

## CUPE - Summary of Proposals

<i>Employer Proposal</i>	<i>Objective</i>												
<p>General wage increase April 1, 2008 – 2.75% April 1, 2009 – 2% April 1, 2010 – 2.25% April 1, 2011 – 2.25% To be applied to base rate of pay; provision for retroactive wage adjustments</p>	<p>To ensure competitiveness with western Canadian health care markets</p>												
<p>Market adjustment for specific classifications:</p> <table border="1"> <thead> <tr> <th></th> <th>Base rate</th> <th>Market adjusted rate</th> </tr> </thead> <tbody> <tr> <td>Combined Lab X-ray Techs</td> <td>\$26.92</td> <td>\$30.15</td> </tr> <tr> <td>Lab Assistants</td> <td>19.29</td> <td>20.12</td> </tr> <tr> <td>Medical Radiation Technologists</td> <td>31.69</td> <td>32.19</td> </tr> </tbody> </table>		Base rate	Market adjusted rate	Combined Lab X-ray Techs	\$26.92	\$30.15	Lab Assistants	19.29	20.12	Medical Radiation Technologists	31.69	32.19	<p>To address competitiveness with western Canadian health care markets in hard to recruit classifications; the base wage rates are lower than the average western Canadian health care markets (4 western provinces) and employers acknowledge difficulty in recruiting</p>
	Base rate	Market adjusted rate											
Combined Lab X-ray Techs	\$26.92	\$30.15											
Lab Assistants	19.29	20.12											
Medical Radiation Technologists	31.69	32.19											
<p>Job evaluation Expedition of evaluation of LPN classification changes</p> <p>In exchange for mitigation of overpayment issue, up to the full amount owed by union members, employers propose amending the letter of understanding with respect to the JJE maintenance plan and adding letters of understanding to deal with a backlog of outstanding issues.</p>	<p>Employers anticipate that evaluation of the LPN classification due to changes in education requirements will place LPNs at pay band 15</p> <p>Employers are proposing to amend the JJE maintenance plan in order to streamline the maintenance process, as well as methods to deal with the outstanding issues of the 300 series jobs, bundling and outstanding maintenance files</p>												
<p>Article 15.14 - Influenza vaccine Provisions for influenza vaccination for employees and requirements in the event of an outbreak in the facility</p>	<p>The proposed language is consistent with other health care agreements</p>												
<p>Article 18.01 – violence in the workplace Amendment allowing for cooperation between management and the union local</p>	<p>Provides clarification to identify that dealing with violence in the workplace is a shared responsibility</p>												

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<p>Article 19.02 – Loss of seniority Additional requirement for consideration of loss of seniority</p> <p>Article 31.08 (b) (ii) – Return to work Language to provide for employees on re-employment list to be on the list for three years</p>	<p>This provides for a consultation process for employees who are on long term disability for more than 5 years, ensuring that those employees do not remain on a re-employment list indefinitely</p>
<p>Article 20.01 (k) – New classifications or changes to classifications Amendment to language changing “Pay Band 21” to “the existing Pay Bands”</p>	<p>Housekeeping item – collective agreement already includes Pay Band 22 and 23</p>
<p>Article 21.01 (b) – Posting of new positions and vacancies Add language to include regionally based, multi-site, facility-based/agency based or department specific information to job postings</p> <p>Article 21.01 (d) – Posting of new positions and vacancies To allow part time employees to access casual work without going through a posting process</p>	<p>To establish guidelines for consistent application within the collective agreement</p> <p>To streamline the administrative process to ensure that employees have access to more hours if they desire additional hours</p>
<p>Article 21.12 – Rate of Pay when setting up OTFT in second position To amend language to provide for salary rate for employees who are employed in two or more other than full-time positions</p>	<p>To clarify how the salaries are set for OTFT employees who have more than one job in different classifications</p>
<p>Article 21.14 – Multi-site work New article to be included to provide for processes when employees work at a workplace other than their normal workplace or multi-sites</p>	<p>To establish guidelines for consistent application within the collective agreement</p>
<p>Article 25.05 – Layoff and re-employment Additional language to clarify displacement of employees when workers are laid off or displaced</p>	<p>To allow for laid off or displaced employees moving into vacant positions with the Region, but displacing another employee with less seniority, only within the same agency or facility</p>

