

## SEIU - Summary of Proposals

| <b>Employer Proposal</b>   | <b>Objective</b>   |                      |                      |                          |         |         |                |       |       |                                 |       |       |  |
|--|--|----------------------|----------------------|--------------------------|---------|---------|----------------|-------|-------|---------------------------------|-------|-------|--|
| <p>General wage increase<br/>           April 1, 2008 – 2.75%<br/>           April 1, 2009 – 2%<br/>           April 1, 2010 – 2.25%<br/>           April 1, 2011 – 2.25%<br/>           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<br/>           Expedition of evaluation of LPN classification changes</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>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 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 4.05 – Return to work and duty to accommodate<br/>           Language to clarify processes related to employees returning to regular duties after absence due to disability, illness or injury</p>  | <p>Language to address a number of matters arising out of the process for accommodating disabled employees on a return to work program.</p>  |                      |                      |                          |         |         |                |       |       |                                 |       |       |  |
| <p>Article 5.02 – Dues checkoff<br/>           Addition of clause “their job status data” and change of hours “paid” instead of hours “worked”</p>   | <p>Housekeeping item. Clarification of the current process for reporting Union dues.</p>   |                      |                      |                          |         |         |                |       |       |                                 |       |       |  |

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| Article 6.01 – Joint union management committee<br>Language to clarify terms of reference for the committee  | Employer proposal which clarifies the intent and terms of reference of joint union management committees.  |
| Article 6.02 – Nursing policy committee<br>Language to clarify terms of reference for the committee  | Employer proposal which clarifies the intent and terms of reference of nursing policy committees.  |
| Article 6.03 – Other committees<br>Addition of language for the provision of other committees  | Allows for establishment of other committees that may be established as required by mutual agreement of the employer and union   |
| Article 9.02 – Accumulation of seniority<br>Language to clarify how seniority is accrued for part time, OTFT, casual and temporary employees on unpaid leave           | Ensure that all employees participating in a return to work or duty to accommodate program are able to accumulate seniority equitably and in accordance with the terms of their employment.  |
| Article 11.09 – Temporary vacancies<br>Language to provide regulations around filling temporary vacancies  | Provides for efficiencies by reducing the frequency of employees moving from one term position to another without completing the initial term and enables the employer to offer a temporary vacancy to the next senior qualified applicant if the original applicant leaves the position within a certain time frame, saving the time and resources involved in re-posting the vacancy |
| Article 11.10 – Casual hours of work<br>Language to provide for procedure for offering available casual work to part time and casual employees to increase their hours | Provides for more efficient process to schedule part time and casual employees available casual shifts based on seniority and availability of the employee rather than calling from a list until reaching an employee who accepts the shift; provides for removal of names of employees who have not accepted a shift for six months   |
| Article 13.05 – Work schedules<br>Housekeeping language.   | Consequential language related to Article 11.10 proposal on Casual Hours of Work.  |
| Article 13.13 – Transportation allowance<br>Remove stale dated language (effective date of the previous agreement)   | Housekeeping language  |

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| Article 13.14 – shift premiums<br>Remove stale dated language (effective date of previous agreement)  | Housekeeping language   |
| Article 13.15 – weekend premium<br>Remove stale dated language (effective date of previous agreement)   | Housekeeping language   |
| Article 14.03 – working on a statutory holiday<br>Language changes to clarify how statutory holiday pay is paid to OTFT employees   | Provides ability for employers to pay out statutory holiday banks for OTFT employees  |
| Article 15.01 – General leaves of absence<br>Language changes to permit employees to have a leave of absence for employment opportunities with employers outside the collective agreement | Employers would be able to grant or deny the leave of absence (general or for alternate employment) based on operational considerations and assist in ensuring that areas are adequately staffed  |
| Article 15.08 – Bereavement loss<br>Language to include leave for either a funeral or a memorial service  | Paid leaves for bereavement provide for set time for funerals and memorial services and not additional time in the event that there are two services  |
| Article 16.02 – Vacation period and posting<br>Language to provide for an option for employers whose employees do not request vacation time   | The employer believes that it is important that employees take entitled vacation leave and the language establishes a process to ensure that employees take at least three weeks vacation. Provides for a pay-out of vacation provided an employee has taken at least three weeks vacation. |
| Article 16.05 – Accruals and credits<br>Language to remove stale dates (effective dates of last agreement)  | Housekeeping item   |
| Article 16.11 – Deferral of vacation credits<br>Language to limit the number of vacation hours that can be deferred   | Provides for a defined process for deferring vacation credits.  |
| Article 18.02 – Return to previous job classification<br>Language to address the establishment of the JJE process.  | Addresses how employees returning to a previously held job classification will be paid at their previous rate or in accordance with the established JJE process upon their return.  |

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| Article 18.03 – Recognition of previous experience<br>Language expands the current scope of the article.   | Addresses how employees commencing any employment with the Employer will have previous experience recognized when determining their applicable rate of pay.                  |
| Article 19.07 – Professional fees<br>Language to remove stale dates (effective dates of last agreement)  | Housekeeping item  |
| Article 23.0X – Influenza Vaccine<br>New article promoting the benefits of influenza vaccination for employees.  | The proposed language is similar to other health care agreements.  |
| Article 23.0X – Outbreaks<br>New article to provide clarity for employer and employees in the event of an outbreak in the facility   | Establishment of language and process which addresses matters such as scheduling and compensation of employees in times where an outbreak is declared in a facility.         |
| Article 23.05 – Medical examinations, immunizations and infectious disease<br>Language to provide for paid time for OTFT employees to receive immunizations and medical examinations | Updating language to clarify the process and compensation regarding immunizations and quarantine.  |
| Article 23.0X – Tuberculosis Compensation<br>New article to provide for guidelines of compensation for employees contracting tuberculosis  | To establish language and processes to address matters arising, such as ongoing compensation and testing, when an employee contracts tuberculosis as a result of employment. |
| Letter of Understanding – Apprenticeship<br>New LOU  | To establish a process to enable employers to create apprenticeship positions within the collective agreement  |
| LOU – Special care aides/home health aides<br>Language added to acknowledge requirements of additional education   | Updating language to ensure untrained employees demonstrate enrolment in the required educational program.   |