

Collective Agreement

between

Central Regional Health Authority

and

Manitoba Government and General Employees' Union

April 1, 2003 - March 31, 2006

12319 (02)

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Whereas it is the desire of both parties to this agreement to maintain harmonious relations between the employer and its employees, to recognize the mutual value of joint discussion and negotiation in matter pertaining to working conditions, hours of work and scales of wages paid, to encourage efficiency of operations and to promote the morale, well-being, security and efficiency of all the employees covered by the terms of this agreement, realizing that the first consideration is the welfare of the patients/residents/trainees of the employer,

And Whereas it is the desire of both parties that these matters be drawn up in an agreement,

Now Therefore, this Agreement witnesseth that the parties hereto in consideration of mutual covenants hereinafter contained, agree each with the other as follows:

Article 1 - Scope and Application of Agreement

- 1:01** The Employer recognizes the Union as the sole bargaining agent for employees in the bargaining unit defined in the Manitoba Labour Board Certificate **MLB-5720** or subsequent amendments thereto or as may be granted voluntary recognition by the Employer.
- 1:02** If the Employer and the Union disagree as to whether a person is an employee within the terms of the Manitoba Labour Relations Act and appropriate for inclusion within this Agreement, then either or both of them may refer the matter to the Manitoba Labour Board for ruling.
- 1:03** If the Manitoba Labour Board rules that such person is an employee within the terms of the Manitoba Labour Relations Act, and appropriate for inclusion in this Agreement, then the Employer and the Union agree to meet forthwith to negotiate the classification and salary schedule for that employee, for inclusion in this Agreement. If the Employer and the Union are unable to reach an agreement on the classification and/or salary schedule, either party may refer the matter to arbitration in accordance with Article 22.
- 1:04** No employee shall enter into any separate agreement which conflicts with the provisions hereof.
- 1:05** Persons whose jobs are not classified within the bargaining unit shall not work on jobs on a regular and recurring basis which have been determined as being within the bargaining unit, except where it has been mutually agreed upon by both parties or in the case of training or emergency or as required to maintain competency. Where past practice, as identified by the Employer to the Union as at date of ratification (May 6, 2004), does not conform with this Article, it is agreed that past practice will continue to apply.

Article 2 - Definitions

Where ever used in this Agreement, the following words shall have the meaning hereinafter set

forth. Where the context so requires, masculine and feminine terms or singular and plural terms shall be considered interchangeable:

- 2:01** *Approved training* means training as approved by the Employer for the respective professional association **and/or the applicable classification.**
- 2:02** *Basic Pay, Rate or Salary* means the amount indicated in Schedule “A” plus applicable shift premiums.
- 2:03** *Employee* means a person employed by the Employer in a position, which is included in the bargaining unit.
- 2:04** *Full-time employee* means an employee who is scheduled on a regular ongoing basis to work the regular hours described in Article 8. **A full-time employee is covered by all provisions of this Agreement, unless otherwise specified.**
- 2:05** *Part-time employee* means an employee who regularly works less than the regular hours of work ongoing as set out in Article 8 on a scheduled and recurring basis.
- 2:06** *Dismissal* means the removal for disciplinary reasons from a position of employment for just cause.
- 2:07** *Continuous service* or *continuous employment* means consecutive and contiguous days, weeks, months and/or years of employment with the Employer where there has been no break in service involving termination of the employee.
- 2:08** *Authorized overtime* shall mean overtime authorized by the Employer and where the term overtime is used in this Agreement, it shall mean authorized overtime.
- 2:09** *Transfer* means the voluntary movement of an employee from a position in one classification to a position in the same or other classification with the same or lower pay rate.
- 2:10** *Position* means a position of employment with the Employer, the person employed is a member of the bargaining unit.
- 2:11** *Agreement* means this Agreement which shall be referred to as the Manitoba Government **and General** Employees’ Union Technical/Professional Agreement.
- 2:12** (a) *Temporary employee* **means a new employee hired into a term position. Unless otherwise specified in this Agreement, such employee is covered by the terms of this Agreement.**
- (b) **A temporary employee shall be entitled to exercise her seniority rights to obtain a vacant position for which she is qualified prior to the expiration of her term position. A temporary employee may be required to complete the**

term position for which she was engaged.

- (c) A temporary employee who is awarded a posted position prior to the end of her term position, shall have her service connected for seniority purposes.
- (d) A temporary employee shall have no seniority rights in matters of demotion, layoff and recall.
- (e) A temporary employee shall not be terminated and re-hired for the purpose of extending the period of employment in the same term position without prior approval of the Union. Where a temporary employee completes her term position and is the successful applicant for a different consecutive term position, it shall not be deemed to be an extension of the original term position.
- (f) A temporary employee may be required to complete a further probationary period to a maximum of three (3) months upon being awarded another position within the bargaining unit.

2:13

- (a) (i) "Term Position" shall be 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. Any term positions resulting directly from the above will be posted in the same manner.
- (ii) For situations related to Workers Compensation Board (WCB) and/or **illness** and/or accident, or where there is a temporary vacancy due to leave for a public office, or where a definitive expiry date cannot be specified, the Employer shall state on the job posting that the said term position will expire upon the return of the current incumbent to her position, subject to a minimum of twenty-four **(24)** hours notice. The employee occupying the said term position shall receive as much notice as reasonably possible but in no case less than twenty-four **(24)** hours. Any term **position(s)** resulting directly from the above will be posted in the same manner.
- (b) (i) When the Employer determines that a term position as described above exists, the position shall be posted and filled in accordance with Article 7 - Vacancies, Promotions and Transfers. All employees may apply for the term position.
- (ii) Upon completion of the term position, the employee shall be returned to her former position. In the event that the employee's former position no longer exists, the employee shall be entitled to exercise her seniority as stated in Article 27 - Layoff and Recall.

- (c) Where the Employer determines that staff are to be replaced during periods of less than three months, Article **23** - Part-time Employees or Article **12:04** - Temporary Assignment shall apply, wherever possible.
- (d) All Maternity or Parental Leave term ~~postings~~ shall indicate that the term position is a “Maternity or Parental Leave of Absence term” which may expire sooner than indicated, subject to a minimum written notice of two (2) weeks or one (1) pay period, which ever is longer.
- (e) All term positions created as a result of an Approved Educational Leave shall indicate that the term position is an “Educational Leave of Absence Term” which may expire sooner than indicated, upon return of the incumbent, subject to a minimum notice of two (2) weeks.

2:14 *Probationary employee* means an employee who has not completed three (3) months continuous full-time employment or six (6) months continuous part-time employment or whose probation has been extended at the discretion of the Employer by not more than three (3) additional months, and who may be dismissed without recourse by the grievance procedure. If the probation period is extended, the Employer will notify the employee in writing of the reason(s) for the extension with a copy to the Union.

2:15 Casual employee means an employee who is called in occasionally by the Employer to replace a full-time or part-time employee or to supplement regular staff coverage in situations of staff shortages. The terms of the collective agreement shall not apply to casual employees except as provided below and in Memorandum #3 - EMS Crew Quarters; Memorandum #4 - Pension Contributions for Casual Callback Hours; Memorandum #6 - EMS Education and Training.

- (a) Casual employees shall receive vacation pay calculated at the rate of six percent (6%) of regular wages paid inclusive of callback hours paid at straight time rates in any given bi-weekly period;
- (b) Casual employees shall be paid not less than the start rate or more than the end rate of the position to which they are assigned;
- (c) Casual employees shall be entitled to all premiums as outlined in Article **12**;
- (d) Casual employees required to work on a recognized holiday, shall be paid at the rate of time and one half (1.5x) their basic rate of pay;
- (e) Casual employees shall be entitled to pay for a General Holiday provided she has earned wages during fifteen (15) of the thirty (30) calendar days immediately preceding the date of the General Holiday. Should a casual employee qualify for pay for the General Holiday, she shall be paid an average of daily earnings during the thirty (30) calendar day period;

- (f) Casual employees shall be entitled to compensation for overtime worked in accordance with Article **10**;
- (g) The Employer agrees to deduct Union dues from casual employees in accordance with Article 20;
- (h) Casual employees are not guaranteed any specific number of hours. Should a casual employee work regular hours of work in accordance with Article 8 - Hours of Work, provisions for meal periods and rest periods shall apply. In the event that no wage payment is made during any pay period, the Employer shall have no responsibility to deduct or submit dues for that period.
- (i) Casual employees who are placed on Standby shall be entitled to the following:
 - (i) Standby payment in accordance with Article 11:06;
 - (ii) When required to report for duty while on assigned standby, shall be paid straight time for not less than three (3) hours for ~~each~~ such callback. Should a casual employee work in excess of the daily or bi-weekly hours of work, overtime rates will apply in accordance with Article 10 - Overtime, and Memorandum of Agreement #1 regarding the Application of Overtime Rates for Callback;
 - (iii) When required **to** report for duty while on assigned standby shall be reimbursed for transportation costs at the applicable rate in accordance with Article 11 - Standby and Callback;
 - (iv) Meal allowance in accordance with Article 11 - Standby and Callback;
 - (v) When required to report for duty while on assigned standby shall not be required to perform non-emergent duties in accordance with Article 11 - Standby and Callback.
- (j) Articles **21** and **22** Grievance and Arbitration contained in the Collective Agreement apply to casual employees only in respect to matters of this Article;
- (k) Casual employees shall be entitled to retroactive salary increases on the same basis as full-time and part-time employees;
- (l) A casual employee required by the Employer to report to work shall receive compensation for a minimum of three (3) hours at the applicable rate. A casual employee reporting for work as requested by the Employer and **finding** no work available shall be granted three (3) hours pay at her basic

rate of pay.

- (m) Retroactive to April 1, 2003 casual employees shall accumulate seniority on the basis of all regular hours worked. In addition, effective April 1, 2003, casual employees placed on standby shall accrue seniority for all hours actually worked while on a callback. Calculations of such seniority shall be completed by the Employer within one hundred and twenty (120) days of the date of ratification (May 6, 2004) of this Agreement.

Such seniority accrual shall not exceed daily full-time hours in accordance with Article 8 - Hours of Work.

Casual employees shall be entitled to utilize seniority earned for the purpose of attaining a permanent or term position, subject to Article 7 - Vacancies, Promotions and Transfers. Such seniority will be for the sole purpose of applying for a job posting relative to other casual employees and only where there are no qualified full-time or part-time applicants currently in the bargaining unit. Seniority hours accrued during the period of casual employment shall not be carried over to permanent or term employment. Seniority hours accrued during a term position shall be retained by that employee upon return to casual status.

- (n) Effective April 1, 2003, increments for casual employees will be earned based on seniority hours accrued, and on the basis of one (1) increment upon completion of the full-time equivalent hours, in accordance with Article 8 - Hours of Work. Such increment shall be applied on the first day of the first pay period following completion of the full-time equivalent hours.
- (o) Effective date of ratification (May 6, 2004), casual employees who are required to travel on behalf of the Employer shall be reimbursed for transportation costs at the applicable rate in accordance with Article 38 - Transportation and Vehicle Allowance.
- (p) Casual employees shall be paid at straight time rates when the Employer requires or pre-approves attendance at educational events, training (including transfer of function training), and staff meetings.
- (q) Casual employees shall be entitled to meal allowances in accordance with Article 10 - Overtime and Article 39 - Meal Expenses/Travel Allowances.
- (r) Shall be entitled to uniform/footwear provisions in accordance with Article 24 - Uniforms and Personal Property.
- (s) Shall be allocated standby and additional hours when available providing they are able to perform the required duties. Such additional hours and standby shall be divided as equitably as possible amongst those employees

based on their availability. It is further understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.

- 2:16** For identification purposes, shifts will be named as follows:
- (a) *Day shift* means a shift in which the major portion occurs between 0800 hours and 1600 hours.
 - (b) *Evening shift* means a shift in which the major portion occurs between 1600 hours and 2400 hours.
 - (c) *Night shift* means a shift in which the major portion occurs between 2400 hours and 0800 hours.
- 2:17** *Weekend* means the period of approximately forty-eight (**48**) hours which commences at or about 0001 hours on Saturday and ends at or about 2400 hours on Sunday.
- 2:18** The term *Employer* shall mean the Interlake Regional Health Authority.
- 2:19** The term *site* shall mean the facility/programs within the Regional Health Authority as listed in Appendix "D".
- 2:20** Union shall mean the Manitoba Government and General Employees' Union, Technical/Professional Local.
- 2:21** *Base Locution* shall mean the location, as determined by the Employer, to be the home base for the purpose of service delivery.
- 2:22** *Promotion* means a change of employment to a higher classification and salary within the scope of this Agreement.

Article 3 - Occupational Classifications

The classifications covered by this Collective Agreement are those set out by the Manitoba Labour Board and as listed in Schedule A.

- 3:01** In the event that the Employer establishes or proposes to establish a new classification, or if there is a substantial change in the job content or qualifications of an existing classification, and providing that the new or revised classification falls within the bargaining unit, the Union shall receive a copy of the job description and accompanying salary range.
- 3:02** Unless the Union objects in writing within thirty (**30**) days following such notification, the classification and salary range shall become established and form part of Schedule "A" of this Agreement.

- 3:03** If the Union files written objection, then the parties shall commence negotiations and attempt to reach agreement as to an appropriate salary range. **Failing agreement, the matter may be referred to arbitration in accordance with Article 22 - Arbitration.**
- 3:04** If the salary range **of** a revised classification is adjusted by means of negotiation or otherwise, retroactivity for such adjustment shall be no later than the date the re-classification request was submitted. Such request shall be submitted in writing.
- 3:05** An employee shall have the right to request a review of her classification if she feels she has been improperly classified, or if she feels that the duties of the job have changed substantially.
- 3:06** The Employer will examine the duties of the employee and give a decision as to the validity of the request.
- 3:07** If the decision given is not satisfactory to the employee, she may then treat the request for change in classification as a grievance as laid out in Article **21**.
- 3:08** The Employer reserves the right to assign duties and responsibilities, and to alter job descriptions, but is required to negotiate the value of any material change in job content during the term of this Agreement.
- 3:09** The Employer agrees to provide the Union with a current copy of job descriptions for all classifications for which the Union is the certified bargaining agent within **sixty (60)** days of the signing of the Collective Agreement.
- 3:10** The Employer further agrees to provide the Union and the affected employee(s) with copies of any subsequent amendments to these job descriptions within **thirty (30)** days following their revision.

Article 4 - Management Rights

- 4:01** Except as expressly provided in this Agreement, the Employer has the authority and responsibility to manage, operate, and generally regulate its sites, affairs and functions.
- 4:02** The Employer agrees to exercise its management rights and to administer the terms of this Agreement in a consistent, equitable and non-discriminatory manner.

Article 5 - Salaries

- 5:01** Salaries shall be paid to each employee in accordance with “Schedule A” which is attached to and forms part of this Agreement.
- 5:02** In implementing this Agreement, each employee shall be placed not lower than the same increment level and in the same classification she enjoyed under the previous Agreement.

5:03 Increments as specified in salary “Schedule A” shall be granted annually on the anniversary date of the employee’s employment with the Employer, or as altered by the terms of this Agreement, the latter of which shall take precedence, however, the Employer may, with reasonable cause and on the basis of a written performance appraisal previously discussed with the employee, withhold an annual increment, subject to review not later than three (3) months from the date such increment was withheld.

5:04 Increments will not be delayed due to a paid leave of absence, or an unpaid leave of absence, of four (4) weeks or less.

5:05 The minimum salary of a newly hired employee will be determined by experience:

- (a) on an equivalent full-time basis, and
- (b) related to the position applied for and held, and
- (c) in accordance with the following table:

	Step 1	Step 2	Step 3	Step 4	Step 5
1 year in previous3 years	X				
2 years in previous4 years		X			
3 years in previous5 years			X		
4 years in previous6 years				X	

5:06 Salaries shall be quoted in terms of gross hourly rates, equivalent bi-weekly rates and equivalent gross annual rates.

5:07 An employee shall be entitled to payment of all wages, vacation pay and other benefits within five (5) working days after termination.

- 5:08** (a) A graduate of an approved school of the relevant classification and who has not attained her professional designation may, at the discretion of the Employer, be paid eight percent (8%) less per month than the approved classification rate as set out in Schedule “A” attached hereto. However, for a new graduate upon attaining her professional designation will be entitled to the classification rate upon providing proof of certification of certification/licensure. Such rate will be effective the date proof of certification is provided.
- (b) Failure of a graduate to obtain registration/license within twelve (12) months of commencing employment or denial of registration/license by the appropriate provincial licensing body shall constitute just cause for termination.

5:09 During the term of this Agreement amendments to the salary schedule resulting from the introduction of a new classification, or amendments to Schedule A of the Agreement shall be determined through negotiations between the Employer and the Union.

5:10 Employees shall be paid bi-weekly.

5:11 **An** employee's anniversary date which is used for incremental purposes, shall be their current anniversary date as of the date of signing of this Agreement.

For incremental purposes, the Employer agrees to grandfather anniversary dates of employees subsequently entering the bargaining unit.

Article 6 - Seniority

6:01 Seniority shall be defined as the total accumulated regular hours paid from the last date the employee entered the bargaining unit, recognizing that employees transferring out of the bargaining unit and who later return, will have their seniority bridged excluding the time worked out of the bargaining unit. Seniority accumulated prior to the date of signing of this Agreement shall be retained. Once annually the Employer will provide the Union with a seniority list indicating the total seniority hours since the date of entry into the bargaining unit. The seniority list shall be prepared as at the end of the final pay period in each calendar year and shall also include the following: name, classification, employment status (FT, PT, CAS), and date of employment. This list will be posted in all work locations, and a copy provided to the Union, no later than January 31st of each year. This list shall be open for correction for a period of forty-five (45) calendar days from the date of the initial posting. On presentation of proof of error, the Employer will correct any errors so found. By March 31st of each year, the corrected list shall be posted in all work locations, and a copy sent to the Union. This shall be considered the accurate list and shall not be subject to further changes until the next posting.

6:02 Seniority of an employee will continue to accrue during:

- (a) any period of paid leave of absence or income protection
- (b) absence on Workers Compensation
- (c) unpaid leave of absence of four (4) weeks or less
- (d) layoff of twenty-six (26) weeks or less, (effective date of ratification [May 6, 2004])
- (e) educational leave of two (2) years or less, (effective date of ratification [May 6, 2004])
- (f) parenting leave of up to one (1) year.
- (g) any period of paid vacation.
- (h) absence up to two (2) years under the Educational Deferred Salary Leave Plan.
- (i) an unpaid leave of absence due to injury or illness which is compensable by

MPI or LTD for a period of up to two **(2)** years from the date of the first absence from work related to the injury or illness (effective date of ratification [May **6,2004**]).

- (j)** any period an employee is assigned to temporarily relieve or replace an employee in an out of scope position.

6:03 Seniority will be retained but will not continue to accrue during:

- (a)** unpaid leave of absence of more than four **(4)** weeks, except those referenced in Article **6:02** (effective date of ratification [May **6,2004**]);
- (b)** educational leave in excess of **two (2)** years, (effective date of ratification [May **6,2004**]);
- (c)** layoff of more than twenty-six **(26)** weeks and not more than five **(5)** years.
- (d)** an unpaid leave of absence due to injury or illness which is compensable by MPI or LTD in excess of **two (2)** years from the date of the first absence from work related to the injury or illness (effective date of ratification [May **6, 2004**]).

6:04 Seniority will terminate if an employee:

- (a)** resigns;
- (b)** is discharged for just cause and not reinstated under the grievance or arbitration procedure;
- (c)** is laid off and fails to report for duty as instructed except where a laid off employee is required to give notice to another Employer or where the laid off employee fails to report due to illness and such illness is substantiated by a medical certificate;
- (d)** is laid off for more than five **(5)** years;
- (e)** fails to report for work as scheduled at the end of a leave of absence or suspension; without an explanation satisfactory to the Employer;
- (f)** is promoted or transferred out of the bargaining unit and has completed the trial period in the new position.

6:05 Seniority will determine the level of benefit entitlement of such benefits as vacation. Actual entitlement in **any** calendar year of benefits such as vacation and income protection is based strictly on regular paid hours including any period of:

- (a)** paid leave of absence;
- (b)** paid income protection;
- (c)** unpaid leave of absences up to four **(4)** weeks. In the event that the unpaid leave is in excess of four **(4)** weeks, accrual of benefits ceases;
- (d)** Workers Compensation up to two **(2)** years in that appropriate time period (effective date of ratification [May **6,2004**]).

Article 7 - Vacancies, Promotions, and Transfers

- 7:01** All vacancies which fall within the scope of this Agreement shall be posted for at least seven (7) calendar days within all of the sites comprising the Regional Health Authority and shall remain posted for the duration of the competition. Such postings shall state the classification, required qualifications, current or anticipated shift and hours of work, location of position and wage rate. Job descriptions shall be available to applicants upon request. A copy of the posting shall be sent to the union office.
- 7:02** An employee on any leave shall be considered for a posted vacancy provided that the employee submits an application in accordance with the Employers' job posting application procedures.
- 7:03** Seniority shall be considered as a factor in vacancy selection (including promotion and transfer) and if all other selection criteria are relatively equal, it shall be considered as the governing factor.
- 7:04** Each employee who applies for a posted vacancy during the posting period will be notified in writing 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 posted by the Employer within all of the sites comprising the Regional Health Authority.
- 7:05** An employee who applies for a posted vacancy and is unsuccessful shall be given the reasons in writing, upon request, as soon as reasonably possible.
- 7:06** Effective date of ratification (May 6, 2004), upon promotion, an employee shall receive a salary within the salary range of her new classification which provides an increase of at least five percent (5%) above her former salary.
- 7:07** An employee's anniversary date for the purpose of annual increment shall not be changed as a result of promotion.
- 7:08** All promotions and voluntary transfers are subject to a three (3) month trial period for full-time employees and six (6) month trial period for part-time employees which may be extended by the Employer up to an additional three (3) months.
- 7:09** During the trial period, if the employee proves to be unsatisfactory in the new position, she shall be returned to her former position, if reasonably possible, without loss of seniority. An employee not returned to her former position shall be returned to her former classification, and site where reasonably possible, without loss of seniority. All other employees so affected shall be returned to their former positions if reasonably possible, without loss of seniority.

- 7:10** An employee who through advancing years or disablement, is unable to perform her regular duties, shall be given preference for transfer to any suitable vacant position within the bargaining unit which requires the performance of lighter work of which she is capable. She will be paid at the same increment level in the new position as she was paid in her previous position.
- 7:11** Any employee voluntarily transferring into a classification with a lower pay rate shall be paid at the same increment level in the new position as she was paid in her previous position.
- 7:12** Employees will be advised of their employment status at the time of their commencement of employment and at the time of any subsequent changes.
- 7:13** AU vacancies shall be filled in accordance with the Collective Agreement. Regional and Inter-Regional postings may occur simultaneously.

An employee employed by an Employer who participates at MGEU Professional/Technical Central Table negotiations, who applies for and is awarded a position with another Employer who participates at MGEU Central Table negotiations, and who commences employment with her new Employer within six (6) weeks of termination from her former Employer, shall be entitled to portability of benefits as follows:

- (a) seniority credits;
- (b) accumulated income protection benefits;
- (c) length of employment applicable to next increment date;
- (d) length of employment applicable to the rate at which vacation is earned;
- (e) length of employment applicable to pre-retirement leave;
- (f) length of employment for the purpose of qualifying to join benefit plans;
- (g) length of employment applicable to qualification for the retirement provisions of the pension plan;
- (h) continuation of benefits plans.

Article 8 - Hours of Work

This Article shall not preclude the implementation of modified daily or bi-weekly hours of work by mutual agreement between the Union and the Employer. Any such agreement shall take the form of an addendum attached to and forming part of this agreement.

8:01 Hours of Work

Regular hours of work for all Diagnostic Services employees shall be:

- (a) eight (8) hours per day excluding meal periods and including rest periods; and
- (b) forty (40) hours per week;
- (c) eighty (80) hours hi-weekly.

Hours of Work for all Diagnostic Services classifications to be standardized to seven and three-quarter ($7\frac{3}{4}$) hours per day effective the second full pay period following the *final* date of ratification (May **30,2004**).

Regular hours of work for all Social Workers, Dieticians, Respiratory Therapists and Nutritionists shall be:

- (a) seven and three-quarters ($7\frac{3}{4}$) hours per day excluding meal periods and including rest periods; and
- (b) thirty-eight and three-quarters ($38\frac{3}{4}$) hours per week
- (c) seventy-seven and one-half ($77\frac{1}{2}$) hours bi-weekly.

Regular hours of work for all Physiotherapists, Occupational Therapists, Pharmacists, and Pharmacy Technicians shall be:

- (a) seven and one-half ($7\frac{1}{2}$) hours per day excluding meal periods and including rest periods; and
- (b) thirty-seven and one-half ($37\frac{1}{2}$) hours per week, excluding meal periods and including rest periods
- (c) seventy-five (75) hours bi-weekly.

Regular hours of work for all Community Mental Health Workers, Health Educators, Home Care Case Coordinators, Home Care Resource Coordinators, Services to Seniors Coordinators, Diabetic Education Resource Dieticians, Speech Therapists, Audiologists and Palliative Care Coordinators shall be:

- (a) seven and one quarter ($7\frac{1}{4}$) hours per day excluding meal periods and including rest periods; and
- (b) thirty-six and one quarter ($36\frac{1}{4}$) hours per week;
- (c) and seventy-two and one half ($72\frac{1}{2}$) hours bi-weekly.

Regular hours of work for Emergency Medical Services employees shall be either of the following:

- (a) eight (**8**) hours per day excluding meal periods and including rest periods; and
- (b) forty (**40**) hours per week;
- (c) eighty (**80**) hours bi-weekly.

OR

- (a) seven and three-quarters ($7\frac{3}{4}$) hours per day excluding meal periods and including rest periods; and
- (b) thirty-eight and three-quarters (**$38\frac{3}{4}$**) hours per week;
- (c) seventy-seven and one-half ($77\frac{1}{2}$) hours bi-weekly.

OR

- (a) seven and one-half (**7 ½**) hours per day excluding meal periods and including rest periods; and
- (b) thirty-seven and one-half (**37 ½**) hours per week;
- (c) seventy-five (**75**) hours bi-weekly.

Assiniboine RHA EMS hours of work to be standardized at **2015 (7.75)** per day). To be dealt with locally between the Employer and the Union. Effective date to be mutually agreed upon by the parties.

Article 9 - Shift Schedules

- 9:01** For identification purposes, shifts will be named **as** defined in Article 2 - Definitions.
- 9:02** Shift schedules for **a** minimum of **a** four (**4**) week period shall be posted at least two (**2**) weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (**4**) week period shall not be altered after posting except by mutual agreement between the **employee(s)** concerned and the Employer.
- 9:03** Employees desiring to exchange shifts shall jointly apply to do **so**, in writing, **as** far in advance as possible.
- 9:04** Any exchange in shifts requested by employees and approved by the Employer, shall not result in overtime costs to the Employer.
- 9:05** Shift schedules shall be planned by the Employer in consultation with the Union and shall unless otherwise mutually agreed between the Union and the Employer, observe the conditions listed herein:
- (i) not less than **fifteen (15)** hours off between shifts;
 - (ii) not less than eight (8) days off in any two consecutive pay periods;
 - (iii) **a** minimum of two (**2**) consecutive days off where reasonably possible;
 - (iv) not more than seven (**7**) consecutive **working** days, and when reasonably possible, **six (6)** or less;
 - (v) alternate weekends off shall be granted **as** often **as** reasonably possible, with **a** minimum of every third weekend off.
- 9:06** Employees who are required to rotate shifts shall be assigned to work either day shift and evening shift or day shift and night shift.

There shall be at least **as** great **a** number of day shifts assigned as there are evening or night shifts unless otherwise mutually agreed. This provision does not apply to employees who have agreed to work permanently on evening shift or

night shift or who have accepted a position that has been posted as having a non-conforming shift pattern.

Any alteration to an existing shift **pattern** shall only be implemented after meaningful consultation with the **employee(s) so** affected and the Union. Meaningful consultation shall consist of the following steps:

1. The Employer will meet with the affected **employee(s)** and a representative of the Union to discuss the proposed alteration to the shift pattern. An attempt will be made to obtain the agreement of the majority of the affected employees.
2. Failing agreement of the majority of affected employees, the Union and the **employee(s) so** affected **shall**, within ten (10) **working** days, have the opportunity to consider and submit alternate proposals to the Employer for consideration.
3. If after consideration of the alternate proposals, the Employer still plans to implement the alteration to the shift pattern, the affected **employee(s)** will be given at least sixty (60) days notice.

9:07 Notwithstanding **9:02**, where seven (**7**) calendar days notice is not given to change the shift schedule, an employee shall be paid at overtime rates for the first shift worked which varies from the posted schedule.

9:08 When an employee is called to cover for an employee who is off for their entire shift for any reason, the employee will cover for the entire full shift unless mutually agreed otherwise prior to the beginning of the shift.

Article 10 - Overtime

10:01 (a) Overtime shall mean any authorized time worked in excess of regular hours established under Article **8**.

(b) A supervisor authorized to do **so**, may require an employee under the supervisor's authority to work overtime. Except in emergency situations, a supervisor shall endeavour to assign overtime work as fairly as possible amongst those employees qualified to perform the work.

10:02 Overtime rates shall be:

- (a) Employees shall receive one and one-half times ($1\frac{1}{2}X$) their basic rate of pay for the first three (**3**) hours of authorized overtime in any one (1) **day**.
- (b) Employees shall receive double time ($2X$) their basic rate of pay for authorized overtime beyond the first three- (**3**) hours in any one- (1) day.
- (c) Overtime worked by full-time employees on any scheduled day off shall be paid

at the rate of two times (2X) the employee's basic salary.

- (d) All overtime worked on a General Holiday shall be paid at two and one-half times (2½X) the employee's basic rate of pay.

- 10:03** Employees working two (2) consecutive shifts will be paid at double time (2X) for the second shift.
- 10:04 An employee performing overtime for a period in excess of three (3) hours, in succession with her regular shift, shall be granted a meal allowance not to exceed \$4.00.
- Effective date of ratification (May 6, 2004), an employee performing overtime for a period in excess of two (2) hours, in succession with her regular shift, shall be paid a meal allowance of \$5.00.
- 10:05** No employee shall be required to work overtime against her wishes when other employees who are capable and qualified to perform the duties are willing and available to perform the required work.
- 10:06 The former civil service employees previously not eligible for overtime, may vary hours worked, as mutually agreed, in order to effectively carry out the various duties and responsibilities of the position. Where mutual agreement is not reached, then overtime provisions shall apply.
- 10:07 An employee who is absent on paid time off during her scheduled work week shall, for the purpose of computing overtime pay, be considered as if she had worked her regular hours during such absence.
- 10:08** Where an employee is required to travel outside of the employee's work site on Employer business, such employee shall receive compensatory leave at straight time for hours in excess of normal work hours.
- 10:09 An employee, not on standby, if called out or scheduled to work overtime shall receive compensation for a minimum of three (3) hours at the applicable overtime rate provided that the period of overtime worked by the employee is not contiguous to the employee's regular workday. A meal period shall not be regarded as affecting contiguity.
- Where an employee, not on standby, is required to report to work within two (2) hours prior to the commencement of her next scheduled shift, she will be compensated at overtime rates for all time worked prior to the starting time of her next scheduled shift.
- 10:10** The additional time worked in excess of the daily hours of work as a result of the change from Daylight Savings Time to Central Standard Time shall be compensated for at the applicable overtime rates.

- 10:11 If the Employer requires attendance at any meeting, conference, training, workshop, seminar, course or program outside of working hours, the employee shall be compensated at straight time rates or granted equivalent time off and shall be reimbursed for all reasonable expenses related thereto.
- 10:12 To be applicable to all employees, effective date of ratification (May 6,2004):
- (i) An employee who is required to remain in the worksite, shall receive pay at overtime rates for the entire meal period.
 - (ii) An employee whose meal period is cancelled or interrupted shall be entitled to receive pay at overtime rates for the time missed.
- 10:13 By mutual agreement between the Employer and the employee, overtime may be compensated for by the granting of equivalent time off at applicable overtime rates. Such time shall be taken by the employee prior to March 31 of any year or paid out, unless otherwise mutually agreed.

Article 11 - Standby and Callback

- 11:01 Standby is that time duly authorized by the Employer in writing, during which an employee is required to be "on call" and available to report for duty without undue delay.
- 11:02 To be eligible for standby payment, an employee designated for standby duty must be available during the period of standby at a known telephone number or by another method of communication as mutually agreed between the supervisor and the employee, and must be available to report for duty as quickly as possible if called.
- 11:03 Standby schedules for a minimum four (4) week period shall be posted at least two (2) weeks in advance of the posting period. Subject to the Employer's requirement to maintain departmental operations, standby schedules shall not be altered after posting except by mutual agreement between the employee(s) concerned and the Employer.
- 11:04 A callback is defined as a call which requires an employee to report for duty during the period between completion of regularly scheduled hours of work and subsequent starting time. A callback shall conclude when all emergent work has been completed.
- 11:05 Any employee designated for standby duty who is required to report for duty shall be compensated for not less than three (3) hours for each such callback. Callback rates shall be in accordance with Memorandum of Agreement #1 - Application of Overtime Rates for Callback. Memorandum of Agreement to be effective the second full pay period following the final date of ratification (May 30,2004).

- 11:06 Effective date of signing of the Memorandum of Settlement (April 21, 2004), an employee, who has been designated by the Employer to be available on standby, shall be entitled to payment of two (2) hours basic pay for each eight (8) hour period or pro-rata payment for any portion thereof.
- 11:07 Effective date of ratification (May 6, 2004), an employee who is required to report for duty on a call back shall be reimbursed for transportation costs at the applicable mileage rate with a guaranteed minimum of \$3.00 per round trip.
- 11:08 **Callback** for full-time and part-time employees shall be paid, or by mutual agreement between the Employer and employee, may be compensated for by the granting of paid time off which is equivalent to the total callback payment to which she would otherwise be entitled. Such time shall be taken by the employee prior to March 31st of any year or paid out, unless otherwise mutually agreed.
- 11:09 An employee on standby who is required to report for duty shall not be required to perform non-emergent duties.

As it relates to EMS staff, emergent work shall be inclusive of the following:

- receive and respond to initial dispatch
- check in/arrive at the worksite
- respond to the call
- **treat/transport** the patient
- return to the worksite
- check equipment used and re-stock as required
- cleanup as required
- **paperwork/documentation** as required
- leave the worksite

- 11:10 Applicable to EMS employees only, all employees on a callback shall be entitled to a meal allowance of a flat rate of eight dollars (\$8.00) as follows:

- 1 meal claim if the callback is greater than five (5) hours
- 2 meal claims if the callback is greater than ten (10) hours
- 3 meal claims if the callback is greater than fifteen (15) hours

At no time shall the meal claims be greater than twenty-four dollars (\$24.00) per twenty-four (24) hour period.

- 11:11 The Employer shall provide suitable parking facilities for employees who are required to return to the worksite between 2200 hours and 0600 hours at no cost to the employee.

Article 12 - Premiums

12:01 Except as provided in 12:05, shift premium and weekend premiums shall not be payable while **an** employee is receiving overtime rates.

12:02 Effective April 1, 2003:

- (a) An evening shift premium of \$1.00 per hour shall be paid to an employee for all hours actually worked on any shift when the majority of the hours on that shift fall between 1600 hours and the next succeeding 2400 hours.

The evening shift premium shall be applicable to each hour worked after sixteen hundred (1600) hours on a 'modified' day or evening shift during which at least two (2) hours are worked between sixteen hundred (1600) hours and the end of the shift.

- (b) A night shift premium of \$1.75 per hour shall be paid to an employee for all hours actually worked on any shift when the majority of the hours on that shift fall between 2400 hours and 0800 hours.

12:03 Effective April 1, 2003, a weekend premium of \$1.35 per hour shall **be** paid to an employee for all hours actually 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.

12:04 **An** employee temporarily assigned to perform substantial duties and responsibilities of a higher classification covered by this Agreement shall be paid a premium of \$0.70 per hour for hours **so** assigned.

Such temporary assignment shall not normally exceed three (3) consecutive months. However, such temporary assignment may be extended by mutual agreement between the Employer and the Union.

Any anticipated vacancy in excess of three (3) months or in excess of the mutually agreed upon time shall be posted as a term position.

An employee temporarily assigned to perform the duties and responsibilities of a lower classification covered by this Agreement shall continue to receive the rate for her regular duties.

12:05 Effective date of ratification (May 6, 2004), shift and weekend premiums shall be payable to an employee who is on standby for all hours actually worked on a callback.

Article 13 - Annual Vacation

13:01 The whole of the calendar year shall be available for vacations to be taken. The

dates **used** to calculate vacation earned shall be from April 1st to March 31st in the following year. The employee shall have the right to request which day of the week her vacation begins.

13:02 An employee who terminates for any reason is entitled to pay in lieu of vacation earned but not taken, calculated as a percentage of regular paid hours, as per Article 13:05.

13:03 Applicable to all employees, except for former Civil Service employees.

Employees shall be entitled to paid vacation, calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rate at Which Vacation Earned</u>
in first (1st) three (3) years	Fifteen (15) days per year.
In the fourth (4th) to tenth (10th) year inclusive	Twenty (20) days per year.
In the eleventh (11 th) to Twentieth (20 th) year inclusive	Twenty-five (25) days per year.
In the twenty-first (21 st) year and subsequent years	Thirty (30) days per year.

Applicable to all former Civil Service Employees:

Employees shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

- Fifteen (15) working days per year commencing in first (1st) year of employment.
- Twenty (20) working days per year commencing in fourth (4th) year of employment.
- Twenty-five (25) working days per year commencing in tenth (10th) year of employment.
- Thirty (30) working days per year commencing in twentieth (20th) year of employment.

13:04 Partial vacation and vacation pay will be calculated as follows:

- (a) for employees entitled to fifteen (15) working days vacation - 5.769% of regular paid hours
- (b) for employees entitled to twenty (20) working days vacation - 7.692% of regular paid hours
- (c) for employees entitled to twenty –five (25) working days vacation- 9.615% of regular paid hours
- (d) for employees entitled to thirty (30) working days vacation- 11.538% of regular paid hours.

Paid hours include regular worked hours, paid income protection hours, paid leave of absence hours and paid vacation hours.

13:05 The Employer shall post vacation entitlements not later than February first (1st) each year, and allow employees to express their preference before March 1st.

13:06 The Employer will post an approved vacation schedule not later than March 31st, having considered departmental operating requirements, circumstances and preferences of each employee, vacation leave shall be rotated regardless of seniority of employment.

Approved vacations will not be re-scheduled except on application by the employee and insofar as such change does not affect departmental operations or disrupt any other employees scheduled vacation.

13:07 An employee who has not completed one (1) year's continuous employment as at March 31st shall be granted a pro-rata vacation.

13:08 Medical Technologists who trained in provincial laboratories of the Department of Health shall, for the purpose of long service vacation entitlement, be credited with time spent training in such provincial laboratories provided that they **became** employed with the department within two (2) years from the date they successfully completed such training.

13:09 Where an Employer has been unable to schedule part or all of an employee's vacation within the vacation year and as a result finds it necessary to restrict the whole or part of the vacation leave of an employee, the Employer may authorize **a carryover of vacation into the next vacation year or the** payment in lieu of vacation. Such pay shall not be subject to deduction of pension fund contributions or life insurance contributions.

13:10 An employee who fails to indicate her choice of vacation within the above thirty (30) calendar day period shall not have preference in choice of vacation time, where other employees have indicated their preference.

13:11 Vacation earned in any vacation year is to be taken in the following vacation year, unless otherwise **provided for in this Agreement or otherwise** mutually agreed between the employee and the Employer.

13:12 Employees may receive their vacation pay not later than the date preceding the day their vacation commences if application has been made to the Employer, in writing, two (2) weeks in advance.

13:13 Where an employee is absent due to injuries or disabilities for which compensation is paid under The Workers Compensation Act, vacation leave shall accumulate as if the employee were not absent, but the extent of such accumulation shall not continue beyond twelve (12) consecutive calendar months from the date the injury or disability occurred.

13:14 **If hospitalized due to accident or illness while on scheduled vacation, an employee may utilize income protection credits to cover the hospitalization and/or post hospitalization period, and the displaced vacation shall be rescheduled. Proof of**

such hospitalizations shall be provided.

Article 14 - Income Protection

14:01 The Employer agrees to recognize income protection credits accumulated prior to the signing of this agreement.

14:02 (a) Full-time employees shall accumulate income protection credits at the rate of one and one-quarter (1 ¼) days per month.

Of each day and a quarter of income protection credits earned, one day* shall be reserved exclusively for the employee's personal use as specified in this Collective Agreement. The remaining one quarter of a day* shall be reserved for either the employee's use or for use in the event of family illness. 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".

- Eighty percent (80%) of the balance will be reserved for the employee's personal use.
- Twenty percent (20%) of the balance will be reserved for either the employee's personal use or for use in the event of family illness.

(b) Part-time employees shall accumulate income protection credits on a pro rata basis.

(c) **An employee, in her first year of employment, shall be entitled to utilize up to five (5) days of income protection credits before they are earned. The Employer may recover from a terminating employee all paid sick leave granted but not earned.**

14:03 An employee who is unable to report for work due to illness shall inform her supervisor at least one (1) hour prior to **the commencement of her next scheduled shift(s)**.

An employee who fails, **without valid reason**, to give notice may not be entitled to receive income protection credits for the shift(s) in question.

14:04 Upon sufficient notification to the Employer, and providing such time off does not unduly effect the departmental operations, employees shall be allowed time off with pay to attend appointments with a doctor, dentist, chiropractor, physiotherapist, or other recognized medical therapist recommended by a physician. The time utilized for such appointments shall be deducted **from** accumulated income protection. When non-local resources are utilized, a maximum **of** one (1) day may be claimed from income protection.

14:05 If hospitalized due to accident or illness while on scheduled vacation, an employee may utilize income protection credits to cover the hospitalization and/or post hospitalization period, and the displaced vacation shall be rescheduled. Proof of such hospitalization shall be provided.

If an employee is on income protection which commences prior to, and continues into an approved vacation period, the displaced portion of the approved vacation shall be rescheduled.

14:06 The Employer will provide each employee with a statement of accumulated income protection credits upon request.

14:07 The Employer reserves the right to require a medical certificate or report to determine an employee's fitness to perform her normal duties or to determine eligibility for income protection benefits. Such certificate shall not be required without cause after an absence of less than three days.

14:08 (a) **HEBP - DISABILITY AND REHABILITATION PLAN (D AND R PLAN)**

It is understood that the elimination period for the D and R Plan is one hundred and nineteen (**119**) calendar days. The parties agree that Income Protection will be used to offset the elimination period. An employee may claim Income Protection for a period of time not to exceed the elimination period.

(b) **CIVIL SERVICE - LONG TERM DISABILITY INCOME PLAN**

It is understood that the elimination period for the Long Term Disability Income Plan is the greater of one hundred and twenty (**120**) calendar days or the exhausting of the employee's Income Protection Bank to a maximum of two hundred and eight (**208**) working days.

14:09 An employee may use up to five (**5**) days of Income Protection in any one (**1**) calendar year to provide care in the event of an illness of a spouse, child, or parent of the employee.

14:10 An employee who is unable to work by reason of accident or illness which is not covered by income protection shall, upon providing an acceptable medical certificate attesting to her inability to perform the normal duties of her job, be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of nine (**9**) months. An employee who is able to resume work following a period of absence which exceeds one (1) month shall notify the Employer of her ability to resume work at least five (**5**) calendar days prior to the date of her intended return.

For claims occurring on or after the date of ratification (May **6,2004**) an employee who is unable to work by reason of accident or illness which is not covered by

income protection shall, upon providing an acceptable medical certificate attesting to her inability to perform the normal duties of her job, be granted an unpaid leave of absence for a period of one (1) month per year of service up to a maximum of twelve (12) months. An employee who is able to resume work following a period of absence which exceeds one (1) month shall notify the Employer of her ability to resume work at least five (5) calendar days prior to the date of her intended return.

If the employee is unable to resume her normal duties at the expiry of her leave of absence, her employment may, at the discretion of the Employer, be considered terminated. An employee so terminated who applies for re-employment with the Employer immediately upon recovery from her illness, shall be given preference over new applications in hiring, subject to her providing an acceptable medical certificate.

14:11 Where an employee is injured on the job and is required to leave for medical treatment and/or is sent home by management due to the injury, the employee shall incur no loss in regular pay and benefits for the day on which the accident occurs.

14:12 WCB/MPI

A. WCB

- (a) An employee who becomes injured or ill in the course of performing her duties must report such injury or illness as soon as possible to her immediate supervisor.
- (b) An employee unable to work because of a work-related injury or illness will inform the Employer immediately, in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the WCB. Workers Compensation payment(s) will be paid directly to the employee by WCB.

B. MPI

Where an employee is unable to work because of injuries sustained in a motor vehicle accident, she will inform the Employer immediately, in accordance with established procedures, and she must submit a claim for benefits to Manitoba Public Insurance (MPI). The employee shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI.

C. WCB/MPI Advance

Subject to (D), where an employee has applied for WCB/MPI benefits and where a loss of normal salary would result while awaiting the WCB/MPI decision, the employee may submit an application to the Employer

requesting an advance subject to the following conditions:

- (a) Advance payment(s) shall not exceed the employee's basic salary as defined in Schedule A (exclusive of overtime), less the employee's usual income tax deductions, Canada Pension Plan (CPP) contributions, and Employment Insurance (EI) contributions.
- (b) The advance(s) will cover the period of time from the date of injury or illness until the date the final decision is rendered. In no case shall the total amount of the advance exceed the lesser of:
 - (i) The total net income protection which would otherwise be claimed by the employee in the one hundred and nineteen (119) calendar day elimination period, for former Civil Service employees - one hundred and twenty (120) calendar day elimination period, or
 - (ii) seventy percent (70%) of the value of the employee's accumulated income protection credits.
- (c) The employee shall reimburse the Employer by assigning sufficient WCB/MPI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by WCB/MPI directly to the employee.
- (d) In the event that WCB/MPI disallows the claim, including any appeal, the employee shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
- (e) Upon request, the Employer will provide a statement to the employee indicating the amount of advance payment made and repayment received by the Employer.

D. WCB/MPI Supplement

- (a) Subject to (C), an employee who accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement the WCB/MPI payments.
- (b) The amount of such supplement will equal ten percent (10%) of the employee's regular net salary not earned due to the time loss. Regular net salary will be based on the employee's basic salary as defined in Schedule A of the Collective Agreement (exclusive of overtime), less the employee's usual income tax deduction, CPP contributions and EI

contributions.

- (c) The Employer's supplement shall be charged to the employee's accumulated income protection credits and such supplement shall be paid until:
- (i) For individuals enrolled in **HEBP** - the employee's accumulated income protection credits are exhausted, or until one hundred and nineteen (**119**) calendar days have elapsed since the first day of supplement, whichever is less.
 - (ii) For former Civil Service employees:
 - the employee's accumulated income protection credits are exhausted, or until one hundred and twenty (**120**) calendar days have elapsed since the first day of supplement, whichever is greater; or
 - the employee's accumulated income protection credits greater than one hundred and twenty (**120**) calendar days, but less than **two** hundred and eight (**208**) working days since the first day of supplement, are exhausted; or
 - the employee's accumulated income protection credits to a maximum of two hundred and eight (**208**) working days since the first day of the supplement are utilized.
- (d) If at any time it is decided by **WCB/MPI** that any payment to be made to the employee by the Employer must be offset against benefits otherwise payable by **WCB/MPI**, then such payment shall not be payable.

14:13 Transportation to the nearest physician or hospital for employees requiring immediate medical care as a result of an on-the-job accident shall be provided by or at the expense of the Employer if it is not covered by a medical plan.

14:14 Income protection will continue to accrue during a paid leave of absence, or unpaid leave of absence of four (4) weeks or less. For unpaid leaves of absence that exceed four (**4**) weeks, income protection credits shall be retained but shall not accrue for that period of time that exceeds four (4) weeks.

14:15 An employee who is absent due to illness or injury which is not eligible for compensation by either the WCB subject to 14:12 A or by MPI as a result of a motor vehicle accident subject to 14:12 B, shall be paid her regular basic salary to the extent that she has accumulated income protection credits. The Employer reserves the right to verify that a claim for income protection is not made with respect to any injury for which lost earnings are compensated by MPI.

Article 15 - Bereavement Leave

15:01 Bereavement leave of up to four (4) working days without loss of pay shall be granted in the event of the death of a spouse, child, ward of the employee, parent, step-parent, sibling, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent, former legal guardian, fiancée, live in partner, **step-child, step-sibling, grandparent-in-law**, and any other relative who resides in the same household. Unless other arrangements have been made, such days may be taken only in the period which extends from the date of notification of death, up to and including the day following funeral proceedings.

One bereavement leave day may be retained for use in the case where actual interment or cremation is at a later date.

15:02 Bereavement leave may be extended by up to two (2) additional working days as may be necessitated by reason of travel to attend the funeral of a person named above.

15:03 An employee who is, or will be, absent on bereavement leave shall notify her supervisor at the earliest possible opportunity.

- 15:04**
- (a) Provided the employee has not received bereavement leave for the death in question, necessary time off up to one day at basic pay will be granted an employee to attend a funeral as a pallbearer.
 - (b) Provided the employee has not received bereavement leave for the death in question necessary time off up to one day at basic pay may be granted an employee to attend a funeral as a mourner.

15:05 An employee who is entitled to bereavement leave under Article 15 during vacation leave shall receive vacation credits equal to the number of days of bereavement leave granted.

Article 16 - General Holidays

16:01 A paid day of rest shall be granted to every full-time employee on or for each of the following general holidays:

New Year's Day (January 1)	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day (December 25)
Canada Day	Boxing Day
August Civic Holiday	

and any other holiday declared by the Federal and Provincial Authorities.

Effective April 1, 2004, where the Employer requires an employee to work a regular work day on December 24th, when that day falls on Monday thru Friday inclusive, such employee shall be entitled to one-half (1/2) day of compensatory leave with pay to a maximum of four (4) hours, to be taken at a time mutually agreed between the Employer and employee.

- 16:02** Whenever a general holiday falls on her scheduled day off, the employee shall receive an extra day off in lieu thereof; the Employer may, however, give her an extra days pay at her basic rate if mutually agreed between the employee and the Employer.
- 16:03** **An** employee, who is scheduled to work on a General Holiday and is unable to, for whatever reason, shall be paid the day as a holiday.
- 16:04** Where a general holiday falls within the vacation period of an employee, one (1) additional working day shall be added to the employee's vacation entitlement in lieu of the statutory holiday.
- 16:05** **An** employee scheduled and required to work on any general holiday shall be paid time and one half (1½x) for all hours worked and in addition, a full-time employee shall be granted a compensating day off with pay within thirty (30) days before or after the holiday. If a compensating day is offered, but by mutual agreement not taken, by a full-time employee, then that employee shall receive an additional day's pay at the basic rate in lieu thereof.
- 16:06** An employee who is on an approved leave of absence without pay at the time of the holiday shall be entitled to receive the employee's regular pay for the holiday provided that the employee received pay for part or all of each day of at least fifteen (15) days during the thirty (30) calendar days immediately preceding the holiday.
- 16:07** A day off given in lieu of a recognized holiday shall be added to a weekend off or to scheduled days off, unless otherwise mutually agreed.
- 16:08** Subject to Article 16:02 and 16:03, where the wages of an employee vary from day to day, the pay for a holiday on which the employee has not worked shall be equivalent to the employee's average daily earnings exclusive of overtime for the days on which the employee worked during the twenty (20) working days immediately preceding the holiday.
- 16:09**
- (a) Employees shall be allowed to bank up to five (5) alternate days off in lieu of general holidays, for the employee's future use, at a time mutually agreed to between the employee and the Employer. If compensating time off is impractical to schedule prior to the end of the vacation year, the employee shall receive her regular rate of pay for all days banked.
 - (b) The accumulated banked general holiday time referred to, shall be taken in the vacation year in which it is earned.

- (c) In the event that an employee is terminated, the banked general holiday time shall be paid out at the final rate in effect for the employee during the year in which the statutory holidays were worked.
- 16:10** If a general holiday falls on a day on which an employee is receiving income protection benefits, she shall be paid for the holiday and such pay shall not be deducted from income protection credits. However, when the employee has already received an alternate day off with basic pay for the general holiday, she shall be paid from income protection credits for that day at her basic rate of pay.
- 16:11** The Employer will endeavour to ensure that all employees receive at least two (2) other General Holidays besides Christmas or New Year's on the day on which they occur. As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.
- 16:12** The Employer agrees to distribute time off as equitably as possible over Christmas and New Year's, endeavouring to grant each employee as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day.
- 16:13** **Upon request, an employee may be permitted to retain up to three (3) days of her regular vacation or banked time or a combination thereof for the purpose of taking time off for reason of religious observances/holidays, provided that adequate notice is given in order to accommodate scheduling.**

Article 17 - Union Representation and Business

- 17:01** *Steward* means an employee elected or appointed by the Union who is authorized to represent the Union, an employee or both.
- 17:02** The Employer recognizes the Union's right to select stewards to represent employees.
- 17:03** The Union shall determine the number of stewards and the jurisdiction of each steward having regard to the plan of organization, the distribution of employees at the site, and the administrative structure implied by the grievance procedure.
- 17:04** The Union agrees to provide the Employer with a list of stewards and any subsequent changes for each work location. The Union shall provide appropriate identification for stewards.
- 17:05** Stewards and employees shall not normally conduct Union business during their working time. Should it be necessary to conduct Union business during normal working hours and subject to operational requirements, they shall be allowed time off on a wage recovery basis subject to Union approval.

- 17:06** The duties of the stewards shall be to investigate complaints of an urgent nature and to investigate and present grievances in accordance with the grievance procedure.
- 17:07** For complaints of an urgent nature, a steward shall first obtain the permission of the steward's immediate supervisor before leaving work to investigate such complaint with the employee and supervisor or departmental official concerned. Such permission shall not be unreasonably sought or withheld. On resuming the steward's normal duties, the steward shall notify the steward's supervisor.
- 17:08** When it is necessary for a steward to investigate a complaint or grievance during working hours, no deduction in salary shall be made from the steward or employee concerned, provided that each has obtained approval from their supervisor(s) for the time required to deal with the complaint or grievance. On resuming their duties, the steward and employee shall notify their supervisor(s).
- 17:09** **An** employee who is elected or appointed to a full-time position with the Union shall **be** granted leave of absence on a wage recovery basis and without loss of seniority for a period **of** one (1) year. Such leave may be renewed each year, on request, during her term of office. Such employee may receive her pay and benefits as provided for in this Agreement subject to recovery of payroll and related costs by the Employer from the Union.

Article 18 - Leave of Absence

- 18:01** Except in emergencies, all requests for any leave of absence shall be made in writing stating the reasons for and the expected duration of the leave, and submitted **to** the Department Manager at least thirty (30) calendar days in advance. The Employer shall notify the employee of the decision in writing without undue delay. **Such requests shall be considered on their individual merits including the operational needs of the department, and shall not be unreasonably denied.**
- 18:02** Except under extenuating circumstances, failure to return to duty as scheduled following a leave **of** absence, without authorization, will be deemed to constitute a voluntary resignation.
- 18:03** **An** employee shall be entitled to necessary time off to attend Citizenship Court to become a Canadian Citizen.
- 18:04** Upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss **of** seniority **so** that an employee may be a candidate in a federal, provincial or municipal election. An employee who is elected to public office shall be granted leave of absence without pay for the term of her office.
- 18:05** Seniority and benefits shall continue to accrue during a paid leave of absence, or an unpaid leave of absence **of** four **(4)** weeks duration or less.

- 18:06 Unless otherwise specified in this Agreement, seniority and benefits shall be retained but not accrue during an unpaid leave of absence of more than four (4) weeks duration.
- 18:07 An employee's anniversary date for increment purposes shall be delayed by one (1) day for each day of unpaid leave of absence in excess of four (4) weeks.
- 18:08** An employee on Leave of Absence **up** to two (2) years shall have the right to return to her former classification. An employee on Leave of Absence up to one (1) year shall have the right to return to her former position. In the event that the employee's position no longer exists the employee shall be entitled to exercise her seniority as stated in Article 27 - Layoff and Recall.
- 18:09 Employees may apply to the Employer to elect to defer salary to be paid during a period of leave of absence, in accordance with the provisions outlined in the Deferred Salary Leave Plan. (Memorandum of Agreement #12)
- 18:10 The implementation of the Deferred Salary Leave Plan will become effective the first bi-weekly pay period following the date of notice of a positive tax ruling from Canada Revenue Agency (CRA). (Memorandum of Agreement #12)
- 18:11 An employee required to serve as a juror or witness in any court of law, other than a court proceeding occasioned by the employee's private affairs, shall receive leave of absence at her regular basic rate of pay, and remit to the Employer any jury or witness fees received, only for those days she was normally scheduled to work. The employee shall not request reimbursement for, or be required to remit any reimbursement of expense for such duty.
- 18:12 An employee shall be entitled to leave of absence without pay, subject to operational requirements, to write examinations to upgrade her employment.
- 18:13 Employees granted leave of absence without pay may make prepayments to maintain coverage as allowed under Employer/ employee benefit programs.
- 18:14 Upon written request and subject to approval by the Employer, an employee shall be granted funding to attend workshops, courses, and other programs that are relevant to her classification. Such requests shall be submitted to the appropriate Employer representative. Reimbursement for tuition or registration in the amount pre-approved shall occur upon satisfactory completion of the workshop, course or educational program.

Article 19 - Parenting Leave

- 19:01 Parenting Leave consists of Maternity and Parental Leave. Parental Leave includes Paternity and Adoptive Leave.

19:02 An employee who qualifies for Maternity Leave may apply for such leave in accordance with either Plan “A” or Plan “B” but not both.

Maternity Leave - Plan “A”

1. In order to qualify for Maternity leave, a pregnant employee must:
 - (a) have completed six (6) months of continuous employment with the Employer;
 - (b) submit to the Employer an application in writing for leave at least four (4) weeks before the day specified by her application as the day on which she intends to commence 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.

The Employer may require **an** employee to commence maternity leave if the state of her health is incompatible with the requirements of her job, and such time shall be in addition to the leave she is otherwise entitled to under this Article.

2. **An** employee who qualifies is entitled to and shall be granted maternity leave without pay consisting of:
 - (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date **of** delivery specified in the medical certificate, or
 - (b) a period of seventeen (17) weeks plus *an* additional period equal to the period between the date **of** delivery specified in the medical certificate and the actual date **of** delivery, if delivery occurs after the date mentioned in that certificate.
 - (c) The Employer shall vary the length of maternity leave upon proper certification by the attending physician or recommendation by the Department Manager.
3. **An** employee who has been granted maternity leave shall be permitted to apply up to a maximum of ten (10) days of her accumulated income protection against the EI waiting period. These ten (10) days shall be pro-rated for part-time employees based **on** their equivalent to full-time status. **The Employer shall identify on the employee’s Record of Employment that the accumulated income protection credits granted are to be applied against the waiting period for the Maternity Leave.**

Should the employee not return to work following her maternity leave for a period of employment sufficient to allow re-accumulation of the number **of** sick days granted, the employee shall compensate the Employer for the balance of the outstanding days at the time of termination. Approved sick leave with pay granted during the period of return shall be counted as days worked.

4. During the seventeen (17) week duration of Maternity Leave an employee shall have the right, if she **so** chooses, to use accumulated income protection credits for that portion of the Maternity Leave during which she would have been unable to work due to health related reasons. An employee claiming income protection in such a circumstance must furnish a certificate from a qualified medical practitioner providing proof of, and expected duration of the health related condition.

19:03 Plan B

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 HRDC 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 **19:03 (1) (c)**.
 - (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 **19:03 (1) (c)**.
 - (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 **19:03 (3)**, 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 weeks or one pay period, whichever is longer, before the date she wishes to end the leave.**
6. Plan B does not apply to temporary or part-time employees.
Effective date of ratification (May 6, 2004), Plan B does not apply to temporary employees.
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.
- 19:04** Sections **52** through **57.1(2)** inclusive **and Section 60** of the Employment Standards Code respecting maternity leave shall apply.
- 19:05** An employee in a full-time position prior to going on maternity leave and in receipt of the income supplement, and who returns from leave to a job sharing arrangement, must work twelve (12) months, (i.e. the equivalent of six (6) months of full-time service) otherwise they will be required to reimburse the Employer for the maternity supplement.
- 19:06** Parental Leave
1. In order to qualify for Parental Leave, an employee must:

- (a) be the natural mother of a child; or
 - (b) be the natural father of the child or must assume actual care and custody of this newborn child; or
 - (c) adopt a child under the law of the province.
2. An employee who qualifies under 1 above must:
- (a) have completed six **(6)** months of employment; and
 - (b) except in the case of adoption leave, in accordance with 1(c) submit to the Employer an application in writing for Parental Leave at least four (4) weeks before the day specified in the application as the day **on** which the employee intends to commence the leave.
 - (c) in the case of adoption leave, in accordance with 1(c), the employee shall notify the Employer when the application to adopt has been approved and shall keep the Employer informed as to the progress of the application. The employee shall be entitled to commence adoption leave upon being notified by the agency involved that a child is available for placement.
3. An employee who qualifies in accordance with 1 and 2 (a), (b) and (c) as above is entitled to Parental Leave without pay for a continuous period of up to **thirty-seven (37)** weeks inclusive of vacation as specified below. In no case, however, shall any employee be absent on Maternity Leave plus Parental Leave (inclusive of vacation as specified below) exceeding fifty-two **(52)** consecutive weeks.
- Where Maternity and/or Parental Leave exceeds seventeen **(17)** weeks, the employee may elect to carry over to the next vacation year, up to five **(5)** days of the current annual vacation. The balance of the current annual vacation will be paid out at a time immediately following the period during which E.I. benefits were payable (even if this period extends into the following vacation year).
- Any** vacation earned up to the time of commencement of leave in accordance with (Vacation Accrual) will be retained and will be available to be taken in the following vacation year.
- 4. Subject to 5, Parental Leave must commence no later than the first anniversary date of birth or adoption of the child or of the date on which the child comes into actual care and custody of the employee.
 - 5. Where an employee takes Parental Leave in addition to Maternity Leave, the employee must commence the Parental Leave immediately **on** the expiry of the Maternity Leave without a return **to** work unless otherwise approved by the Employer.
 - 6. **An employee may end her Parental Leave earlier than the date specified by giving her Employer written notice at least two weeks or one pay period, whichever is longer, before the date she wishes to end the leave.**

19:07 Sections **58(1)** through **59.1(2)** inclusive and Section **60** of the Employment Standards Code respecting Parental Leave shall apply.

19:08 Special Parenting Leave

An employee not taking maternity or parental leave shall be entitled to one (1) day's leave of absence with pay within seven (7) days of the birth or adoption of his/her child.

Article 20 - Union Security, Dues and Bulletin Boards

20:01 A copy of this Collective Agreement shall be provided by the Union to each employee bound by the Agreement.

- 20:02**
- (a) During the term of this Agreement, employees covered by this Agreement, whether members of the Union or not, shall pay to the Union, by payroll deduction, an amount equal to the bi-weekly membership dues determined by the Union. For new employees, the payroll deduction of the amount as set out above shall become effective on the first day of the bi-weekly pay period, following the date the employee is covered under the terms of this Agreement.
 - (b) Such dues shall be forwarded by the Employer to the Union within thirty (30) days after the end of each month, together with a list of all employees from whom the deductions were made.
 - (c) The Employer shall also provide the following data to the Union at the time of remission of Union dues: employee's bargaining unit, classification, work location and home address. The employee's address shall be excepted only when an employee has expressly instructed the Employer in writing that due to security concerns personal information should not be disclosed to any third party.
 - (d) In accordance with the Freedom of Information and Protection of Privacy Act, the home addresses as referenced in **20:02 (c)** may only be used by the Union for the purpose of communicating with its members. The Union shall have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of the personal information. When disposing of or storing this information, the Union shall take care that this information is transported, stored, or destroyed in a secure manner.

20:03 When meeting with the Employer to conduct negotiations, or, when meeting with more than one (1) Employer to conduct joint negotiations, the maximum number of employees who will be entitled to leave of absence, without loss of regular pay and benefits, to participate in negotiations in which both the Employer and the Union are represented, shall be as follows:

Regional Negotiations - Up to two (2) representatives per region.

Joint Negotiations - One (1) representatives per region

Prior to the commencement of negotiations, the Union shall supply the Employer with a list of employee representatives. Dependent upon operational requirements, requested leave for such employees shall not be unreasonably denied.

Subject to mutual agreement of the parties, the total number of employees referred to above may be changed provided any additional employees would be on wage recovery from the Union.

This shall not prohibit the Union from adding additional resources to their team on an occasional basis subject to operational requirements at the employee's work site.

- 20:04** Representatives of the Union and/or grievants shall suffer no loss of pay or benefits as a result of their involvement in Grievance or Arbitration proceedings or Labour Board hearings related to the site/region.
- 20:05** The Employer agrees to deduct once annually the amount of any specific general assessment made by the Union.
- 20:06** The Union shall notify the Employer in writing as to the amount of current Union dues, and such dues shall not be changed without one (1) months prior notice, or more than twice in any calendar year.
- 20:07** The Union agrees to provide the Employer with a current list of officers and authorized representatives once annually and as changes occur.
- 20:08** The Employer agrees to provide a suitable bulletin board within each site comprising the RHA for the posting of notices by the Union. The Employer reserves the right to request the removal of posted material if considered damaging to the Employer and the Union agrees to comply with this request.
- 20:09** The Employer shall record on the statement of earnings (T4) of each employee the amount of dues deducted from her pay and remitted to the Union.
- 20:10** A representative of the Union will be granted up to thirty (30) minutes to familiarize a new employee with the Union and this Agreement during the period of orientation.
- 20:11** Notwithstanding any other provision in this Agreement, the Employer shall not later than ninety (90) days preceding the expiry date of this Agreement, furnish in written form to the Union the following, by classification groupings:
- (a) the name of each employee;
 - (b) the classification of each employee;

- (c) the current rate of pay of each employee;
- (d) the current mailing address of each employee.

20:12 Leave of absence to attend to Union business shall be granted to employees under the following conditions:

- (a) Requests for leave shall be made in writing by the Union by providing the employee with a letter of request. The employee shall submit the letter to the employee's immediate supervisor who shall forward the request to the **Employer** for approval.
- (b) Requests for leave shall be made with reasonable advance notice but not less than three (3) working days and shall be granted only where operational requirements permit. Where special or unusual circumstances prevent compliance with the three- (3) working days notice, the request shall be considered and shall not be unreasonably denied.
- (c) Where such leave of absence has been granted, the Union shall reimburse the Employer on a wage recovery basis, during the approved absence.

20:13 Upon reasonable prior written notice in a request to the Employer, an employee elected or appointed to represent the Union at a convention or other Union function, shall be granted necessary leave of absence on a wage recovery basis unless otherwise mutually agreed. For any leave, the Employer will continue to pay the employee, subject to recovery of payroll costs by the Employer from the Union.

20:14 An employee who is elected to an executive position in the Union shall be granted necessary leave of absence with pay to conduct Union business away from the site where department operating requirements permit. The Union will reimburse the Employer for direct salary and benefit costs incurred during such absence.

20:15 The Union agrees to indemnify and save the Employer harmless against any claim or liability arising out of the application of this Article except for any claim or liability arising out of an error committed by the Employer.

Article 21 - Grievance Procedure

21:01 A "grievance" shall mean any dispute between an employee or the Union and the Employer regarding the interpretation, application, or an alleged violation of the terms of this Agreement.

Working days for the purpose of the Grievance and Arbitration procedure are days excluding Saturdays, Sundays and Statutory Holidays.

An earnest effort shall be made to settle the grievance in the following manner:

21:02 Discussion Stage
Within **fifteen (15) working** days after the cause of the grievance occurs or at such

time that the employee first makes it known that she is aware, the grievor shall attempt to resolve the dispute with her immediate supervisor.

21:03 Step One

If the grievance is submitted but not resolved within the foregoing time period, the grievor and union representative may, within the ensuing **ten (10) working** days, submit the grievance in writing to the next appropriate level of management as determined by the Employer who is outside the bargaining unit.

The Employer shall have **ten (10) working** days, **following receipt of grievance**, to respond to the grievance in writing.

21:04 Step Two

Failing settlement of the grievance at step one, the union may within **ten (10) working** days, submit the grievance in writing to the Chief Executive Officer or designate who shall, within **ten (10) working** days after receipt of the grievance, render a decision in writing.

21:05 All grievances shall be considered and settled on their individual merits, and not dismissed by reason of any technicality. However, it is clearly understood that time limits established therein are good for the sake of procedural orderliness and are to be adhered to. The time limits specified above may be extended by mutual agreement of the parties as confirmed in writing.

21:06 Nothing contained in this Agreement shall preclude settlement of a dispute or grievance in any manner whatsoever by mutual agreement between the Union and the Employer.

21:07 Unless dismissed or suspended by the Employer, the employee shall continue to work in accordance with the Agreement until such time that the grievance is settled.

21:08 An employee has the right to representation by a Union representative at any step of the grievance procedure and/or arbitration procedure. No employee will have the right to proceed to arbitration without the approval or authority of the Union.

21:09 **Policy and/or group grievances shall be initiated at Step Two of the grievance procedure.**

21:10 **Grievances concerning demotion, suspension or dismissal shall be initiated at Step Two of the grievance procedure.**

Article 22 - Arbitration

The following shall not preclude the parties from seeking alternate dispute resolution processes such as: Mediation/Arbitration, Non-binding Neutral Advisory Opinion, or Expedited Arbitration.

- 22:01** Unresolved grievances or disputes concerning only those matters set forth below shall be submitted to arbitration in accordance with the procedure set forth in this Article:
- (a) Grievances concerning the application, interpretation, or alleged violation of an Article of this Agreement;
 - (b) Grievances concerning the application, interpretation or alleged violation of a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties;
 - (c) Grievances concerning dismissal, suspension, demotion, or a written reprimand of an employee or reclassification;
 - (d) Classification and/or **salary** schedule disputes.
- 22:02**
- (a) Within ten (10) working days **after** receiving the reply **of** the Chief Executive Officer **or** designate and failing satisfactory settlement, either party may refer the dispute to arbitration by giving notice to the other party in writing.
 - (b) Where the party initiating the arbitration proceedings wishes to request arbitration by a single arbitrator, the notice shall **so** state.
 - (i) Where the party who receives the notice accepts the request for a single arbitrator the parties will attempt to reach agreement on the selection of a single arbitrator within ten (10) working days.
 - (ii) Where the party who receives the notice rejects the request for a single arbitrator or where the parties have failed to reach agreement on the selection of a single arbitrator within ten (10) working days, the party initiating the arbitration proceedings may submit the name of its appointee to the board within ten (10) working days.
 - (iii) Where the parties have agreed to a single arbitrator, the single arbitrator shall be considered to be an Arbitration Board for purposes of this Article.
 - (c) Where the party initiating the arbitration proceedings wishes to request arbitration by a three (**3**) person board, the notice shall contain the first party's appointee to the Arbitration Board. The following procedure will then apply:
 - (i) The party who receives the notice shall within ten (**10**) working days of receiving the notice, name an appointee to the Arbitration Board and notify the other party in writing of such appointee.
 - (ii) The two (2) members of the Arbitration Board named by the parties shall, within ten (10) working days of the appointment of the second of them, appoint a third member of the Arbitration Board who shall be the Chairperson thereof.
 - (iii) If either party fails to appoint its member to the Board as provided above or where the two (2) appointees of the parties fail to agree on the appointment of a third member within the time specified by the Minister of Labour upon the request of a party to the Agreement, shall nominate a member on behalf of the party failing to make an appointment or shall

nominate the third member and Chairperson, as the case may be, and where the case requires, may nominate both, and where such nomination has been made, the Minister of Labour shall appoint that person as member or Chairperson or both, as the case may be.

- (iv) The Chairperson and one (1) other member are a quorum; but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of sitting.
- (d) The Arbitration Board shall hear and determine the difference or allegations and shall issue a decision, which decision shall be final and binding and enforceable upon the parties and upon any employee or employees affected by it.
- (e) The Arbitration Board may summon before it any witnesses and require them to give evidence on oath, orally or in writing, and to produce such documents and evidence as the Arbitration Board deems requisite to the full investigation and consideration of the matters referred to it.
- (f) The Arbitration Board shall submit a report on the findings and the decision of the Board within fourteen (14) days following the completion of the hearing to the parties.
- (g) Any of the time limits referred to above may be extended by mutual agreement of the parties hereto.
- (h) In the case of a three (3) person Arbitration Board the decision of the majority shall be the decision of the Arbitration Board. If there is no majority, the decision of the Chairperson shall be the decision of the Board.
- (i) The Arbitration Board shall not have the power to add to, subtract from or modify or alter in any way the provisions of the Agreement or a signed Memorandum of Understanding or a signed Memorandum of Agreement between the parties.
- (j) The Arbitration Board shall expressly confine itself to the issue submitted to the Board, and shall have no authority to make a decision and/or recommendation on any other issue not *so* submitted to the Board.
- (k) Where the Arbitration Board determines that an employee has been dismissed or otherwise disciplined by **an Employer** for cause, and provided the collective agreement does not provide a specific remedy or penalty for the cause of the dismissal or disciplinary action, the Arbitration Board may substitute such other penalty or remedy in lieu of dismissal or the disciplinary action as the Board deems just and reasonable under the circumstances.
- (l) The expenses incurred by and in respect of an Arbitration Board shall be paid as follows:

- (i) The parties to the arbitration shall each pay an equal portion of the remuneration and expenses of the chairperson of the Arbitration Board.
- (ii) Each party to the arbitration shall pay the remuneration and expenses of the member of the Arbitration Board named or appointed by or on behalf of that party.
- (iii) Each party to the arbitration shall pay the fees and expenses of witnesses called by that party to give evidence before the Arbitration Board.
- (iv) Each party to the arbitration shall pay the fees and expenses of any counsel appearing before the Arbitration Board on behalf of that party.
- (v) The parties to the arbitration shall each pay an equal portion of other costs and expenses incurred by the Arbitration Board in conducting the arbitration.

The parties hereto agree that an employee of the Employer and a staff member of the Manitoba Government and General Employees' Union shall not be eligible for appointment as a member of the Arbitration Board or to act as a member of the Arbitration Board.

- 22:03** Clarification on Decision - Within ten (10) calendar days following receipt of the award, should the parties disagree as to the meaning of the decision of the Board or the Sole Arbitrator either party may apply to the Chairperson of the Board of Arbitration or Sole Arbitrator to reconvene. Within five (5) calendar days the Board of Arbitration or the Sole Arbitrator shall reconvene to clarify the decision.
- 22:04** The time limits in both the grievance and arbitration procedures may be extended by mutual agreement and shall be confirmed in writing.
- 22:05** Employees who are subpoenaed to appear at an arbitration hearing related to this Collective Agreement shall be given necessary time off work. The party, which called her (either the Employer or MGEU as the case may be), shall be responsible for compensating her for any salary which would otherwise be lost.
- 22:06** Arbitration hearings will be heard at a location mutually agreed to by the parties.

Article 23 - Part-time Employees

- 23:01** Part-time employees shall be covered by all provisions of this Agreement, unless otherwise specified, and will receive a pro-rata share of salary, annual vacations, income protection credits and pre-retirement leave.
- 23:02** Part-time employees will be paid four point two five (4.25%) percent of their basic rate of pay in lieu of time off on general holidays. Such holiday pay shall be included on each regular pay, and is in addition to payment for time worked on a general holiday.
- 23:03** Unless otherwise mutually agreed between the Employer and the employee, part-time employees shall receive their entitled vacation over a period of time equivalent to the

vacation period of a full-time employee.

- 23:04** (a) A part-time employee reporting for work as scheduled shall be paid not less than three (3) hours pay at her basic rate of pay if she is sent home due to lack of work.
- (b) Part-time employees working occasional additional shifts in accordance with Article **23:04** shall be paid only in respect of hours actually worked.

23:05 Income Protection in case of illness

Part-time employees shall accumulate income protection credits on a pro-rata basis, in accordance with this formula:

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

- 23:06** Part-time employees may claim payment from accumulated income protection credits only for those hours they were scheduled to work but were unable to work due to illness.

23:07 Annual Vacations

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

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

- 23:08** Actual vacation entitlement will be based on years of service. Accumulated hours shall only govern rate of vacation pay for the current vacation year.

23:09 Overtime

Part-time employees shall be entitled to overtime rates when authorized to work in excess of the daily or bi-weekly hours of work as specified in Article **8**.

23:10 Assignment

A part-time employee shall be assigned and committed to work for the number of hours as agreed to in writing at the time of employment or as subsequently revised by mutual agreement.

- (a) 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, and they shall be given preference of such shifts over casual employees, with such preference being given on the following basis within the sites comprising the Regional Health Authority:

- (i) First, among those employees within the site.
- (ii) Second, among those employees from other sites comprising the RHA.

It is further understood that such additional hours shall be offered only to the extent that they will not incur any overtime costs to the Employer.

- (b) Should the part-time employee as described in a) above refuse to report for 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.
- (c)
 - (i) Where a part-time employee is unable to work all or part of additional hours for any reason, payment shall be made only in respect of hours actually worked.
 - (ii) Additional hours worked by a part-time employee shall be included in the determination of seniority.
 - (iii) Additional 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.
 - (iv) No benefits other than those referenced in (ii) and (iii) above shall be based on additional hours worked.
 - (v) Where a part-time employee is scheduled to work additional shifts for a period of time as described under Article 2:13 - Term Position, she shall be entitled to income protection benefits and bereavement leave.

23:11 As per Article 5:03, a part-time employee shall receive increments (calculated from the date of her last increment, or her starting date as the case may be), on the basis of one (1) increment for each equivalent annual full-time hours worked or one (1) year's service, whichever occurs later. In the case of the increment being given on the basis of equivalent annual full-time hours worked, it shall be applied to the pay period next following completion of equivalent annual full-time hours worked.

Article 24 - Uniforms and Personal Property

24:01 The Employer shall provide and maintain lab coats or jackets and special or protective work clothing except footwear which are required to be worn on duty. All such items remain the property of the Employer, and when no longer required must be returned by the employee.

Specific to Emergency Medical Services employees, the Employer shall provide the following:

I. Uniforms

The Employer shall provide to each full-time and part-time EMS employee:

- Three **(3)** pairs of pants (yearly)
- Four **(4)** shirts and crests (yearly)
- One **(1)** three season jacket or one **(1)** multi-season parka every five **(5)** years or as required.

The Employer shall provide to each casual EMS employee:

- A minimum of one **(1)** pair of pants (yearly)
- A minimum of two **(2)** shirts and crests (yearly)
- One **(1)** three season jacket or one **(1)** multi-season parka every five **(5)** years or as required.

All such items shall remain the property of the Employer, and when no longer required must be returned by the employee. The employees shall be responsible for the laundering and maintenance of their own uniforms.

Where uniforms are supplied, the Employer agrees to replace or repair such clothing when damaged in the performance of the employee's duties.

In the event of employee uniforms being exposed to contaminated materials or there are infection control risks to employees the Employer shall have in place necessary provisions for the proper cleaning of employee uniforms.

The Employer shall provide each ambulance with:

- two (2) pair of extrication gloves.

The Employer shall provide each ambulance station with:

- four **(4)** pairs of coveralls.

II. Footwear

- (i) Effective April **1, 2004** all EMS Employees will receive a one-time footwear allowance payment of **\$75.00** to be applied towards the purchase of approved footwear.
- (ii) Employees hired after April **1, 2004** will receive the **\$75.00** footwear allowance upon commencement of employment.
- (iii) Effective April **1, 2004** a footwear allowance, to a maximum of **\$75.00** per year, shall be paid on the basis of **\$.037** per hour to include regular hours and call-back hours paid. Such allowance shall be paid as a lump sum payment annually on the closest pay period prior to March **31st** of each subsequent year.

24:02 No claims for compensation will be considered where an employee has or will receive adequate compensation from insurance or otherwise for the **loss** or **theft** of or damage

to the employee's tools, equipment or personal effects, or for luxury items.

- 24:03 In recognition of the fact that during the performance of their duties, employees may have their clothing or other personal property damaged, the Employer agrees to make comparable compensation, providing established departmental procedures and policies have been followed and proof of purchase of the replacement item is submitted.
- 24:04 Employees are responsible for any personal effects which are brought to their place of work and are not specifically required in the course of their employment; and no claim for compensation will be considered for loss or theft of or damage to personal effects.

Article 25 - Employee Benefits and Pre-Retirement Entitlement

- 25:01 Applicable to employees currently covered by HEPP/HEBP, that were not former civil service employees, and new employees hired after the payroll transfer date for their region.

A. Dental Plan

The parties agree to the continuation of the Dental Plan for those employees currently participating in the Health Care Employees Benefit Plans.

B. Disability and Rehabilitation Plan

The Employer shall continue to participate in the Jointly Trusteed Disability and Rehabilitation Plan on a cost-shared basis to a maximum of 1% employee contribution.

Effective April 1, 2005, the Employer will contribute to a maximum of 2% of base salary to the Jointly Trusteed Disability and Rehabilitation Plan.

The Parties agree that income protection credits and Workers' Compensation Benefits will be used where applicable to offset the elimination period. Once the elimination period has been exhausted, the employee will commence drawing Disability Benefits. It is understood that the elimination period of the Disability and Rehabilitation Plan is one hundred and nineteen (119) calendar days.

An employee may claim income protection benefits for a period of time not to exceed this elimination period providing they have sufficient income protection credits.

C. Pension Plan

Contributions and benefits shall be in accordance with the provisions of the Health Care Employees Pension Plan (HEPP) for every employee currently eligible to participate in or participating in the HEPP.

25:02 Applicable to all former Civil Service employees covered by Civil Service Superannuation Plan and the Civil Service Group Insurance Plans;

All former Civil Service employees will remain in the Government of Manitoba (Civil Service) benefit plans which include the Dental Plan, Long Term Disability Plan, Ambulance and Hospital Semi-Private Plan (AHSP), Group Extended Health Plan, Group Life Insurance Plan, Pension Plan, and the Vision Care Plan, and will be “grandfathered” to those plans for the duration of their employment.

25:03 The parties agree that the Employer shall provide an Employer paid Employee Assistance Program for all employees covered by this Agreement.

25:04 A full-time employee who retires at or after age fifty-five (**55**) with ten (10) or more years of service, or at any time due to permanent disability, or when the sum of the employee’s years of age and length of continuous employment total eighty (80) or more, shall be granted four (4) days of paid pre-retirement leave per year of service or portion thereof.

25:05 Payment of Pre-Retirement Leave

- (a) 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 is reached. Former Civil Service employees are entitled to the lump sum payment only and not the continuation of salary provision. However, in the event of a change in the legislation governing the Civil Service Superannuation Plan which would provide for the continuation of salary provisions, the former Civil Service employees shall be entitled to same.
- (b) Where the employee chooses to take a lump sum payment, the last day worked shall be considered the retirement day and benefits shall cease on that day.
- (c) Where the employee chooses to take pre-retirement leave as a continuation of salary until the scheduled retirement date, all benefits shall continue until that date.
- (d) Employees who have worked on a part-time basis during their employment with the Employer shall receive a pro-rated portion of pre-retirement leave based on their actual hours worked as compared to those of a full-time employee.
- (e) Calculation of pre-retirement leave shall begin from the date of the employee’s last commencing employment with the Employer and shall be based on the employee’s total length of continuous employment as at the date of retirement.
- (f) Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Canada Revenue Agency (CRA) limits and restrictions. Contributions for this purpose must also conform to the specific

Pension Plan Trust Agreements, Plan Text, and other applicable written policies and guidelines.

Article 26 - Discipline and Discharge

- 26:01** (a) No employee shall be disciplined without just cause.
- (b) No employee, other than a probationary employee, shall be dismissed without just cause.
- 26:02** When it becomes necessary to discipline an employee, other than a verbal warning, the employee will be represented by the Union at a meeting held to discuss or impose disciplinary action unless she refuses such representation. When possible, the Employer shall give the employee advance notice of the nature of the complaint.
- 26:03** An employee shall be notified in writing of the reasons for her discipline or dismissal. A copy shall be forwarded to the Union unless the employee elects otherwise.
- 26:04** An employee who alleges that she has been disciplined or dismissed without just cause shall submit a grievance in accordance with Article **21** of the Grievance Procedure.
- 26:05** The Employer agrees not to introduce as evidence any disciplinary document from the employee's file at any hearing unless the employee has previously been made aware of its contents at the time of filing or within a reasonable time thereafter.
- 26:06** Where disciplinary action has been taken the employee shall be advised in writing of the disciplinary action and the circumstances and actions which made the disciplinary action necessary. The employee shall sign a copy only to acknowledge its receipt and shall retain a copy. A copy shall be forwarded to the Union unless the employee elects otherwise.
- 26:07** No notice or payment in lieu thereof is required where an employee is dismissed in accordance with Article **26:01 - Discipline and Discharge** and Article **30 - Notice of Termination**.
- 26:08** Upon written request, and in the presence of an authorized representative of the Employer 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.
- 26:09** There shall be one (1) personnel file maintained by the Employer for each employee

Article 27 - Layoff and Recall

- 27:01** *Layoff* means to remove from a position of employment subject to the employee retaining such rights as set out in this Article.
- 27:02** In the event of a layoff, employees other than probationary and temporary employees shall receive notice or pay in lieu of such as follows:
- (a) two (2) weeks notice for layoff of up to eight (8) weeks;
 - (b) for a layoff of eight (8) weeks or more, notice would be based on one week per year of service, with a minimum of two (2) weeks notice and a maximum of eight (8) weeks notice.
- 27:03** When a reduction in the work force becomes necessary, employees will be laid off in reverse order of seniority within their occupational classification within their site, subject only to more senior employees being qualified, competent and willing to perform the required work.
- 27:04** No new employee shall be hired to fill vacancies when employees who are eligible for recall within any of the sites comprising the Regional Health Authority are qualified, able and available to fill the vacancy.
- 27:05** For purposes of this Article, “qualifications” refers to education, knowledge, training, skills, experience, aptitude, and competence. “Ability” refers to mental, and physical capability. The Employer, in making a decision with respect to determining which employees are to be retained and which employees are to be laid off, shall determine qualifications, and the ability of employees to perform the duties which the remaining employees will be required to perform, in a fair, reasonable, and non-discriminatory manner. The onus of proof rests with the Employer in any dispute over the application of qualifications and ability to perform the duties which the remaining employees will be required to perform.
- 27:06** Employees who are absent from work due to a leave of absence for any reason shall be advised of layoff in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.
- 27:07** An employee who exercises her seniority rights shall be entitled to a four (4) week familiarization period. In the event that the employee cannot function effectively in the position at the conclusion of the familiarization period, she shall be placed directly onto layoff status and the person originally displaced from the position shall, if not yet recalled, be returned to the position.
- 27:08** Laid off employees shall be entitled to apply for job vacancies other than those to which they have recall rights.

- 27:09** In event of the deletion of an occupied position, as much notice as possible shall be given to the incumbent and the incumbent will be entitled to exercise seniority rights within the site subject to her ability, performance record, and qualification, to displace an employee in an equal or lower classification within the site. Where it is not possible due to seniority level, the employee shall be entitled to exercise her seniority rights, subject to her ability, performance record, and qualifications, to displace an employee in a position of equal or lower classification within any of the other sites comprising the Regional Health Authority. Any employee thus displaced shall be entitled to a like exercise of seniority rights.
- 27:10** Notice of layoff shall be given by personal service or by registered mail to the employee and a copy of the notice will be provided to the Union.
- 27:11** **An** employee who is **on** layoff shall not be entitled to notice of layoff when she returns to work **on** an incidental basis.
- 27:12** The right of an employee who has been laid off to be recalled under this Agreement will be forfeited in the following circumstances:
- (a) if the **employee** did not communicate with the Employer as specified, and
 - (b) if the **employee** did not report to work when instructed to do **so** and fails to provide a written explanation satisfactory to the Employer,
 - (c) a thirty-six (**36**) month period has elapsed since the initial date of layoff.
- 27:13** Except for temporary layoffs of up to eight (**8**) weeks, accumulated vacation entitlement shall be paid out at time of layoff. An employee whose layoff is temporary (less than eight (**8**) weeks) may request pay-out of accumulated vacation entitlement.
- 27:14** Where **an** employee, alleges that the employee's layoff has not been in accordance with this Agreement, the grievance procedure set forth in this Agreement shall apply except that the grievance shall be initiated at the second step of the procedure.
- 27:15** An employee who is involuntarily demoted due to a reason other than unsatisfactory performance shall continue to be paid her current basic salary rate until the rate for the classification to which she was demoted exceeds her current rate.
- 27:16** An employee recalled to work in a different department, different site within the Regional Health Authority, or different classification from which she was laid off shall have the right to return to the position she held prior to the lay off should it become vacant within one (**1**) year of being called back and such vacancy shall not be subject to the job posting procedure.
- 27:17** To be eligible for recall, prior to the employee's last shift worked, the employee must provide the Employer with her current address, and further, must inform the Employer of any address changes.

- 27:18** (a) Employees are to be recalled in order of seniority to vacancies within any of the sites comprising the Regional Health Authority subject to her ability, performance record, and qualifications. Such recall shall be made by registered mail and shall provide for a minimum of one (1) weeks' notice to report back to work. The employee is required to contact the Employer within one (1) week of such notice, confirming her intention to return to work as scheduled, or make reasonable alternative arrangements.
- (b) An employee who declines to return to a position comparable to that held prior to the layoff, without reasonable cause, shall be considered terminated. However, termination of employment will be waived at the discretion of the Employer, if a laid off employee declines the recall due to unsuitability of the geographic location.
- (c) The seniority of an employee who informs the Employer within seven (7) calendar days following notification of recall, that she declines employment in a lower classification or lower EFT than she held prior to layoff, shall not terminate for failure to report for duty in that instance.
- 27:19** If the Employer sub-contracts work or introduces technological change, which results in the displacement of a number of employees, the Employer shall guarantee alternate employment to all employees with three (3) or more years service **with the Employer**. Where the alternative employment is of a lower paying classification, the employee shall continue to receive the salary of the higher paid classification until the salary of the lower paid classification passes that of the higher classification.
- 27:20** Any employee with less than three (3) years employment to whom the Employer cannot offer alternative employment shall receive severance pay on the basis one (1) week per year of service.

Article 28 - Discrimination and Harassment

- 28:01** It is agreed that there shall be no discrimination, interference, restriction, harassment, or coercion knowingly exercised or practised by the Employer or any employee by reason of age, religion, race, colour, national origin, political or religious affiliation, sex, marital status, place of residence, family relationships, physical handicap nor by reason of her membership or non-membership or activity in the union.
- 28:02** No form of employee abuse will be condoned in the workplace. The parties will work together in resolving such problems as they arise. When such situations arise, employees will report them to their immediate supervisor as soon as possible.
- 28:03** The Employer and the Union agree that no form of harassment shall be condoned in the workplace and it is further agreed that both parties will work together in recognizing and dealing with such problems, should they arise. Situations involving harassment shall be treated in strict confidence by both the Employer and the Union.

28:04 If the Chief Executive Officer (CEO) or designate determines that a complaint has been made for frivolous, or vindictive reasons, the CEO shall have the authority to:

- (a) take disciplinary action against the complainant; and/or
- (b) take any action against the complainant which in the CEO's opinion may be necessary.

Article 29 - Performance Appraisals

29:01 When performance appraisals are conducted, the following guidelines will apply:

- (a) performance appraisals shall be in writing and the contents shall be discussed with the employee;
- (b) the employee shall sign the performance appraisal for the sole purpose of indicating that she is aware of its contents;
- (c) the employee shall have the right to add comments to be attached thereto;
- (d) the employee shall be given a copy of the performance appraisal at their request.
- (e) **If the employee regards the performance appraisal to be inaccurate she may file a grievance in accordance with Article 21 of this Collective Agreement.**

Article 30 - Notice of Termination

30:01 Employment may be terminated voluntarily by an employee, by giving at least four (4) weeks notice in writing exclusive of any vacation due.

30:02 Employment may be terminated with less notice or without notice:

- (a) by mutual agreement between the Employer and the employee;
- (b) during the employee's probationary period;
- (c) where an employee is discharged for just cause.

30:03 The effective date of a resignation shall be the last day upon which an employee is present at work and performs the employee's regular duties.

30:04 **An** employee may, with the approval of the Employer, withdraw the notice of resignation at any time before the resignation becomes effective.

Article 31 - Union/Management Advisory Committees

31:01 The Employer and the Union agree to maintain a Union/Management Committee at each site comprising the Regional Health Authority with equal representation from both parties. This Committee shall meet at the request of either party, for the purpose of discussing matters of concern to either party. The parties shall co-chair this Committee and shall chair alternate meetings.

- 31:02** This Committee shall be advisory in nature and shall not substitute for staff meetings or normal lines of communication in effect in the site and/or Regional Health Authority.
- 31:03** Employees appointed by, and acting on behalf of the Union, shall receive basic pay or the equivalent time off to attend meetings, with a minimum of one (1) hours pay.
- 31:04** The Committee shall meet as and when required at a mutually agreeable time within ten (10) calendar days of written notice being given by either party. An agenda will be prepared by the calling party with input from the other party and shall be distributed four (4) calendar days prior to the meeting taking place.
- 31:05** 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 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 decision or conclusions reached in their discussions. The Committee may make recommendations to the Union and the Employer with respect to its discussions and conclusions.

Article 32 - Health and Safety

- 32:01** The Employer and the Union recognize the role of the local Workplace Safety and Health Committee in accordance with the Workplace Safety and Health Act of Manitoba and will comply with the Workplace Safety and Health Act of Manitoba.
- 32:02** A Workplace Safety and Health Committee shall be established to examine all aspects of safety and health measures in the workplace. Union representation on the Committee shall be in accordance with the Workplace Safety and Health Act and Regulations.
- 32:03** At the request of the employee, the Employer shall provide, at no cost to the employee, vaccination(s) and/or immunization(s) for occupational illness(es) in accordance with the Canadian Immunization Guide, Health Canada.

Article 33 - Job Sharing

- 33:01** Job sharing is a work arrangement where the duties and responsibilities of a position are shared by two (2) employees. Each employee is accountable for the whole job.
- 33:02** General Principles
- (a) Nothing contained in this Article shall vary or change the collective agreement in intent or meaning.
- (b) Job sharing positions are worker initiated and can be requested by any

employee who has completed the six **(6)** month probationary period in their position.

- (c) When an employee requests to job share, the job share shall be in the position she was holding at the time of the request, unless the employee agrees otherwise.
- (d) Job sharing employees shall sign a job sharing agreement.
- (e) No one job share employee shall own the position. An employee who is an incumbent in a job sharing arrangement does not have any continuing rights to the position being shared or does not retain any rights to any previous position held.
- (f) If required, at the discretion of the Employer, an employee who is an incumbent in a job sharing arrangement will fill the position that is currently being job shared at any time the other incumbent is not available or terminates.
- (g) For the purpose of this Article, job sharing employees shall each be considered part-time and subject to the provisions of Article **23**.

33:03 Job sharing arrangements are subject to the approval of the Employer and shall be documented and signed by the job sharing employees and the Employer with a copy sent to the Union. Approval of job share requests will not be unreasonably denied. Should any problems arise after the commencement of a job sharing agreement, the Employer may alter or terminate the job sharing agreement in whole or in part. In the event of termination, thirty **(30)** days notice will be given.

Article 34 - Special Provisions Regarding Employees Occupying More Than One Position Within the Sites Comprising the Regional Health Authority

34:01 Part-time employees shall be eligible to apply for and occupy more than one (1) part-time position within the sites comprising the Regional Health Authority. It is understood that at no time will the arrangement result in additional cost to the Employer. Where it is determined that it is not feasible for the employee to work in more than one position, the employee will have the option of assuming the position applied for and relinquishing their former position.

34:02 At no time shall the sum of the positions occupied exceed the equivalent of one (1) Equivalent Full-time (EFT). However, it is recognized that daily hours of work may be exceeded, by mutual agreement between the Employer, the employee and the Union.

34:03 Where the sum of the positions occupied equals one (1) EFT, the status of the employee will continue to be part-time, (i.e., status will not be converted to full-time), and the provisions of Article **23** will apply based on the total of all active positions occupied,

unless otherwise specified in this Article.

- 34:04** All salary-based benefits, i.e., Group Life, Pension, LTD; as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- 34:05** All accrued benefits, i.e., vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- 34:06** Requests for scheduling of vacation, paid or unpaid leaves of absence, etc. shall be submitted to each departmental/site supervisor/manager, and will be considered independently, based on the operational requirements of each department/site, requests shall not be unreasonably denied.
- 34:07** Employees taking on an additional position will be subject to a trial period in accordance with Article 7. If, during the trial period, the applicant is found by the Employer to be unsatisfactory in her new position, she shall relinquish that position.
- 34:08** Where an approved arrangement is later found to be unworkable, the affected employee will be required to relinquish one of the positions occupied.

Article 35 - Bridging of Service

- 35:01** A regular employee who resigns as a result of the employee's decision to raise a dependant child or children, and is re-employed, upon written notification to the **Employer** shall be credited with the length of service accumulated up to the time of resignation for the purposes of sick leave and long service vacation entitlement benefits as defined in this Agreement and based on service seniority. The following conditions shall apply:
- (a) the employees must have accumulated at least four (4) years of continuous service at the time of resigning;
 - (b) the resignation itself must indicate the reason for resigning.

Article 36 - Technological Change

- 36:01** Technological change shall mean the introduction by an Employer into his work, undertaking or business of equipment or material of a different nature or kind than that previously used by him in the operation of the work, undertaking or business, and a change in the manner in which the Employer carries on the work, undertaking or business that is directly related to the introduction of that equipment or material.
- 36:02** In the event of a technological change which will displace or affect the classification of employees in the bargaining unit:
- (a) The Employer shall notify the Union at least one hundred and twenty (120) days before the introduction of any technological change, with a detailed description of

the project it intends to carry out, disclosing all foreseeable effects and repercussions on employees.

- (b) The negotiation of the effects of technological change will take place not later than ninety (90) days prior to the date of implementation.
- (c) If the Union and the Employer fail to agree upon measures to protect employees from any adverse affects, either party may refer the matter to arbitration as provided for under the terms of this Agreement.

36:03 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 seniority and for which she has the qualifications and ability to perform. If there is no vacancy, she shall have the right to displace employees with less seniority, in accordance with layoff procedure specified in this Agreement.

36:04 Training Benefits

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

Article 37 - Temporary Transfers

- 37:01**
- (a) Qualified employees will be offered the opportunity to work in Sites experiencing occasional needs for additional employees.
 - (b) Temporary transfers will not take place until all provisions are fulfilled for assigning additional shifts at the receiving Site.
 - (c) Employees who are temporarily transferred will be covered by the Collective Agreement. **Prior to a temporary transfer, the Employer will outline the duration of the temporary transfer, as well as entitlements for transportation allowance, meal allowance, accommodation, and other applicable travel allowances.**
 - (d) Where not enough employees volunteer for temporary transfer, involuntary transfers will only occur on **an** emergent and episodic basis consistent with the provisions detailed in the Collective Agreement.
 - (e) Orientation will be provided as reasonably possible.

Article 38 - Transportation and Vehicle Allowance

38:01 Employees required to use, or provide their own personal vehicle for Employer business, which has been pre-authorized by the Employer, shall be reimbursed and paid as follows:

- (a) thirty-four point six cents (\$0.346) south of the 53rd parallel.
- (b) thirty-eight point six cents (\$0.386) north of the 53rd parallel.

Note: When the Province of Manitoba mileage rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

38:02 Upon request, an employee who is required to commence or terminate her shift between 0001 hours and 0600 hours, and who does not have her own transportation, will have transportation provided by the Employer.

Article 39 - Meal Expenses/Travel Allowances

39:01 Travel Status means absence of the employee from the employee's base location on business involving travel and accommodation with the approval of the Employer.

39:02 Base location for the purpose of travel status means an area twenty-four (24) kilometers or fifteen (15) miles around the employee's base location.

39:03 Meals - Eligibility for Claims

Breakfast - An employee is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:

- (a) the employee is in travel status; or
- (b) the employee has been travelling for more than one (1) hour on Employer business before the recognized time before the start of the employee's day's work.

39:04 ***Luncheon*** - An employee is expected to make arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many employees, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern occur and the cost of luncheon may be claimed when:

- (a) the employee is in travel status; or
- (b) the employee has been travelling on Employer business in excess of twenty-four (24) kilometres or fifteen (15) miles around the employee's base location.

39:05 The inability of the employee to return to the employee's home or residence does not constitute grounds for claim for the cost of a purchased meal.

Dinner - An employee may only claim for the cost of a dinner meal when:

- (a) the employee is in travel status; or
- (b) the employee has been travelling on Employer business and not expected to arrive

back to the employee's residence before 7:30 p.m. where a meal break is not taken.

Any extension of working hours at the normal place of work is covered under Meal Allowances During Overtime Work. No other meal claims except as provided in this Article shall be paid.

39:06 Effective date of ratification (May 6, 2004), an employee who is eligible may claim the following meal allowances:

(a) In all areas not covered by remoteness allowance:

<u>Breakfast</u>	<u>Luncheon</u>	<u>Dinner</u>
\$5.85	\$7.70	\$14.05

(b) In areas covered by remoteness allowance

<u>Breakfast</u>	<u>Luncheon</u>	<u>Dinner</u>
\$6.35	\$8.20	\$15.15

Note: When the Province of Manitoba meal rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

39:07 Where a single price or flat rate is charged for meals by the supplier and no other reasonable alternative in the location is available (which may occur in some remote or isolated communities), actual meal expenses exceeding the above maximum may be claimed if supported by a receipt.

39:08 Laundry

- (a) Laundry charges must be supported by receipts and may only be claimed where the employee is travelling on Employer business and overnight away-from-home accommodation is involved for a period in excess of four (4) consecutive nights.
- (b) No claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

39:09 Parking

An employee may claim parking expenses as follows:

- (i) short-term parking, when the employee is away from the workplace; and
- (ii) overnight parking where it is not provided with accommodation.

39:10 Special Emergencies

Where special circumstances arise, (Example: flood control, fire duties, etc.) and an employee is required to work extended hours in connection with that emergency, with

the authority of the Employer, the employee may claim the cost of purchased meals appropriate to the period worked, as provided for under Meals Expenses/Travel Allowances.

39:11 Telephone and Business Communications

- (a) Charges for telephone calls and business communications necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned or communicated with, and the city or town involved.
- (b) **An** employee is entitled to claim the cost of long distance telephone calls up to a maximum of four dollars and fifty cents (**\$4.50**), **increasing to five dollars (\$5.00) effective date of ratification (May 6, 2004)**, for each period of three (3) consecutive nights away from the employee's residence on business and overnight accommodation is involved.

39:12 Travel Status - Return Home Over a Weekend

Provided that work schedules permit, an employee in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the employee in travel status over the weekend.

If travel is by vehicle, this cost should be evaluated at the per kilometre rate applicable for personal distance travelled for that vehicle.

39:13 Accommodations

Employees travelling on Employer business are entitled to standard hotel room accommodation with a bath when available.

39:14 The type, standard and cost of accommodation, and the period for which such costs may be allowed shall be reasonable considering all relevant circumstances.

39:15 Where no overnight accommodation is involved, only the appropriate individual expenses may be claimed.

39:16 **Effective date of ratification (May 6, 2004)**, an employee who is in travel status may claim an incidentals allowance of **five dollars (\$5.00)** for each night.

The incidentals allowance covers reimbursement for all incidental expenses.

Article 40 - Qualification Pay

Effective April 1, 2003

40:01 **Medical Technologists are eligible to receive one of the following:**

- (a) **Medical Technologists who are Registered Radiological Technologists and**

have successfully completed and are required to utilize the Departmental Assistants Course in Laboratory Technology (LA) or are Registered Laboratory Technologists and have successfully completed and are required to utilize the Departmental Assistants Course in Radiography (XA) - **\$65.00** per month (**\$29.90** bi-weekly) pro-rated on an hourly basis; or

- (b)** Medical Technologists who are both Registered Radiological Technologists and Registered Laboratory Technologists and are in a position requiring both registrations - **\$105.00** per month (**\$48.30** bi-weekly) pro-rated on an hourly basis.

40:02 Medical Technologists **1, 2, 3, 4, or 5** who are Registered Radiological Technologists and have been trained for Computed Tomography and are required to utilize their C.T. training - **\$65.00** per month (**\$29.90** biweekly) pro-rated on an hourly basis.

40:03 Medical Technologists **1, 2, 3, 4, or 5** who have successfully completed the Cardiology Technologists (EKG) Association examination and who are registered and in good standing with the aforesaid Association and are required to perform cardiographic examinations - **\$50.00** per month (**\$23.07** biweekly) pro-rated on an hourly basis.

40:04 EKG Technologists who have achieved advanced certification - **\$60.00** per month (**\$27.69** biweekly) pro-rated on an hourly basis.

Note: Titling Medical Technologist **1, 2, 3, 4, 5** to be adjusted utilizing new classification title:

MEDICAL TECHNOLOGIST DEFINITIONS

Medical Technologist - An employee who is a graduate of an approved training program who has attained certification and is currently registered by CSMLS and/or CAMRT.

General Duty Medical Technologist - A Technologist who performs assigned duties in accordance with his/her scope of training and who may be required to carry out peer/trainee functional instruction.

Senior Medical Technologist - A Technologist who in addition to the duties of a General Duty Medical Technologist has been delegated the ongoing primary responsibility of maintaining Employer designated diagnostic services in a single technologist unit, or a technical specialty.

Charge Medical Technologist - A Technologist who in addition to the duties of General Duty or Senior Medical Technologist is delegated the overall operational and administrative responsibility for a diagnostic unit employing multiple technologists.

Note: Existing Technologists and Sonographers employed at the date of ratification (May 6,2004) currently receiving qualification pay in excess of the provisions noted above shall continue to receive their current qualification pay for the duration of the employee's employment in a Diagnostic Services position, unless specifically negotiated at a later date.

