness or injury, the term position shall be posted as such.

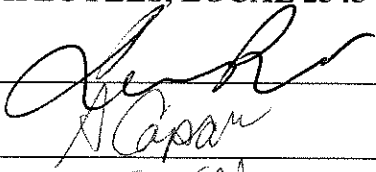
Employees returning from the leave will provide the Employer with as much notice as possible of the date of return.

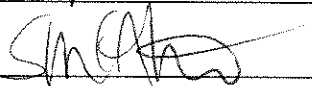
The employee occupying said term position shall receive notice equivalent to the amount of notice the employee returning from leave provides the Employer.

This Letter of Understanding shall be attached to and form part of the Collective Agreement.


Signed this 18 day of March, 2016.

FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343





FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-03

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: TEMPORARY EMPLOYEES

A "temporary employee" is one who is newly hired for a specific time period or until completion of a particular project of a minimum duration of three (3) months and a maximum duration of one (1) year. This period may be extended if the Employer so requests and the Union agrees.

No employee shall be laid off or re-employed for the purpose of extending the period of temporary employment. Should a temporary employee become permanent without a break in service, her service will be connected for seniority purposes.

A temporary employee shall have seniority rights equivalent to permanent employees in matters of hiring, transfer and promotion, provided the employee has the physical ability and necessary qualifications and training to meet the requirements of the job and a good employment record at the Facility in accordance with Article 14. Such seniority rights cannot be exercised over those permanent employees on staff at the date of the temporary employee's hiring.

A temporary employee shall not be eligible for transfer during her probationary period.


If a temporary employee is promoted or transferred to a permanent position, she will serve the usual probationary period in the permanent position.

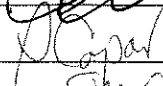
A temporary employee shall have no seniority rights in matters of demotion, layoff and recall.

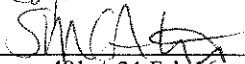
This Letter of Understanding shall be attached to and form part of the Collective Agreement.

Signed this 16 day of March, 2016.

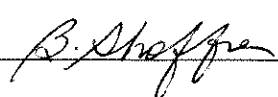
FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343







FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491 / 24-Feb-16

LETTER OF UNDERSTANDING 15-04

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: GENERAL WAGE STANDARDIZATION FUND

The parties recognize the importance of wage standardization for classifications performing the same duties.

In order to rectify identified inequities, a “General Wage Standardization Fund” will be provided and allocated as follows:

Phase I

- May 1, 2003 = \$2,590,000 (includes 0.60% standardization increase for all - compounded)
- May 1, 2004 = \$1,230,000
- May 1, 2005 = \$1,230,000

Phase II

- April 1, 2006 = \$5,840,000 (total amount for utilization on a sectoral basis)*
- April 1, 2007 = \$5,840,000 (total amount for utilization on a sectoral basis)*
- March 31, 2008 = \$3,000,000 (total amount for utilization on a sectoral basis)
- March 31, 2009 = \$3,000,000 (total amount for utilization on a sectoral basis)

*Note: Standardization Funds identified in the previous collective agreement are included in sectoral value.

PRINCIPLES:

- i) Distribution of General Wage Standardization Fund:

Phase I

Salaries are to be increased in accordance with the following:

% of total differential between existing salary rate and target salary rate to apply =

- May 1, 2003 = complete
- May 1, 2004 = 10.08%
- May 1, 2005 = 10.08%

Phase II

Salaries are to be increased in accordance with the following:

% of remaining differential between existing salary rate and target salary rate to apply =

- April 1, 2006 = 36.87%
- April 1, 2007 = 36.87%
- March 31, 2008 = 18.94%
- March 31, 2009 = 7.32%. The intent of the Wage Standardization process and monies, provided for in the Manitoba Health Care Support collective agreements, is to complete Wage Standardization across the support sector by March 31, 2009.

Note: Wage Standardization adjustments to be applied prior to economic wage increases.

ii) Phase I – Method for calculation of retroactive payment:

Payments for employees working in classifications receiving wage standardization adjustments should be calculated as follows:

- 1) Apply percentage referenced above to total differential.
- 2) Multiply result of one (1) above times number of eligible paid regular hours in the 12-month period.

Example: Percentage = 10.08%
 Total differential = \$1.50
 # Eligible Paid Regular Hours = 1000

Calculation = 10.08% x \$1.50 x 1000 = \$151.20

Retroactivity will apply only to employees on staff at date of ratification of the collective agreement and those who have retired prior to date of ratification in accordance with the terms and conditions of applicable Employer pension plan. Retired employees must apply in writing for retroactivity.

iii) a six (6) step salary scale will be established effective April 1, 2006:

<u>Start</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
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Exclusions: Health Care Aide - Untrained
 Activity Aide - Uncertified
 Trades classifications
 Professional/Technical classifications
 Nursing classifications
 'No Match' classifications

- iv) a three percent (3%) differential will be established between each step on the salary scale (scale built from agreed to target top rate working downwards) for all salary scales created through Wage Standardization (except for exclusions listed above);
- v) for the purpose of implementation of newly established salary ranges, methodology for step placement will be as follows:
 - (a) Placement onto newly established scale at nearest step affording an increase.
 - (b) Cannot result in placement on standard scale at a lower step than current step on scale.
 - (c) Where current scale has a lesser number of steps than newly established scale, previous years of service shall be recognized through placement. Previous service years to be determined with use of Article 2802. Illustration of step placement provided in Example 2.
 - (d) Where the current scale has greater than 6 steps, those employees at Step 6 and above shall be placed at Step 6 of the newly established scale. Illustration of step placement provided Example 3.

Example 1

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5
	↓	↓	↓	↓	↓	↓
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 2

Incumbents may be placed onto 'New Scale' at either Step 4 or Step 5. Placement onto Step 5 conditional upon meeting criteria of v) (c) above, and Article 2802 of collective agreement. i.e. If the employee has been paid on current Step 4 for greater than one (1) anniversary period, employee will be placed at Step 5 on new scale.

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	
	↓	↓	↓	↓	↓	
					↘	
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5

Example 3

Current Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	↓	↓	↓	↓	↓		↙
New Scale:	Start	Step 1	Step 2	Step 3	Step 4	Step 5	

vi) Present Incumbent Only (PIO):

- (a) Where it has been determined that the salary of an employee is higher than that of the standard salary range, that employee will be treated as follows:

All employees employed on the date that the new salary range is implemented will continue to be paid on the current salary range and will continue to receive increment increases and negotiated economic wage increases while they remain in their current classification. This also applies to employees who apply for and receive another position within their classification or who bump into another position within their classification.

- (b) Where an Employer's maximum salary rate has been established as the target top of scale rate, the standard scale will be introduced for new hires. Existing salary scale will continue on a Present Incumbent Only (PIO) basis.

vii) Existing Red-Circled and Present Incumbent Only (PIO) Salaries:

Any positions or employees currently red-circled or PIO'd will be addressed in the following manner:

- (a) Red-circled and PIO rates/positions or employees where current maximum salary rate no longer equals or exceeds maximum rate of established standard salary scale (when implemented), will no longer be red-circled or PIO'd.
- (b) Red-circled and PIO rates/positions or employees where current maximum salary rate continues to be greater than or equal to the established standard salary scale (when implemented), will continue to be red-circled or PIO'd.
- (c) Where an employee resigns from a classification identified as red-circled or PIO'd and subsequently returns to the same classification, the employee will be placed on the standard salary scale in accordance with the collective agreement.

viii) positions identified as unique (i.e., 'No Match' or no comparison to other health support classifications) are not eligible for standardization adjustments. Existing scale is to be maintained.

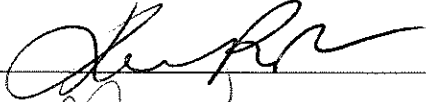
ix) future salary increments to be processed in accordance with collective agreement Article 2802.


x) should standardization be achieved before the fund is fully expended, the parties agree that the terms of the letter of agreement have been met.


Matters contained in this Letter of Understanding shall not be subject to the grievance and arbitration procedure.

Signed this 18 day of March, 2016.


FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343







FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-05

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: WAGE ADJUSTMENT – NURSING CLASSIFICATIONS

For the continued maintenance of wage standardization, and to ensure the salary scales of Nursing classifications as represented by CUPE maintain an appropriate relationship to salary scales of the same classifications represented by the Manitoba Nurses' Union (MNU), application of current and future wage adjustment will be as follows:

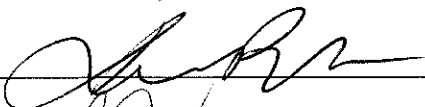
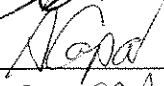
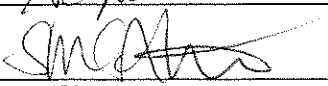
- 1. Classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the MNU central table collective agreement.**
- 2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the Parties, for the continued maintenance of wage standardization.**
- 3. Affected classifications:**

Local 2343/Mount Carmel Clinic

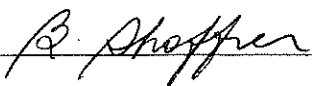
- Licensed Practical Nurse
- Nurse II
- Nurse III
- Nurse V
- Nurse Practitioner

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-06

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: REDEPLOYMENT PRINCIPLES

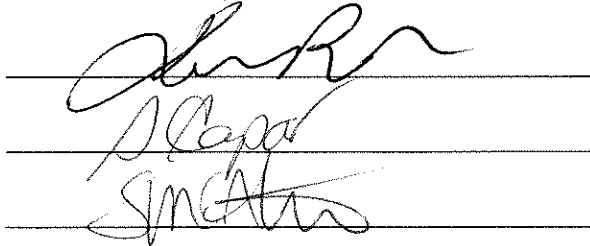
This Letter of Agreement confirms that the above-named parties have ratified this Letter of Understanding on Redeployment Principles which is appended to and forms part of the Letter of Agreement.

Originally signed the 7th day of July 1997.

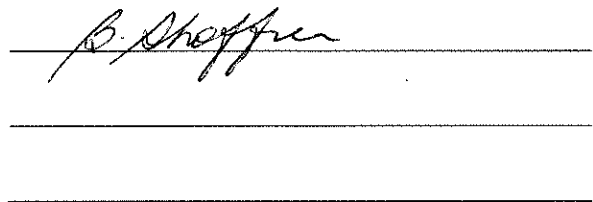
This Letter of Understanding shall be attached to and form part of the Collective Agreement.

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**



**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

RE: ACCEPTANCE OF REDEPLOYMENT PRINCIPLES

BY A

NON-UNION FACILITY

**Mount Carmel Clinic
(Name of Facility)**

On behalf of the above-named Facility, I accept the Principles of Redeployment as set out in the Principles of Redeployment for Non-Union Employees as Adopted by Participating Employee and also the Letter of Understanding on Redeployment Principles, as may be applicable.

Signed this 7th day of July 1997.

Signature

Position

MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-07

BETWEEN

PARTICIPATING EMPLOYEES – LISTED IN SCHEDULE “A”

AND

PARTICIPATING UNIONS – LISTED IN LOU 15-01

RE: REDEPLOYMENT PRINCIPLES

-
1. PURPOSE:
- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Understanding.
- 1.02 It is agreed by the parties that this Letter of Understanding shall work in concert with the provisions of the applicable Collective Agreements of the Unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Understanding.
- 1.04 This Letter of Understanding governs the movement of laid off employees and/or the movement of positions between bargaining units of the above-mentioned Unions and the Employers.
- 1.05 For the purpose of this Letter of Understanding ‘receiving agreement(s)’ shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the ‘sending agreement(s)’ shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the Unions as they become known to the above-mentioned employers.
- 1.07 “Central Redeployment List” means a list of employees who have been laid off from a participating employer. Those on this list may apply for and receive preferential

consideration for new and vacant in-scope positions at another participating employer, as set out in 4.02 herein.

2. SENIORITY:

- 2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.
- 2.02 Employees without a Collective Agreement shall not have seniority rights.
- 2.03 Transfers of Seniority – the affected employer(s) and affected union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. TRIAL PERIOD:

- 3.01 Employees who move to a new bargaining unit/employer may be required to serve a trial period in accordance with the Collective Agreement in the receiving facility. If unsuccessful in the trial period, the employee shall return to the Central Redeployment List and to the recall list of the sending employer.

4. NEW AND VACANT POSITIONS:

- 4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected employers and affected bargaining units/unions.
- 4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

If there are not applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration to qualified applicants from other regions who are on the Central Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) employees on the Central Redeployment List shall be listed in order of seniority (as per 'sending' Collective Agreement(s));
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);

- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;
- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facility's job description applies vis-à-vis qualification requirements;
- (f) Once an employee has been permanently redeployed and has completed the trial period with a receiving employer, she/he shall relinquish any recall rights to her/his former employer unless she/he is laid off from the receiving employer. Should an employee be laid off from the receiving employer, she/he will be placed back on the recall list. She/he will also have recall rights in accordance with the Collective Agreement of the receiving employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending employer and the original receiving employer.

5. TRANSFERS OF SERVICE/MERGER/AMALGAMATION:

- 5.01 In the event of a transfer(s) or service/merger/amalgamation, the affected employer(s) and unions shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

6. PORTABILITY OF BENEFITS:

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave.

NOTE: Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.

- 6.04 Length of employment for the purpose of qualifying to join benefit plans, i.e., two (2) year pension requirement.

6.05 Benefits – an incoming employee is subject to the terms and conditions of the receiving Facility’s benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans’ terms and conditions.

6.06 Salary Treatments:

- (a) if range is identical, then placed step-on-step;
- (b) if the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee’s salary at the time of layoff.

NOTE: No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the “Transfer Agreements” for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red-circling provisions were in place prior to the inception of the Letter of Understanding.

6.07 Upon hire of an employee from the Central Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending employer under this letter of Understanding.

7. OTHER CONDITIONS:

7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.

7.02 Salary and vacation earned to date to be paid out by sending employer.

7.03 Banked time including overtime bank, stat. Bank, to be paid out by sending employer.

8. TRAINING:

8.01 The parties agree that provisions for training will be dealt with by the joint Provincial Labour Adjustment Committee.

9. DURATION OF LETTER OF UNDERSTANDING:

9.01 This Letter of Understanding shall be in full force and effect for a twelve (12) month period commencing date of signing. In the event that any one of the parties’ signatory to this Letter of Understanding wishes to terminate its participation in this Letter of Understanding, it shall give sixty (60) days’ written notice to the other parties.

10. APPEAL PANEL:

10.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this Letter of Understanding, the parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved, any party to the dispute may refer the matter(s) to an Appeal Panel composed of:

- Two (2) persons from Participating Employers who are not directly involved in the dispute.
- Two (2) persons from the Participating Unions who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

Only lay advocate(s) shall be utilized by each party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute to resolution.

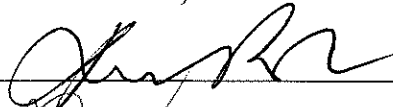

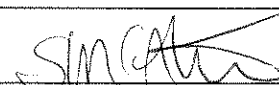
Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the parties concerned within fourteen (14) calendar days.

The Letter of Understanding on Redeployment Principles represents a tentative agreement reached November 24, 1992 in a Committee representing Employers and Unions listed in Appendix "A" and "B" respectively.




This Letter of Understanding is subject to ratification by Employers and Locals/ Bargaining Units.

Signed this 18 day of March, 2016.

FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343

FOR THE EMPLOYER:
MOUNT CARMEL CLINIC

MK:cbc/cope 491
24-Feb-16

REDEPLOYMENT PRINCIPLES**FOR NON-UNION EMPLOYEES****ADOPTED BY****PARTICIPATING EMPLOYERS**

The following principles should be extended to non-union employees who are affected by the restructuring of the health services system whether employed in a unionized facility or in a non-unionized facility.

1. ACCEPTANCE OF REDEPLOYMENT PRINCIPLES FOR NON-UNION EMPLOYEES:

- 1.01 A unionized facility which has joined the Redeployment Program by signing the Letter of Agreement Supplementary to the Collective Agreement ratifying the Letter of Understanding on Redeployment Principles with applicable unions is deemed to have accepted Redeployment Principles For Non-Union Employees for its non-union or out-of-scope employees.
- 1.02 When the same management exercises responsibility for both a unionized facility and a non-unionized facility, employees of the non-unionized facility will be considered to be included in the Redeployment Principles For Non-Union Employees if management signs the Letter of Agreement Supplementary to the Collective Agreement ratifying the Letter of Understanding on Redeployment Principles with the applicable unions in the unionized facility.
- 1.03 Management of a non-unionized facility may accept Redeployment Principles For Non-Union Employees by signing the Acceptance of Redeployment Principles by Non-Union Facilities (see Section 4) and forwarding it to the Coordinator of the Provincial Health Care Labour Adjustment Committee. The Coordinator will issue interim acceptance and place the facility's name on the agenda of the next Provincial Committee meeting for formal acceptance.

2. PURPOSE:

- 2.01 The participating employers agree to work to develop employment security strategies for non-union employees to reduce the negative effect on employees whose positions have been deleted as a result of restructuring of the health services system.

- 2.02 All policies and procedures of the receiving facility shall apply to the incoming out-of-scope employees except those policies and procedures that may be abridged by this document.
- 2.03 This document governs the movement of non-union/out-of-scope employees and/or the movement of non-union/out-of-scope positions between participating employers.
- 2.04 “Non-Union Redeployment List” means a list of out-of-scope employees whose positions have been deleted as a result of restructuring of the health care system and whose names appear on the Redeployment List with “OS” following their Redeployment Number. Those on this list may apply for and, all other factors being equal, receive preferential consideration for new and vacant out-of-scope positions at another participating employer, as set out in Section 5 herein.

3. LENGTH OF SERVICE:

- 3.01 Out-of-scope employees shall accumulate service according to the terms of the sending facility.
- 3.02 Out-of-scope employees shall not have seniority rights over in-scope employees on the Central Redeployment List. In-scope employees shall not have seniority rights over out-of-scope employees on the Non-Union Redeployment List. The status of the position, in-scope or out-of-scope, at the facility from which the employee is laid off will determine onto which list he/she is placed.

4. TRIAL PERIOD:

- 4.01 Out-of-scope employees who move to another employer may be required to serve a trial period in accordance with the policies of the receiving facility. If unsuccessful in the trial period, the employee shall return to the Non-Union Redeployment List.

5. NEW AND VACANT POSITIONS:

- 5.01 All new and vacant positions shall be filled in accordance with the policies and practices of the receiving facility.
- 5.02 When a new or vacant out-of-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region as defined in Appendix VII, shall give preferential consideration consistent with 1.04 to qualified applicants from the same region who are on the Non-Union Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration consistent with 1.04 to qualified applicants from other regions who are on the Non-Union Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) Copies of new or vacant out-of-scope postings will be sent as they occur to “the Labour Adjustment Committee” for the job posting line;
- (b) In assessing an employee’s history only formally documented material contained in the employee’s personnel file will be considered;
- (c) The receiving facility’s qualification requirements apply;
- (d) Should any out-of-scope employees be re-employed at another facility and subsequently terminated at that facility, as a result of health care reform, the employee will be placed back on the Non-Union Redeployment List. For the purpose of the Non-Union Redeployment List, the employees’ service shall be cumulative from the original sending employer and the original receiving employer.

6. TRANSFER OF SERVICE/MERGER/AMALGAMATION:

- 6.01 In the event of a transfer(s) or service/merger/amalgamation, the affected employer(s) shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

7. PORTABILITY OF BENEFITS:

- 7.01 Accumulated income protection benefits/sick leave credits.
- 7.02 Length of employment applicable to rate at which vacation is earned.
- 7.03 Length of employment applicable to pre-retirement leave.

NOTE: Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.

- 7.04 Length of employment for the purpose of qualifying to join benefit plans, i.e., two (2) year pension requirements.
- 7.05 Benefits – An incoming employee is subject to the terms and conditions of the receiving Facility’s benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans, terms, and conditions.

7.06 Salary Treatments

- (a) no provisions for red-circling;
- (b) if job function and/or salary range identical, then placed step-on-step;
- (c) if job function and/or salary range is not identical, then placement will be at the employer's discretion.

7.07 Upon hire of an employee from the Non-Union Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including service where applicable, which were transferred from the sending employer under this document.

8. OTHER CONDITIONS:

8.01 Hours of service since last increment is not portable for the purpose of calculating next increment, if applicable.

8.02 Banked time including overtime bank, stat. bank, to be paid out by sending employer.

9. TRAINING:

9.01 The employers agree that provisions for training will be dealt with by the joint Provincial Labour Adjustment Committee.

10. DURATION:

10.01 The duration of this document shall be consistent with the Letter of Understanding on Redeployment Principles for In-scope Employees.

11. APPEAL PROCESS:

11.01 Should a dispute arise between an out-of-scope applicant to a position at a facility and that facility regarding the application, interpretation, or alleged violation of this document, the applicant and the facility concerned shall meet and attempt to resolve the dispute through discussion.

Should the dispute remain unresolved, the applicant or the facility may refer the matter to an Appeal Panel composed of two persons from participating employers who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

Only lay advocates shall be utilized by each party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute a resolution.

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendations for settlement to the parties concerned within fourteen (14) calendar days.

MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-08

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: REPRESENTATIONAL ABORIGINAL WORK FORCE

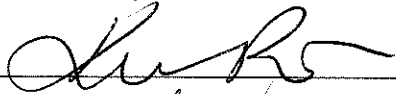

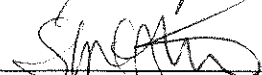
The parties understand that Aboriginal persons are significantly underrepresented in the health care labour force and that additional actions are needed to promote and facilitate employment of Aboriginal persons in health care occupations at all levels. It is therefore mutually agreed that the undersigned parties will work in cooperation to:

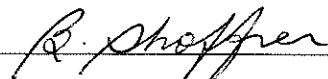
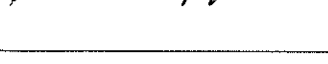

- (a) Identify provisions in the collective agreement that may be discouraging the recruitment and retention of Aboriginal workers in health care;
- (b) Develop strategic initiatives and programs that:
 - Foster mutual respect, trust, fairness, open communication and understanding;
 - Focus on recruiting, training and career development of Aboriginal workers;
 - Identify workplace barriers that may be discouraging or preventing Aboriginal workers from entering and remaining in the work force;
 - Facilitate constructive race and cultural relations.
- (c) Promote and publicize initiatives undertaken to encourage, facilitate and support the development of a representative work force.
- (d) Implement education opportunities for all employees to promote cultural awareness of Aboriginal peoples. This will include enhanced orientation sessions for new employees to ensure better understanding of respectful work practices to achieve a harassment free environment.
- (e) The Union assumes no responsibility for costs associated with the initiative.

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**

MK:cbc/cope 491 / 24-Feb-16

LETTER OF UNDERSTANDING 15-09

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: ANNE ROSS DAY NURSERY WAGE SCALES

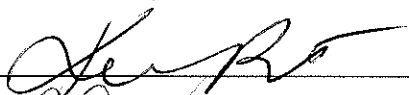
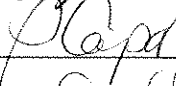

The following employees, by agreement, are designated as Present Incumbent Only (P.I.O.):

- Pasqualina Filleti
- Michele Bonnefoy
- Elvira Pascual

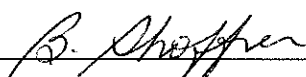
Employees working at Anne Ross Day Nursery will receive the same wage increases as all other employees. Those rates are reflected in Schedule "A".

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491 / 24-Feb-16

LETTER OF UNDERSTANDING 15-10

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: MAINTENANCE OF WAGE STANDARDIZATION

WHEREAS Health Care Employers represented by the Labour Relations Secretariat and Health Care Unions (hereinafter "the Parties") have negotiated provisions to work toward the attainment of wage standardization in the facility support sector for classifications performing the same duties;

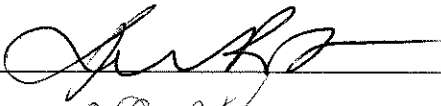
AND WHEREAS Phase II of the Wage Standardization initiative will be concluded on March 31, 2009;

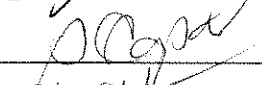
AND WHEREAS the Parties agree that Wage Standardization must be maintained while at the same time recognizing that bona fide and significant changes to an employee's or group of employees job content may result in a request for review of the wage scale;


THEREFORE the Parties agree to establish a joint committee within sixty (60) days of ratification of the final facility support Collective Agreement in 2008. The mandate of the joint committee is to develop a process, including a dispute resolution mechanism, to deal with changes in job content or qualification requirements consistent with the stated purpose of ensuring the maintenance of wage standardization. The time frame for the joint committee to conclude its deliberations is ninety (90) days from its first meeting.

Signed this 18 day of March, 2016.


**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**







**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-11

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND




MOUNT CARMEL CLINIC

**RE: UTILIZATION OF EMPLOYEE PORTION OF EMPLOYMENT INSURANCE (EI)
REBATE, TRAINING AND EDUCATION FUND**

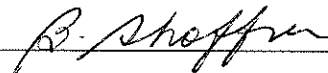
The Parties agree that, three (3) pay periods following date of ratification, the employee portion of the Employment Insurance (EI) rebate will be directed to a provincial training and education fund. The training and education fund will be administered by the CUPE Provincial Health Care Council (PHCC). It will be the responsibility of the PHCC to establish Terms of Reference for the administration of the training and education fund including guidelines for the allocation and distribution of the monetary resources. It is understood that the fundamental purpose of the training and education fund is to assist employees in upgrading their skills and education to further their careers in health care and to enhance the availability of qualified employees within the provincial health care sector.

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-12

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: PROVINCIAL FACILITY SUPPORT SECTOR ADVISORY COMMITTEE

The Parties acknowledge that in order to support the delivery of effective patient/resident care, it is necessary to have an adequate supply of trained employees. The Parties acknowledge that availability of qualified employees may differ throughout the province and there may need to be consideration of unique regional challenges.

Therefore the Parties agree to establish a Provincial Facility Support Sector Advisory Committee with representation from the Employers and the Unions. Union representation shall be a maximum of six (6) Business Representatives or elected union officials. The Committee shall meet quarterly, the purpose of which will be:

- To identify classifications that are experiencing current or anticipated shortages of trained staff including, but not limited to, Health Care Aide, Sterile Processing Technician and Coding Technologist;
- To identify training requirements in order to address current or anticipated shortages;
- To recommend strategies to facilitate the availability and accessibility of training programs;
- To consider other systematic staffing issues that may be raised by Committee members;
- To present its findings and recommendations to the Regional Health Authorities of Manitoba (RHAM) prior to the expiration date of the collective agreement.

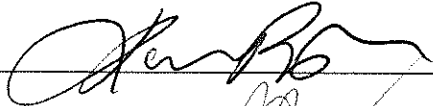
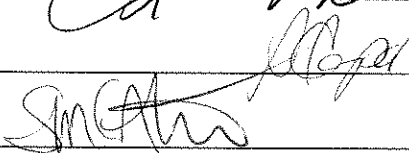
The Provincial Facility Support Sector Advisory Committee will commence meeting within ninety (90) days of all Unions' ratification of the 2008 negotiated agreement.

The Committee will determine process issues including the circumstances in which individuals including employees may be invited to present or share information with the Committee for its consideration.


The Provincial Facility Support Sector Advisory Committee will be in existence for the duration of the Collective Agreement and will be extended if agreed to between the Parties.

Signed this 18 day of March, 2016.

FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343

FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-13

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

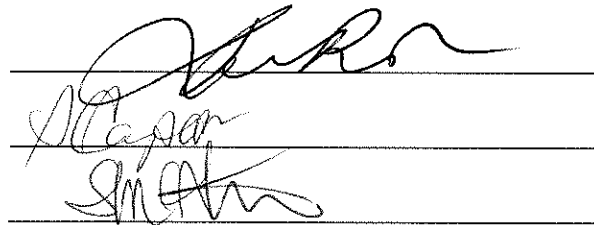
MOUNT CARMEL CLINIC

RE: PENSION OR BENEFIT PLAN IMPROVEMENTS

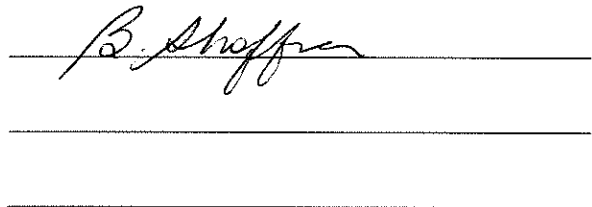
During the term of the **2012 to 2017** Collective Agreement, should another health care union receive enhanced pension or benefit plan improvements, the facility support unions will also receive the same enhancements at the same time.

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**



**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



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24-Feb-16

LETTER OF UNDERSTANDING 15-14

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: EMPLOYMENT EQUITY

Mount Carmel Clinic and CUPE Local 2343 are committed to the concept of employment equity. Mount Carmel Clinic has adopted the following Equity Policy Statement which Local 2343 supports.

