

Memorandum of Settlement

Between

St. Josephs Health Care London

Full – time and Part - time Paramed

and

Ontario Public Service Employees Union

On behalf of its Local 106

Re: Local Issues Bargaining

The parties agree to the following as full of final settlement of all issues in dispute for local issues bargaining, June 27, 2016.

The parties recommend acceptance to their respective parties.

1. Vacation requests 2 times per year.

Existing language and proposal:

Local Provision 10.03 a) "Subject to compliance with the staffing requirements as determined by the Department Head, selection of vacation period'(s) within any Department or section will be on the basis of an employee's seniority, provided that vacation requests are submitted to the Hospital by March 15th, for the vacation period of May 1st thru to October 31st, and September 15th for the vacation period of November 1st thru April 30th. Any time a vacation denial occurs, the employees must be notified and alternative dates arranged by April 15th and October 15th. The resolution will be on the basis of seniority and may be limited to a maximum of (4) four weeks or part thereof during the peak summer season (defined as June, July, and August). Subject to outstanding adjustments being resolved, vacation requests submitted after March 15th and September 15th will be allotted on a first come first serve basis.

Vacation days will not be changed to be paid by Accumulated Time owing or Personal Leave of Absence.

2. Housekeeping:

Change: Therapeutic Recreationist to Therapeutic Recreation Specialist on page 88 and,

108 add: or CTRA " the Canadian Therapeutic Recreation Association"

3. Condition of leased vehicles, safety issues (snow tires) to be brought to the attention of the appropriate leaders or Health and Safety.






4. Issues of Responsibility Pay and Team Leads need to be discussed with leaders and workload concerns.

5. Behaviour Therapist to be deleted from Appendix "C".

6. 7.02 add to second paragraph: Additional shifts following the posting of the schedule will be offered in the following order, by seniority: most senior add: RPT(s).

Signed this 27th day of June, 2016.

For the Union:

For the Employer:

