

# **COLLECTIVE AGREEMENT**

**between**

**Izaak Walton Killam Health Centre**

**and**

**The Nova Scotia Council of Health Care Unions**

**November 1, 2014 – October 31, 2020**

**TABLE OF CONTENTS**

**PREAMBLE ..... 1**

**ARTICLE 1 - INTERPRETATION AND DEFINITIONS ..... 1**

    1.01 Definitions ..... 1

    1.02 Service ..... 3

    1.03 Seniority ..... 3

        (c) Posting of Seniority Lists ..... 4

            For Permanent employees ..... 5

            For Casual employees ..... 5

    1.04 Gender ..... 6

    1.05 Headings ..... 6

**ARTICLE 2 - RECOGNITION ..... 6**

    2.01 Bargaining Agent Recognition ..... 6

    2.02 No Other Agreements ..... 6

    2.03 No Discrimination for Union Activity ..... 6

    2.04 No Discrimination ..... 6

    2.05 Sexual and Personal Harassment ..... 7

    2.06 Same Sex Family Status ..... 7

    2.07 Diversity ..... 7

    2.08 Mandatory Membership - New employees ..... 7

    2.09 ..... 7

**ARTICLE 3 - APPLICATION ..... 7**

**ARTICLE 4 - FUTURE LEGISLATION ..... 8**

**ARTICLE 5 - MANAGEMENT RIGHTS ..... 8**

    5.01 Management Rights ..... 8

    5.02 Consistent Application ..... 8

**ARTICLE 6 - RIGHTS AND PROHIBITIONS ..... 8**

    6.01 No Lockout or Strike ..... 8

    6.02 No Sanction of Strike ..... 8

    6.03 Emergency Services ..... 8

**ARTICLE 7 - UNION INFORMATION AND OFFICE ..... 9**

    7.01 Bulletin Boards ..... 9

    7.02 Distribution of Union Literature ..... 9

(c) Computer Access .....	9
<b>ARTICLE 8 – INFORMATION.....</b>	<b>10</b>
8.01 Copies of Agreement .....	10
8.02 Letter of Appointment .....	10
8.03 Employer to Acquaint New Employees .....	10
8.04 Position Descriptions .....	10
8.05 Bargaining Unit Information .....	11
8.06 Union Information .....	11
<b>ARTICLE 9 – APPOINTMENT.....</b>	<b>11</b>
9.01 Appointment Status .....	11
9.02 Probationary Period .....	11
9.03 Confirmation of Permanent Appointment.....	11
9.04 Termination of Probationary Appointment .....	11
9.05 Pay in Lieu of Termination Notice .....	12
9.06 Notification to the Union.....	12
9.07 Secondment.....	12
<b>ARTICLE 10 - JOB POSTING .....</b>	<b>12</b>
10.01 Job Posting .....	12
(f) Conditional Appointment .....	13
10.02 Filling Vacancies or Assignments .....	13
10.03 Unsuccessful Candidate .....	14
10.04 Trial Period .....	14
10.05 Retention of Status .....	14
10.06 Grievance/Arbitration .....	14
10.07 Placement in New Position .....	15
10.08 Temporarily Working in a Position Outside the Bargaining Unit.....	15
<b>ARTICLE 11 - CHECKOFF.....</b>	<b>15</b>
11.01 Deduction of Union Dues and Assessments.....	15
11.02 Notification of Deduction .....	15
11.03 Religious Exclusions.....	16
11.04 Remittance of Union Dues and Assessments.....	16
11.05 Liability.....	16
<b>ARTICLE 12 – STEWARDS .....</b>	<b>16</b>
12.01 Recognition.....	16
12.02 Notification.....	16
12.03 Servicing of Grievances .....	16

**ARTICLE 13 - TIME OFF FOR UNION BUSINESS ..... 17**

13.01 Leave Without Pay ..... 17  
13.02 Notification to Employer ..... 17  
13.03 Salary Continuance ..... 17  
13.04 Annual Meeting/Collective Bargaining Workshop ..... 18  
13.05 Number of employees Eligible ..... 18  
13.06 Contract and Essential Services Negotiations ..... 18  
13.07 Arbitration and Joint Consultation ..... 19  
13.08 Grievance Meetings ..... 19  
13.09 No Loss of Service/ Seniority ..... 19  
13.10 Leave of Absence for the Full-time President ..... 19