Mount Carmel Clinic is an equity organization based on the following beliefs:

- That a more diversified organization will enhance Mount Carmel Clinic's ability to respond to the changing health needs of the citizens in our community;
- That peoples state of health is influenced by cultural, social and economic factors, as well as by gender;
- That incorporation of equity principles into its programs, policies and services is a broadening of Mount Carmel Clinic's vision of population health and community – based health services;
- Mount Carmel Clinic is committed to ensuring that paid and unpaid staff, reflect the diversity of the community we serve;
- Is committed to achieving the widest possible access to Clinic;
- The equity member groups, is as defined within the *Manitoba Human Rights Code* and *Employment Equity Act*. (Aboriginal peoples, women, visible minority groups, people with disabilities, lesbians, transgender, bisexual, transsexual and intersex citizens).

The Employer and the Union agree to cooperate in formulating and implementing a program designed to ensure Employment Equity and that the workplace is representative of the workforce of the community we serve. Employment Equity is a strategy designed to ameliorate the present and residual effects of discrimination and to include under-represented persons in all aspects of employment opportunities.

It is expected the Employment Equity Program will improve human resource planning and services delivered at Mount Carmel Clinic and will have positive benefits for all employees within Mount Carmel Clinic.

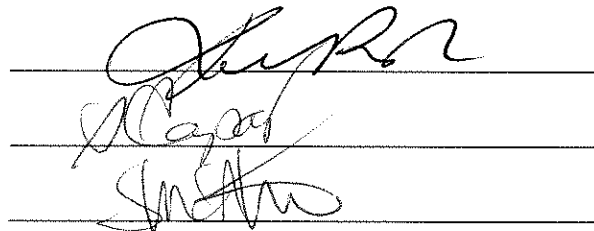
The objectives of the program are:

- (a) To ensure that current and future employment systems are non-discriminatory;
- (b) To enhance the equality of treatment of Aboriginal peoples, women, visible/ language minority people, people with disabilities, lesbians, transgender, bisexual, transsexual and intersex citizens;
- (c) To redress disparities, if any, in the Employer's present workforce distribution; thus pursuing a workforce composition which reflects workforce availability of target members in the community;
- (d) To develop strategies to enhance the recruitment, appointment and retention of target group members;
- (e) To provide job accommodation to employees who experience employment barriers or employment disadvantages;
- (f) To prepare the organization for the increasing role target group members will play in the workforce.

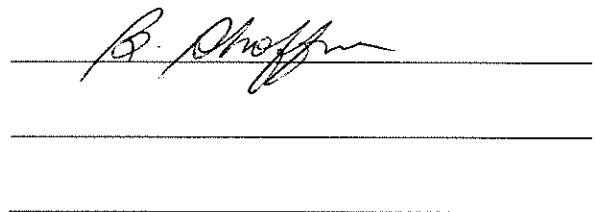
To this end the Employer agrees to have open communication on matters regarding the development and progress of the Employment Equity Program. A Joint Employment Equity Committee, with equal representation from all Parties, shall be established to pursue the objectives of the Employment Equity Program. This Committee will make recommendations to the Senior Management Team of Mount Carmel Clinic.

Signed this 18 day of March, 2016.

FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343



FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-15

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

**RE: WAGE ADJUSTMENT – PROFESSIONAL/TECHNICAL COMPONENT
CLASSIFICATIONS**

For the continued maintenance of wage standardization, and to ensure the salary scales of Professional/Technical classifications as represented by CUPE maintain an appropriate relationship to salary scales of the same classifications represented by the MAHCP, application of current and future wage adjustment will be as follows:


1. Effective April 1, 2008, and thereafter, classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the MAHCP central table collective agreement.
2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the parties, for the continued maintenance of wage standardization.
3. Affected classifications:


Stand. Group #	Mount Carmel Clinic Classification Title	MAHCP Comparable Classification
17	Pharmacy Assistant	Pharmacy Assistant
17	Pharmacy Assistant – PIO	Pharmacy Assistant
35	X-Ray Technician	General Duty Radiology Technologist
35	X-Ray Technician – PIO	General Duty Radiology Technologist
41	Dietician	Staff Dietician
42	MCWP Counsellor	Social Worker (BSW)
42	Research & Evaluation Coordinator	Social Worker (BSW)
42A	MCWP Program Manager	Social Worker (BSW) (Same adjustment pattern)
43	Sage House Program Manager	Social Worker (MSW)
44	Lab Tech I	General Duty Laboratory Technologist
44	Lab Tech II	General Duty Laboratory Technologist
44	Lab Tech II – PIO	General Duty Laboratory Technologist
50	Social Workers – BSW	Social Worker (BSW)

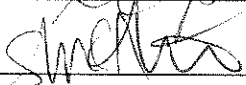
52	Lab Tech III (Dept. Head)	Charge Laboratory Technologist
	Pharmacist	Pharmacist
	Senior Pharmacist	Senior Pharmacist

Signed this 18 day of March, 2016.


FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343







FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-16
BETWEEN
CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343
AND
MOUNT CARMEL CLINIC
RE: WAGE ADJUSTMENT – TRADES COMPONENT CLASSIFICATIONS

For the continued maintenance of wage standardization, and to ensure the salary scales of Trades classifications as represented by CUPE maintain an appropriate relationship to salary scales of the same classifications represented by OEM, application of current and future wage adjustment will be as follows:

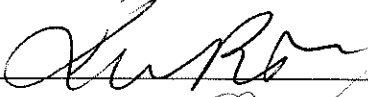
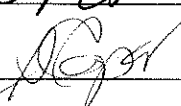
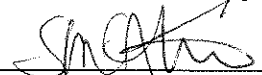
1. Effective April 1, 2008, and thereafter, classifications listed herein shall have wages adjusted in accordance with the rates and effective dates as established within the OEM central table collective agreement.
2. Classifications listed herein may be revised to remove or include additional classifications, as deemed necessary by the parties, for the continued maintenance of wage standardization.
3. Affected classifications:

Standardization Group Number	Mount Carmel Clinic Classification Title	OEM Comparable Classification
12C	Maintenance Supervisor	<i>*See note below</i>
12C	Maintenance Supervisor – PIO	<i>*See note below</i>

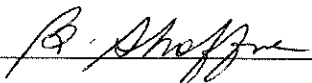
***The same percentage rate adjustment that is applied to the 4th class engineer classification will be applied to this classification.**

Signed this 18 day of March, 2016.

FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343

FOR THE EMPLOYER:
MOUNT CARMEL CLINIC



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-17

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND


MOUNT CARMEL CLINIC

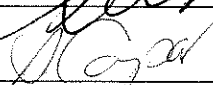
**RE: MEDICAL LAB ASSISTANTS, BIRTH CENTRE ASSISTANTS,
PROGRAM ASSISTANTS, MEDICAL ASSISTANTS**

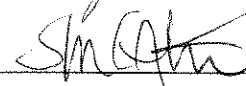
The Parties agree that the issue be referred to the Maintenance of Wage Standardization Committee (MWSC) for review. In applying the MWSC Terms of Reference, if the Committee determines that the Medical Assistants should be slotted into another classification group, such slotting and relevant wage increase will be retroactive to April 1, 2014.

Signed this 18 day of March, 2016.


**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**







**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

LETTER OF UNDERSTANDING 15-18

BETWEEN

**CANADIAN UNION OF PUBLIC EMPLOYEES,
LOCAL 2343**

AND

MOUNT CARMEL CLINIC

RE: CLASSIFICATION REVIEW




The following classifications will be reviewed as per the Current Classification/Evaluation provisions, including Maintenance of Wage Standardization Committee:

- **“Health Information Management Professional” Group**
- **Unit Clerk/Health Care Aide (HCA)**
- **Tenant Companion**


Any Reclassification (increase) which may apply will take effect April 1, 2015.

Signed this 18 day of March, 2016.

**FOR THE UNION:
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 2343**

**FOR THE EMPLOYER:
MOUNT CARMEL CLINIC**



MK:cbc/cope 491
24-Feb-16

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

APPENDIX "A"

SCHEDULE "A" – EFFECTIVE APRIL 1, 2012

General Increase 0%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2C	Volunteer Coordinator	Community Engagement Coordinator	1950	Hourly	27,003	27,813	28,647	29,507	30,392	31,304	
				Monthly	4,387.99	4,519.61	4,655.14	4,794.89	4,938.70	5,086.90	
				Annual	52,655.85	54,235.35	55,861.65	57,538.65	59,264.40	61,042.80	
6	Cook I (Entry)	Cook	1950	Hourly	18,412	18,964	19,533	20,119	20,723	21,345	
				Monthly	2,991.95	3,081.65	3,174.11	3,269.34	3,367.49	3,468.56	
				Annual	35,903.40	36,979.80	38,089.35	39,232.05	40,409.85	41,622.75	
8	Housekeeping Aide	Housekeeper	1950	Hourly	14,962	15,411	15,873	16,349	16,840	17,345	
				Monthly	2,431.33	2,504.29	2,579.36	2,656.71	2,736.50	2,818.56	
				Annual	29,175.90	30,051.45	30,952.35	31,880.55	32,838.00	33,822.75	
11	Maintenance II (Entry)	Maintenance Worker	1950	Hourly	16,229	16,716	17,218	17,734	18,266	18,814	
				Monthly	2,637.21	2,716.35	2,797.93	2,881.78	2,968.23	3,057.28	
				Annual	31,646.55	32,596.20	33,575.10	34,581.30	35,618.70	36,687.30	
16A	Clerk II	Clerical Support Sage House	1950	Hourly	16,152	16,636	17,136	17,650	18,179	18,724	
				Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65	
				Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80	
16B	Clerk III	Clerk / Receptionist	1950	Hourly	16,766	17,269	17,787	18,320	18,870	19,436	
		Medical Clerk		Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35	
		Medical Records Clerk		Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20	
16C	Clerk IV	Finance Clerk	1950	Hourly	17,403	17,925	18,462	19,016	19,587	20,174	
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28	
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30	
16D	Clerk V	Team Leader Clerical Support	1950	Hourly	18,063	18,605	19,164	19,738	20,331	20,940	
				Monthly	2,935.24	3,023.31	3,114.15	3,207.43	3,303.79	3,402.75	
				Annual	35,222.85	36,279.75	37,369.80	38,489.10	39,645.45	40,833.00	
16H	Secretary I	Medical Secretary	1950	Hourly	16,799	17,302	17,822	18,356	18,907	19,474	
		Outreach Secretary		Monthly	2,729.84	2,811.58	2,896.08	2,982.85	3,072.39	3,164.53	
				Annual	32,758.05	33,738.90	34,752.90	35,794.20	36,868.65	37,974.30	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
56	Outreach Worker	Community Outreach Worker	1950	Hourly	20,083	20,686	21,306	21,945	22,604	23,282	
				Monthly	3,263.49	3,361.48	3,462.23	3,566.06	3,673.15	3,783.33	
				Annual	39,161.85	40,337.70	41,546.70	42,792.75	44,077.80	45,399.90	
	No Match	Child Care Assistant	1950	Hourly	11,390	11,730	12,080	12,440	12,820	13,200	
				Monthly	1,850.88	1,906.13	1,963.00	2,021.50	2,083.25	2,145.00	
				Annual	22,210.50	22,873.50	23,556.00	24,258.00	24,999.00	25,740.00	
	No Match	Assistant in Training	1950	Hourly	12,580	12,960	13,350	13,750	14,160	14,590	
				Monthly	2,044.25	2,106.00	2,169.38	2,234.38	2,301.00	2,370.88	
				Annual	24,531.00	25,272.00	26,032.50	26,812.50	27,612.00	28,450.50	
	No Match	Early Childhood Educator II	1950	Hourly	15,770	16,250	16,730	17,240	17,750	18,280	
				Monthly	2,562.63	2,640.63	2,718.63	2,801.50	2,884.38	2,970.50	
				Annual	30,751.50	31,687.50	32,623.50	33,618.00	34,612.50	35,646.00	
	No Match	Early Childhood Educator III	1950	Hourly	16,250	16,730	17,240	17,750	18,280	18,830	
				Monthly	2,640.63	2,718.63	2,801.50	2,884.38	2,970.50	3,059.88	
				Annual	31,687.50	32,623.50	33,618.00	34,612.50	35,646.00	36,718.50	
	No Match	Child Care Assistant - PIO	1950	Hourly	16,439	16,779	17,123	17,464			
				Monthly	2,671.34	2,726.59	2,782.49	2,837.90			
				Annual	32,056.05	32,719.05	33,389.85	34,054.80			
	No Match	Patrol Officer / Community Host	1950	Hourly	17,030	17,558	18,140	18,760	19,397	20,057	20,739
				Monthly	2,767.38	2,853.18	2,947.75	3,048.50	3,152.01	3,259.26	3,370.09
				Annual	33,208.50	34,238.10	35,373.00	36,582.00	37,824.15	39,111.15	40,441.05
	No Match	Clerical Support Sage House - PIO	1950	Hourly	17,360	17,660	17,960	18,258	18,558	18,857	
				Monthly	2,821.00	2,869.75	2,918.50	2,966.93	3,015.68	3,064.26	
				Annual	33,852.00	34,437.00	35,022.00	35,603.10	36,188.10	36,771.15	
	No Match	Child Care Worker II - PIO	1950	Hourly	17,828	18,162	18,553	18,916			
				Monthly	2,897.05	2,951.33	3,014.86	3,073.85			
				Annual	34,764.60	35,415.90	36,178.35	36,886.20			
	No Match	Clerk / Receptionist - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
	No Match	Medical Records Clerk - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Medical Clerk - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Medical Secretary - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Outreach Secretary - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Drop In Community Worker	1950	Hourly	18,693	19,296	19,917	20,563	21,222	21,895	
				Monthly	3,037.61	3,135.60	3,236.51	3,341.49	3,448.58	3,557.94	
				Annual	36,451.35	37,627.20	38,838.15	40,097.85	41,382.90	42,695.25	
No Match		Early Childhood Educator - PIO	1950	Hourly	19,219	19,545	19,982	20,368			
				Monthly	3,123.09	3,176.06	3,247.08	3,309.80			
				Annual	37,477.05	38,112.75	38,964.90	39,717.60			
No Match		Senior Medical Clerk - PIO	1950	Hourly	20,535	20,833	21,133	21,432	21,732	22,031	
				Monthly	3,336.94	3,385.36	3,434.11	3,482.70	3,531.45	3,580.04	
				Annual	40,043.25	40,624.35	41,209.35	41,792.40	42,377.40	42,960.45	
No Match		Dental Assistant	1950	Hourly	20,775	21,323	21,916	22,481	23,116	23,767	
				Monthly	3,375.94	3,464.99	3,561.35	3,653.16	3,756.35	3,862.14	
				Annual	40,511.25	41,579.85	42,736.20	43,837.95	45,076.20	46,345.65	
No Match		Program Coordinator	1950	Hourly	26,160	27,340	28,572	29,889	31,242	32,611	34,192
				Monthly	4,251.00	4,442.75	4,642.95	4,856.96	5,076.83	5,299.29	5,505.99
				Annual	51,012.00	53,313.00	55,715.40	58,283.55	60,921.90	63,591.45	66,071.85
No Match		Dental Therapist	1950	Hourly	31,094	32,284	33,647	34,972	36,415	37,831	39,305
				Monthly	5,052.78	5,246.15	5,467.64	5,682.95	5,917.44	6,147.54	6,387.06
				Annual	60,633.30	62,953.80	65,611.65	68,195.40	71,009.25	73,770.45	76,644.75

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE “A” – EFFECTIVE APRIL 1, 2012 – TRADES SECTOR CLASSIFICATIONS

General Increase 0%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1
12C	Engineer 5th Class	Maintenance Supervisor ^T	1950	Hourly 21,074 Monthly 3,424.53 Annual 41,094.30	
	No Match	Maintenance Supervisor-PIO ^T	1950	Hourly 26,388 Monthly 4,288.05 Annual 51,456.60	26.927 4,375.64 52,507.65

^T Rates Linked to Trades Sector

SCHEDULE “A” – EFFECTIVE APRIL 1, 2012 – NURSING SECTOR CLASSIFICATIONS

General Increase 3%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Licensed Practical Nurse	1950	Hourly 25,275 Monthly 4,107.186 Annual 49,286.231	26,101 4,241.377 50,896.523	26,917 4,374.063 52,488.759	27,910 4,535.395 54,424.737	28,819 4,683.159 56,197.902	29,835 4,848.110 58,177.325	30,898 5,020.902 60,250.818
Nurse II	1950	Hourly 33,017 Monthly 5,365.276 Annual 64,383.312	34,169 5,552.539 66,630.473	35,326 5,740.413 68,884.958	36,530 5,936.118 71,233.420	37,708 6,127.608 73,531.298	38,924 6,325.126 75,901.514	
Prenatal Nurse								
Psychiatric Nurse								
Nurse III	1950	Hourly 34,272 Monthly 5,569.126 Annual 66,829.511	35,428 5,756.998 69,083.975	36,634 5,953.009 71,436.103	37,812 6,144.496 73,733.951	38,905 6,322.112 75,865.340	40,097 6,515.713 78,188.557	41,327 6,715.642 80,587.705
Senior Prenatal Nurse								
Reproductive Health Educator								
Diabetes Educator								
Team Leader								
Nurse V	1950	Hourly 37,419 Monthly 6,080.566 Annual 72,966.797	38,851 6,313.368 75,760.414	40,492 6,579.942 78,959.306	42,084 6,838.676 82,064.107	43,823 7,121.233 85,454.795	45,527 7,398.060 88,776.720	47,301 7,686.350 92,236.201
Nursing Team Leader								
Community Health Nurse - Sage House								
Nurse Practitioner	1950	Hourly 42,644 Monthly 6,929.704 Annual 83,156.453	45,774 7,438.211 89,258.532	47,656 7,744.048 92,928.572	49,536 8,049.549 96,594.583	51,565 8,379.265 100,551.180		

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2012 – NURSING SECTOR CLASSIFICATIONS
Addition of 20 Year Scale

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year	Note 1
Licensed Practical Nurse	1950	Hourly	25,275	26,101	27,910	28,819	29,835	30,898	31,516	
		Monthly	4,107,186	4,241,377	4,535,395	4,683,159	4,848,110	5,020,902	5,121,320	
		Annual	49,286,231	50,896,523	54,424,737	56,197,902	58,177,325	60,250,818	61,455,835	
Nurse II	1950	Hourly	33,017	34,169	36,530	37,708	38,924		39,702	
Prenatal Nurse		Monthly	5,365,276	5,552,539	5,936,118	6,127,608	6,325,126		6,451,629	
Psychiatric Nurse		Annual	64,383,312	66,630,473	71,233,420	73,531,298	75,901,514		77,419,544	
Nurse III	1950	Hourly	34,272	35,428	37,812	38,905	40,097	41,327	42,154	
Senior Prenatal Nurse		Monthly	5,569,126	5,756,998	6,144,496	6,322,112	6,515,713	6,715,642	6,849,955	
Reproductive Health Educator		Annual	66,829,511	69,083,975	73,733,951	75,865,340	78,188,557	80,587,705	82,199,459	
Diabetes Educator										
Team Leader										
Nurse V	1950	Hourly	37,419	38,851	40,492	42,084	43,823	45,527	47,301	48,247
Nursing Team Leader		Monthly	6,080,566	6,313,368	6,579,942	6,838,676	7,121,233	7,398,060	7,686,350	7,840,077
Community Health Nurse - Sage House		Annual	72,966,797	75,760,414	78,959,306	82,064,107	85,454,795	88,776,720	92,236,201	94,080,925
Nurse Practitioner	1950	Hourly	42,644	45,774	49,536	51,565			52,596	
		Monthly	6,929,704	7,438,211	8,049,549	8,379,265			8,546,850	
		Annual	83,156,453	89,258,532	92,928,572	96,594,583	100,551,180		102,562,203	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE DECEMBER 31, 2012 – NURSING SECTOR CLASSIFICATIONS
General Increase 3%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year	Note 1
Licensed Practical Nurse	1950	Hourly	25,528	26,362	27,186	28,189	29,108	30,133	31,207	31,831
		Monthly	4,148,258	4,283,791	4,417,804	4,580,749	4,729,990	4,896,592	5,071,111	5,172,533
		Annual	49,779,094	51,405,488	53,013,646	54,968,984	56,759,881	58,759,098	60,853,326	62,070,393
Nurse II	1950	Hourly	33,347	34,511	35,679	36,895	38,085	39,313		40,099
Prenatal Nurse		Monthly	5,418,929	5,608,065	5,797,817	5,995,479	6,188,884	6,388,377		6,516,145
Psychiatric Nurse		Annual	65,027,145	67,296,778	69,573,808	71,945,754	74,266,611	76,660,529		78,193,739
Nurse III	1950	Hourly	34,614	35,782	37,000	38,190	39,294	40,498	41,740	42,575
Senior Prenatal Nurse		Monthly	5,624,817	5,814,568	6,012,539	6,205,941	6,385,333	6,580,870	6,782,798	6,918,454
Reproductive Health Educator		Annual	67,497,806	69,774,814	72,150,464	74,471,290	76,623,994	78,970,442	81,393,582	83,021,453
Diabetes Educator										
Team Leader										
Nurse V	1950	Hourly	37,793	39,240	40,897	42,505	44,261	45,982	47,774	48,729
Nursing Team Leader		Monthly	6,141,372	6,376,502	6,645,742	6,907,062	7,192,445	7,472,041	7,763,214	7,918,478
Community Health Nurse - Sage House		Annual	73,696,464	76,518,018	79,748,899	82,884,748	86,309,343	89,664,487	93,158,563	95,021,735
Nurse Practitioner	1950	Hourly	43,071	46,231	48,132	50,031	52,080			53,122
		Monthly	6,999,001	7,512,593	7,821,488	8,130,044	8,463,058			8,632,319
		Annual	83,988,018	90,151,117	93,857,858	97,560,529	101,556,692			103,587,826

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2013

General Increase 0%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2C	Volunteer Coordinator	Community Engagement Coordinator	1950	Hourly	27,003	27,813	28,647	29,507	30,392	31,304	
				Monthly	4,387.99	4,519.61	4,655.14	4,794.89	4,938.70	5,086.90	
				Annual	52,655.85	54,235.35	55,861.65	57,538.65	59,264.40	61,042.80	
6	Cook I (Entry)	Cook	1950	Hourly	18,412	18,964	19,533	20,119	20,723	21,345	
				Monthly	2,991.95	3,081.65	3,174.11	3,269.34	3,367.49	3,468.56	
				Annual	35,903.40	36,979.80	38,089.35	39,232.05	40,409.85	41,622.75	
8	Housekeeping Aide	Housekeeper	1950	Hourly	14,962	15,411	15,873	16,349	16,840	17,345	
				Monthly	2,431.33	2,504.29	2,579.36	2,656.71	2,736.50	2,818.56	
				Annual	29,175.90	30,051.45	30,952.35	31,880.55	32,838.00	33,822.75	
11	Maintenance II (Entry)	Maintenance Worker	1950	Hourly	16,229	16,716	17,218	17,734	18,266	18,814	
				Monthly	2,637.21	2,716.35	2,797.93	2,881.78	2,968.23	3,057.28	
				Annual	31,646.55	32,596.20	33,575.10	34,581.30	35,618.70	36,687.30	
16A	Clerk II	Clerical Support Sage House	1950	Hourly	16,152	16,636	17,136	17,650	18,179	18,724	
				Monthly	2,624.70	2,703.35	2,784.60	2,868.13	2,954.09	3,042.65	
				Annual	31,496.40	32,440.20	33,415.20	34,417.50	35,449.05	36,511.80	
16B	Clerk III	Clerk / Receptionist	1950	Hourly	16,766	17,269	17,787	18,320	18,870	19,436	
		Medical Clerk		Monthly	2,724.48	2,806.21	2,890.39	2,977.00	3,066.38	3,158.35	
		Medical Records Clerk		Annual	32,693.70	33,674.55	34,684.65	35,724.00	36,796.50	37,900.20	
16C	Clerk IV	Finance Clerk	1950	Hourly	17,403	17,925	18,462	19,016	19,587	20,174	
				Monthly	2,827.99	2,912.81	3,000.08	3,090.10	3,182.89	3,278.28	
				Annual	33,935.85	34,953.75	36,000.90	37,081.20	38,194.65	39,339.30	
16D	Clerk V	Team Leader Clerical Support	1950	Hourly	18,063	18,605	19,164	19,738	20,331	20,940	
				Monthly	2,935.24	3,023.31	3,114.15	3,207.43	3,303.79	3,402.75	
				Annual	35,222.85	36,279.75	37,369.80	38,489.10	39,645.45	40,833.00	
16H	Secretary I	Medical Secretary	1950	Hourly	16,799	17,302	17,822	18,356	18,907	19,474	
		Outreach Secretary		Monthly	2,729.84	2,811.58	2,896.08	2,982.85	3,072.39	3,164.53	
				Annual	32,758.05	33,738.90	34,752.90	35,794.20	36,868.65	37,974.30	
56	Outreach Worker	Community Outreach Worker	1950	Hourly	20,083	20,686	21,306	21,945	22,604	23,282	
				Monthly	3,263.49	3,361.48	3,462.23	3,566.06	3,673.15	3,783.33	
				Annual	39,161.85	40,337.70	41,546.70	42,792.75	44,077.80	45,399.90	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Child Care Assistant	1950	Hourly	11,390	11,730	12,080	12,440	12,820	13,200	
				Monthly	1,850.88	1,906.13	1,963.00	2,021.50	2,083.25	2,145.00	
				Annual	22,210.50	22,873.50	23,556.00	24,258.00	24,999.00	25,740.00	
No Match		Assistant in Training	1950	Hourly	12,580	12,960	13,350	13,750	14,160	14,590	
				Monthly	2,044.25	2,106.00	2,169.38	2,234.38	2,301.00	2,370.88	
				Annual	24,531.00	25,272.00	26,032.50	26,812.50	27,612.00	28,450.50	
No Match		Early Childhood Educator II	1950	Hourly	15,770	16,250	16,730	17,240	17,750	18,280	
				Monthly	2,562.63	2,640.63	2,718.63	2,801.50	2,884.38	2,970.50	
				Annual	30,751.50	31,687.50	32,623.50	33,618.00	34,612.50	35,646.00	
No Match		Early Childhood Educator III	1950	Hourly	16,250	16,730	17,240	17,750	18,280	18,830	
				Monthly	2,640.63	2,718.63	2,801.50	2,884.38	2,970.50	3,059.88	
				Annual	31,687.50	32,623.50	33,618.00	34,612.50	35,646.00	36,718.50	
No Match		Child Care Assistant - PIO	1950	Hourly	16,439	16,779	17,123	17,464			
				Monthly	2,671.34	2,726.59	2,782.49	2,837.90			
				Annual	32,056.05	32,719.05	33,389.85	34,054.80			
No Match		Clerical Support Sage House - PIO	1950	Hourly	17,360	17,660	17,960	18,258	18,558	18,857	
				Monthly	2,821.00	2,869.75	2,918.50	2,966.93	3,015.68	3,064.26	
				Annual	33,852.00	34,437.00	35,022.00	35,603.10	36,188.10	36,771.15	
No Match		Child Care Worker II - PIO	1950	Hourly	17,828	18,162	18,553	18,916			
				Monthly	2,897.05	2,951.33	3,014.86	3,073.85			
				Annual	34,764.60	35,415.90	36,178.35	36,886.20			
No Match		Clerk / Receptionist - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Medical Records Clerk - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Medical Clerk - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Medical Secretary - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Outreach Secretary - PIO	1950	Hourly	18,258	18,558	18,857	19,158	19,458	19,756	
				Monthly	2,966.93	3,015.68	3,064.26	3,113.18	3,161.93	3,210.35	
				Annual	35,603.10	36,188.10	36,771.15	37,358.10	37,943.10	38,524.20	
No Match		Drop In Community Worker	1950	Hourly	18,693	19,296	19,917	20,563	21,222	21,895	
				Monthly	3,037.61	3,135.60	3,236.51	3,341.49	3,448.58	3,557.94	
				Annual	36,451.35	37,627.20	38,838.15	40,097.85	41,382.90	42,695.25	
No Match		Early Childhood Educator - PIO	1950	Hourly	19,219	19,545	19,982	20,368			
				Monthly	3,123.09	3,176.06	3,247.08	3,309.80			
				Annual	37,477.05	38,112.75	38,964.90	39,717.60			
No Match		Senior Medical Clerk - PIO	1950	Hourly	20,535	20,833	21,133	21,432	21,732	22,031	
				Monthly	3,336.94	3,385.36	3,434.11	3,482.70	3,531.45	3,580.04	
				Annual	40,043.25	40,624.35	41,209.35	41,792.40	42,377.40	42,960.45	
No Match		Dental Assistant	1950	Hourly	20,775	21,323	21,916	22,481	23,116	23,767	
				Monthly	3,375.94	3,464.99	3,561.35	3,653.16	3,756.35	3,862.14	
				Annual	40,511.25	41,579.85	42,736.20	43,837.95	45,076.20	46,345.65	
No Match		Program Coordinator	1950	Hourly	26,160	27,340	28,572	29,889	31,242	32,611	33,883
				Monthly	4,251.00	4,442.75	4,642.95	4,856.96	5,076.83	5,299.29	5,505.99
				Annual	51,012.00	53,313.00	55,715.40	58,283.55	60,921.90	63,591.45	66,071.85
No Match		Dental Therapist	1950	Hourly	31,094	32,284	33,647	34,972	36,415	37,831	39,305
				Monthly	5,052.78	5,246.15	5,467.64	5,682.95	5,917.44	6,147.54	6,387.06
				Annual	60,633.30	62,953.80	65,611.65	68,195.40	71,009.25	73,770.45	76,644.75