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<p>Article 27.02 (a) – Hours of Work Language change to allow for an unpaid day of rest in each designated three week period</p>	<p>The amended language reflects the current practice in the workplaces</p>
<p>Article 27.04 (f) (i) - Assignment of Relief Work – Longer shift Language change to limit assignments of longer casual shifts to within the same department</p>	<p>To ensure that all scheduled work is completed</p>
<p>Article 27.04 (i) – Assignment of Relief Work – Failure to properly assign work Language change so that in the event an employee with seniority is not called for a shift, another shift is scheduled as supernumerary within fourteen days</p> <p>Article 27.10 – Overtime rates of pay Language change so that in the event an employee with seniority is not called for overtime, another shift is scheduled as supernumerary within fourteen days</p>	<p>Currently if an employee with seniority is not called for a shift, or for overtime hours, and reports the error, the employee is paid for the <del>lost hours</del> missed shift. The employer is proposing that the employee be scheduled for a supernumerary shift to ensure that health care salary dollars are spent providing health care to patients, clients and residents and the employee is compensated for the <del>lost hours</del> missed shift.</p>
<p>Article 27.17 – Weekends off Language change so that if an employee is required to work all weekends in the three week period they are paid the appropriate overtime rate but not paid overtime rates for regularly scheduled weekends</p>	<p>The language change reflects the original negotiated intent of the parties rather than an interpretation by an arbitrator.</p>
<p>Article 27.20 – Standby payments The employer is not proposing any changes to the current language or rates</p>	
<p>Article 27.21 – Call back Language clarification to reference employees on standby</p> <p>Article 27.22 – Call back Transportation Language clarification to reference employees on standby</p>	<p>The language changes provide clarification of where the callback language applies.</p>

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<p>Article 27.26 – Home care hours of work New article to recognize the unique operational needs of home care</p>	<p>The additional article would provide for improved client service and potentially enhance permanent positions for employees</p>
<p>Article 28.04(d) – Pay on a designated holiday Language to clarify the formula for paying other than full time employees on designated holidays</p>	<p>To ensure that other than full time employees are paid correctly for designated holidays.</p>
<p>Article 28.06 – Additional day off Language to provide for an option if agreement can not be reached on time off when a designated holiday falls on a scheduled day off</p>	<p>The language provides for clarification on the application of the current language.</p>
<p>Article 29.05 – Posting Vacation Schedule Language to provide for an option for Employers whose employees do not request vacation time</p>	<p>The employers believe it is important that employees take entitled vacation leave and the language establishes a process to ensure that employees take vacation</p>
<p>Article 29.10 – Approved absence during vacation Language change to stipulate approved absences</p>	<p>The language clarifies the paid leaves that could displace vacation.</p>
<p>Article 30.01 – General leave of absence Language addition to provide regulations for leaves of absence for the purpose of alternate employment outside of the health region and affiliates</p>	<p>The language limits a leave of absence for the purpose of working outside of the health region or an affiliate to a maximum of two months. Employers will be more able to post permanent vacancies to replace those employees who have chosen to leave the employer for employment outside of the health region/province/healthcare.</p>
<p>Article 30.13 – Educational leave Amended language to stipulate regulations for educational leaves of absence</p>	<p>The language ensures that employees who are accessing the educational leave are attending a program</p>
<p>Article 37.03 (c) – Transportation rate Remove the rate used on the effective date of the collective agreement</p>	<p>Housekeeping language change to reflect what is currently done</p>

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Article 37.16 – Professional fees Change an effective date to “Annually on April 1st”	Housekeeping language change
Article 38.02 – Retirement/resignation Addition of language to require 4 weeks written notice of resignations or retirements	Language to ensure that employees provide notice of resignation.
Letter of Understanding – Apprenticeship New LOU	To establish a process to enable employers to create apprenticeship agreements consistently within the collective agreement
Letter of Understanding – Licensed practical nurses New LOU	Language to commit to enabling LPNs to perform the full scope of their duties based on the model of care being provided