Article 41 - Academic Allowance

41:01 Effective April 1,2003:

The Employer shall pay the following non-cumulative amounts in addition to the salaries as per Schedule A, provided such academic attainment is relevant to the position held, is from an accredited institution, and is not a basic qualification for the position:

- EMT 3 Training Equivalency - EMS employees who are not in an EMT 3 position and who have successfully completed the EMT 3 training, shall receive an academic allowance of a maximum of fifty (\$50.00) per month upon providing proof of such designation and provided the attainment of this designation is relevant to the position held. Such allowance shall be paid on regular hours worked and is in addition to their hourly rate of pay. Once an employee obtains an EMT 3 position, this allowance shall cease when they are placed on the EMT 3 salary scale for the duration of time that they are in that position. - \$50.00 per month (\$23.00 bi-weekly) pro-rated on an hourly basis;
- Advanced Registered Technologist(A.R.T.) or Advanced Certification (A.C.) - \$100.00 per month (\$46.00 bi-weekly); pro-rated on an hourly basis;
- Bachelor of Science (B.Sc.) and Registered Technologist (R.T.) - \$100.00 per month (\$46.00 bi-weekly); pro-rated on an hourly basis;
- Masters Degree - \$150.00 per month (\$69.00 bi-weekly) (effective date of ratification [May 6,2004]) pro-rated on an hourly basis;
- Licentiate or Fellowship - \$200.00 per month (\$100.00 bi-weekly); pro-rated on an hourly basis;
- Doctoral Degree - \$300.00 per month (\$140.00 bi-weekly) (effective date of ratification [May 6,2004]) pro-rated on an hourly basis;
- B.Sc. and A.R.T. or B.Sc. and A.C. - \$200.00 per month (\$100.00 bi-weekly); pro-rated on an hourly basis;
- B.Sc. and L.C.S.M.L.S. or B.Sc. and F.C.A.M.R.T - \$250.00 per month (\$115.00 bi-weekly); pro-rated on an hourly basis.

For the purpose of this Agreement, the following definitions shall apply:

C.S.M.L.S. - Canadian Society of Medical Laboratory Science

C.A.M.R.T. - Canadian Association of Medical Radiation Technologists

F.C.A.M.R.T. - Fellow Canadian Association of Medical Radiation Technologists

L.C.S.M.L.S. - Licentiate Canadian Society of Medical Laboratory Science

Note: Notwithstanding the above, the Employer confirms that Academic Allowances not listed above currently paid to existing employees shall not be discontinued or reduced for the duration of that employee's employment, unless specifically negotiated at a later date.

Article 42 - Contracting Out

42:01 It will not be considered contracting out should the Employer:

- (a) merge or amalgamate with another health care facility, health care related facility or another service provider, or
- (b) transfer or combine any of its operations or functions with another health care facility, health care related facility or another service provider, or
- (c) take over any of the operations or functions of another health care facility or another service provider, or
- (d) centralize or consolidate with another service provider.

The Employer will provide all relevant information to the Union in a timely manner as it becomes available.

42:02 In the event of devolution and transfer of services provided by employees covered by this Agreement to a Crown Corporation, Board, Agency, Commission, or other service provider, the Employer and the Union will establish a joint committee to facilitate the orderly transfer of employees who are impacted.

Where the successorship provisions of the Labour Relations Act have been determined by the Manitoba Labour Board to apply, the provisions of this agreement shall continue in effect for the affected employees unless otherwise modified by the Manitoba Labour Board.

The Employer and the Union will work together with the successor Employer to negotiate a transition agreement respecting the administration and interpretation of this Agreement during the period required to negotiate a new collective agreement.

Article 43 - Term of Agreement

43:01 This Agreement and all its provisions shall be effective April 1, 2003.

- 43:02** (a) This Agreement shall be in full force and effect until **March 31, 2006**, and thereafter should the parties fail to conclude a new contract 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.
- (b) The Union agrees to give the Employer at least one (1) week's (7 days) written notice as to the intended time and date of strike action.
- (c) The Employer agrees to give the Union at least one (1) week's (7 days) written notice as to the intended time and date of lockout.
- 43:03** The Agreement may be amended during its term by mutual agreement.
- 43:04** Should either party desire to propose changes to this Agreement, they shall give notice in writing to the other party not more than ninety (90) calendar 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.
- 43:05** All additions, deletions, amendments, and/or revisions from the previous Agreement to this Agreement shall be effective the first day of the bi-weekly pay period following the date of ratification, **May 6, 2004**, of this Agreement unless otherwise specified.
- 43:06** It is agreed that neither the Union nor the Employer shall sanction or consent to any strike or lockout during the term of this Agreement and further no employee in the bargaining unit shall strike during the term of this Agreement.
- 43:07** Should there be retroactive wage and benefit adjustments, they shall be made payable within forty-five (45) days of the date of ratification of **the** Agreement by both parties. **Such retroactive adjustments shall be applied as follows:**
- (a) **to full-time, part-time, temporary and casual employees who are covered by this Agreement at the date of ratification of this Agreement;**
- (b) **upon written application, to employees who have resigned according to the retirement provisions of this Agreement;**
- (c) **upon written application, to the estate of deceased employees.**

Appendix A

Bi-weekly Remoteness Allowances

Bi-weekly Remoteness Allowance provisions do not currently apply within the Central Regional Health Authority. However, in the event of changes in eligibility criterion and/or the inclusion of eligible geographical locations as a result of mergers of regions etc., the bi-weekly remoteness allowance provisions shall apply.

Appendix B**Payment of Wages**

1. The daily rate of pay shall be calculated as follows:
Hourly rate of pay \times number of hours worked in the day.
2. The bi-weekly salary shall be calculated as follows:
Hourly rate **of** pay \times number of hours worked in a bi-weekly pay period
3. The annual salary shall be calculated as follows:
Bi-weekly rate of pay \times 26.087
4. Calculations shall be rounded to the nearest 3 decimal points.

Appendix C

Former Civil Service Employee Benefit Plans

For full benefit coverage refer to www.mgeu.mb.ca or call Blue Cross at **775-0131** or Toll Free at **1-800-873-2583**.

DENTAL PLAN

The parties agree to the continuation of the Dental Services Plan with the following changes:

- (a) Effective the first of the month following the date of signing of this Agreement and limited to dental work performed on and after that date, the basis for payment for covered services shall be the **2002/2003** Manitoba Dental Association (MDA) Fee Guide;
- (b) All future MDA Fee Guides will be implemented effective January 1 of each respective year;
- (c) Dental coverage will continue for the first seventeen (**17**) weeks of Maternity Leave effective the first of the month following the date of signing and limited to maternity leaves commencing on and after that date;
- (d) The annual maximum per claimant will be increased as follows:
 - (i) effective January 1, **2003** - one thousand and four hundred dollars (**\$1,400**);
- (e) the orthodontic lifetime maximum will be increased as follows:
 - (i) effective January 1, **2003** - one thousand and **six** hundred dollars (**\$1,600**);
- (f) **All** part-time employees will be eligible for:
 - (i) single coverage; or
 - (ii) family coverage based on fifty percent (**50%**) of the coverage amounts applicable for full-time employees up to fifty percent (**50%**) of the maximum.

VISION CARE PLAN

The parties agree to the continuation of the Vision Care Plan with the following changes:

- (a) effective the first of the month following the date of signing of the Agreement and limited to vision care services performed on and after that date, the basis for payment for covered services shall be the January 1, **2003** Manitoba Association of Optometrists suggested Optometric or Ophthalmological Fee Guide;

- (b) **all** future Fee Guides will be implemented effective January 1 of each respective year;
- (c) changes to the Dental Plan respecting eligibility during Maternity Leave and prorated family year coverage for part-time employees will also apply to the Vision Care Plan;
- (d) the maximum per claimant will be increased **as** follows:
 - (i) effective January 1, 2003 - **two** hundred **dollars (\$200.00)**.

LONG TERM DISABILITY INCOME PLAN

The parties agree that the government plan shall provide an employer paid Long Term Disability Income Plan for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement. (As referenced in the Master Agreement)

AMBULANCE AND HOSPITAL SEMI-PRIVATE PLAN

The parties agree that the government plan shall provide an employer paid Ambulance and Hospital Semi-Private Plan (A.H.S.P.) for eligible employees. The regulations governing this plan will be agreed upon in a separate Memorandum of Agreement.

DRUG PLAN

1. The government agrees to implement a Drug Care plan effective October 1, 2001 as follows:
 - (a) eligibility requirements for employees and dependents will be the same as the Dental Services Plan;
 - (b) co-insurance be based on 80% reimbursement;
 - (c) the maximum payment per contract (family) is five hundred dollars (\$500) per year.
2. Other terms and conditions of the Drug Care Plan will be similar to those currently in effect for the Drug coverage provisions of the existing employee-paid Extended Health Benefit (EHB) plan.
3. The parties agree that the Drug coverage in the Employee Health Benefit Plan will terminate September 30, 2001. The parties will meet to determine how to deal with the resulting savings to that plan. Options could include adding coverage for additional services such as those proposed by the Union and/or reducing premiums.

CIVIL SERVICE SUPERANNUATION PLAN

The parties recognize the unique nature of the Civil Service Superannuation Fund, the Civil Service Superannuation Act and the nature of the funding arrangement under the Superannuation Plan. In addition, the parties recognize that the Superannuation Plan is a multi-employer and

multi-union Superannuation plan and that it also covers many non-unionized employees. The Superannuation Plan provides for input and consultation through the Liaison Committee (worker representatives) and the Advisory Committee (employer representatives).

Within this context, the parties agree to develop a plan which would create a jointly trustee superannuation plan and to implement joint trusteeship arrangements at the earliest possible date. The plan must recognize the requirement for:

- (a) the involvement of other unions and employers in the Superannuation Plan;
- (b) legislative approval;
- (c) Government to retain the right to approve any changes to the Superannuation Plan involving additional Government expenditures.

GROUP INSURANCE PLAN SURPLUS WITHDRAWAL

The parties agree that the Province may transfer an amount of one percent (1%) of the 1999 payroll from the employer surplus in the Public Service Group Insurance Fund to the Province at such times and on such terms as the Province deems appropriate.

It is further agreed the provisions of the Memorandum of Agreement dated December 3, 1997, titled Benefit Plan Review and the Memorandum of Agreement dated August 7, 1997, titled Negotiations - May 20, 1997, have been fully satisfied.

EXTENDED HEALTH PLAN

The parties agree that the government plan shall provide an employee paid Extended Health Plan for eligible employees.

All future changes to benefit plans negotiated in the Civil Service shall be applicable to employees who are "grandfathered" to these plans. The Employers agree to notify the Union as soon as the Employer is made aware of any benefit changes.

Appendix D**Site Summary**

Central Manitoba Inc.	Assiniboine Regional Health Authority	North Eastman Health Association Inc.	Interlake Regional Health Authority
<ul style="list-style-type: none"> • Portage General Hospital • Morris General Hospital • Carman General Hospital • Seven Regions Health Centre • Altona Community Memorial Health Centre • Lorne Memorial Hospital • Notre Dame Medical Nursing Unit • Boundary Trails Health Centre • St. Claude General Hospital • Pembina Manitou Health Centre • Emerson Hospital • McGregor Health Centre • Rosenort Personal Care Home • Community Health Programs • Emergency Medical Services Program • Diagnostic Services Program • Regional Therapy Services Program • Eden Mental Health Centre** 	<ul style="list-style-type: none"> • Birtle Health Centre • Carberry Health Centre • Erickson Health Centre • Hamiota Health Centre • Minnedosa Health Centre • Neepawa Health Centre • Riverdale Health Centre • Rossburn Health Centre • Russell Health Centre • Sandy Lake Personal Care Home • Shoal Lake/Strathclair Health Centre • Baldur Health District • Boissevain Health Centre • Deloraine Health Centre • Elkwood Manor • Glenboro Health Centre • Hartney Health Centre • Cartwright Health Centre • Melita District Health Centre • Reston District Health Centre • Souris District Health Centre • Tiger Hills Health Centre • Virden District Hospital & Westman Nursing Home • The Sherwood Home • Tri Lake Health Centre • Wawanessa and District Memorial Health Centre • Community Health Services Programs • Diagnostic Services Program • Emergency Medical Services Program 	<ul style="list-style-type: none"> • Beausejour District Health Centre • East Gate Lodge • Kin Place Health Complex • Pine Falls Health Complex • Whitemouth District Health Centre • Winnipeg River Health District - Lac du Bonnet • Winnipeg River Health District - Pinawa Hospital • Community Health Services Programs • Emergency Medical Services Program • Diagnostic Services Program <hr/> <p>Parkland Regional Health Authority</p> <ul style="list-style-type: none"> • Dauphin Regional Health Centre • Roblin District Hospital • Grandview Health Centre • Gilbert Plains Health Centre • Community Health Programs • Emergency Medical Services Program • Regional Therapy Services Program • Diagnostic Services Program 	<ul style="list-style-type: none"> • Selkirk and District Hospital • Stonewall and District Health Centre • Teulon Hunter Memorial Health Centre • Lundar Community Health Centre • E.M. Crowe Health Centre • Lakeshore Hospital • Fisher Personal Care Home • Arborg and District Health Centre • Gimli Community Health Centre • Community Health Services Programs • Emergency Medical Services Program • Diagnostic Services Program

**Indicates non-devolved sites

Appendix E

Wage Adjustments

All bargaining unit employees shall receive the following General Wage Increase:

April 1, 2003 - 3%
 April 1, 2004 - 3%
 April 1, 2005 - 3%

Additional Market Supplement (MS) and Standardization Adjustment (SA) shall apply as follows:

Audiologist and Speech Language Pathologist/Therapist/ Specialist

April 1, 2004 - 1.5% MS
 October 1, 2004 - 1.5% MS

Medical Technologists I, II, III, IV, V (General Duty, Senior, and Charge Technologists - new classifications due to restructuring. Placement on the new scale is 'top to top'.)

April 1, 2003 - 1% MS
 October 1, 2003 - 1% MS
 April 1, 2004 - 1% MS
 October 1, 2004 - 0.5% MS
 April 1, 2005 - 1% MS

General Duty Ultrasound Technologist

April 1, 2003 - 1% MS
 October 1, 2003 - \$26.860/hr (top rate) SA
 April 1, 2004 - 1% MS
 October 1, 2004 - 0.5% MS
 April 1, 2005 - 1% MS

Senior Ultrasound Technologist

April 1, 2003 - 1% MS
 October 1, 2003 - \$28.202/hr (top rate) SA
 April 1, 2004 - 1% MS
 October 1, 2004 - 0.5% MS
 April 1, 2005 - 1% MS

Charge Ultrasound Technologist

April 1, 2003 - 1% MS
 October 1, 2003 - \$29.614/hr (top rate) SA
 April 1, 2004 - 1% MS
 October 1, 2004 - 0.5% MS
 April 1, 2005 - 1% MS

EKG Technologist

April 1, 2003 - 1% MS
 October 1, 2003 - \$23,376/hr (top rate) SA
 April 1, 2004 - 1% MS
 October 1, 2004 - 0.5% MS
 April 1, 2005 - 1% MS

Emergency Medical Services - all classifications

April 1, 2004 - 0.6% MS plus \$0.25/hr MS

Midwife

October 1, 2003 - \$74,911.90 (annual salary- top rate) SA
 April 1, 2004 - 0.6% MS

Occupational Therapist and Physiotherapist

April 1, 2003 - 1.5% MS
 October 1, 2003 - 1.5% MS
 April 1, 2004 - 1.5% MS
 October 1, 2004 - 1.5% MS
 April 1, 2005 - 1.5% MS
 October 1, 2005 - 1.5% MS

Respiratory Therapist

April 1, 2003 - 2% MS
 October 1, 2003 - \$25,117/hr (top rate) SA
 April 1, 2004 - 1.5% MS
 October 1, 2004 - 1.5% MS
 April 1, 2005 - 1.5% MS
 October 1, 2005 - 1.5% MS

Pharmacist

In each of April 1, 2003, April 1, 2004, and April 1, 2005, \$5,000.00 is removed from the Pharmacist Recruitment and Retention Allowance and blended into the Pharmacist salary scale. The remaining \$5,000.00 of the R & R Allowance is available to be paid as a bonus, for the duration of the Collective Agreement.

April 1, 2004 - 0.6% MS

Community Mental Health Worker, Community Mental Health Worker IV, Home Care Case Coordinator, Home Care Case Coordinator/Discharge Planner, Home Care Coordinator IV, Mental Health Worker, Mobile Crisis Worker, Palliative Care Coordinator, Regional Palliative Care Coordinator, Psychogeriatric Team Worker

April 1, 2003 - 3.6% MS
 October 1, 2003 - 6.6% MS plus SA (\$32,545/hr, top rate)
 April 1, 2004 - 3.6% MS

Community Mental Health Worker II, Mental Health Resource Coordinator, Home Care Resource Coordinator

October 1, 2003 - \$22,370/hr. (top rate) SA

April 1, 2004 - 0.6% MS

All other classifications not listed in the additional Market Supplement and Standardization adjustments indicated in Appendix "E" shall receive the following:

April 1, 2004 - 0.6% MS

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Schedule A - Salary Scales

Medical Technologist I *

All Regions If Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.167	19.742	20.335	20.946	21.574	22.221				
1,533.360	1,579.360	1,626.800	1,675.680	1,725.920	1,777.680				
40,000.762	41,200.764	42,438.332	43,713.464	45,024.075	46,374.338				

Effective October 1, 2003 (1% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.359	19.939	20.538	21.155	21.790	22.443				
1,548.720	1,595.120	1,643.040	1,692.400	1,743.200	1,795.440				
40,401.459	41,611.895	42,861.984	44,149.639	45,474.858	46,837.643				

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.133	20.737	21.360	22.001	22.662	23.341				
1,610.640	1,658.960	1,708.800	1,760.080	1,812.960	1,867.280				
42,016.766	43,277.290	44,577.466	45,915.207	47,294.688	48,711.733				

*Through Restructuring/ Standardization of Medical Technologist series, classification becomes "General Duty Technologist" effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004).

Schedule A - Salary Scales

Medical Technologist II *

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.843	20.439	21.053	21.684	22.335	23.005				
1,587,440	1,635,120	1,684,240	1,734,720	1,786,800	1,840,400				
41,411.547	42,655.375	43,936.769	45,253.641	46,612.252	48,010.515				

Effective October 1, 2003 (1% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.041	20.643	21.264	21.901	22.558	23.235				
1,603,280	1,651,440	1,701,120	1,752,080	1,804,640	1,858,800				
41,824.765	43,081.115	44,377.117	45,706.511	47,077.644	48,490.516				

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.843	21.469	22.115	22.777	23.460	24.164				
1,667,440	1,717,520	1,769,200	1,822,160	1,876,800	1,933,120				
43,498.507	44,804.944	46,153.120	47,534.688	48,960.082	50,429.301				

* Through Restructuring/ Standardization of Medical Technologist series, classification becomes "Senior Technologist" effective commencement of second full pay period following the final date of collective agreement ratification (May 30,2004).

Schedule A - Salary Scales

Medical Technologist III *

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.955	21.584	22.232	22.899	23.585	24.293				
1,676.400	1,726.720	1,778.560	1,831.920	1,886.800	1,943.440				
43,732.247	45,044.945	46,397.295	47,789.297	49,220.952	50,698.519				

Effective October 1, 2003 (1% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.165	21.800	22.454	23.128	23.821	24.536				
1,693.200	1,744.000	1,796.320	1,850.240	1,905.680	1,962.880				
44,170.508	45,495.728	46,860.600	48,267.211	49,713.474	51,205.651				

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.012	22.672	23.352	24.053	24.774	25.517				
1,760.960	1,813.760	1,868.160	1,924.240	1,981.920	2,041.360				
45,938.164	47,315.557	48,734.690	50,197.649	51,702.347	53,252.958				

*Through Restructuring/ Standardization of Medical Technologist series, classification becomes "Senior Technologist" or "Charge Technologist" (slotting is site specific) effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004).

Schedule A - Salary Scales

Medical Technologist IV *

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.802	23.486	24.191	24.917	25.665	26.435				
1,824.160	1,878.880	1,935.280	1,993.360	2,053.200	2,114.800				
47,586.862	49,014.343	50,485.649	52,000.782	53,561.828	55,168.788				

Effective October 1, 2003 (1% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.030	23.721	24.433	25.166	25.922	26.699				
1,842.400	1,897.680	1,954.640	2,013.280	2,073.760	2,135.920				
48,062.689	49,504.778	50,990.694	52,520.435	54,098.177	55,719.745				

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.951	24.670	25.410	26.173	26.959	27.767				
1,916.080	1,973.600	2,032.800	2,093.840	2,156.720	2,221.360				
49,984.779	51,485.303	53,029.654	54,622.004	56,262.355	57,948.618				

* Through Restructuring/ Standardization of Medical Technologist series, classification becomes "Charge Technologist" effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004).

Schedule A - Salary Scales

Medical Technologist V *

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.313	25.042	25.793	26.567	27.363	28.184				
1,945.040	2,003.360	2,063.440	2,125.360	2,189.040	2,254.720				
50,740.258	52,261.652	53,828.959	55,444.266	57,105.486	58,818.881				

Effective October 1, 2003 (1% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.556	25.292	26.051	26.833	27.637	28.466				
1,964.480	2,023.360	2,084.080	2,146.640	2,210.960	2,277.280				
51,247.390	52,783.392	54,367.395	55,999.398	57,677.314	59,407.403				

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25.538	26.304	27.093	27.906	28.742	29.605				
2,043.040	2,104.320	2,167.440	2,232.480	2,299.360	2,368.400				
53,296.784	54,895.396	56,542.007	58,238.706	59,983.404	61,784.451				

* Restructuring/ Standardization of Medical Technologist series is effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004).

Schedule A - Salary Scales

General Duty Technologist*

All Regions If Applicable

Based on 2015 hours per year (7.75 hours per day)*

Restructuring / Standardization of Medical Technologist Series*

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.536	19.378	20.272	21.202	22.196	23.231	24.312			
1,436.540	1,501.795	1,571.080	1,643.155	1,720.190	1,800.403	1,884.180			
37,475.019	39,177.326	40,984.764	42,864.984	44,874.597	46,967.113	49,152.604			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.629	19.475	20.373	21.308	22.307	23.347	24.434			
1,443.748	1,509.313	1,578.908	1,651.370	1,728.793	1,809.393	1,893.635			
37,663.054	39,373.448	41,188.973	43,079.289	45,099.023	47,201.635	49,399.256			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.374	20.254	21.188	22.160	23.199	24.281	25.411			
1,501.485	1,569.685	1,642.070	1,717.400	1,797.923	1,881.778	1,969.353			
39,169.239	40,948.373	42,836.680	44,801.814	46,902.417	49,089.943	51,374.512			

* Restructuring/ Standardization effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Includes adjustment of annual hours from 2080 to 2015 and change in classification title from Medical Technologist I to General Duty Technologist.

Schedule A - Salary Scales

Senior Technologist*

All Regions if Applicable

Based on 2015 hours per year (7.75 hours Der day)*

Restructuring / Standardization of Medical Technologist Series*

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.026	20.959	21.922	22.924	24.013	25.149	26.341			
1,552.015	1,624.323	1,698.955	1,776.610	1,861.008	1,949.048	2,041.428			
40,487.415	42,373.714	44,320.639	46,346.425	48,548.116	50,844.815	53,254.732			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.126	21.064	22.032	23.039	24.133	25.275	26.473			
1,559.765	1,632.460	1,707.480	1,785.523	1,870.308	1,958.813	2,051.658			
40,689.590	42,585.984	44,543.031	46,578.939	48,790.725	51,099.555	53,521.602			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.931	21.907	22.913	23.961	25.098	26.286	27.532			
1,622.153	1,697.793	1,775.758	1,856.978	1,945.095	2,037.165	2,133.730			
42,317.105	44,290.326	46,324.199	48,442.985	50,741.693	53,143.523	55,662.615			

* Restructuring/ Standardization effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Includes adjustment of annual hours from 2080 to 2015 and change in classification title from Medical Technologist II or III to Senior Technologist (slotting is site specific).

Schedule A - Salary Scales

Charge Technologist*

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)*

Restructuring / Standardization of Medical Technologist Series*

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.763	22.767	23.825	24.920	26.081	27.348	28.663			
1,686.633	1,764.443	1,846.438	1,931.300	2,021.278	2,119.470	2,221.383			
43,999.195	46,029.025	48,168.028	50,381.823	52,729.079	55,290.614	57,949.218			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.872	22.881	23.944	25.045	26.211	27.485	28.806			
1,695.080	1,773.278	1,855.660	1,940.988	2,031.353	2,130.088	2,232.465			
44,219.552	46,259.503	48,408.602	50,634.554	52,991.906	55,567.606	58,238.314			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.747	23.796	24.902	26.047	27.259	28.584	29.958			
1,762.893	1,844.190	1,929.905	2,018.643	2,112.573	2,215.260	2,321.745			
45,988.590	48,109.385	50,345.432	52,660.340	55,110.692	57,789.488	60,567.362			

* Restructuring/ Standardization effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Includes adjustment of annual hours from 2080 to 2015 and change in classification title from Medical Technologist III or IV to Charge Technologist (slotting is site specific).

Schedule A - Salary Scales

Medical Technologist V*

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)*

Restructuring / Standardization of Medical Technologist Series*

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.939	25.044	26.208	27.412	28.689	30.083	31.529			
1,855.273	1,940.910	2,031.120	2,124.430	2,223.398	2,331.433	2,443.498			
48,398.507	50,632.519	52,985.827	55,420.005	58,001.784	60,820.093	63,743.532			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.059	25.169	26.339	27.549	28.832	30.233	31.687			
1,864.573	1,950.598	2,041.273	2,135.048	2,234.480	2,343.058	2,455.743			
48,641.116	50,885.250	53,250.689	55,696.997	58,290.880	61,123.354	64,062.968			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25.021	26.176	27.393	28.651	29.985	31.442	32.954			
1,939.128	2,028.640	2,122.958	2,220.453	2,323.838	2,436.755	2,553.935			
50,586.032	52,921.132	55,381.605	57,924.957	60,621.962	63,567.628	66,624.502			

* Effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004).

Schedule A - Salary Scales

EKG Technologist

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.167	19.742	20.335	20.946	21.574	22.221				
1,533.360	1,579.360	1,626.800	1,675.680	1,725.920	1,777.680				
40,000.762	41,200.764	42,438.332	43,713.464	45,024.075	46,374.338				

Effective October 1, 2003 (Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.823	18.633	19.492	20.386	21.342	22.338	23.376			
1,425.840	1,490.640	1,559.360	1,630.880	1,707.360	1,787.040	1,870.080			
37,195.888	38,886.326	40,679.024	42,544.767	44,539.900	46,618.512	48,784.777			

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.536	19.378	20.272	21.201	22.196	23.232	24.311			
1,482.880	1,550.240	1,621.760	1,696.080	1,775.680	1,858.560	1,944.880			
38,683.891	40,441.111	42,306.853	44,245.639	46,322.164	48,484.255	50,736.085			

Standardization of Annual Hour Base*

Based on 2015 hours per year (7.75 hours per day)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.536	19.378	20.272	21.201	22.196	23.232	24.311			
1,436.540	1,501.795	1,571.080	1,643.078	1,720.190	1,800.480	1,884.103			
37,475.019	39,177.326	40,984.764	42,862.976	44,874.597	46,969.122	49,150.595			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.629	19.475	20.373	21.307	22.307	23.348	24.433			
1,443.748	1,509.313	1,578.908	1,651.293	1,728.793	1,809.470	1,893.558			
37,663.054	39,373.448	41,188.973	43,077.280	45,099.023	47,203.644	49,397.248			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.374	20.254	21.188	22.159	23.199	24.282	25.410			
1,501.485	1,569.685	1,642.070	1,717.323	1,797.923	1,881.855	1,969.275			
39,169.239	40,948.373	42,836.680	44,799.805	46,902.417	49,091.951	51,372.477			

- includes Standardization adjustment effective October 1, 2003.

* Effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Adjustment of annual hours from 2080 to 2015.

Schedule A - Salary Scales

General Duty Ultrasound Technologist

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.224	22.890	23.577	24.284	25.012	25.763				
1,777.920	1,831.200	1,886.160	1,942.720	2,000.960	2,061.040				
46,380.599	47,770.514	49,204.256	50,679.737	52,199.044	53,766.350				

Effective October 1, 2003 (Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.495	23.168	23.864	24.580	25.318	26.077	26.860			
1,799.600	1,853.440	1,909.120	1,966.400	2,025.440	2,086.160	2,148.800			
46,946.165	48,350.689	49,803.213	51,297.477	52,837.653	54,421.656	56,055.746			

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.395	24.095	24.819	25.563	26.331	27.120	27.934			
1,871.600	1,927.600	1,985.520	2,045.040	2,106.480	2,169.600	2,234.720			
48,824.429	50,285.301	51,796.260	53,348.958	54,951.744	56,598.355	58,297.141			

Standardization of Annual Hour Base*

Based on 2015 hours per year (7.75 hours per day)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.395	24.095	24.819	25.563	26.331	27.120	27.934			
1,813.113	1,867.363	1,923.473	1,981.133	2,040.653	2,101.800	2,164.885			
47,298.679	48,713.899	50,177.640	51,681.817	53,234.515	54,829.657	56,475.355			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.512	24.215	24.943	25.691	26.463	27.256	28.074			
1,822.180	1,876.663	1,933.083	1,991.053	2,050.883	2,112.340	2,175.735			
47,535.210	48,956.508	50,428.336	51,940.600	53,501.385	55,104.614	56,758.399			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.452	25.184	25.941	26.719	27.522	28.346	29.197			
1,895.030	1,951.760	2,010.428	2,070.723	2,132.955	2,196.815	2,262.768			
49,435.648	50,915.563	52,446.035	54,018.951	55,642.397	57,308.313	59,028.829			

- includes Standardization adjustment effective October 1, 2003.

* Effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Adjustment of annual hours from 2080 to 2015.

Schedule A - Salary Scales

Senior Ultrasound Technologist

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.326	24.026	24.747	25.489	26.254	27.041				
1,866.080	1,922.080	1,979.760	2,039.120	2,100.320	2,163.280				
48,680.429	50,141.301	51,645.999	53,194.523	54,791.048	56,433.485				

Effective October 1, 2003 (Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.618	24.327	25.057	25.809	26.583	27.381	28.202			
1,889.440	1,946.160	2,004.560	2,064.720	2,126.640	2,190.480	2,256.160			
49,289.821	50,769.476	52,292.957	53,862.351	55,477.658	57,143.052	58,856.446			

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.563	25.300	26.059	26.841	27.646	28.476	29.330			
1,965.040	2,024.000	2,084.720	2,147.280	2,211.680	2,278.080	2,346.400			
51,261.998	52,800.088	54,384.091	56,016.093	57,696.096	59,428.273	61,210.537			

Standardization of Annual Hour Base*

Based on 2015 hours per year (7.75 hours per day)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.563	25.300	26.059	26.841	27.646	28.476	29.330			
1,903.633	1,960.750	2,019.573	2,080.178	2,142.565	2,206.890	2,273.075			
49,660.074	51,150.085	52,684.601	54,265.603	55,893.093	57,571.139	59,297.708			

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.686	25.427	26.189	26.975	27.784	28.618	29.477			
1,913.165	1,970.593	2,029.648	2,090.563	2,153.260	2,217.895	2,284.468			
49,908.735	51,406.860	52,947.427	54,536.517	56,172.094	57,858.227	59,594.917			

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25.673	26.444	27.237	28.054	28.895	29.763	30.656			
1,989.658	2,049.410	2,110.868	2,174.185	2,239.363	2,306.633	2,375.840			
51,904.208	53,462.959	55,066.214	56,717.964	58,418.263	60,173.135	61,978.538			

- Includes Standardization adjustment effective October 1, 2003.

* Effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Adjustment of annual hours from 2080 to 2015.

Schedule A - Salary Scales

Charge Ultrasound Technologist

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24,501	25,237	25,994	26,780	27,578	28,404				
1,960,080	2,018,960	2,079,520	2,142,400	2,206,240	2,272,320				
51,132,607	52,668,610	54,248,438	55,888,789	57,554,183	59,278,012				

Effective October 1, 2003 (Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24,078	24,801	25,545	26,312	27,100	27,913	28,752	29,614		
1,926,240	1,984,080	2,043,600	2,104,960	2,168,000	2,233,040	2,300,160	2,369,120		
50,249,823	51,758,695	53,311,393	54,912,092	56,556,616	58,253,314	60,004,274	61,803,233		

Effective April 1, 2004 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25,041	25,793	26,567	27,364	28,184	29,030	29,902	30,799		
2,003,280	2,063,440	2,125,360	2,189,120	2,254,720	2,322,400	2,392,160	2,463,920		
52,259,565	53,828,959	55,444,266	57,107,573	58,818,881	60,584,449	62,404,278	64,276,281		

Standardization of Annual Hour Base*

Based on 2015 hours per year (7.75 hours per day)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25,041	25,793	26,567	27,364	28,184	29,030	29,902	30,799		
1,940,678	1,998,958	2,058,943	2,120,710	2,184,260	2,249,825	2,317,405	2,386,923		
50,626,467	52,146,817	53,711,646	55,322,962	56,980,791	58,691,185	60,454,144	62,267,660		

Effective October 1, 2004 (0.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25,166	25,922	26,700	27,501	28,325	29,175	30,052	30,953		
1,950,365	2,008,955	2,069,250	2,131,328	2,195,188	2,261,063	2,329,030	2,398,858		
50,879,172	52,407,609	53,980,525	55,599,954	57,265,869	58,984,350	60,757,406	62,579,009		

Effective April 1, 2005 (3% plus 1% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
26,173	26,959	27,768	28,601	29,458	30,342	31,254	32,191		
2,028,408	2,089,323	2,152,020	2,216,578	2,282,995	2,351,505	2,422,185	2,494,803		
52,915,079	54,504,169	56,139,746	57,823,870	59,556,491	61,343,711	63,187,540	65,081,926		

- Includes Standardization adjustment effective October 1, 2003.

* Effective commencement of second full pay period following the final date of collective agreement ratification (May 30, 2004). Adjustment of annual hours from 2080 to 2015.

Schedule A - Salary Scales

Respiratory Therapist

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (3% plus 2% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.102	21.735	22.387	23.059	23.751	24.463				
1,635.405	1,684.463	1,734.993	1,787.073	1,840.703	1,895.883				
42,662.810	43,942.586	45,260.762	46,619.373	48,018.419	49,457.900				

Effective October 1, 2003 (Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.036	21.667	22.317	22.986	23.676	24.385	25.117			
1,630.290	1,679.193	1,729.568	1,781.415	1,834.890	1,889.838	1,946.568			
42,529.375	43,805.108	45,119.240	46,471.773	47,866.775	49,300.204	50,780.119			

Effective April 1, 2004 (3% plus 1.5% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.983	22.642	23.321	24.020	24.741	25.482	26.247			
1,703.683	1,754.755	1,807.378	1,861.550	1,917.428	1,974.855	2,034.143			
44,443.978	45,776.294	47,149.070	48,562.255	50,019.944	51,518.042	53,064.688			

Effective October 1, 2004 (1.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.313	22.982	23.671	24.380	25.112	25.864	26.641			
1,729.258	1,781.105	1,834.503	1,889.450	1,946.180	2,004.460	2,064.678			
45,111.153	46,463.686	47,856.680	49,290.082	50,769.998	52,290.348	53,861.255			

Effective April 1, 2005 (3% plus 1.5% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.317	24.016	24.736	25.477	26.242	27.028	27.840			
1,807.068	1,861.240	1,917.040	1,974.468	2,033.755	2,094.670	2,157.600			
47,140.983	48,554.168	50,009.822	51,507.947	53,054.567	54,643.656	56,285.311			

Effective October 1, 2005 (1.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.667	24.376	25.107	25.859	26.636	27.433	28.258			
1,834.193	1,889.140	1,945.793	2,004.073	2,064.290	2,126.058	2,189.995			
47,848.593	49,281.995	50,759.902	52,280.252	53,851.133	55,462.475	57,130.400			

- Includes Standardization adjustment effective October 1, 2003.

Schedule A - Salary Scales

- Community Health Assessment Program Assistant
- Healthy Baby Facilitator
- Wellness Facilitator I

All Regions if Applicable

Based on 1885 hours per year (7.25 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.256	18.911	19.544	20.254	20.953	21.718				
1,323.560	1,371.048	1,416.940	1,468.415	1,519.093	1,574.555				
34,527.710	35,766.529	36,963.714	38,306.542	39,628.579	41,075.416				

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.913	19.592	20.248	20.983	21.707	22.500				
1,371.193	1,420.420	1,467.980	1,521.268	1,573.758	1,631.250				
35,770.312	37,054.497	38,295.194	39,685.318	41,054.625	42,554.419				

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.480	20.180	20.855	21.612	22.358	23.175				
1,412.300	1,463.050	1,511.988	1,566.870	1,620.955	1,680.188				
36,842.670	38,166.585	39,443.231	40,874.938	42,285.853	43,831.064				

Schedule A - Salary Scales

- Community Mental Health Worker II
- Home Care Resource Coordinator
- Mental Health Resource Coordinator

All Regions if Applicable

Based on 1885 hours per year (7.25 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18,256	18,911	19,544	20,254	20,953	21,718				
1,323,560	1,371,048	1,416,940	1,468,415	1,519,093	1,574,555				
34,527,710	35,766,529	36,963,714	38,306,542	39,628,579	41,075,416				

Effective October 1, 2003 (Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17,640	18,256	18,911	19,544	20,254	20,953	21,718	22,370		
1,278,900	1,323,560	1,371,048	1,416,940	1,468,415	1,519,093	1,574,555	1,621,825		
33,362,664	34,527,710	35,766,529	36,963,714	38,306,542	39,628,579	41,075,416	42,308,549		

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18,275	18,907	19,591	20,243	20,989	21,715	22,492	23,175		
1,324,938	1,370,758	1,420,348	1,467,618	1,521,703	1,574,338	1,630,670	1,680,188		
34,563,658	35,758,964	37,052,618	38,285,751	39,696,666	41,069,755	42,539,288	43,831,064		

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18,828	19,477	20,178	20,847	21,620	22,361	23,165	23,875		
1,365,030	1,412,083	1,462,905	1,511,408	1,567,450	1,621,173	1,679,463	1,730,938		
35,609,538	36,837,009	38,162,803	39,428,100	40,890,068	42,291,540	43,812,151	45,154,980		

- Includes Standardization adjustment effective October 1, 2003.
- Adjustments tied to Winnipeg MGEU December 9, 2004 Arbitration Award.

Schedule A - Salary Scales

- Bereavement & Support Services Coordinator
- Community Health Dietician
- Community Health Nutritionist
- Community Nutritionist/Healthy Baby Coordinator
- DER Dietician
- Education Coordinator I
- Family Residency Program Social Worker
- Health Educator
- Health Promotion Coordinator
- Healthy Baby Program Coordinator
- Home Care Resource Developer
- Home Care Resource Supervisor
- Home Economist II
- Mental Health Resource Developer
- Public Health Educator
- Public Health Promotion/Educator
- Services to Seniors Coordinator
- Social Worker
- Wellness Facilitator II
- WIN Program Coordinator

All Regions if Applicable

Based on 1885 hours per year (7.25 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20.631	21.385	22.116	22.938	23.769	24.646	25.555	26.564	27.583	28.638
1,495.748	1,550.413	1,603.410	1,663.005	1,723.253	1,786.835	1,852.738	1,925.890	1,999.768	2,076.255
39,019.578	40,445.624	41,828.157	43,382.811	44,954.501	46,613.165	48,332.376	50,240.692	52,167.948	54,163.264

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.374	22.155	22.912	23.764	24.625	25.533	26.475	27.520	28.576	29.669
1,549.615	1,606.238	1,661.120	1,722.890	1,785.313	1,851.143	1,919.438	1,995.200	2,071.760	2,151.003
40,424.807	41,901.931	43,333.637	44,945.031	46,573.460	48,290.767	50,072.379	52,048.782	54,046.003	56,113.215

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.015	22.820	23.599	24.477	25.364	26.299	27.269	28.346	29.433	30.559
1,596.088	1,654.450	1,710.928	1,774.583	1,838.890	1,906.678	1,977.003	2,055.085	2,133.893	2,215.528
41,637.148	43,159.637	44,632.979	46,293.547	47,971.123	49,739.509	51,574.077	53,611.002	55,666.867	57,796.479

Schedule A - Salary Scales

- Community Mental Health Worker
- Community Mental Health Worker IV
- Home Care Case Coordinator
- Home Care Case Coordinator/Discharge Planner
- Home Care Coordinator IV
- Mental Health Worker
- Mobile Crisis Worker
- Palliative Care Coordinator
- Regional Palliative Care Coordinator
- Psychogeriatric Team Worker

All Regions if Applicable

Based on 1885 hours per year (7.25 hours per day)

Effective April 1, 2003 (3% plus 3.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21,352	22,132	22,889	23,740	24,600	25,507	26,449	27,492	28,547	29,639
1,548,020	1,604,570	1,659,453	1,721,150	1,783,500	1,849,258	1,917,553	1,993,170	2,069,658	2,148,828
40,383,198	41,856,418	43,290,150	44,899,640	46,526,165	48,241,593	50,023,205	51,995,826	53,991,168	56,056,476

Effective October 1, 2003 (6.6% Market Supplement plus Standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23,601	24,401	25,307	26,213	27,194	28,196	29,304	30,434	31,607	32,545
1,711,073	1,769,073	1,834,758	1,900,443	1,971,565	2,044,210	2,124,540	2,206,465	2,291,508	2,359,513
44,636,761	46,149,807	47,863,332	49,576,857	51,432,216	53,327,306	55,422,875	57,560,052	59,778,569	61,552,616

Effective April 1, 2004 (3% plus 3.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25,158	26,010	26,980	27,940	28,985	30,061	31,234	32,438	33,696	34,688
1,823,955	1,885,725	1,956,050	2,025,650	2,101,413	2,179,423	2,264,465	2,351,755	2,442,960	2,514,880
47,581,514	49,192,908	51,027,476	52,843,132	54,819,561	56,854,608	59,073,098	61,350,233	63,729,498	65,605,675

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25,915	26,790	27,789	28,778	29,849	30,962	32,167	33,413	34,711	35,731
1,878,838	1,942,275	2,014,703	2,086,405	2,164,053	2,244,745	2,332,108	2,422,443	2,516,548	2,590,498
49,013,247	50,668,128	52,557,557	54,428,047	56,453,651	58,558,663	60,837,701	63,194,271	65,649,188	67,578,321

- Includes Standardization adjustment effective October 1, 2003.
- Adjustments tied to Winnipeg MGEU December 9, 2004 Arbitration Award.

Schedule A - Salary Scales

- Clinical Dietician
- Nutritionist

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20,631	21,385	22,116	22,938	23,769	24,646	25,555	26,564	27,583	28,638
1,598,903	1,657,338	1,713,990	1,777,695	1,842,098	1,910,065	1,980,513	2,058,710	2,137,683	2,219,445
41,710,583	43,234,976	44,712,857	46,374,729	48,054,811	49,827,866	51,665,643	53,705,568	55,765,736	57,898,662

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21,374	22,155	22,912	23,764	24,625	25,533	26,475	27,520	28,576	29,669
1,656,485	1,717,013	1,775,680	1,841,710	1,908,438	1,978,808	2,051,813	2,132,800	2,214,640	2,299,348
43,212,724	44,791,718	46,322,164	48,044,689	49,785,422	51,621,164	53,525,646	55,638,354	57,773,314	59,983,091

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22,015	22,820	23,599	24,477	25,364	26,299	27,269	28,346	29,433	30,559
1,706,163	1,768,550	1,828,923	1,896,968	1,965,710	2,038,173	2,113,348	2,196,815	2,281,058	2,368,323
44,508,674	46,136,164	47,711,114	49,486,204	51,279,477	53,169,819	55,130,909	57,308,313	59,505,960	61,782,442

Schedule A - Salary Scales

Social Worker

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19,299	20,004	20,689	21,458	22,235	23,056	23,905	24,850	25,804	26,790
1,495,673	1,550,310	1,603,398	1,662,995	1,723,213	1,786,840	1,852,638	1,925,875	1,999,810	2,076,225
39,017,622	40,442,937	41,827,844	43,382,551	44,953,458	46,613,295	48,329,768	50,240,301	52,169,043	54,162,482

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19,994	20,724	21,434	22,230	23,035	23,886	24,766	25,745	26,733	27,754
1,549,535	1,606,110	1,661,135	1,722,825	1,785,213	1,851,165	1,919,365	1,995,238	2,071,808	2,150,935
40,422,720	41,898,592	43,334,029	44,943,336	46,570,852	48,291,341	50,070,475	52,049,774	54,047,255	56,111,441

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
20,594	21,346	22,077	22,897	23,726	24,603	25,509	26,517	27,535	28,587
1,596,035	1,654,315	1,710,968	1,774,518	1,838,765	1,906,733	1,976,948	2,055,068	2,133,963	2,215,493
41,635,765	43,156,115	44,634,022	46,291,851	47,967,863	49,740,944	51,572,642	53,610,559	55,668,693	57,795,566

Schedule A - Salary Scales

Pharmacy Technician

All Regions If Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
14.387	15.092	15.831	16.607	17.447					
1,079.025	1,131.900	1,187.325	1,245.525	1,308.525					
28,148.525	29,527.875	30,973.747	32,492.011	34,135.492					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
14.905	15.635	16.401	17.205	18.075					
1,117.875	1,172.625	1,230.075	1,290.375	1,355.625					
29,162.005	30,590.268	32,088.967	33,662.013	35,364.189					

Effective April 1, 2005 (13%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
15.352	16.104	16.893	17.721	18.617					
1,151.400	1,207.800	1,266.975	1,329.075	1,396.275					
30,036.572	31,507.879	33,051.577	34,671.580	36,424.626					

Schedule A - Salary Scales

- Audiologist
- Speech Language Therapist / Pathologist

Based on 1885 hours per year (7.25 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.769	24.768	25.721	26.675	27.695	28.806	29.926			
1,723.253	1,795.680	1,864.773	1,933.938	2,007.888	2,088.435	2,169.635			
44,954.501	46,843.904	48,646.333	50,450.641	52,379.774	54,481.004	56,599.268			

Effective April 1, 2004 (3% plus 1.5% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.839	25.883	26.878	27.875	28.941	30.102	31.273			
1,800.828	1,876.518	1,948.655	2,020.938	2,098.223	2,182.395	2,267.293			
46,978.200	48,952.725	50,834.563	52,720.210	54,736.343	56,932.138	59,146.872			

Effective October 1, 2004 (1.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25.212	26.271	27.281	28.293	29.375	30.554	31.742			
1,827.870	1,904.648	1,977.873	2,051.243	2,129.688	2,215.165	2,301.295			
47,683.645	49,686.552	51,596.773	53,510.776	55,557.171	57,787.009	60,033.883			

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
25.968	27.059	28.099	29.142	30.256	31.471	32.694			
1,882.680	1,961.778	2,037.178	2,112.795	2,193.560	2,281.648	2,370.315			
49,113.473	51,176.903	53,143.862	55,116.483	57,223.400	59,521.351	61,834.407			

Schedule A - Salary Scales

- Physiotherapist
- Occupational Therapist

All Regions if Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3% plus 1.5% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
21.680	22.331	23.000	23.690	24.402	25.133	25.887			
1,626.000	1,674.825	1,725.000	1,776.750	1,830.150	1,884.975	1,941.525			
42,417.462	43,691.160	45,000.075	46,350.077	47,743.123	49,173.343	50,648.563			

Effective October 1, 2003 (1.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.005	22.666	23.345	24.045	24.768	25.510	26.275			
1,650.375	1,699.950	1,750.875	1,803.375	1,857.600	1,913.250	1,970.625			
43,053.333	44,346.596	45,675.076	47,044.644	48,459.211	49,910.953	51,407.694			

Effective April 1, 2004 (3% plus 1.5% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
22.995	23.686	24.396	25.127	25.883	26.658	27.457			
1,724.625	1,776.450	1,829.700	1,884.525	1,941.225	1,999.350	2,059.275			
44,990.292	46,342.251	47,731.384	49,161.604	50,640.737	52,157.043	53,720.307			

Effective October 1, 2004 (1.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
23.340	24.041	24.762	25.504	26.271	27.058	27.869			
1,750.500	1,803.075	1,857.150	1,912.800	1,970.325	2,029.350	2,090.175			
45,665.294	47,036.818	48,447.472	49,899.214	51,399.868	52,939.653	54,526.395			

Effective April 1, 2005 (3% plus 1.5% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.390	25.123	25.876	26.652	27.453	28.276	29.123			
1,829.250	1,884.225	1,940.700	1,998.900	2,058.975	2,120.700	2,184.225			
47,719.645	49,153.778	50,627.041	52,145.304	53,712.481	55,322.701	56,979.878			

Effective October 1, 2005 (1.5% Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
24.756	25.500	26.264	27.052	27.865	28.700	29.560			
1,856.700	1,912.500	1,969.800	2,028.900	2,089.875	2,152.500	2,217.000			
48,435.733	49,891.388	51,386.173	52,927.914	54,518.569	56,152.268	57,834.879			

Schedule A - Salary Scales

Psychologist

All Regions If Applicable

Based on 1885 hours Der year (7.25 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
27.097	28.095	29.182	30.348	31.533	32.832	34.206			
1,964.533	2,036.888	2,115.695	2,200.230	2,286.143	2,380.320	2,479.935			
51,248.772	53,136.297	55,192.135	57,397.400	59,638.612	62,095.408	64,694.064			

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
28.072	29.106	30.233	31.441	32.668	34.014	35.437			
2,035.220	2,110.185	2,191.893	2,279.473	2,368.430	2,466.015	2,569.183			
53,092.784	55,048.396	57,179.913	59,464.612	61,785.233	64,330.933	67,022.277			

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
28.914	29.979	31.140	32.384	33.648	35.034	36.500			
2,096.265	2,173.478	2,257.650	2,347.840	2,439.480	2,539.965	2,646.250			
54,685.265	56,699.521	58,895.316	61,248.102	63,638.715	66,260.067	69,032.724			

Schedule A - Salary Scales

Pharmacist

All Regions if Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
26.922	27.951	29.025	30.143	31.309	32.524	33.791	35.113		
2,019.150	2,096.325	2,176.875	2,260.725	2,348.175	2,439.300	2,534.325	2,633.475		
52,673.566	54,686.830	56,788.138	58,975.533	61,256.841	63,634.019	66,112.936	68,699.462		

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
30.455	31.521	32.634	33.792	35.000	36.259	37.572	38.941		
2,284.125	2,364.075	2,447.550	2,534.400	2,625.000	2,719.425	2,817.900	2,920.575		
59,585.969	61,671.625	63,849.237	66,114.893	68,478.375	70,941.640	73,510.557	76,189.040		

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
33.933	35.031	36.177	37.370	38.614	39.911	41.263	42.673		
2,544.975	2,627.325	2,713.275	2,802.750	2,896.050	2,993.325	3,094.725	3,200.475		
66,390.763	68,539.027	70,781.205	73,115.339	75,549.256	78,086.869	80,732.091	83,490.791		

- In each of April 1, 2003, April 1, 2004, and April 1, 2005, \$5,000.00 is removed from the Pharmacist Recruitment and Retention Allowance and blended into the Pharmacist salary scale.

Pharmacist Allowance	
Effective Date	Hourly Rate
April 1, 2003	7.69
April 1, 2004	5.13
April 1, 2005	2.56

Schedule A - Salary Scales

Basic First Aider (E.M.S.)

All Regions if Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
10.206	10.512	10.826	11.152	11.487					
765.450	788.400	811.950	836.400	861.525					
19,968.294	20,566.991	21,181.340	21,819.167	22,474.603					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
10.823	11.140	11.466	11.803	12.151					
811.725	835.500	859.950	885.225	911.325					
21,175.470	21,795.689	22,433.516	23,092.865	23,773.735					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
11.148	11.474	11.810	12.157	12.516					
836.100	860.550	885.750	911.775	938.700					
21,811.341	22,449.168	23,106.560	23,785.474	24,487.867					

Schedule A - Salary Scales

Basic First Aider (E.M.S.)

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
9.877	10.173	10.478	10.792	11.116					
765.468	788.408	812.045	836.380	861.490					
19,968.764	20,567.199	21,183.818	21,818.645	22,473.690					

Effective April 1, 2004 (3% plus 0.6% Market Supplement μ compound plus \$0.25 per hour add Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
10.483	10.789	11.105	11.431	11.766					
812.433	836.148	860.638	885.903	911.865					
21,193.940	21,812.593	22,451.464	23,110.552	23,787.822					

Effective April 1, 2005 (13%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
10.797	11.113	11.438	11.774	12.119					
836.768	861.258	886.445	912.485	939.223					
21,828.767	22,467.637	23,124.691	23,803.996	24,501.510					

Schedule A - Salary Scales

Basic First Aider (E.M.S.)

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
9.569	9.854	10.150	10.456	10.769					
765.520	788.320	812.000	836.480	861.520					
19,970.120	20,564.904	21,182.644	21,821.254	22,474.472					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
10.163	10.459	10.765	11.082	11.407					
813.040	836.720	861.200	886.560	912.560					
21,209.774	21,827.515	22,466.124	23,127.691	23,805.953					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
10.468	10.773	11.088	11.414	11.749					
837.440	861.840	887.040	913.120	939.920					
21,846.297	22,482.820	23,140.212	23,820.561	24,519.693					

Schedule A - Salary Scales

Emergency Medical Responder (E.M.S.)

All Regions if Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
12.247	12.614	12.993	13.383	13.783					
918.525	946.050	974.475	1,003.725	1,033.725					
23,961.562	24,679.606	25,421.129	26,184.174	26,966.784					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
12.938	13.318	13.711	14.115	14.529					
970.350	998.850	1,028.325	1,058.625	1,089.675					
25,313.520	26,057.000	26,825.914	27,616.350	28,426.352					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
13.326	13.718	14.122	14.538	14.965					
999.450	1,028.850	1,059.150	1,090.350	1,122.375					
26,072.652	26,839.610	27,630.046	28,443.960	29,279.397					

Schedule A - Salary Scales

Emergency Medical Responder (E.M.S.)

All Regions if Applicable

Based on 2015 hours per year (7.75 hours Der day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
11.852	12.208	12.574	12.951	13.340					
918,530	946,120	974,485	1,003,703	1,033,850					
23,961.692	24,681.432	25,421.390	26,183.600	26,970.045					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 Der hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
12.529	12.897	13.277	13.667	14.070					
970,998	999,518	1,028,968	1,059,193	1,090,425					
25,330.425	26,074.426	26,842.688	27,631.168	28,445.917					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
12.905	13.284	13.675	14.077	14.492					
1,000,138	1,029,510	1,059,813	1,090,968	1,123,130					
26,090.600	26,856.827	27,647.342	28,460.082	29,299.092					

Schedule A - Salary Scales

Emergency Medical Responder (E.M.S.)

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
11.481	11.825	12.180	12.545	12.922					
918.480	946.000	974.400	1,003.600	1,033.760					
23,960.388	24,678.302	25,419.173	26,180.913	26,967.697					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
12.144	12.501	12.868	13.247	13.637					
971.520	1,000.080	1,029.440	1,059.760	1,090.960					
25,344.042	26,089.087	26,855.001	27,645.959	28,459.874					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
12.508	12.876	13.254	13.644	14.046					
1,000.640	1,030.080	1,060.320	1,091.520	1,123.680					
26,103.696	26,871.697	27,660.568	28,474.482	29,313.440					

Schedule A - Salary Scales

Emergency Medical Technician I (E.M.S.)

All Regions if Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
15.450	15.915	16.391	16.883	17.389					
1,158.750	1,193.625	1,229.325	1,266.225	1,304.175					
30,228.311	31,138.095	32,069.401	33,032.012	34,022.013					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
16.256	16.738	17.231	17.741	18.265					
1,219.200	1,255.350	1,292.325	1,330.575	1,369.875					
31,805.270	32,748.315	33,712.882	34,710.710	35,735.929					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
16.744	17.240	17.748	18.273	18.813					
1,255.800	1,293.000	1,331.100	1,370.475	1,410.975					
32,760.055	33,730.491	34,724.406	35,751.581	36,808.105					

Schedule A - Salary Scales

Emergency Medical Technician I (E.M.S.)

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (13%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
14.951	15.401	15.863	16.339	16.829					
1,158.703	1,193.578	1,229.383	1,266.273	1,304.248					
30,227.085	31,136.869	32,070.914	33,033.264	34,023.918					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
15.739	16.205	16.684	17.177	17.685					
1,219.773	1,255.888	1,293.010	1,331.218	1,370.588					
31,820.218	32,762.350	33,730.752	34,727.484	35,754.529					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
16.211	16.691	17.185	17.692	18.216					
1,256.353	1,293.553	1,331.838	1,371.130	1,411.740					
32,774.481	33,744.917	34,743.658	35,768.668	36,828.061					

Schedule A - Salary Scales

Emergency Medical Technician I (E.M.S.)

All Regions if Applicable

Based on 2080 hours per year (8 hours Der day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
14.485	14.919	15.367	15.828	16.303					
1,158.800	1,193.520	1,229.360	1,266.240	1,304.240					
30,229.616	31,135.356	32,070.314	33,032.403	34,023.709					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
15.256	15.706	16.170	16.648	17.140					
1,220.480	1,256.480	1,293.600	1,331.840	1,371.200					
31,838.662	32,777.794	33,746.143	34,743.710	35,770.494					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
15.714	16.177	16.655	17.147	17.654					
1,257.120	1,294.160	1,332.400	1,371.760	1,412.320					
32,794.489	33,760.752	34,758.319	35,785.103	36,843.192					

Schedule A - Salary Scales

Station Supervisor (E.M.S.) (Assiniboine RHA)

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.031	17.542	18.068	18.610	19.169					
1,277.325	1,315.650	1,355.100	1,395.750	1,437.675					
33,321.577	34,321.362	35,350.494	36,410.930	37,504.628					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.894	18.424	18.968	19.530	20.109					
1,342.050	1,381.800	1,422.600	1,464.750	1,508.175					
35,010.058	36,047.017	37,111.366	38,210.933	39,343.761					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.431	18.977	19.537	20.116	20.712					
1,382.325	1,423.275	1,465.275	1,508.700	1,553.400					
36,060.712	37,128.975	38,224.629	39,357.457	40,523.546					

Schedule A - Salary Scales

Emergency Medical Technician II (E.M.S.)

All Regions if Applicable

Based on 1950 hours per year (7.50 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.114	17.627	18.157	18.702	19.263					
1,283.550	1,322.025	1,361.775	1,402.650	1,444.725					
33,483.969	34,487.666	35,524.624	36,590.931	37,688.541					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.980	18.512	19.061	19.625	20.206					
1,348.500	1,388.400	1,429.575	1,471.875	1,515.450					
35,178.320	36,219.191	37,293.323	38,396.803	39,533.544					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.519	19.067	19.633	20.214	20.812					
1,388.925	1,430.025	1,472.475	1,516.050	1,560.900					
36,232.886	37,305.062	38,412.455	39,549.196	40,719.198					

Schedule A - Salary Scales

Emergency Medical Technician II (E.M.S.)

All Regions if Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
16.562	17.060	17.572	18.099	18.641					
1,283.555	1,322.150	1,361.830	1,402.673	1,444.678					
33,484.099	34,490.927	35,526.059	36,591.531	37,687.315					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.408	17.924	18.455	19.001	19.562					
1,349.120	1,389.110	1,430.263	1,472.578	1,516.055					
35,194.493	36,237.713	37,311.271	38,415.142	39,549.327					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.930	18.462	19.009	19.571	20.149					
1,389.575	1,430.805	1,473.198	1,516.753	1,561.548					
36,249.843	37,325.410	38,431.316	39,567.536	40,736.103					

Schedule A - Salary Scales

- Emergency Medical Technician II (E.M.S.)

All Regions if Applicable

Based on 2080 hours per year (8 hours Der day)

Effective April 1, 2003 (13%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
16.045	16.526	17.022	17.533	18.059					
1,283.600	1,322.080	1,361.760	1,402.640	1,444.720					
33,485.273	34,489.101	35,524.233	36,590.670	37,688.411					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
16.873	17.371	17.885	18.414	18.959					
1,349.840	1,389.680	1,430.800	1,473.120	1,516.720					
35,213.276	36,252.582	37,325.280	38,429.281	39,566.675					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.379	17.892	18.422	18.966	19.528					
1,390.320	1,431.360	1,473.760	1,517.280	1,562.240					
36,269.278	37,339.888	38,445.977	39,581.283	40,754.155					

Schedule A - Salary Scales

Emergency Medical Technician III (E.M.S.)

All Regions if ApplicableBased on 1950 hours per year (7.50 hours per day)Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.234	18.781	19.343	19.924	20.522					
1,367.550	1,408.575	1,450.725	1,494.300	1,539.150					
35,675.277	36,745.496	37,845.063	38,981.804	40,151.806					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.140	19.707	20.289	20.891	21.511					
1,435.500	1,478.025	1,521.675	1,566.825	1,613.325					
37,447.889	38,557.238	39,695.936	40,873.764	42,086.809					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.714	20.298	20.898	21.518	22.156					
1,478.550	1,522.350	1,567.350	1,613.850	1,661.700					
38,570.934	39,713.544	40,887.459	42,100.505	43,348.768					

Schedule A - Salary Scales

Emergency Medical Technician III (E.M.S.)

All Regions If Applicable

Based on 2015 hours per year (7.75 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.645	18.174	18.719	19.282	19.859					
1,367.488	1,408.485	1,450.723	1,494.355	1,539.073					
35,673.659	36,743.148	37,845.011	38,983.239	40,149.797					

Effective April 1, 2004 (3% plus 0.6% Market Supplement plus \$0.25 per hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.530	19.078	19.643	20.226	20.824					
1,436.075	1,478.545	1,522.333	1,567.515	1,613.860					
37,462.889	38,570.803	39,713.101	40,891.764	42,100.766					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
19.086	19.650	20.232	20.833	21.449					
1,479.165	1,522.875	1,567.980	1,614.558	1,662.298					
38,586.977	39,727.240	40,903.894	42,118.975	43,364.368					

Schedule A - Salary Scales

Emergency Medical Technician III (E.M.S.)

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.094	17.607	18.134	18.679	19.239					
1,367.520	1,408.560	1,450.720	1,494.320	1,539.120					
35,674.494	36,745.105	37,844.933	38,982.326	40,151.023					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded plus \$0.25 Der hour additional Market Supplement)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
17.959	18.491	19.037	19.601	20.182					
1,436.720	1,479.280	1,522.960	1,568.080	1,614.560					
37,479.715	38,589.977	39,729.458	40,906.503	42,119.027					

Effective April 1, 2005 (13%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
18.498	19.046	19.608	20.189	20.787					
1,479.840	1,523.680	1,568.640	1,615.120	1,662.960					
38,604.586	39,748.240	40,921.112	42,133.635	43,381.638					

Schedule A - Salary Scales

Midwife

All Regions if Applicable

Based on 2080 hours per year (8 hours per day)

North: Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
30.741	31.900	33.292	34.579	36.015					
2,459.280	2,552.000	2,663.360	2,766.320	2,881.200					
64,155.237	66,574.024	69,479.072	72,164.990	75,161.864					

South: Effective April 1, 2003 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
27.235	28.226	29.415	30.528	31.618					
2,178.800	2,258.080	2,353.200	2,442.240	2,529.440					
56,838.356	58,906.533	61,387.928	63,710.715	65,985.501					

Effective October 1, 2003 (standardization adjustment)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
30.741	31.900	33.292	34.579	36.015					
2,459.280	2,552.000	2,663.360	2,766.320	2,881.200					
64,155.237	66,574.024	69,479.072	72,164.990	75,161.864					

Effective April 1, 2004 (3% plus 0.6% Market Supplement non-compounded)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
31.848	33.048	34.491	35.824	37.312					
2,547.840	2,643.840	2,759.280	2,865.920	2,984.960					
66,465.502	68,969.854	71,981.337	74,763.255	77,868.652					

Effective April 1, 2005 (3%)

<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
32.803	34.039	35.526	36.899	38.431					
2,624.240	2,723.120	2,842.080	2,951.920	3,074.480					
68,458.549	71,038.031	74,141.341	77,006.737	80,203.960					

• Includes Standardization adjustment effective October 1, 2003.

Memorandum of Agreement #1

between

The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Application of Overtime Rates for Callback

The purpose of this Memorandum is to provide clarification on the interpretation and application of Article 11:05 for the payment of callback. Implementation of this memorandum to be effective the second full pay period following the final date of ratification (May 30, 2004).

For the purpose of this Memorandum, a calendar day is defined as the period of time between 0001 hours and the next succeeding 2400 hours. For the purpose of this Memorandum, a callback commencing before midnight and ending after midnight into the next calendar day shall be calculated as if the callback occurred entirely within the first calendar day.

1. FULL TIME EMPLOYEES

- (a) Multiple callbacks while on standby on a day other than a scheduled day off or a General Holiday - One and one-half times (1 ½ X) rate is payable. Two times (2X) rate is payable for time actually worked when an employee works in excess of three (3) hours while on standby within any one (1) calendar day.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- 1st callback - Employee works two (2) hours,
The employee is paid two (2) hours at one and one-half times (1 ½ X) rate. The employee is also paid one and one-half times (1 ½ X) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- 2nd callback - Employee works two (2) hours.
The employee is paid one (1) hour at one and one-half times (1 ½ X) rate for the first hour worked and two times (2X) rate for the second (2nd) hour worked. The employee is also paid one and one-half

times ($1\frac{1}{2}X$) rate for the third (3^{rd}) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- **3rd** callback - Employee works two (2) hours.
The employee is paid two (2) hours at **two times (2X)** rate. The employee is also paid one and one-half times ($1\frac{1}{2}X$) rate for the third (3^{rd}) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (b) Callbacks on a scheduled day off (except when such days off are a General Holiday) - Two times (**2X**) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- **1st** callback - Employee works one (1) hour.
The employee is paid **two times (2X)** rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **2nd** callback - Employee works four (4) hours.
The employee is paid two times (**2X**) rate for four (4) hours.
- **3rd** callback - Employee works two (2) hours.
The employee is paid **two times (2X)** rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (c) Callbacks on a General Holiday - Two and one-half times ($2\frac{1}{2}X$) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- **1st** callback - Employee works one (1) hour.
The employee is paid two and one-half times ($2\frac{1}{2}X$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **2nd** callback - Employee works four (4) hours.
The employee is paid two and one-half times ($2\frac{1}{2}X$) rate for four (4) hours.
- **3rd** callback - Employee works **two (2)** hours.
The employee is paid **two and one-half times ($2\frac{1}{2}X$)** rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

2. PART TIME EMPLOYEES

- (a) Multiple callbacks while on standby on a day other than a General Holiday - One and one-half times (**1 ½ X**) rate is payable. Two times (**2X**) rate is payable for time actually worked when an employee works in excess of three (3) hours while on standby within any one (**1**) calendar day.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- **1st** callback - Employee works two (**2**) hours.
The employee is paid two (**2**) hours at one and one-half times (**1 ½ X**) rate. The employee is also paid one and one half times (**1 ½ X**) rate for the third (**3rd**) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
 - **2nd** callback - Employee works two (**2**) hours.
The employee is paid one (**1**) hour at one and one-half times (**1 ½ X**) rate for the first hour worked and two times (**2X**) rate for the second (**2nd**) hour worked. The employee is also paid one and one-half times (**1 ½ X**) rate for the third (**3rd**) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
 - **3rd** callback - Employee works two (**2**) hours.
The employee is paid two (**2**) hours at **two times (2X)** rate. The employee is also paid one and one-half times (**1 ½ X**) rate for the third (**3rd**) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- (b) NOTE: This provision applies only to callback while on standby on a day where a part-time employee is not scheduled to work a regular shift, but has worked full-time hours within the **bi-weekly** pay period.

Two times (**2X**) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- **1st** callback - Employee works one (**1**) hour.
The employee is paid two times (**2X**) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **2nd** callback - Employee works four (**4**) hours.
The employee is paid two times (**2X**) rate for four (**4**) hours.
- **3rd** callback - Employee works two (**2**) hours.

The employee is paid two times (**2X**) rate for three (**3**) hours, which satisfies the minimum guarantee of three (**3**) hours at overtime rates.

- (c) Callbacks on a General Holiday - Two and one-half times (**2 ½ X**) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (**3**) times within the calendar day:

- **1st** callback - Employee works one (**1**) hour.
The employee is paid two and one-half times (**2 ½ X**) rate for three (**3**) hours, which satisfies the minimum guarantee of three (**3**) hours at overtime rates.
- **2nd** callback - Employee works four (**4**) hours.
The employee is paid two and one-half times (**2 ½ X**) rate for four (**4**) hours.
- **3rd** callback - Employee works two (**2**) hours.
The employee is paid two and one-half times (**2 ½ X**) rate for three (**3**) hours, which satisfies the minimum guarantee of three (**3**) hours at overtime rates.

3. CASUAL EMPLOYEES

- (a) Multiple callbacks while on standby on a day where the casual employee has worked the applicable full-time daily hours of work other than a General Holiday.

One and one-half times (**1 ½ x**) rate is payable. Two times (**2X**) rate is payable for time actually worked when an employee works in excess of three (**3**) hours while **on** standby within any one (**1**) calendar day.

For example, an employee is on standby and is called to report for duty three (**3**) times within the calendar day:

- **1st** callback - Employee works two (**2**) hours.
The employee is paid two (**2**) hours at one and one-half times (**1 ½ X**) rate. The employee is also paid one and one-half times (**1 ½ X**) rate for the third (**3rd**) hour, which satisfies the minimum guarantee of three (**3**) hours at overtime rates.
- **2nd** callback - Employee works two (**2**) hours.
The employee is paid one (**1**) hour at one and one-half times (**1 ½ X**) rate for the first hour worked and two times (**2X**) rate for the second (**2nd**) hour worked. The employee is also paid one and one-half times

(1 ½ X) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- **3rd callback** - Employee works **two (2)** hours.
The employee is paid **two (2)** hours at **two times (2X)** rate. The employee is also paid one and one-half times (1 ½ X) rate for the third (3rd) hour, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (b) NOTE: This provision applies only to callback while on standby on **a** day where **a** casual employee is not scheduled to work a regular shift, but has worked the applicable full-time hours within the bi-weekly pay period.

Two times (2X) rate is payable on all callback hours paid.

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- **1st callback** - Employee works one (1) hour.
The employee is paid **two times (2X)** rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **2nd callback** - Employee works four (4) hours.
The employee is paid **two times (2X)** rate for four (4) hours.
- **3rd callback** - Employee works **two (2)** hours.
The employee is paid **two times (2X)** rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (c) Callbacks on a General Holiday

The employee is paid one and one-half (1 ½ X) rate until hours worked on the General Holiday reach the full-time daily hours of work.

- (i) Employee works a scheduled full shift on the General Holiday:

For example, an employee is on standby and is called to report for duty three (3) times within the calendar day:

- **1st callback** - Employee works one (1) hour.
The employee is paid **two and one-half times (2 ½ X)** rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **2nd callback** - Employee works four (4) hours.

The employee is paid two and one-half times ($2\frac{1}{2}X$) rate for four (4) hours.

- **3rd** callback - Employee works two (2) hours.
The employee is paid two and one-half times ($2\frac{1}{2}X$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

(ii) Employee has not worked a regular shift but is on standby:

For example, an employee is on standby and is called to report for duty five (5) times within the calendar day. Example based on full-time regular hours of eight (8) hours per day:

- **1st** callback - Employee works one (1) hour.
The employee is paid one and one-half times ($1\frac{1}{2}X$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **2nd** callback - Employee works four (4) hours.
The employee is paid one and one-half times ($1\frac{1}{2}X$) rate for four (4) hours.
- **3rd** callback - Employee works two (2) hours.
The employee is paid one and one-half times ($1\frac{1}{2}X$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **4th** callback - Employee works two (2) hours.
The employee is paid one and one-half times ($1\frac{1}{2}X$) rate for one (1) hour. As the employee has now worked the full-time daily hours, the employee is paid two and one-half times ($2\frac{1}{2}X$) rate for the remaining two (2) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.
- **5th** callback - Employee works one (1) hour.
The Employee is paid two and one-half times ($2\frac{1}{2}X$) rate for three (3) hours, which satisfies the minimum guarantee of three (3) hours at overtime rates.

- (d)** Multiple callbacks while on standby on a day where the employee has not worked the applicable full-time daily hours. - Straight time (**1X**) rate payable for not less than three (3) hours for each callback. Should the casual employee work in excess of the daily full-time hours of work, “a” above shall **apply**.

First example, an employee is on standby and is called to report for duty four **(4)** times within the day. Example based on full-time regular hours of eight (8) hours per day.

- **1st** callback - Employee works four **(4)** hours.
The employee is paid four **(4)** hours at straight time **(1X)** rate.
- **2nd** callback - Employee works for two (2) hours.
The employee is paid three (3) hours at straight time **(1X)** rate, which satisfies the **minimum** guarantee of three (3) hours pay.
- **3rd** callback - Employee works three (3) hours.
The employee is paid two **(2)** hours at straight time **(1X)** rate and one **(1)** hour at one and one-half times **(1 ½ X)** rate, as the employee has now worked the full-time daily hours.
- **4th** callback - Employee works five **(5)** hours.
The employee is paid **two (2)** hours at one and one-half times **(1 ½ X)** rate and three (3) hours at two times **(2X)** rate.

Second example, an employee is on standby **and** is called to report for duty two **(2)** times within the day. Example based on full-time regular hours of eight (8) hours per day.

- **1st** callback - Employee works twelve **(12)** hours.
The employee is paid eight (8) hours at straight time **(1X)** rate, three **(3)** hours at one and one-half times **(1 ½ X)** rate, and one **(1)** hour at **two times (2X)** rate.
- **2nd** callback - Employee works two **(2)** hours.
The employee is paid **two (2)** hours at **two times (2X)** rate and one **(1)** hour at one and one-half times **(1 ½ X)** rate, which satisfies the minimum guarantee of three (3) hours at overtime rates.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #2

between

The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Duty to Accommodate

The parties recognize that the Manitoba Human Rights Code establishes a reasonable accommodation requirement to the point of undue hardship, in order to accommodate the special needs of any person or group where those needs are based on the protected characteristics as set out in the Manitoba Human Rights Code.

The Employer and the Union are committed to reasonable accommodation in a manner that respects the dignity and privacy of the employee.

Duty to accommodate is the shared responsibility of the Employer, the Union and the employee(s). Where a need to accommodate has been identified, the parties shall meet to investigate and explore possible accommodation solutions that are substantial and meaningful to the point of undue hardship.

Where necessary and by mutual agreement of the Union and the Employer, relevant provisions of the Collective Agreement may be waived.

Upon implementation of an accommodation provision according to the Code, the Employer and the Union agree to provide an orientation to affected employee(s) as to the principles of reasonable accommodation and the nature of the accommodation being implemented.

In the event the accommodation results in the employee(s) being moved to a position in a higher classification, her new salary shall be determined in accordance with Article 7 - Vacancies, Promotions and Transfers.

In the event the accommodation results in the employee(s) being moved to a position in a lower classification, her new salary scale shall be determined in accordance with Article 7 - Vacancies, Promotions and Transfers.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #3

between

The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: EMS Crew Quarters

In work locations where crew quarters are provided the Employer shall provide access to washroom facilities including **sink**, shower facilities where available and a suitable rest area.

All quarters shall have the appropriate light, heat and ventilation to provide for the health and safety of employees.

On Behalf of the M.G.E.U.

) Behalf of the Employer

Date

Memorandum of Agreement #4

between

The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Pension Contributions for Casual Callback Hours

The parties agree that callback hours paid to casual employees at straight time rates are eligible for Healthcare Employees Pension Plan contributions subject to existing enrolment provisions. Within 14 calendar days of date of signing of the Memorandum of Settlement a letter will be sent by the Labour Relations Secretariat to all employers advising of this clarification. Employees on staff as of the date of ratification shall be eligible to request, in writing:

- 1) that they join the HEPP plan retroactively based on the Plan's normal enrolment criteria;
- 2) existing employees currently enrolled in the HEPP plan shall be allowed to make pension contribution on callback hours paid at straight time rates since their date of enrolment.
- 3) *The Employer will match employee contributions in accordance with the HEPP contribution rates.

There will be a one (1) month (month to be determined) enrolment/notification period for employees to enroll in the pension plan and/or to indicate their decision to make pension contribution payment to the HEPP. HEPP will design the information package to be provided to this group of employees.

Specific details and content of the above-noted letter to employers will be subject to review with the Union prior to distribution.

* HEPP to determine amount and rate of interest payable on retroactive contributions.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #5

between

Assiniboine Regional Health Authority
Interlake Regional Health Authority
North Eastman Regional Health Authority
Parkland Regional Health Authority
Regional Health Authority Central Inc.
Eden Mental Health Centre (Non-devolved Employer)

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Joint Recruitment and Retention/Market Adjustment Task Force/Fund

The parties agree to establish a provincial Joint Recruitment & Retention/Market Adjustment Task Force, the purpose of which shall be to develop and implement market rate adjustments arising out of demonstrable recruitment and retention patterns, reflecting the following:

- Reasonable inter-provincial comparisons.
- Reasonable external market comparisons.

Membership on the task force will consist of equal representation from the Employers and the Union, the number of which shall be determined by mutual agreement.

The Joint Task Force shall meet within thirty (30) days of ratification and shall meet as frequently as mutually agreed thereafter. Other parties may be invited to participate as mutually agreed.

A "Joint Recruitment & Retention/Market Adjustment Fund" in the amount of \$300,000.00 will be allocated as follows:

- October 1, 2004 - \$150,000
- April 1, 2005 - \$150,000

Any market rate adjustments will be effective at mutually agreeable dates as decided by the Joint Task Force.

It is recognized and agreed by the parties that:

- (i) The Joint Task Force shall establish which occupational classifications will receive market rate adjustments, based on recruitment and retention data provided by the Employers to the Task Force.
- (ii) Where the parties are unable to establish a mutually agreeable market rate adjustment to an occupational classification, the parties will appoint an Adjudicator to determine the appropriate adjustment. The Adjudicator's ruling shall not exceed the financial capability of the Joint Recruitment & Retention/Market Adjustment Fund. The ruling of the adjudicator shall be final and binding on the parties.
- (iii) Where the parties are unable to agree to a date for implementation of any market rate adjustments, the parties will appoint an Adjudicator to determine the appropriate date. The Adjudicator's ruling shall not exceed the financial capability of the Joint Recruitment & Retention/Market Adjustment Fund. The ruling of the Adjudicator shall be final and binding on the parties.

Costs associated with this task Force will be borne as follows:

- (a) Employees will not suffer a loss of pay or benefits as a result of Joint Task Force participation;
- (b) Each party shall be responsible for its own incurred expenses;
- (c) Expenses and fees of the Adjudicator shall be equally shared between the parties.

These costs will not be charged against the Joint Recruitment & Retention/Market Adjustment Fund.

Matters contained in this Memorandum of Understanding shall not be subject to the grievance and arbitration procedure except for the appointment of an Adjudicator if the parties are unable to select an Adjudicator.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #6

between

The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: EMS Education and Training

Whereas emergency medical services are **an** integral part of the health system and the health care **continuum**;

And Whereas The Province of Manitoba, Regional Health Authorities, EMS personnel and unions representing EMS personnel, among others, are key stakeholders in the continuing development of the Provincial Emergency Medical Services delivery system;

And Whereas the issue of EMS professional standards and **credentialing** is being addressed;

And Whereas it is recognized that appropriate training and access to training for EMS personnel has been identified as a high priority issues;

Now Therefore the parties agree as follows:

A subcommittee of the Provincial EMS Framework Steering Committee shall be established to make recommendations to the Steering Committee regarding education and training for EMS personnel.