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2013 – TRADES SECTOR CLASSIFICATIONS

General Increase 0%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1
12C	Engineer 5th Class	Maintenance Supervisor [†]	1950	Hourly 21,074 Monthly 3,424.53 Annual 41,094.30	
	No Match	Maintenance Supervisor-PIO [†]	1950	Hourly 26,388 Monthly 4,288.05 Annual 51,456.60	26,927 4,375.64 52,507.65

[†] Rates Linked to Trades Sector

SCHEDULE "A" – EFFECTIVE APRIL 1, 2013 – NURSING SECTOR CLASSIFICATIONS

General Increase 2%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year Note 1
Licensed Practical Nurse	1950	Hourly 26,038 Monthly 4,231.164 Annual 50,773.970	26,889 4,369.528 52,434.330	27,731 4,506.212 54,074.540	28,753 4,672.281 56,067.375	29,690 4,824.582 57,894.980	30,737 4,994.681 59,936.175	31,831 5,172.505 62,070.060	32,467 5,275.942 63,311.300
Nurse II	1950	Hourly 34,014 Monthly 5,527.313 Annual 66,327.755	35,202 5,720.249 68,642.990	36,392 5,913.689 70,964.270	37,633 6,115.357 73,384.285	38,846 6,312.491 75,749.895	40,105 6,517.014 78,204.165	41,308 6,712.469 80,549.625	40,907 6,647.317 79,767.805
Prenatal Nurse									
Psychiatric Nurse									
Nurse III	1950	Hourly 35,307 Monthly 5,737.377 Annual 68,848.520	36,498 5,930.985 71,171.815	37,740 6,132.820 73,593.845	38,954 6,329.955 75,959.455	40,080 6,512.984 78,155.805	41,308 6,712.469 80,549.625	42,574 6,918.335 83,020.015	43,426 7,056.698 84,680.375
Senior Prenatal Nurse									
Reproductive Health Educator									
Diabetes Educator									
Team Leader									
Nurse V	1950	Hourly 38,549 Monthly 6,264.131 Annual 75,169.575	40,024 6,503.916 78,046.995	41,715 6,778.628 81,343.535	43,356 7,045.280 84,543.355	45,146 7,336.279 88,035.350	46,901 7,621.402 91,456.820	48,729 7,918.446 95,021.355	49,703 8,076.792 96,921.500
Nursing Team Leader									
Community Health Nurse - Sage House									
Nurse Practitioner	1950	Hourly 43,932 Monthly 7,138.977 Annual 85,667.725	47,156 7,662.877 91,954.525	49,095 7,977.889 95,734.665	51,031 8,292.565 99,510.775	53,122 8,632.260 103,587.120	54,185 8,805.046 105,660.555	54,185 8,805.046 105,660.555	54,185 8,805.046 105,660.555

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2014

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
2C	Volunteer Coordinator	Community Engagement Coordinator	1950	Hourly	27,578	28,508	29,363	30,244	31,152	32,086	
				Monthly	4,497.68	4,632.55	4,771.49	4,914.65	5,062.20	5,213.98	
				Annual	53,972.10	55,590.60	57,257.85	58,975.80	60,746.40	62,567.70	
6	Cook I (Entry)	Cook	1950	Hourly	18,872	19,439	20,022	20,622	21,241	21,878	
				Monthly	3,066.70	3,158.84	3,253.58	3,351.08	3,451.66	3,555.18	
				Annual	36,800.40	37,906.05	39,042.90	40,212.90	41,419.95	42,662.10	
8	Housekeeping Aide	Housekeeper	1950	Hourly	15,336	15,796	16,270	16,758	17,261	17,778	
				Monthly	2,492.10	2,566.85	2,643.88	2,723.18	2,804.91	2,888.93	
				Annual	29,905.20	30,802.20	31,726.50	32,678.10	33,658.95	34,667.10	
11	Maintenance II (Entry)	Maintenance Worker	1950	Hourly	16,635	17,134	17,648	18,178	18,723	19,285	
				Monthly	2,703.19	2,784.28	2,867.80	2,953.93	3,042.49	3,133.81	
				Annual	32,438.25	33,411.30	34,413.60	35,447.10	36,509.85	37,605.75	
16A	Clerk II	Clerical Support Sage House	1950	Hourly	16,556	17,052	17,564	18,091	18,634	19,193	
				Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86	
				Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35	
16B	Clerk III	Clerk / Receptionist	1950	Hourly	17,185	17,700	18,232	18,778	19,342	19,922	
		Medical Clerk		Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33	
		Medical Records Clerk		Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90	
16C	Clerk IV	Finance Clerk	1950	Hourly	17,838	18,373	18,924	19,492	20,076	20,679	
				Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34	
				Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05	
16D	Clerk V	Team Leader Clerical Support	1950	Hourly	18,515	19,070	19,643	20,232	20,839	21,464	
				Monthly	3,008.69	3,098.88	3,191.99	3,287.70	3,386.34	3,487.90	
				Annual	36,104.25	37,186.50	38,303.85	39,452.40	40,636.05	41,854.80	
16H	Secretary I	Medical Secretary	1950	Hourly	17,218	17,735	18,267	18,815	19,380	19,961	
		Outreach Secretary		Monthly	2,797.93	2,881.94	2,968.39	3,057.44	3,149.25	3,243.66	
				Annual	33,575.10	34,583.25	35,620.65	36,689.25	37,791.00	38,923.95	
56	Outreach Worker	Community Outreach Worker	1950	Hourly	20,585	21,203	21,839	22,494	23,169	23,864	
				Monthly	3,345.06	3,445.49	3,548.84	3,655.28	3,764.96	3,877.90	
				Annual	40,140.75	41,345.85	42,586.05	43,863.30	45,179.55	46,534.80	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Child Care Assistant	1950	Hourly	11,675	12,023	12,382	12,751	13,141	13,530	
				Monthly	1,997.19	1,953.74	2,012.08	2,072.04	2,135.41	2,198.63	
				Annual	22,766.25	23,444.85	24,144.90	24,864.45	25,624.95	26,383.50	
No Match		Assistant in Training	1950	Hourly	12,895	13,284	13,684	14,094	14,514	14,955	
				Monthly	2,095.44	2,158.65	2,223.65	2,290.28	2,358.53	2,430.19	
				Annual	25,145.25	25,903.80	26,683.80	27,483.30	28,302.30	29,162.25	
No Match		Early Childhood Educator II	1950	Hourly	16,164	16,656	17,148	17,671	18,194	18,737	
				Monthly	2,626.65	2,706.60	2,786.55	2,871.54	2,956.53	3,044.76	
				Annual	31,519.80	32,479.20	33,438.60	34,458.45	35,478.30	36,537.15	
No Match		Early Childhood Educator III	1950	Hourly	16,656	17,148	17,671	18,194	18,737	19,301	
				Monthly	2,706.60	2,786.55	2,871.54	2,956.53	3,044.76	3,136.41	
				Annual	32,479.20	33,438.60	34,458.45	35,478.30	36,537.15	37,636.95	
No Match		Child Care Assistant - PIO	1950	Hourly	16,850	17,199	17,551	17,900			
				Monthly	2,738.13	2,794.84	2,852.04	2,908.75			
				Annual	32,857.50	33,538.05	34,224.45	34,905.00			
No Match		Clerical Support Sage House - PIO	1950	Hourly	17,794	18,101	18,409	18,715	19,022	19,328	
				Monthly	2,891.53	2,941.41	2,991.46	3,041.19	3,091.08	3,140.80	
				Annual	34,698.30	35,296.95	35,897.55	36,494.25	37,092.90	37,689.60	
No Match		Child Care Worker II - PIO	1950	Hourly	18,274	18,616	19,017	19,389			
				Monthly	2,969.53	3,025.10	3,090.26	3,150.71			
				Annual	35,634.30	36,301.20	37,083.15	37,808.55			
No Match		Clerk / Receptionist - PIO	1950	Hourly	18,715	19,022	19,328	19,637	19,944	20,250	
				Monthly	3,041.19	3,091.08	3,140.80	3,191.01	3,240.90	3,290.63	
				Annual	36,494.25	37,092.90	37,689.60	38,292.15	38,890.80	39,487.50	
No Match		Medical Records Clerk - PIO	1950	Hourly	18,715	19,022	19,328	19,637	19,944	20,250	
				Monthly	3,041.19	3,091.08	3,140.80	3,191.01	3,240.90	3,290.63	
				Annual	36,494.25	37,092.90	37,689.60	38,292.15	38,890.80	39,487.50	
No Match		Medical Clerk - PIO	1950	Hourly	18,715	19,022	19,328	19,637	19,944	20,250	
				Monthly	3,041.19	3,091.08	3,140.80	3,191.01	3,240.90	3,290.63	
				Annual	36,494.25	37,092.90	37,689.60	38,292.15	38,890.80	39,487.50	
No Match		Medical Secretary - PIO	1950	Hourly	18,715	19,022	19,328	19,637	19,944	20,250	
				Monthly	3,041.19	3,091.08	3,140.80	3,191.01	3,240.90	3,290.63	
				Annual	36,494.25	37,092.90	37,689.60	38,292.15	38,890.80	39,487.50	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match		Outreach Secretary - PIO	1950	Hourly	18,715	19,022	19,328	19,637	19,944	20,250	
				Monthly	3,041.19	3,091.08	3,140.80	3,191.01	3,240.90	3,290.63	
				Annual	36,494.25	37,092.90	37,689.60	38,292.15	38,890.80	39,487.50	
No Match		Assistant in Training	1950	Hourly	12,895	13,284	13,684	14,094	14,514	14,955	
				Monthly	2,095.44	2,158.65	2,223.65	2,290.28	2,358.53	2,430.19	
				Annual	25,145.25	25,903.80	26,683.80	27,483.30	28,302.30	29,162.25	
No Match		Early Childhood Educator - PIO	1950	Hourly	19,699	20,034	20,481	20,877			
				Monthly	3,201.09	3,255.53	3,328.16	3,392.51			
				Annual	38,413.05	39,066.30	39,937.95	40,710.15			
No Match		Senior Medical Clerk - PIO	1950	Hourly	21,048	21,354	21,661	21,968	22,275	22,582	
				Monthly	3,420.30	3,470.03	3,519.91	3,569.80	3,619.69	3,669.58	
				Annual	41,043.60	41,640.30	42,238.95	42,837.60	43,436.25	44,034.90	
No Match		Dental Assistant	1950	Hourly	21,294	21,856	22,464	23,043	23,694	24,362	
				Monthly	3,460.28	3,551.60	3,650.40	3,744.49	3,850.28	3,958.83	
				Annual	41,523.30	42,619.20	43,804.80	44,933.85	46,203.30	47,505.90	
No Match		Program Coordinator	1950	Hourly	26,814	28,024	29,287	30,636	32,023	33,426	35,046
				Monthly	4,357.28	4,553.90	4,759.14	4,978.35	5,203.74	5,431.73	5,694.98
				Annual	52,287.30	54,646.80	57,109.65	59,740.20	62,444.85	65,180.70	68,339.70
No Match		Dental Therapist	1950	Hourly	31,871	33,091	34,488	35,846	37,326	38,777	40,288
				Monthly	5,179.04	5,377.29	5,604.30	5,824.98	6,065.48	6,301.26	6,546.80
				Annual	62,148.45	64,527.45	67,251.60	69,899.70	72,785.70	75,615.15	78,561.60

SCHEDULE "A" – EFFECTIVE APRIL 1, 2014 – TRADES SECTOR CLASSIFICATIONS

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1
12C	Engineer 5th Class	Maintenance Supervisor [†]	1950	Hourly	21,601
				Monthly	3,510.16
				Annual	42,121.95
No Match		Maintenance Supervisor-PIO [†]	1950	Hourly	27,048
				Monthly	4,395.30
				Annual	52,743.60

[†] Rates Linked to Trades Sector

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE “A” – EFFECTIVE APRIL 1, 2014 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS

Stand. Group #	Occupational Group	Employer Classification ¹	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
No Match			1950	Hourly	To be determined.						
Program Coordinator ^P				Monthly							
				Annual							

¹ Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.