**ARTICLE 14 - HOURS OF WORK..... 20**

14.01 Hours of Work ..... 20  
    (b) Overtime Exception ..... 20  
    (c) Rest Intervals between Scheduled Shifts ..... 20  
14.02 No Guarantee of Hours ..... 21  
14.03 Deviations from Scheduled Hours ..... 21  
14.04 Flexible Working Hours ..... 21  
14.05 Modified Work Week ..... 21  
14.06 Return to Regular Times of Work ..... 21  
14.07 Shift Duration ..... 22  
14.08 Meal Breaks and Rest Periods ..... 22  
14.09 Recall From Meal Breaks and Rest Periods ..... 23  
14.10 Coverage ..... 23  
14.11 Days Off ..... 23  
14.12 Consecutive Shifts ..... 23  
14.13 Posting of Shift Schedules ..... 24  
14.14 Exchange of Shifts ..... 24  
14.15 Week-ends Off ..... 24  
14.16 Split Shifts ..... 25  
14.17 Rotation of Shifts ..... 25  
14.18 Conversion of Hours ..... 25

**ARTICLE 15 – OVERTIME ..... 25**

15.01 Definitions ..... 25  
15.02 Allocation and Notice of Overtime ..... 26  
15.03 Union Consultation ..... 26  
15.04 Overtime Compensation ..... 26  
15.05 Overtime Eligibility ..... 26  
15.06 Overtime Meal Allowance ..... 26  
15.07 Computation of Overtime ..... 27

15.08	Form of Compensation .....	27
15.09	Time Off in Lieu of Overtime .....	27
15.10	Carry Over of Overtime.....	27
15.11	No Layoff to Compensate for Overtime .....	27
15.12	Daylight Saving Time .....	27
15.13	Call-In .....	28
15.14	Compensation for Performing Other Duties .....	28

**ARTICLE 16 - STANDBY AND CALLBACK ..... 28**

16.01	Standby Compensation.....	28
16.02	Employee Availability .....	28
16.03	Failure to Report .....	29
16.04	Callback Compensation .....	29
16.05	Transportation Allowance and Parking for Callback.....	29
16.06	Rest Interval After Callback .....	29
16.07	Compensation Where Rest Interval Not Taken.....	30
16.08	Remote Consulting on Stand-by.....	30

**ARTICLE 17 – VACATIONS..... 30**

17.01	Annual Vacation Entitlement.....	30
17.02	Vacation Year .....	31
17.03	Authorization.....	31
17.04	Vacation Scheduling .....	31
17.05	Employee Request .....	31
17.06	Restriction on Numbers of employees on Vacation .....	32
17.07	Unbroken Vacation .....	32
17.08	Vacation Carry Over .....	32
17.09	Accumulative Vacation Carry Over .....	33
17.10	Use of Accumulated Vacation Carry Over .....	33
17.11	Borrowing of Unearned Vacation Credits.....	33
17.12	Employee Compensation Upon Separation.....	33
17.13	Employer Compensation Upon Separation.....	33
17.14	Vacation Credits Upon Death .....	33
17.15	Vacation Records .....	34
17.16	Recall from Vacation.....	34
17.17	Reimbursement of Expenses upon Recall.....	34
17.18	Reinstatement of Vacation Upon Recall .....	34
17.19	Illness During Vacation .....	34

**ARTICLE 18 – HOLIDAYS ..... 35**

18.01	Paid Holidays.....	35
18.02	Exception.....	35
18.03	Holiday Falling on a Day of Rest .....	35

18.04	Holiday Coinciding with Paid Leave .....	36
18.05	Compensation for Work on a Holiday .....	36
18.06	Overtime on a Holiday .....	36
18.07	Religious Day in Lieu .....	37
18.08	Time Off in Lieu of Holiday.....	37
18.09	Christmas or New Year’s Day Off .....	37
18.10	Illness on a Paid Holiday.....	37
18.11	Carry Over of Banked Holiday Time .....	37
18.12	Time Off in Lieu for Part-time and Job Share employees .....	38

**ARTICLE 19 – LEAVES ..... 38**

19.01	Special Leave .....	38
19.02	Bereavement Leave.....	38
19.03	Court Leave .....	39
19.04	Jury Compensation.....	40
19.05	Selection/Promotion Process Leave .....	40
19.06	Pregnancy Leave.....	40
	(n) Pregnancy/Birth Leave Allowance.....	42
19.07	Parental Leave.....	44
19.08	Adoption Leave.....	45
	(i) Parental and Adoption Leave Allowance.....	46
19.09	Group Benefit Plan Continuation.....	47
19.10	Leave for Birth of Child .....	48
19.11	Leave for Adoption of Child.....	48
19.12	Leave for Family Illness and Medical and Dental Appointments.....	48
19.13	In-Services, Conferences.....	49
19.14	Leave for Storms or Hazardous Conditions .....	49
19.15	Prepaid Leave.....	49
19.16	Leave of Absence for Political Office .....	50
19.17	Military Leave.....	51
19.18	Education Leave .....	51
19.19	Compassionate Care Leave .....	52
19.20	Leave for Parent of a Critically Ill Child .....	53

