

## CUPE - Summary of Proposals

<b>Employer Proposal</b>	<b>Objective</b>																											
<p>General wage increase            April 1, 2008 – 4%            April 1, 2009 – 2%            April 1, 2010 – 1.5%            April 1, 2011 – 2%            To be applied to base rate of pay; provision for retroactive wage adjustments for current employees and retirees upon application</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 (April 1, 2009)</th> <th>Market adjusted rate</th> </tr> </thead> <tbody> <tr> <td>Combined Lab X-ray Techs</td> <td>\$ 27.24</td> <td>\$ 30.47</td> </tr> <tr> <td>Lab Assistants</td> <td>\$ 19.52</td> <td>\$ 20.35</td> </tr> <tr> <td>Medical Radiation Technologists</td> <td>\$ 32.08</td> <td>\$ 32.58</td> </tr> <tr> <td>Medical Lab Technologists</td> <td>\$ 32.08</td> <td>\$ 32.58</td> </tr> <tr> <td>Ophthalmic Assistants</td> <td>\$ 18.41</td> <td>\$ 20.31</td> </tr> <tr> <td>Polysomnographic Tech (Sleep Lab)</td> <td>\$ 27.24</td> <td>\$ 31.67</td> </tr> <tr> <td>Medical Lab Technologists &amp; X-ray Technologists</td> <td>\$ 32.08</td> <td>\$ 32.58</td> </tr> <tr> <td>Nuclear Medicine Technologists</td> <td>\$ 32.08</td> <td>\$ 32.58</td> </tr> </tbody> </table>		Base rate (April 1, 2009)	Market adjusted rate	Combined Lab X-ray Techs	\$ 27.24	\$ 30.47	Lab Assistants	\$ 19.52	\$ 20.35	Medical Radiation Technologists	\$ 32.08	\$ 32.58	Medical Lab Technologists	\$ 32.08	\$ 32.58	Ophthalmic Assistants	\$ 18.41	\$ 20.31	Polysomnographic Tech (Sleep Lab)	\$ 27.24	\$ 31.67	Medical Lab Technologists & X-ray Technologists	\$ 32.08	\$ 32.58	Nuclear Medicine Technologists	\$ 32.08	\$ 32.58	<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>
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<p>Job evaluation            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 full mitigation of overpayment issue, 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>																											

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Article 31.08 (b) (ii) – Return to work Amended language to provide for Medical updates	Employees on long term disability would provide medical confirmation of disability on an annual basis
Article 20.01 (k) – New classifications or changes to classifications Amendment to language changing “Pay Band 21” to “the existing Pay Bands”	Housekeeping item – collective agreement already includes Pay Band 22 and 23
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	To establish guidelines for consistent application within the collective agreement and related to proposed changes in Article 21.14 Multi-site work
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	To clarify how the salaries are set for OTFT employees who have more than one job in different classifications
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	To establish guidelines for consistent application within the collective agreement; provides process for creation of multi-site positions and may provide increased number of full time positions
Article 25.05 – Layoff and re-employment Additional language to clarify displacement of employees when workers are laid off or displaced	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
Article 27.02 (a) – Hours of Work Language change to allow for an unpaid day of rest in each designated three week period	The amended language reflects the current practice in the workplaces and does not reduce the number of bank days for employees
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	To ensure that all scheduled work is completed and to ensure scheduled part time shifts are not abandoned for other shifts, but additional hours within the same department are still assigned to the employee.

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<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 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 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>Article 27.20 – Standby payments The employer is not proposing any changes to the current language or rates</p>	<p>The language change reflects the original negotiated intent of the parties rather than an interpretation by an arbitrator.</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>
<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>

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<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 29.10 – 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 30.05 – Bereavement leave proposed by union, “family member” changed to “person”</p>	<p>Housekeeping item</p>
<p>Letter of Understanding – Apprenticeship New LOU</p>	<p>To establish a process to enable employers to create apprenticeship agreements consistently within the collective agreement</p>
<p>Letter of Understanding – Licensed practical nurses New LOU</p>	<p>Language to commit to enabling LPNs to perform the full scope of their duties based on the model of care being provided</p>
<p>Letter of Understanding – Extended Health and Enhanced Dental Benefits Plan Guarantee of benefits for the term of the collective agreement</p>	<p>Employer commitment that the current level of benefits provided by the Extended Health and Enhanced Dental Benefits Plan will continue at no cost to the employee until March 31, 2012.</p>