^P Rates Linked to Professional Technical Sector

SCHEDULE “A” – EFFECTIVE APRIL 1, 2014 – NURSING SECTOR CLASSIFICATIONS

General Increase 2%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year Note 1
Licensed Practical Nurse	1950	Hourly	27,428	28,285	29,328	30,284	31,351	32,467	33,116
		Monthly	4,457,012	4,596,383	4,765,811	4,921,134	5,094,592	5,275,942	5,381,393
		Annual	53,484,145	55,156,595	57,189,730	59,053,605	61,135,100	63,311,300	64,576,720
Nurse II	1950	Hourly	35,905	37,120	38,386	39,623	40,907		41,725
Prenatal Nurse		Monthly	5,834,600	6,032,070	6,237,768	6,438,765	6,647,317		6,780,307
Psychiatric Nurse		Annual	70,015,205	72,384,845	74,853,220	77,265,175	79,767,805		81,363,685
Nurse III	1950	Hourly	37,228	38,496	39,733	40,882	42,134	43,426	44,295
Senior Prenatal Nurse		Monthly	6,049,534	6,255,568	6,456,564	6,643,287	6,846,802	7,056,698	7,197,916
Reproductive Health Educator		Annual	72,594,405	75,066,810	77,478,765	79,719,445	82,161,625	84,680,375	86,374,990
Diabetes Educator									
Team Leader									
Nurse V	1950	Hourly	40,825	42,550	44,224	46,049	47,839	49,703	50,697
Nursing Team Leader		Monthly	6,634,052	6,914,305	7,186,330	7,483,038	7,773,870	8,076,792	8,238,328
Community Health Nurse - Sage House		Annual	79,608,620	82,971,655	86,235,955	89,796,460	93,286,440	96,921,500	98,859,930
Nurse Practitioner	1950	Hourly	48,100	50,076	52,052	54,185			55,268
		Monthly	7,816,185	8,137,410	8,458,466	8,805,046			8,981,023
		Annual	93,794,220	97,648,915	101,501,595	105,660,555			107,772,275

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2014

Addition of 20 Year Scale

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 2
2C	Volunteer Coordinator	Community Engagement Coordinator	1950	Hourly	27,678	28,508	29,363	30,244	31,152	32,086		32,728	
				Monthly	4,497.68	4,632.55	4,771.49	4,914.65	5,062.20	5,213.98		5,318.30	
				Annual	53,972.10	55,590.60	57,257.85	58,975.80	60,746.40	62,567.70		63,819.60	
6	Cook I (Entry)	Cook	1950	Hourly	18,872	19,439	20,022	20,622	21,241	21,878		22,316	
				Monthly	3,066.70	3,158.84	3,253.58	3,351.08	3,451.66	3,555.18		3,626.35	
				Annual	36,800.40	37,906.05	39,042.90	40,212.90	41,419.95	42,662.10		43,516.20	
8	Housekeeping Aide	Housekeeper	1950	Hourly	15,336	15,796	16,270	16,758	17,261	17,778		18,134	
				Monthly	2,492.10	2,566.85	2,643.88	2,723.18	2,804.91	2,888.93		2,946.78	
				Annual	29,905.20	30,802.20	31,726.50	32,678.10	33,658.95	34,667.10		35,361.30	
11	Maintenance II (Entry)	Maintenance Worker	1950	Hourly	16,635	17,134	17,648	18,178	18,723	19,285		19,670	
				Monthly	2,703.19	2,784.28	2,867.80	2,953.93	3,042.49	3,133.81		3,196.38	
				Annual	32,438.25	33,411.30	34,413.60	35,447.10	36,509.85	37,605.75		38,356.50	
16A	Clerk II	Clerical Support Sage House	1950	Hourly	16,556	17,052	17,564	18,091	18,634	19,193		19,576	
				Monthly	2,690.35	2,770.95	2,854.15	2,939.79	3,028.03	3,118.86		3,181.10	
				Annual	32,284.20	33,251.40	34,249.80	35,277.45	36,336.30	37,426.35		38,173.20	
16B	Clerk III	Clerk / Receptionist Medical Clerk Medical Records Clerk	1950	Hourly	17,185	17,700	18,232	18,778	19,342	19,922		20,321	
				Monthly	2,792.56	2,876.25	2,962.70	3,051.43	3,143.08	3,237.33		3,302.16	
				Annual	33,510.75	34,515.00	35,552.40	36,617.10	37,716.90	38,847.90		39,625.95	
16C	Clerk IV	Finance Clerk	1950	Hourly	17,838	18,373	18,924	19,492	20,076	20,679		21,092	
				Monthly	2,898.68	2,985.61	3,075.15	3,167.45	3,262.35	3,360.34		3,427.45	
				Annual	34,784.10	35,827.35	36,901.80	38,009.40	39,148.20	40,324.05		41,129.40	
16D	Clerk V	Team Leader Clerical Support	1950	Hourly	18,515	19,070	19,643	20,232	20,839	21,464		21,893	
				Monthly	3,008.69	3,098.88	3,191.99	3,287.70	3,386.34	3,487.90		3,557.61	
				Annual	36,104.25	37,186.50	38,303.85	39,452.40	40,636.05	41,854.80		42,691.35	
16H	Secretary I	Medical Secretary Outreach Secretary	1950	Hourly	17,218	17,735	18,267	18,815	19,380	19,961		20,360	
				Monthly	2,797.93	2,881.94	2,968.39	3,057.44	3,149.25	3,243.66		3,308.50	
				Annual	33,575.10	34,583.25	35,620.65	36,689.25	37,791.00	38,923.95		39,702.00	
56	Outreach Worker	Community Outreach Worker	1950	Hourly	20,585	21,203	21,839	22,494	23,169	23,864		24,341	
				Monthly	3,345.06	3,445.49	3,548.84	3,655.28	3,764.96	3,877.90		3,955.41	
				Annual	40,140.75	41,345.85	42,586.05	43,863.30	45,179.55	46,534.80		47,464.95	
No Match	No Match	Child Care Assistant	1950	Hourly	11,675	12,023	12,382	12,751	13,141	13,530		13,801	
				Monthly	1,897.19	1,953.74	2,012.08	2,072.04	2,135.41	2,198.63		2,242.66	
				Annual	22,766.25	23,444.85	24,144.90	24,864.45	25,624.95	26,383.50		26,911.95	
No Match	No Match	Assistant in Training	1950	Hourly	12,895	13,284	13,684	14,094	14,514	14,955		15,254	
				Monthly	2,095.44	2,158.65	2,223.65	2,290.28	2,358.53	2,430.19		2,478.78	
				Annual	25,145.25	25,903.80	26,683.80	27,483.30	28,302.30	29,162.25		29,745.30	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Note 2
No Match		Early Childhood Educator II	1950 Hourly Monthly Annual	16,164 2,626.65 31,519.80	16,656 2,706.60 32,479.20	17,148 2,786.55 33,438.60	17,671 2,871.54 34,458.45	18,194 2,956.53 35,478.30	18,737 3,044.76 36,537.15			19,112 3,105.70 37,268.40
No Match		Early Childhood Educator III	1950 Hourly Monthly Annual	16,656 2,706.60 32,479.20	17,148 2,786.55 33,438.60	17,671 2,871.54 34,458.45	18,194 2,956.53 35,478.30	18,737 3,044.76 36,537.15	19,301 3,136.41 37,636.95			19,687 3,199.14 38,389.65
No Match		Child Care Assistant - PIO	1950 Hourly Monthly Annual	16,850 2,738.13 32,857.50	17,199 2,794.84 33,538.05	17,551 2,852.04 34,224.45	17,900 2,908.75 34,905.00					18,258 2,966.93 35,603.10
No Match		Patrol Officer / Community Host (effective October 2014)	1950 Hourly Monthly Annual	17,456 2,836.60 34,039.20	17,997 2,924.51 35,094.15	18,594 3,021.53 36,258.30	19,229 3,124.71 37,496.55	19,882 3,230.83 38,769.90	20,558 3,340.68 40,088.10	21,257 3,454.26 41,451.15		21,683 3,523.49 42,281.85
No Match		Clerical Support Sage House - PIO	1950 Hourly Monthly Annual	17,794 2,891.53 34,698.30	18,101 2,941.41 35,296.95	18,409 2,991.46 35,897.55	18,715 3,041.19 36,494.25	19,022 3,091.08 37,092.90	19,328 3,140.80 37,689.60			19,715 3,203.69 38,444.25
No Match		Child Care Worker II - PIO	1950 Hourly Monthly Annual	18,274 2,969.53 35,634.30	18,616 3,025.10 36,301.20	19,017 3,090.26 37,083.15	19,389 3,150.71 37,808.55					19,777 3,213.76 38,565.15
No Match		Clerk / Receptionist - PIO	1950 Hourly Monthly Annual	18,715 3,041.19 36,494.25	19,022 3,091.08 37,092.90	19,328 3,140.80 37,689.60	19,637 3,191.01 38,292.15	19,944 3,240.90 38,890.80	20,250 3,290.63 39,487.50			20,655 3,356.44 40,277.25
No Match		Medical Records Clerk - PIO	1950 Hourly Monthly Annual	18,715 3,041.19 36,494.25	19,022 3,091.08 37,092.90	19,328 3,140.80 37,689.60	19,637 3,191.01 38,292.15	19,944 3,240.90 38,890.80	20,250 3,290.63 39,487.50			20,655 3,356.44 40,277.25
No Match		Medical Clerk - PIO	1950 Hourly Monthly Annual	18,715 3,041.19 36,494.25	19,022 3,091.08 37,092.90	19,328 3,140.80 37,689.60	19,637 3,191.01 38,292.15	19,944 3,240.90 38,890.80	20,250 3,290.63 39,487.50			20,655 3,356.44 40,277.25
No Match		Medical Secretary - PIO	1950 Hourly Monthly Annual	18,715 3,041.19 36,494.25	19,022 3,091.08 37,092.90	19,328 3,140.80 37,689.60	19,637 3,191.01 38,292.15	19,944 3,240.90 38,890.80	20,250 3,290.63 39,487.50			20,655 3,356.44 40,277.25
No Match		Outreach Secretary - PIO	1950 Hourly Monthly Annual	18,715 3,041.19 36,494.25	19,022 3,091.08 37,092.90	19,328 3,140.80 37,689.60	19,637 3,191.01 38,292.15	19,944 3,240.90 38,890.80	20,250 3,290.63 39,487.50			20,655 3,356.44 40,277.25
No Match		Early Childhood Educator - PIO	1950 Hourly Monthly Annual	19,699 3,201.09 38,413.05	20,034 3,255.53 39,066.30	20,481 3,328.16 39,937.95	20,877 3,392.51 40,710.15					21,294 3,460.28 41,523.30
No Match		Senior Medical Clerk - PIO	1950 Hourly Monthly Annual	21,048 3,420.30 41,043.60	21,354 3,470.03 41,640.30	21,661 3,519.91 42,238.95	21,968 3,569.80 42,837.60	22,275 3,619.69 43,436.25	22,582 3,669.58 44,034.90			23,034 3,743.03 44,916.30

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 2}
No Match		Dental Assistant	1950	Hourly	21,294	21,856	22,464	23,043	23,694	24,362		24,849
				Monthly	3,460.28	3,551.60	3,650.40	3,744.49	3,850.28	3,958.83		4,037.96
				Annual	41,523.30	42,619.20	43,804.80	44,933.85	46,203.30	47,505.90		48,455.55
No Match		Program Coordinator	1950	Hourly	26,814	28,024	29,287	30,636	33,426	34,730	35,046	35,747
				Monthly	4,357.28	4,553.90	4,759.14	4,978.35	5,203.74	5,431.73	5,694.98	5,808.89
				Annual	52,287.30	54,646.80	57,109.65	59,740.20	62,444.85	65,180.70	67,723.50	69,706.65
No Match		Dental Therapist	1950	Hourly	31,871	33,091	34,488	35,846	37,326	38,777	40,288	41,094
				Monthly	5,179.04	5,377.29	5,604.30	5,824.98	6,065.48	6,301.26	6,546.80	6,677.78
				Annual	62,148.45	64,527.45	67,251.60	69,899.70	72,785.70	75,615.15	78,561.60	80,133.30

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2014 – TRADES SECTOR CLASSIFICATIONS

Addition of 20 Year Scale

Stand. Group #	Occupational Group	Employer Classification	Market Adjustment %	Annual Hours	Start	Step 1	Year 20 ^{Note 2}
12C	Engineer 5th Class ¹	Maintenance Supervisor ¹	-	1950	Hourly	21,601	22,033
					Monthly	3,510.16	3,580.36
					Annual	42,121.95	42,964.35
No Match		Maintenance Supervisor-PIO ¹	-	1950	Hourly	27,048	28,152
					Monthly	4,395.30	4,574.70
					Annual	52,743.60	54,896.40

¹ The same percentage rate adjustments as is applied to the 4th class Engineer

¹ Rates Linked to Trades Sector

* 1.82% MA - Engineer 2nd Class

** 0.56% MA - Industrial Mechanic

*** 0.55% MA - Certified Technologist Electrician, Licensed Technician, Plumber / Steamfitter

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2014 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS

Stand. Group #	Occupational Group	Employer Classification ¹	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	20 Year ^{Note 1}
No Match		Program Coordinator ^P	1950	Hourly								
				Monthly								
				Annual								

To be determined.

¹ Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.

^P Rates Linked to Professional Technical Sector

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2014 – NURSING SECTOR CLASSIFICATIONS
Market Adjustment 1.1%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year	Note 1
Licensed Practical Nurse	1950	Hourly	26,850	27,730	28,596	29,650	30,617	31,695	32,825	33,481
		Monthly	4,363.147	4,506.044	4,646.926	4,818.201	4,975.203	5,150.508	5,334.041	5,440.668
		Annual	52,357.760	54,072.525	55,763.110	57,818.410	59,702.435	61,806.095	64,008.490	65,288.015
Nurse II	1950	Hourly	35,077	36,300	37,529	38,808	40,059	41,357		42,184
Prenatal Nurse		Monthly	5,699.931	5,898.745	6,098.398	6,306.278	6,509.625	6,720.529		6,854.862
Psychiatric Nurse		Annual	68,399.175	70,784.935	73,180.770	75,675.340	78,115.505	80,646.345		82,258.345
Nurse III	1950	Hourly	36,410	37,637	38,918	40,170	41,331	42,597	43,903	44,782
Senior Prenatal Nurse		Monthly	5,916.544	6,116.029	6,324.245	6,527.593	6,716.331	6,922.029	7,134.275	7,277.005
Reproductive Health Educator		Annual	70,998.525	73,392.345	75,890.945	78,331.110	80,595.970	83,064.345	85,611.305	87,324.055
Diabetes Educator										
Team Leader										
Nurse V	1950	Hourly	39,751	41,273	43,018	44,709	46,557	48,365	50,250	51,255
Nursing Team Leader		Monthly	6,459.586	6,706.928	6,990.371	7,265.250	7,565.485	7,859.340	8,165.620	8,329.003
Community Health Nurse - Sage House		Annual	77,515.035	80,483.130	83,884.450	87,183.005	90,785.825	94,312.075	97,987.435	99,948.030
Nurse Practitioner	1950	Hourly	45,303	48,629	50,627	52,625	54,780			55,876
		Monthly	7,361.803	7,902.158	8,226.909	8,551.492	8,901.766			9,079.926
		Annual	88,341.630	94,825.900	98,722.910	102,617.905	106,821.195			108,959.110