The Manitoba Government and General Employees' Union, as a stakeholder, shall be entitled to appoint a member to this subcommittee.

A copy of the subcommittee report will be provided to The Minister of Health.

Provincial EMS Framework Steering Committee

The primary objective of the Steering Committee is to develop a Provincial EMS Framework for decision making **that** will guide the development of the Emergency Medical Services system. The Steering Committee will address objectives such as:

- Define the core emergency services

- Define how EMS should fit into the continuum of health
- Describe the levels of care for EMS
- Describe the levels of qualifications of Emergency Medical Services personnel that should provide the care.

Membership:

- Regional Health Authorities
- Regional Health Authorities of Manitoba (RHAM)
- Manitoba Health

Consultation:

- Throughout the process, stakeholder consultation will include the Manitoba Government and General Employees' Union.

Timelines:

- Anticipated completion of framework- December 2004.

Reporting to:

- The Council of RHA CEO's and to the ADM Regional Affairs, Manitoba Health.

EMS Education and Training Subcommittee

The primary objective of the EMS Education and Training Subcommittee is to make recommendations regarding the education and training requirements that ensue with the development of a Provincial EMS Framework.

The Terms of Reference will include:

- Review of the existing education and training system
- Identification of future education and training requirements, considering requirements for education and training as set out in EMS related legislation and anticipated system requirements that will be outlined in a Provincial EMS Framework. This will include review of related elements such as licensing requirements and education and training standards setting mechanisms, and the development of related recommendations.

Membership

- Manitoba Health
- RHAM
- RHA's
- Unions

- Educational Institutions
- Paramedic Association of Manitoba/EMS Practitioners

Timelines:

- Subcommittee to commence deliberations by end of June 2004

Reporting to:

- The Provincial EMS Framework Steering Committee

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #7

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Group Benefit Plans

Applicable to employees currently covered by HEPP/HEBP and new employees hired after payroll transfer date for their RHA.

The Employer (on behalf of those newly employed, or previously participating in the former benefit plans, or any others who may subsequently join the plans through the Collective Bargaining process) and the Union agree to participate in the Jointly Trusteed Benefit Plans in accordance with the Benefit Trust document established between the parties in 1998. This agreement shall be in accordance with the Collective Agreement, and in accordance with the Trust agreement and the plan texts established by the Board of Trustees of the Healthcare Employees' Benefits Board (HEBB). This shall include the Group Dental Plan, the Group Life Plan, Group Extended Health Plan. The newly Jointly Trusteed Plans shall be successor to the former M.H.O. Plans.

The parties agree that the plans' assets, liabilities and surplus will be transferred to the new Trust. The contribution rates schedule are indicated in the Collective Agreement of plan text and may only be amended by a process outlined in the Trust or through collective bargaining.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #8

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Impact of Hours of Work Reductions of Pension Plan

Employees currently covered by HEPP and new employees hired after payroll transfer date for their R.H.A.

Whereas the Collective Agreement calls for a reduction in the paid hours of work from November 15, 1996 to April 29, 1999.

And whereas, the parties hereby agree that no employee's pension benefit shall be negatively impacted as a result of these reduced hours of work;

Therefore, the parties further agree that every employee who receives a benefit at a time when her average earnings calculation includes part or all of the period from November 15, 1996 to April 29, 1999 shall have that benefit calculated by using notional earnings. Notional earnings are those earnings the employee would have received had there been no reduction in paid hours. Any additional costs for this adjustment shall be absorbed by the resources of the pension plans.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #9

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Manitoba Health Premiums

It is agreed that if Manitoba health premiums are introduced during the life of this Agreement, the parties will meet to discuss and decide on equitable sharing of the costs of the premiums.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #10

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Amnesty From Provincial Wage/Hours of Work Reduction Legislation

The Employer will not exercise any right it may receive through legislation which enables the Employer *to* unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in the Collective Agreement during the life of this Collective Agreement.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #11

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

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 Agreement.
- 1.02 It is agreed by the parties that this Letter of Agreement 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 personal policies and procedures **of** the receiving site shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Agreement.
- 1.04 This Letter of Agreement governs the movement **of** laid off employees and/or the movement of positions between bargaining units of the above-mentioned Unions and Employers.
- 1.05 For the purposes of this Letter of Agreement “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 sites 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.

Manitoba Council of Health Care Unions (MCHCU) will be provided with a copy of the Central Redeployment List, with an updated list provided on a continuing basis.

- 1.08 “Provincial Health Care Labour Adjustment Committee” (hereinafter referred to as the “Committee”) refers to the committee established by an agreement commencing January 20, 1993 between the Government of Canada, the Government of Manitoba, Labour Relations Secretariat, and Manitoba Council of Health Care Unions.

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 Transfer 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 site within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving site shall provide preferential consideration to qualified applicants

from other regions who are on the 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 sites job description applies vis-&vis qualification requirements;
- (f) once an employee has been permanently redeployed and has completed the trial period with a receiving Employer, she shall relinquish any recall rights to her/his former Employer unless she is laid off from the receiving Employer. Should an employee be laid off from the receiving Employer, she will be placed back on the recall list with the sending Employer for the balance of time she would have been on the recall list. She 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. Transfer of Service/Merger/Amalgamation

- 5.01 In the event of a transfer(s) of 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 site, 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 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, e.g. two (2) year pension requirement.
- 6.05 Benefits - An incoming employee is subject to the terms and conditions of the receiving sites 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.
- 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 Agreement.

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 Committee.

9. Admission of New Members

- 9.01 The parties hereby authorize the Committee to admit new signatories as

participating Employers or participating Unions in such manner and upon such terms as the Committee in its discretion deems appropriate without the necessary consultation or agreement with existing signatories. Upon admission to this agreement such new signatories will have the same rights and obligations as existing participating Unions and participating Employers, effective the date of such admission.

10. Acceptance of Letter of Agreement

10.01 Signatories to this Letter of Agreement agree to accept this letter without amendment. Any subsequent amendment to the Letter of Agreement shall only be implemented if approved pursuant to Article 12.

11. Duration

11.01 This Letter of Agreement shall be in full force and effect for an indefinite period commencing the date of signing. In the event that any one of the parties signatory to this Letter of Agreement wishes to terminate its participation in this Letter of Agreement it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or Employer in respect of its Collective Agreement. Such termination shall not invalidate this Letter of Agreement as it affects the other signatories except for the specified Employer or bargaining agent that is party to the relevant and affected Collective Agreement.

12. Amendments

12.01 Amendments to this Letter of Agreement shall be effective if passed by the Committee after consultation with the signatories to the Letter of Agreement as outlined herein. All signatories shall receive a copy of the proposed amendment(s). Each signatory shall have thirty (30) calendar days during which to express its concerns (if any) about the proposed amendment(s). Any unresolved concerns must be reconciled by the respective Employer/labour caucus prior to a Committee vote being conducted. If there are no concerns raised by signatories to the proposed amendment(s) the Committee shall be empowered to implement the amendment(s).

13. Appeal Panel

13:01 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 Agreement; 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.

Any dispute under the Letter of Agreement shall not be resolved by grievance or arbitration pursuant to the Collective Agreement. The Appeal Panel is intended to be the only vehicle for resolution of such disputes.

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

Re: Casual Seniority

Previous experience of casuals will be considered in terms of applicability to the position applied for and provided equivalent qualifications are met, preferential consideration shall be given to the casuals who are on the casual roster as of this date, or who are currently occupying a term position and will be returning to the casual roster upon the expiry of the term, over applicants from the Central Redeployment List.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #12

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Educational Deferred Salary Leave Plan (Hereinafter Referred to as EDSLP)

The parties hereto agree that the following conditions shall apply to the implementation and operation of the EDSLP:

1. That the EDSLP will be reviewed thirty (**30**) months from its implementation date and every twenty-four (24) months thereafter by the Employer and the Union.
2. That the EDSLP shall be self-sustaining and the Employer shall not incur any costs whatsoever as a result of participating in the Plan.
3. That the EDSLP must comply in all respects with all **Canada Revenue Agency (CRA)** guidelines.
4. That the Union shall save the Employer harmless from any claims whatsoever from any participants enrolled in the EDSLP which might result from the non-remittance of monies collected in accordance with the Plan nor from any shortfall in the funds from time to time required to be paid to any of the participants in the Plan. It is agreed that remittance of all monies to the Plan, in Trust, is to be forwarded immediately following each payday to the carrier of the Plan in Trust.

Terms of Reference of the EDSLP

Eligibility:

Any employee, excluding casual employees, covered by the Collective Agreement between the Employer and the Union may apply for participation in the EDSLP following completion of the employee's probationary period as outlined in the Collective Agreement. It is expressly understood that participation in the EDSLP does not constitute a commitment being made by the Employer regarding future approval of a leave of absence.

The Plan:

The EDSLPL is implemented for the sole purpose of providing a method of remuneration to Plan participants during formal educational leaves of absence (LOAs) for periods in excess of six (6) months.

Contribution/Enrolment Form:

- (a) **On** filling out the enrolment form for membership, the participant shall indicate the amount of the participant's earnings which is to be deferred and remitted by the Employer to the Plan, in Trust. The amount shall not be less than five (5) percent and not more than thirty (30) percent of gross regular earnings as at the time of application. The biweekly amount shall be rounded to the next higher dollar.
- (b) The amount to be deferred in Trust may be changed once annually (date to be determined by the Employer),
- (c) The participant shall indicate on the enrolment form the date when it is anticipated that the participant will be requesting a leave of absence in accordance with the terms of reference of the Plan.
- (d) The participant shall keep the Employer informed on an ongoing basis as to her plans in regard to the educational program in order to assist the Employer in attempting to make arrangements for her potential absence.

Leave of Absence

- (a) It is agreed between the Employer and the Union that, for the purpose of the EDSLPL, the provisions of the Collective Agreement regarding application for leaves of absence exception that the employee shall make application for the LOA at least two (2) months prior to the first date of the participant's requested LOA.
- (b) Requests for LOA under the EDSLPL shall include a description of the course of studies to be pursued, the duration of the program and the name of the institution offering the program.
- (c) Each request for a LOA under the EDSLPL will be reviewed on an individual basis and shall not be unreasonably denied.
- (d) In the event that more than one participant applies for a LOA under the EDSLPL for part of or all of the same period of time and where only one participant's requested leave can be granted seniority as defined in the Collective Agreement shall be the governing factor in determining which participant's LOA shall be granted.
- (e) A participant having received approval for a LOA and who voluntarily transfers or is promoted to another position, may have the leave honoured depending on the

operational requirements of the new work area.

In the event that the participant's educational leave results in her being qualified to work in another classification covered by the Collective Agreement, it is understood that the participant will be placed in such classification only after being the successful applicant for a posted vacant position within that classification.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #13

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: Pension Plan (HEPP)

Applicable to employees currently covered by HEPP/HEBP and new employees hired after payroll transfer date for their RHA.

- (a) The parties agree to participate in the Health Care Employees' Pension Plan - Manitoba (HEPP) in accordance with its terms and conditions including an established contributions rate as set out in the HEPP Trust Agreement, HEPP Pension Plan text and other applicable written policies and guidelines.
- (b) Any disputes with respect to the level of pension entitlement shall not be subject to the grievance and arbitration procedure under this agreement but shall be subject to adjudication in accordance with the terms of HEPP.
- (c) In the event that the contributions required by the HEPP Plan text are not sufficient to fund the necessary pension benefits, the parties to this agreement shall meet forthwith to determine an appropriate funding mechanism. The contribution rate may only be amended by the process outlined in the Pension Plan text or through collective bargaining.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement #14

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional****Re: Employment Security**

The Employer is concerned with its employees' employment security, and the Union is concerned with its members' employment security, and within the Province of Manitoba health care reform continues to be explored, and there may be a need to examine the delivery of health care within the site, and there may be a need to examine the current complement of employees covered by the provisions of the Collective Agreement.

1. It will be incumbent upon the Employer to notify the Union in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of employees covered by the provisions of this Collective Agreement.
2. If it becomes necessary to reduce the staffing complement, all avenues relevant to the issue of employment security for the employees will be examined and discussed between the Employer and the Union no later than twenty (20) days after the above.
3. The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after the above.
4. The Employer will, wherever reasonably possible, carry out these reductions by way of attrition.
5. In keeping with the Employer's commitment to ensure that any affected employee shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, the Employer will make every possible effort to reassign the employee(s) affected to an equivalent position within the site. The Layoff and Recall provisions of the Collective Agreement will apply where reassignment is not possible.
6. In the event of #5 above occurring or in the event of the closure of a site, and in conjunction with #7 below, the Employer will make every reasonable effort to achieve necessary funding for retraining and redeployment of employees.

7. **The Employer will also cooperate with other sites, with R.H.A., and/or the Government of Manitoba, to participate in the establishment of a broader redeployment and retraining effort.**

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Regional Health Authority - Central Manitoba Inc.

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Ten **(10)** and Fourteen **(14)** Hour Shifts Applicable to Emergency Medical Services Employees Employed at the Portage Ambulance Station and the Boundary Trails Emergency Station

The Employer and the Union mutually agree that the following conditions and understanding apply regarding the **9.6875 ("10")** hour and **13.5625 ("14")** hour shift patterns.

1. There must be mutual agreement between the Employer and the Union to implement and continue the **9.6875 ("10")** and **13.5625 ("14")** hour shift patterns, otherwise the provision of Hours of Work and Shift Schedules in the Collective Agreement or some other mutually agreeable variation of the Collective Agreement shall apply.
2. Full-time hours of work shall provide:
 - (a) That there shall be ten **(10)** shifts of **9.6875** hours duration and ten **(10)** shifts of **13.5625** hours duration in each three **(3)** consecutive bi-weekly period.

(Any mutually agreed variation will not result in overtime costs to the employer.)

3. Each shift of **9.6875 ("10")** or **13.5625 ("14")** is to be inclusive of two **(2)** rest periods; and one thirty **(30)** minute meal period composed of seven and one-half **(7.50)** minutes of unpaid time and twenty-two and one-half **(22.50)** minutes of paid time; and one **(1)** thirty **(30)** minute unpaid meal period.
4. Overtime shall either be time worked in excess of the **9.6875 ("10")** hour shift or time worked in excess of the **13.5625 ("14")** hour shift respectively or hours worked in excess of the rotation pattern in effect.

5. Vacation - Recognized Holidays - Income Protection - Bereavement Leave:

With reference to the above benefits, the paid time off that is received under the **9.6875 ("10")** and the **13.5625 ("14")** hour shift pattern is to correspond exactly in hours to the paid time off on a seven and three-quarter (**7.75**) hour shift pattern.

6. An employee required to work on a Recognized Holiday shall be paid at a rate of one and one-half (**1.50**) times her/his basic pay for hours worked and, in addition, shall receive seven and three quarters (**7.75**) hours off at her/his basic rate of pay.

7. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the Collective Agreement.

8. It is understood that whenever **9.6875 ("10")** hours and **13.5625 ("14")** hours are mentioned, the equivalent nine (**9**) hours and forty-one and one-quarter (**41.25**) minutes (**9:41:25**) or the equivalent thirteen (**13**) hours and thirty-three and three-quarters (**33.75**) minutes (**13:33:75**) may be used, and for **7.75** (8) hours, its equivalent of seven (**7**) hours and forty-five (**45**) minutes (**7:45:00**) may be used.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Regional Health Authority • Central Manitoba Inc.

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Twelve (12) Hour Shifts Applicable to Emergency Medical Services Employees Employed at the Morris Ambulance Station, Macdonald Ambulance Station, Portage Ambulance Station, and Altona Ambulance Station

The Employer and the Union mutually agree that the following conditions and understanding apply re the **11.625 (“12”)** hour shift pattern.

1. There must be mutual agreement between the Employer and the Union to implement and continue the **11.625 (“12”)** hour shift pattern, otherwise the provision of Hours of Work and Shift Schedules in the Collective Agreement or some other mutually agreeable variation of the Collective Agreement shall apply.
2. Full-time hours of work shall provide:
 - (a) That there shall be an average of six (6) shifts of **11.625** hours duration and one (1) shift of **7.75** hours duration in each bi-weekly period; or
 - (b) That there shall be twenty (20) shifts of **11.625** hours duration in each three (3) consecutive bi-weekly period.

(Any mutually agreed variation will not result in overtime costs to the employer.)
3. Each shift of **11.625 (“12”)** is to be inclusive of two (2) rest periods; and one thirty (30) minute meal period composed of seven and one-half (**7.50**) minutes of unpaid time and twenty-two and one-half (**22.50**) minutes of paid time; and one (1) thirty (30) minute unpaid meal period.
4. Overtime shall either be time worked in excess of the **11.625 (“12”)** hour shift or a seven and three-quarter (**7.75**) (8) hour shift respectively or hours worked in excess of the rotation pattern in effect.

5. Vacation • Recognized Holidays - Income Protection • Bereavement Leave:

With reference to the above benefits, the paid time off that is received under the **11.625 (“12”)** hour shift pattern is to correspond exactly in hours to the paid time off on a seven and three-quarter **(7.75)** hour shift pattern.

6. Application of Article 16:05:

An employee required to work on a Recognized Holiday shall be paid at a rate of one and one-half **(1.50)** times her/his basic pay for hours worked and, in addition, shall receive seven and three quarters **(7.75)** hours off at her/his basic rate of pay.

7. Application of Article 16:09:

An employee may accumulate **38.75** hours given in lieu of Recognized Holidays in order to take three (3) consecutive **11.625 (“12”)** hours shifts off with pay. Such shifts may be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article **16:09**.

8. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the Collective Agreement.

9. It is understood that whenever 11.625 (“12”) hours is mentioned, its equivalent eleven (11) hours and thirty-seven and one-half (37.50) minutes (11:37:50) may be used, and for 7.75 (8) hours, its equivalent of seven (7) hours and forty-five (45) minutes may be used.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Regional Health Authority - Central Manitoba Inc.

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Twelve (12) Hour Shifts for Gladstone/Kinosota EMS

The Employer and the Union mutually agree that the following conditions and understanding apply re the twelve (12) hour shift pattern.

1. There must be mutual agreement between the Employer and the Union to implement and continue the twelve (12) hour shift pattern, otherwise the provision of Hours of Work and Shift Schedules in the Collective Agreement or some other mutually agreeable variation of the Collective Agreement shall apply.
2. Either party may terminate the terms of this Memorandum of Agreement on at least thirty (30) days written notice.
3. Full-time hours of work shall provide:
 - (a) That there shall be 4 shifts of twelve (12) hours duration followed by 4 days off except that would have two (2) extra twelve (12) hour shifts in every four (4) bi-weekly period.
 - (b) That there shall be twenty six (26) shifts of 1200 hours duration in each four (4) consecutive bi-weekly period.

Any mutually agreed variation will not result in overtime costs to the Employer.

4. Each shift of twelve (12) hour is to be inclusive of two (2) rest periods; and two thirty (30) minute paid meal periods.
5. Overtime shall either be time worked in excess of the twelve (12) hour shift or a seven and three quarter (7.75) eight (8) hour shift respectively or hours worked in excess of the rotation pattern in effect.

6. Vacation - Recognized Holidays - Income Protection - Bereavement Leave

With reference to the above benefits, the paid time off that is received under the twelve **(12)** hour shift pattern is to correspond exactly in hours **to** the paid time off on **a** seven and three quarter **(7.75)** hour shift pattern.

7. Application of Article 16:05:

An employee required to work on **a** Recognized Holiday shall be paid at **a** rate of one and one half **(1.50)** times her/his basic pay for hours worked and, in addition, shall receive seven and three quarters **(7.75)** hours off at her/his basic rate of pay.

8. Application of Article 16:09:

An employee may accumulate **38.75** hours given in lieu of Recognized Holidays in order to take three **(3)** consecutive twelve **(12)** hour shifts off with pay. Such shifts may be added to **a** weekend off or to scheduled days off or used **to** complete **a** partial week of vacation in accordance with Article **16:09**.

9. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the Collective Agreement.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Regional Health Authority - Central Manitoba Inc.

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Mileage and Paid Travel Time for Employees of Gladstone/Kinosota EMS

1. The Employer and the Union agree that on a without precedent or prejudice basis that employees of Gladstone EMS and Kinosota EMS shall be assigned to work in either work location based on the current twelve (12) hour shift schedule rotation (four on four off). In exchange for accepting this shift schedule arrangement and rotating assignment at both locations, employees agree to voluntarily give up travel time and mileage to either the Kinosota or Gladstone location, wherever applicable.
2. Either party may terminate the terms of this Memorandum of Agreement on at least thirty (30) days written notice.
3. This Memorandum is agreed to due to these special circumstances and under no circumstances is this Memorandum intended to prejudice any party's interests in negotiations or related matters elsewhere.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Regional Health Authority - Central Manitoba Inc.

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Midwives

Preamble: The Employer and the Union recognize the unique nature of service that Midwives provide for the residents of the region and the flexibility that is required to meet the needs of the residents.

The parties agree that Midwives shall be covered by all provisions of this Agreement, unless otherwise specified in this Memorandum:

Article 2:14

Probationary Employee (Replaces Article 2:14 of the Collective Agreement)

Means an employee who:

- a) is registered with supervision requirements as determined by the College of Midwives of Manitoba (CCM); or
- b) has not completed six **(6)** months of continuous full-time or part-time employment following the removal of the supervision requirements.

Until such time as an employee has completed her probation period, she may be subject to discharge without recourse to the grievance procedure. In the event that an employee is to be discharged during the probation period, written notice shall be served to the employee and the Union. The probation period for any given employee may be extended after consultation with the Union.

Article 8 - Hours of Work and Article 9 - Shift Schedules
(Replaces Article 8 and Article 9 of the Collective Agreement)

Article 8:01

Regular hours of work will be an average of eighty **(80)** hours per bi-weekly period, or 2080 hours per year.

Article 8:02

Regular hours of work shall be deemed to:

- a) include a rest period of fifteen (15) minutes during each continuous three hour period of duty;
- b) exclude a meal period of at least thirty (30) minutes during each **working** day.

Article 9:01

The employee will be responsible for scheduling her own hours of work. Each employee shall submit a log of hours worked to her supervisor at the end of each **bi-weekly** period or more often if required. The hours worked shall be 80 hours per **bi-weekly** period averaged over 4 consecutive **bi-weekly** pay periods.

Article 9:02

To the extent practicable, the employee will consult with her supervisor prior to **working** additional or alternate hours beyond their approved schedule. In the event that this is necessary, the employee shall make every reasonable effort to alter her schedule over the remainder of the period referred to in Article 9:01 in order to maintain an average of 80 hours worked in the **bi-weekly** period. In the event the employee is unable to reconcile additional hours worked over the 4 consecutive **bi-weekly** pay periods referenced in Article 9:01, she shall be allowed to carry over any **un-reconciled** hours to be taken at a future time mutually agreed between the Employer and the employee.

Article 13 • Annual Vacation

(As outlined in the Collective Agreement, except as follows:)

The parties agree that annual vacation rates of accrual for Anna Losch and Marla Gross shall be grandfathered, and thereafter, shall only be adjusted as per the provisions outlined in Article 13:03 of the Collective Agreement.

Article 16 • General Holidays

Article 16:05 (Replaces Article 16:05 of the Collective Agreement):

An employee required to work on any General Holiday shall be paid one and **one-half times** (1 1/2x) her basic rate of pay for all hours worked. In addition, the employee shall be granted an eight (8) hour day in lieu at a time mutually agreed between the Employer and the employee.

Article 19 • Parenting Leave

All provisions of Article 19 shall apply to Midwives, including Plan B.

Schedule A

The compensation payable is intended to compensate the Midwife for delivering Midwifery Services on a full-time basis; therefore Articles 10, 11 and 12 of the collective agreement do not apply. The Midwife shall devote as many hours to providing the Midwifery services as may be necessary to **fully** discharge the **Midwife's** professional duties.

Schedule A - Salary - See attached Wage Adjustments Document. *SA increase to be effective October 1, 2003.**

***Note: All provisions, with the exception of Schedule A, to be effective date of ratification (May 6,2004).**

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Memorandum of Agreement

Supplementary to the Collective Agreement

between

Central Regional Health Authority

and

The Manitoba Government and General Employees' Union
Technical/Professional

Re: Applicable to Medical Technologists in Laboratory and Radiology Employed at the
Boundary Trails Health Centre Site

The parties agree that where there exists a need for seven (7) day a week and evening **shift** coverage, the following scheduling provisions shall apply:

1. **Shift** schedules for a minimum of a four (4) week period shall be posted at least two (2) weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (**4**) week period shall not be altered after posting except by mutual agreement between the employee(s) concerned and the Employer. Requests for specific days off duty shall be submitted in writing at least two (2) weeks prior to posting. Requests for interchanges of posted shifts shall be made in accordance with the RHA policy.
2. **Shift** patterns shall be planned by the Employer in consultation with employee(s) concerned and shall, unless otherwise mutually agreed between the employee(s) concerned and the Employer observe the conditions listed hereinafter:
 - (i) A maximum of seven (7) consecutive days of work
 - (ii) A minimum of two (2) consecutive days off where reasonably possible.
 - (iii) Alternate weekends off shall be granted as often as reasonably possible with each employee receiving a minimum of every third weekend off.
 - (iv) Evening and weekend **shifts** will be divided as equitably as possible among employees.
3. Either party may terminate the terms of this memorandum of understanding on at least thirty (30) days written notice.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

Letter of Understanding

between

**The Regional Health Authorities of Central,
Parkland, Interlake, Assiniboine and North Eastman**

and

**The Manitoba Government and General Employees' Union
Technical/Professional**

Re: **Appendix "C"**

The Employer and the Union agree that "Appendix C - Former Civil Service Employee Benefit Plans" is appended to the Agreement for information purposes only and as such the Grievance and Arbitration articles shall not apply.

On Behalf of the M.G.E.U.

On Behalf of the Employer

Date

IN WITNESS WHEREOF, Neil Walker, Chief Executive Officer, of the Central Regional Health Authority, set his hand for and on behalf of the Central Regional Health Authority and Ms. Linda Butler, of the Manitoba Government and General Employees' Union, has hereunto set her hand for and on behalf of the Manitoba Government and General Employees' Union.

Signed this _____ day of _____ AD 20 _____

Component Director

Chief Executive Officer,
Central Regional Health Authority

Manitoba Government and
General Employees' Union

Labour Relations Secretariat

Manitoba Government and
General Employees' Union

Human Resources Director,
Central Regional Health Authority

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