**ARTICLE 20 - GROUP INSURANCE ..... 53**

20.01	Group Life and Medical Plans.....	53
20.02	Long Term Disability Plans .....	53
20.03	Provincial Group Benefits Committee.....	53
20.04	Committee Composition .....	54
20.05	Purpose of Committee.....	54
20.06	Amendment of Benefit Coverage.....	54
20.07	Additional Responsibilities of Committee.....	54
20.08	Limitations on Powers of Committee .....	54
20.09	Terms of Reference.....	54

<b>ARTICLE 21 - SICK LEAVE .....</b>	<b>55</b>
21.01 Eligibility.....	55
21.02 Accumulation of Credits.....	55
21.03 Medical Certificate .....	55
21.04 Employee Entitlement.....	56
21.05 Information to Employee .....	56
21.06 LTD Top Up .....	56
21.07 Top Up Limitation.....	56
21.08 Return to Work.....	56
 <b>ARTICLE 21A - COMPENSATION FOR INJURY ON DUTY .....</b>	 <b>57</b>
21A.01 Report of Injuries.....	57
21A.02 Benefit Entitlement.....	57
 <b>ARTICLE 22 - EMPLOYEE PERFORMANCE REVIEW &amp; EMPLOYEE FILES .....</b>	 <b>57</b>
22.01 Employee Performance Review.....	57
22.02 Record of Disciplinary Action .....	58
22.03 Notice of Performance Improvement Requirements .....	58
22.04 Employee Access to Employment File.....	58
 <b>ARTICLE 23 - DISCIPLINE AND DISCHARGE.....</b>	 <b>59</b>
23.01 Just Cause.....	59
23.02 Notification .....	59
23.03 .....	59
23.04 Grievances.....	59
 <b>ARTICLE 24 - NOTICE OF RESIGNATION.....</b>	 <b>59</b>
24.01 Notice of Resignation.....	59
24.02 Absence Without Permission .....	59
24.03 Acknowledgment of Letters of Resignation.....	60
24.04 Withdrawal of Resignation .....	60
 <b>ARTICLE 25 - GRIEVANCE PROCEDURE.....</b>	 <b>60</b>
25.01 Grievances.....	60
25.02 Union Approval .....	61
25.03 (a) Grievance Procedure.....	61
(b) Grievance Mediation .....	61
25.04 Union Referral to Arbitration .....	62
25.05 Union Representation .....	62

25.06	Time Limits .....	62
25.07	Amending of Time Limits .....	62
25.08	Policy Grievance.....	62
25.09	Sexual Harassment and Personal Harassment .....	62
<b>ARTICLE 26 - ARBITRATION .....</b>		<b>63</b>
26.01	Notification .....	63
26.02	Referral to Arbitration.....	63
26.03	Relief Against Time Limits .....	63
26.04	Regular Arbitration Procedure .....	63
26.05	Expedited Arbitration Procedure .....	64
26.06	Arbitration Award .....	64
26.07	Arbitration Expenses.....	64
<b>ARTICLE 27 - JOINT CONSULTATION .....</b>		<b>64</b>
27.01	Joint Consultation .....	64
27.02	Reimbursement for Committee Work.....	65
<b>ARTICLE 28 – TRAVEL .....</b>		<b>65</b>
28.01	Reimbursement for Travel Between 2400 and 0600 .....	65
28.02	Reimbursement for Transportation To and From Meetings .....	65
28.03	Employees Providing Own Transportation .....	65
28.04	Kilometrage Rate.....	65
28.05	Other Expenses .....	65
<b>ARTICLE 29 - RETIREMENT ALLOWANCE .....</b>		<b>66</b>
29.01	Retirement Allowance .....	66
29.02	<i>Public Services Sustainability (2015) Act</i> .....	67
29.03	Applicable Employees .....	67
29.04	Retiree Benefits .....	68
<b>ARTICLE 30 - THE PENSIONS .....</b>		<b>68</b>
30.01	Coverage of Employees.....	68
<b>ARTICLE 31 - HEALTH AND SAFETY.....</b>		<b>68</b>
31.01	Health and Safety Provisions.....	68
31.02	Occupational Health and Safety Act .....	68
31.03	Joint Occupational Health and Safety Committee.....	69
31.04	Right to Refuse Work and Consequences of Refusal.....	71
31.05	Restriction on Assignment of Work Where Refusal .....	72