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2015

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 2}
2C	Volunteer Coordinator	Community Engagement Coordinator	1950	Hourly Monthly Annual	28,370 4,610.13 55,321.50	29,221 4,748.41 56,980.95	30,098 4,890.93 58,691.10	31,000 5,037.50 60,450.00	31,930 5,188.63 62,263.50	32,888 5,344.30 64,131.60		33,546 5,451.23 65,414.70
6	Cook I (Entry)	Cook	1950	Hourly Monthly Annual	19,344 3,143.40 37,720.80	19,924 3,237.65 38,851.80	20,522 3,334.83 40,017.90	21,138 3,434.93 41,219.10	21,772 3,537.95 42,455.40	22,425 3,644.06 43,728.75		22,874 3,717.03 44,604.30
8	Housekeeping Aide	Housekeeper	1950	Hourly Monthly Annual	15,719 2,554.34 30,652.05	16,191 2,631.04 31,572.45	16,676 2,709.85 32,518.20	17,177 2,791.26 33,495.15	17,692 2,874.95 34,499.40	18,223 2,961.24 35,534.85		18,587 3,020.39 36,244.65
11	Maintenance II (Entry)	Maintenance Worker	1950	Hourly Monthly Annual	17,051 2,770.79 33,249.45	17,563 2,853.99 34,247.85	18,089 2,939.46 35,273.55	18,632 3,027.70 36,332.40	19,191 3,118.54 37,422.45	19,767 3,212.14 38,545.65		20,162 3,276.33 39,315.90
16A	Clerk II	Clerical Support Sage House	1950	Hourly Monthly Annual	16,970 2,757.63 33,091.50	17,479 2,840.34 34,084.05	18,003 2,925.49 35,105.85	18,543 3,013.24 36,158.85	19,099 3,103.59 37,243.05	19,672 3,196.70 38,360.40		20,066 3,260.73 39,128.70
16B	Clerk III	Clerk / Receptionist Medical Clerk Medical Records Clerk	1950	Hourly Monthly Annual	17,615 2,862.44 34,349.25	18,143 2,948.24 35,378.85	18,687 3,036.64 36,439.65	19,248 3,127.80 37,533.60	19,825 3,221.56 38,658.75	20,420 3,318.25 39,819.00		20,829 3,384.71 40,616.55
16C	Clerk IV	Finance Clerk	1950	Hourly Monthly Annual	18,284 2,971.15 35,653.80	18,832 3,060.20 36,722.40	19,397 3,152.01 37,824.15	19,979 3,246.59 38,959.05	20,578 3,343.93 40,127.10	21,196 3,444.35 41,332.20		21,620 3,513.25 42,159.00
16D	Clerk V	Team Leader Clerical Support	1950	Hourly Monthly Annual	18,978 3,083.93 37,007.10	19,547 3,176.39 38,116.65	20,134 3,271.78 39,261.30	20,738 3,369.93 40,439.10	21,360 3,471.00 41,652.00	22,001 3,575.16 42,901.95		22,441 3,646.66 43,759.95
16H	Secretary I	Medical Secretary Outreach Secretary	1950	Hourly Monthly Annual	17,649 2,867.96 34,415.55	18,178 2,953.93 35,447.10	18,724 3,042.65 36,511.80	19,285 3,133.81 37,605.75	19,864 3,227.90 38,734.80	20,460 3,324.75 39,897.00		20,869 3,391.21 40,694.55
56	Outreach Worker	Community Outreach Worker	1950	Hourly Monthly Annual	21,100 3,428.75 41,145.00	21,733 3,531.61 42,379.35	22,385 3,637.56 43,650.75	23,056 3,746.60 44,959.20	23,748 3,859.05 46,308.60	24,460 3,974.75 47,697.00		24,950 4,054.38 48,652.50
	No Match	Child Care Assistant	1950	Hourly Monthly Annual	11,967 1,944.64 23,335.65	12,324 2,002.65 24,031.80	12,692 2,062.45 24,749.40	13,070 2,123.88 25,486.50	13,469 2,188.71 26,264.55	13,868 2,253.55 27,042.60		14,146 2,298.73 27,584.70

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20	Note 2
No Match		Assistant in Training	1950	Hourly	13,217	13,616	14,026	14,446	14,877	15,329		15,635	
				Monthly	2,147.76	2,212.60	2,279.23	2,347.48	2,417.51	2,490.96		2,540.69	
				Annual	25,773.15	26,551.20	27,350.70	28,169.70	29,010.15	29,891.55		30,488.25	
No Match		Early Childhood Educator II	1950	Hourly	16,568	17,073	17,577	18,113	18,649	19,205		19,590	
				Monthly	2,692.30	2,774.36	2,856.26	2,943.36	3,030.46	3,120.81		3,183.38	
				Annual	32,307.60	33,292.35	34,275.15	35,320.35	36,365.55	37,449.75		38,200.50	
No Match		Early Childhood Educator III	1950	Hourly	17,073	17,577	18,113	18,649	19,205	19,783		20,179	
				Monthly	2,774.36	2,856.26	2,943.36	3,030.46	3,120.81	3,214.74		3,279.09	
				Annual	33,292.35	34,275.15	35,320.35	36,365.55	37,449.75	38,576.85		39,349.05	
No Match		Child Care Assistant - PIO	1950	Hourly	17,271	17,629	17,990	18,348				18,715	
				Monthly	2,806.54	2,864.71	2,923.38	2,981.55				3,041.19	
				Annual	33,678.45	34,376.55	35,080.50	35,778.60				36,494.25	
No Match		Patrol Officer / Community Host	1950	Hourly	17,892	18,447	19,058	19,710	20,379	21,072	21,789	22,225	
				Monthly	2,907.45	2,997.64	3,096.93	3,202.88	3,311.59	3,424.20	3,540.71	3,611.56	
				Annual	34,889.40	35,971.65	37,163.10	38,434.50	39,739.05	41,090.40	42,488.55	43,338.75	
No Match		Clerical Support Sage House - PIO	1950	Hourly	18,239	18,554	18,869	19,183	19,498	19,811		20,208	
				Monthly	2,963.84	3,015.03	3,066.21	3,117.24	3,168.43	3,219.29		3,283.80	
				Annual	35,566.05	36,180.30	36,794.55	37,406.85	38,021.10	38,631.45		39,405.60	
No Match		Child Care Worker II - PIO	1950	Hourly	18,731	19,082	19,492	19,874				20,271	
				Monthly	3,043.79	3,100.83	3,167.45	3,229.53				3,294.04	
				Annual	36,525.45	37,209.90	38,009.40	38,754.30				39,528.45	
No Match		Clerk / Receptionist - PIO	1950	Hourly	19,183	19,498	19,811	20,128	20,443	20,757		21,172	
				Monthly	3,117.24	3,168.43	3,219.29	3,270.80	3,321.99	3,373.01		3,440.45	
				Annual	37,406.85	38,021.10	38,631.45	39,249.60	39,863.85	40,476.15		41,285.40	
No Match		Medical Records Clerk - PIO	1950	Hourly	19,183	19,498	19,811	20,128	20,443	20,757		21,172	
				Monthly	3,117.24	3,168.43	3,219.29	3,270.80	3,321.99	3,373.01		3,440.45	
				Annual	37,406.85	38,021.10	38,631.45	39,249.60	39,863.85	40,476.15		41,285.40	
No Match		Medical Clerk - PIO	1950	Hourly	19,183	19,498	19,811	20,128	20,443	20,757		21,172	
				Monthly	3,117.24	3,168.43	3,219.29	3,270.80	3,321.99	3,373.01		3,440.45	
				Annual	37,406.85	38,021.10	38,631.45	39,249.60	39,863.85	40,476.15		41,285.40	
No Match		Medical Secretary - PIO	1950	Hourly	19,183	19,498	19,811	20,128	20,443	20,757		21,172	
				Monthly	3,117.24	3,168.43	3,219.29	3,270.80	3,321.99	3,373.01		3,440.45	
				Annual	37,406.85	38,021.10	38,631.45	39,249.60	39,863.85	40,476.15		41,285.40	
No Match		Outreach Secretary - PIO	1950	Hourly	19,183	19,498	19,811	20,128	20,443	20,757		21,172	
				Monthly	3,117.24	3,168.43	3,219.29	3,270.80	3,321.99	3,373.01		3,440.45	
				Annual	37,406.85	38,021.10	38,631.45	39,249.60	39,863.85	40,476.15		41,285.40	

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 2}
No Match		Early Childhood Educator - P/O	1950	Hourly	20,192	20,535	20,993	21,399				21,827
				Monthly	3,281.20	3,336.94	3,411.36	3,477.34				3,546.89
				Annual	39,374.40	40,043.25	40,936.35	41,728.05				42,562.65
No Match		Senior Medical Clerk - P/O	1950	Hourly	21,574	21,888	22,203	22,517	22,832	23,147		23,610
				Monthly	3,505.78	3,556.80	3,607.99	3,659.01	3,710.20	3,761.39		3,836.63
				Annual	42,069.30	42,681.60	43,295.85	43,908.15	44,522.40	45,136.65		46,039.50
No Match		Dental Assistant	1950	Hourly	21,827	22,402	23,026	23,619	24,286	24,971		25,470
				Monthly	3,546.89	3,640.33	3,741.73	3,838.09	3,946.48	4,057.79		4,138.88
				Annual	42,562.65	43,683.90	44,900.70	46,057.05	47,357.70	48,693.45		49,666.50
No Match		Program Coordinator	1950	Hourly	27,484	28,724	30,019	31,402	32,823	34,262	35,599	36,641
				Monthly	4,466.15	4,667.65	4,878.09	5,102.83	5,333.74	5,567.58	5,784.84	5,954.16
				Annual	53,593.80	56,011.80	58,537.05	61,233.90	64,004.85	66,810.90	69,418.05	71,449.95
No Match		Dental Therapist	1950	Hourly	32,668	33,919	35,350	36,742	38,259	39,747	41,295	42,121
				Monthly	5,308.55	5,511.84	5,744.38	5,970.58	6,217.09	6,458.89	6,710.44	6,844.66
				Annual	63,702.60	66,142.05	68,932.50	71,646.90	74,605.05	77,506.65	80,525.25	82,135.95

SCHEDULE "A" – EFFECTIVE APRIL 1, 2015 – TRADES SECTOR CLASSIFICATIONS

General Increase 2.5%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Year 20 ^{Note 2}
12C	Engineer 5th Class	Maintenance Supervisor ^T	1950	Hourly	22,141	22,584
				Monthly	3,597.91	3,669.90
				Annual	43,174.95	44,038.80
No Match		Maintenance Supervisor-P/O ^T	1950	Hourly	27,724	28,856
				Monthly	4,505.15	4,689.10
				Annual	54,061.80	56,269.20

^T Rates Linked to Trades Sector

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2015 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS

Stand. Group #	Occupational Group	Employer Classification ¹	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	20 Year Note 1
No Match	Program Coordinator ^P		1950	Hourly								
				Monthly								
				Annual								

To be determined.

¹ Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.

^P Rates Linked to Professional Technical Sector

SCHEDULE "A" – EFFECTIVE APRIL 1, 2015 – NURSING SECTOR CLASSIFICATIONS General Increase 2%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year Note 1
Licensed Practical Nurse	1950	Hourly	27,387	29,168	30,244	31,229	32,330	33,481	34,151
		Monthly	4,450,463	4,739,784	4,914,585	5,074,778	5,253,609	5,440,668	5,549,478
		Annual	53,405,560	56,877,405	58,975,020	60,897,330	63,043,305	65,288,015	66,593,735
Nurse II	1950	Hourly	35,778	38,279	39,584	40,860	42,184		43,028
Prenatal Nurse		Monthly	5,813,947	6,220,305	6,432,384	6,639,761	6,854,862		6,992,050
Psychiatric Nurse		Annual	69,767,360	74,643,660	77,188,605	79,677,130	82,258,345		83,904,600
Nurse III	1950	Hourly	37,138	39,698	40,973	42,158	43,450	44,782	45,677
Senior Prenatal Nurse		Monthly	6,034,925	6,450,855	6,658,064	6,850,664	7,060,560	7,277,005	7,422,588
Reproductive Health Educator		Annual	72,419,100	74,861,280	77,410,255	79,896,765	82,207,970	84,726,720	87,324,055
Diabetes Educator									89,071,060
Team Leader									
Nurse V	1950	Hourly	40,547	42,099	43,877	45,604	47,488	49,332	51,255
Nursing Team Leader		Monthly	6,588,882	6,841,093	7,130,078	7,410,666	7,716,778	8,016,510	8,329,003
Community Health Nurse - Sage House		Annual	79,066,585	82,093,115	85,560,930	88,927,995	92,601,340	96,198,115	99,948,030
Nurse Practitioner	1950	Hourly	46,210	49,601	51,640	53,678	55,876		56,994
		Monthly	7,509,065	8,060,168	8,391,468	8,722,599	9,079,926		9,261,444
		Annual	90,108,785	96,722,015	100,697,610	104,671,190	108,959,110		111,137,325

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2015 – TRADES SECTOR CLASSIFICATIONS

Market Adjustment Denoted with *

Stand. Group #	Occupational Group	Employer Classification	Market Adjustment %	Annual Hours	Start	Step 1	Year 20 Note 2
12C	Engineer 5th Class [†]	Maintenance Supervisor [†]	-	1950	Hourly 22.141 Monthly 3,597.91 Annual 43,174.95		22,584 3,669.90 44,038.80
	No Match	Maintenance Supervisor-PIO [†]	-	1950	Hourly 27.724 Monthly 4,505.15 Annual 54,061.80	28,290 4,597.13 55,165.50	28,856 4,689.10 56,269.20

[†] The same percentage rate adjustments as is applied to the 4th class Engineer

* 1.90% MA - Engineer 2nd Class

** 0.52% MA - Industrial Mechanic

*** 0.49% MA - Certified Technologist, Electrician, Licensed Technician, Plumber / Steamfitter

[†] Rates Linked to Trades Sector

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2016

General Increase 2%

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Note 2
2C	Volunteer Coordinator	Community Engagement Coordinator	1950	Hourly Monthly Annual	28,937 4,843.31 58,119.75	29,895 4,988.75 59,865.00	30,700 5,138.25 61,659.00	31,620 5,292.46 63,509.55	32,569 5,451.23 65,414.70	33,546	34,217	34,217 5,560.26 66,723.15
6	Cook I (Entry)	Cook	1950	Hourly Monthly Annual	19,731 3,206.29 38,475.45	20,323 3,302.49 39,629.85	20,933 3,401.61 40,819.35	21,561 3,503.66 42,043.95	22,207 3,608.64 43,303.65	22,874	23,331	23,331 3,791.29 45,495.45
8	Housekeeping Aide	Housekeeper	1950	Hourly Monthly Annual	16,034 2,605.53 31,266.30	16,515 2,683.69 32,204.25	17,010 2,764.13 33,169.50	17,520 2,847.00 34,164.00	18,046 2,932.48 35,189.70	18,587	18,959	18,959 3,080.84 36,970.05
11	Maintenance II (Entry)	Maintenance Worker	1950	Hourly Monthly Annual	17,392 2,826.20 33,914.40	17,914 2,911.03 34,932.30	18,451 2,998.29 35,979.45	19,005 3,088.31 37,059.75	19,575 3,180.94 38,171.25	20,162	20,565	20,565 3,341.81 40,101.75
16A	Clerk II	Clerical Support Sage House	1950	Hourly Monthly Annual	17,309 2,812.71 33,752.55	17,828 2,897.05 34,764.60	18,363 2,983.99 35,807.85	18,914 3,073.53 36,882.30	19,481 3,165.66 37,987.95	20,066	20,467	20,467 3,325.89 39,910.65
16B	Clerk III	Clerk / Receptionist Medical Clerk Medical Records Clerk	1950	Hourly Monthly Annual	17,967 2,919.64 35,035.65	18,506 3,007.23 36,086.70	19,061 3,097.41 37,188.95	19,633 3,190.36 38,284.35	20,222 3,286.08 39,432.90	20,829	21,245	21,245 3,452.31 41,427.75
16C	Clerk IV	Finance Clerk	1950	Hourly Monthly Annual	18,649 3,030.46 36,365.55	19,209 3,121.46 37,457.55	19,785 3,215.06 38,580.75	20,379 3,311.59 39,739.05	20,990 3,410.88 40,930.50	21,620	22,052	22,052 3,583.45 43,001.40
16D	Clerk V	Team Leader Clerical Support	1950	Hourly Monthly Annual	19,357 3,145.51 37,746.15	19,938 3,239.93 38,879.10	20,536 3,337.10 40,045.20	21,152 3,437.20 41,246.40	21,787 3,540.39 42,484.65	22,441	22,889	22,889 3,719.46 44,633.55
16H	Secretary I	Medical Secretary Outreach Secretary	1950	Hourly Monthly Annual	18,002 2,925.33 35,103.90	18,542 3,013.08 36,156.90	19,098 3,103.43 37,241.10	19,671 3,196.54 38,358.45	20,261 3,292.41 39,508.95	20,869	21,287	21,287 3,459.14 41,509.65
56	Outreach Worker	Community Outreach Worker	1950	Hourly Monthly Annual	21,522 3,497.33 41,967.90	22,167 3,602.14 43,225.65	22,832 3,710.20 44,522.40	23,517 3,821.51 45,858.15	24,223 3,936.24 47,234.85	24,950	25,449	25,449 4,135.46 49,625.55
	No Match	Child Care Assistant	1950	Hourly Monthly Annual	12,206 1,983.48 23,801.70	12,570 2,042.63 24,511.50	12,945 2,103.56 25,242.75	13,331 2,166.29 25,995.45	13,738 2,232.43 26,789.10	14,146	14,429	14,429 2,344.71 28,136.55

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 Note 2
No Match		Assistant in Training	1950	Hourly	13,481	13,888	14,306	14,735	15,174	15,635		15,948
				Monthly	2,190.66	2,256.80	2,324.73	2,394.44	2,465.78	2,540.69		2,591.55
				Annual	26,287.95	27,081.60	27,896.70	28,733.25	29,589.30	30,488.25		31,098.60
No Match		Early Childhood Educator II	1950	Hourly	16,900	17,414	17,928	18,475	19,022	19,590		19,981
				Monthly	2,746.25	2,829.78	2,913.30	3,002.19	3,091.08	3,183.38		3,246.91
				Annual	32,955.00	33,957.30	34,959.60	36,026.25	37,092.90	38,200.50		38,962.95
No Match		Early Childhood Educator III	1950	Hourly	17,414	17,928	18,475	19,022	19,590	20,179		20,583
				Monthly	2,829.78	2,913.30	3,002.19	3,091.08	3,183.38	3,279.09		3,344.74
				Annual	33,957.30	34,959.60	36,026.25	37,092.90	38,200.50	39,349.05		40,136.85
No Match		Child Care Assistant - PIO	1950	Hourly	17,616	17,981	18,350	18,715				19,089
				Monthly	2,862.60	2,921.91	2,981.88	3,041.19				3,101.96
				Annual	34,351.20	35,062.95	35,782.50	36,494.25				37,223.55
No Match		Patrol Officer / Community Host	1950	Hourly	18,250	18,816	19,440	20,104	20,787	21,494	22,225	22,669
				Monthly	2,965.63	3,057.60	3,159.00	3,266.90	3,377.89	3,492.78	3,611.56	3,683.71
				Annual	35,587.50	36,691.20	37,908.00	39,202.80	40,534.65	41,913.30	43,338.75	44,204.55
No Match		Clerical Support Sage House - PIO	1950	Hourly	18,604	18,925	19,246	19,566	19,888	20,208		20,612
				Monthly	3,023.15	3,075.31	3,127.48	3,179.48	3,231.80	3,283.80		3,349.45
				Annual	36,277.80	36,903.75	37,529.70	38,153.70	38,781.60	39,405.60		40,193.40
No Match		Child Care Worker II - PIO	1950	Hourly	19,105	19,463	19,882	20,271				20,677
				Monthly	3,104.56	3,162.74	3,230.83	3,294.04				3,360.01
				Annual	37,254.75	37,952.85	38,769.90	39,528.45				40,320.15
No Match		Clerk / Receptionist - PIO	1950	Hourly	19,566	19,888	20,208	20,530	20,852	21,172		21,595
				Monthly	3,179.48	3,231.80	3,283.80	3,336.13	3,388.45	3,440.45		3,509.19
				Annual	38,153.70	38,781.60	39,405.60	40,033.50	40,661.40	41,285.40		42,110.25
No Match		Medical Records Clerk - PIO	1950	Hourly	19,566	19,888	20,208	20,530	20,852	21,172		21,595
				Monthly	3,179.48	3,231.80	3,283.80	3,336.13	3,388.45	3,440.45		3,509.19
				Annual	38,153.70	38,781.60	39,405.60	40,033.50	40,661.40	41,285.40		42,110.25
No Match		Medical Clerk - PIO	1950	Hourly	19,566	19,888	20,208	20,530	20,852	21,172		21,595
				Monthly	3,179.48	3,231.80	3,283.80	3,336.13	3,388.45	3,440.45		3,509.19
				Annual	38,153.70	38,781.60	39,405.60	40,033.50	40,661.40	41,285.40		42,110.25
No Match		Medical Secretary - PIO	1950	Hourly	19,566	19,888	20,208	20,530	20,852	21,172		21,595
				Monthly	3,179.48	3,231.80	3,283.80	3,336.13	3,388.45	3,440.45		3,509.19
				Annual	38,153.70	38,781.60	39,405.60	40,033.50	40,661.40	41,285.40		42,110.25
No Match		Outreach Secretary - PIO	1950	Hourly	19,566	19,888	20,208	20,530	20,852	21,172		21,595
				Monthly	3,179.48	3,231.80	3,283.80	3,336.13	3,388.45	3,440.45		3,509.19
				Annual	38,153.70	38,781.60	39,405.60	40,033.50	40,661.40	41,285.40		42,110.25

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Stand. Group #	Occupational Group	Employer Classification	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Year 20 ^{Note 2}
No Match		Early Childhood Educator - PIO	1950	Hourly	20,595	20,945	21,413	21,827				22,263
				Monthly	3,346.69	3,403.56	3,479.61	3,546.89				3,617.74
				Annual	40,160.25	40,842.75	41,755.35	42,562.65				43,412.85
No Match		Senior Medical Clerk - PIO	1950	Hourly	22,006	22,326	22,647	22,967	23,288	23,610		24,082
				Monthly	3,575.98	3,627.98	3,680.14	3,732.14	3,784.30	3,836.63		3,913.33
				Annual	42,911.70	43,535.70	44,161.65	44,785.65	45,411.60	46,039.50		46,959.90
No Match		Dental Assistant	1950	Hourly	22,263	22,850	23,486	24,091	24,772	25,470		25,980
				Monthly	3,617.74	3,713.13	3,816.48	3,914.79	4,025.45	4,138.88		4,221.75
				Annual	43,412.85	44,557.50	45,797.70	46,977.45	48,305.40	49,686.50		50,661.00
No Match		Program Coordinator	1950	Hourly	28,034	29,299	30,619	32,030	33,480	34,947	36,311	37,374
				Monthly	4,555.53	4,761.09	4,975.59	5,204.88	5,440.50	5,678.89	5,900.54	6,073.28
				Annual	54,666.30	57,133.05	59,707.05	62,458.50	65,286.00	68,146.65	71,449.95	72,879.30
No Match		Dental Therapist	1950	Hourly	33,321	34,597	36,057	37,477	39,024	40,541	42,121	42,964
				Monthly	5,414.66	5,622.01	5,859.26	6,090.01	6,341.40	6,587.91	6,844.66	6,981.65
				Annual	64,975.95	67,464.15	70,311.15	73,080.15	76,096.80	79,054.95	82,135.95	83,779.80

SCHEDULE "A" – EFFECTIVE APRIL 1, 2016 – TRADES SECTOR CLASSIFICATIONS

Schedule "A" - Effective: April 1, 2016

Stand. Group #	Occupational Group	Employer Classification ¹	Annual Hours	Start	Step 1	Year 20 ^{Note 2}
12C	Engineer 5th Class	Maintenance Supervisor [†]	1950	Hourly		
				Monthly		
				Annual		
				To be determined		
No Match		Maintenance Supervisor-PIO [†]	1950	Hourly		
				Monthly		
				Annual		
				To be determined		

[†] Subject to the negotiated settlement at the OEM Trade Central Table.

[†] Rates Linked to Trades Sector

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE APRIL 1, 2016 – PROFESSIONAL TECHNICAL SECTOR CLASSIFICATIONS

Stand. Group #	Occupational Group	Employer Classification ¹	Annual Hours	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	20 Year ^{Note 1}
No Match	Program Coordinator ^P		1950	Hourly								
				Monthly								
				Annual								

To be determined.

¹ Subject to the negotiated settlement at the MAHCP Professional/Technical Central Table.

^P Rates Linked to Professional Technical Sector

SCHEDULE "A" – EFFECTIVE APRIL 1, 2016 – NURSING SECTOR CLASSIFICATIONS General Increase 2%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year	Note 1
Licensed Practical Nurse	1950	Hourly	27,935	28,850	29,752	30,848	31,854	32,977	34,151	34,834
		Monthly	4,539,459	4,688,065	4,834,657	5,012,816	5,176,199	5,358,725	5,549,478	5,660,471
		Annual	54,473,510	56,256,785	58,015,880	60,153,795	62,114,390	64,304,695	66,593,735	67,925,650
Nurse II	1950	Hourly	36,493	37,767	39,045	40,375	41,677	43,028		43,888
Prenatal Nurse		Monthly	5,930,145	6,137,186	6,344,731	6,561,008	6,772,583	6,992,050		7,131,757
		Annual	71,161,740	73,646,235	76,136,775	78,732,095	81,270,995	83,904,600		85,581,080
Nurse III	1950	Hourly	37,880	39,158	40,491	41,793	43,001	44,319	45,677	46,591
Senior Prenatal Nurse		Monthly	6,155,489	6,363,202	6,579,815	6,791,390	6,987,684	7,201,778	7,422,588	7,571,027
Reproductive Health Educator		Annual	73,865,870	76,358,425	78,957,775	81,496,675	83,852,210	86,421,335	89,071,060	90,852,320
Diabetes Educator										
Team Leader										
Nurse V	1950	Hourly	41,357	42,941	44,756	46,516	48,438	50,319	52,280	53,325
Nursing Team Leader		Monthly	6,720,529	6,977,945	7,272,807	7,558,769	7,871,094	8,176,870	8,495,576	8,665,340
Community Health Nurse - Sage House		Annual	80,646,345	83,735,340	87,273,680	90,705,225	94,453,125	98,122,440	101,946,910	103,984,075
Nurse Practitioner	1950	Hourly	47,134	50,593	52,673	54,751	56,994			58,133
		Monthly	7,659,351	8,221,368	8,559,384	8,897,065	9,261,444			9,446,656
		Annual	91,912,210	98,656,415	102,712,610	106,764,775	111,137,325			113,359,870

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

SCHEDULE "A" – EFFECTIVE OCTOBER 1, 2016 – NURSING SECTOR CLASSIFICATIONS
Market Adjustment 1%

Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	20 Year	Note 1
Licensed Practical Nurse	1950	Hourly	28,214	29,138	30,049	31,157	32,172	33,306	34,493	35,182
		Monthly	4,584,797	4,734,914	4,883,017	5,063,023	5,227,918	5,412,290	5,605,058	5,717,059
		Annual	55,017,560	56,818,970	58,596,200	60,756,280	62,735,010	64,947,480	67,260,700	68,604,705
Nurse II	1950	Hourly	36,858	38,144	39,435	40,779	42,094	43,458		44,327
		Monthly	5,989,420	6,198,476	6,408,204	6,626,663	6,840,253	7,061,903		7,203,121
		Annual	71,873,035	74,381,710	76,898,445	79,519,960	82,083,040	84,742,840		86,437,455
Nurse III	1950	Hourly	38,259	39,550	40,896	42,211	43,431	44,761	46,134	47,057
		Monthly	6,217,115	6,426,843	6,645,638	6,859,228	7,057,538	7,273,646	7,496,808	7,646,757
		Annual	74,605,375	77,122,110	79,747,655	82,310,735	84,690,450	87,283,755	89,961,690	91,761,085
Senior Prenatal Nurse										
Reproductive Health Educator										
Diabetes Educator										
Team Leader										
Nurse V	1950	Hourly	41,771	43,371	45,203	46,981	48,921	50,822	52,803	53,859
		Monthly	6,787,863	7,047,798	7,345,515	7,634,331	7,949,679	8,258,645	8,580,542	8,752,153
		Annual	81,454,360	84,573,580	88,146,175	91,611,975	95,396,145	99,103,745	102,966,500	105,025,830
Community Health Nurse - Sage House										
Nurse Practitioner	1950	Hourly	47,606	51,098	53,200	55,299	57,564			58,715
		Monthly	7,735,921	8,303,479	8,645,022	8,986,060	9,354,134			9,541,193
		Annual	92,831,050	99,641,750	103,740,260	107,832,725	112,249,605			114,494,315

CUPE LOCAL 2343 AND MOUNT CARMEL CLINIC

Note 1 – Long Service Step application for all employees covered by this agreement is:

- # 1** Effective October 1, 2012, a Long Service Step equivalent to two percent (2%) shall be added to Schedule "A". Employees shall be eligible for the Long Service Step identified in Schedule "A" upon completion of the following:
- (i) Twenty (20) or more years of continuous service; and
 - (ii) The employee has been at the maximum step of their salary scale for a minimum of 12 consecutive months.
- # 2** Employees who do not meet the above criteria on October 1, 2012, shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in # 1 above.

For the purpose of # 1 and # 2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT or Term).

Note 2 – Long Service Step application for all employees covered by this agreement is:

- # 1** Effective October 1, 2014, a Long Service Step equivalent to two percent (2%) shall be added to Schedule "A". Employees shall be eligible for the Long Service Step identified in Schedule "A" upon completion of the following:
- (i) Twenty (20) or more years of continuous service; and
 - (ii) The employee has been at the maximum step of their salary scale for a minimum of 12 consecutive months.
- # 2** Employees who do not meet the above criteria on October 1, 2014, shall be eligible for the Long Service Step on the employee's anniversary date in which the employee meets both conditions outlined in # 1 above.

For the purpose of # 1 and # 2 continuous service shall be calculated based on continuous calendar years of service in an EFT position (FT, PT or Term).