31.06	First-Aid Kits .....	73
31.07	Protection of Pregnant employees .....	73
31.08	Uniforms and Protective Clothing .....	73

**ARTICLE 32 – JOB SECURITY..... 73**

32.01	Joint Committee on Technological Change .....	73
32.02	Definition.....	74
32.03	Introduction .....	74
32.04	Notice to Union .....	74
32.05	Training and Retraining .....	74
32.06	Application .....	75
32.07	Union Consultation .....	75
32.08	Transition Support Program.....	75
32.09	Employee Placement Rights.....	75
32.10	Volunteers.....	76
32.11	Insufficient Volunteers .....	76
32.12	Layoff Notice.....	76
32.13	Layoff.....	77
32.14	Layoff Procedure .....	77
32.15	Notice of Layoff.....	77
32.16	Pay in Lieu of Notice.....	78
32.17	Displacement Procedure.....	78
32.18	Recall Procedures .....	79
32.19	Termination of Recall Rights.....	80
32.20	Loss of Seniority .....	80
32.21	No New Employees .....	80
32.22	Transition Support Program.....	80
32.23	Layoff Exception .....	80
32.24	Contracting Out.....	80

**ARTICLE 33 – TRANSITION SUPPORT PROGRAM ..... 84**

33.01	.....	84
1.1	Voluntary Resignation and Seniority.....	84
1.2	Joint Committee on Technological Change .....	84
1.3	TSP.....	85
1.4	Displacement Process .....	85
1.5	Salary Protection .....	86
1.6	Reduced Hours and TSP Payment.....	87
1.7	Release Form .....	87
1.8	Casual Shifts.....	87
1.9	TSP Severance Payment.....	87
1.10	Formula for Part-time Hours .....	87
1.11	Continuation of Benefits.....	87
1.12	Re-employment Considerations.....	88

1.13	Number of employees.....	88
1.14	Severance Payment Method.....	88
1.15	Transition Services / EAP .....	88
1.16	Transition Allowance.....	88
<b>ARTICLE 34 - PAY PROVISIONS .....</b>		<b>89</b>
34.01	Rates of Pay .....	89
34.02	Retention Incentive .....	89
34.03	Rate of Pay Upon Appointment.....	89
34.04	Exception .....	90
34.05	Rate of Pay Upon Promotion .....	90
34.06	Exception .....	90
34.07	Rate of Pay Upon Demotion .....	90
34.08	Anniversary Date .....	90
34.09	Rate of Pay Upon Reclassification.....	91
34.10	Salary Increments.....	91
34.11	Notice of Withheld Increment.....	91
34.12	Granting of Withheld Increment .....	91
34.13	Acting Pay.....	91
34.14	Shift Premium .....	92
34.15	Week-end Premium .....	92
34.16	Post Graduate Training - Three to Six Months.....	92
34.17	In-Charge Pay.....	92
<b>ARTICLE 35 - REASSIGNMENT .....</b>		<b>93</b>
35.01	Circumstances .....	93
35.02	(i) Reassignment .....	93
	(ii) Short Notice Reassignment.....	94
35.03	Emergencies.....	94
35.04	Job Postings .....	95
35.05	Grievances.....	95
35.06	Notification to the Union.....	95
35.07	Voluntary Reassignment outside Reassignment Area.....	95
35.08	Reassignment Area .....	95
<b>ARTICLE 36 - EMPLOYER'S LIABILITY .....</b>		<b>95</b>
36.01	Employer's Liability.....	95
<b>ARTICLE 37 - CASUAL EMPLOYEES.....</b>		<b>96</b>
37.01	Application of the Collective Agreement .....	96
37.02	Exceptions .....	96
37.03	Appointment.....	96
37.04	Probationary Period .....	97

37.05	Termination of Probationary Appointment .....	97
37.06	Assignment of Casual employees.....	97
37.07	Pay in Lieu of Benefits .....	97
37.08	Overtime .....	97
37.09	Holiday Pay.....	98
37.10	Overtime on a Holiday .....	98
37.11	Leaves .....	98
37.12	Rate of Pay upon Appointment.....	98
37.13	Exception to Rate of Pay .....	98
37.14	Pay Increments.....	99
37.15	No Avoidance .....	99
37.16	Termination of Employment Relationship .....	99

**ARTICLE 38 – LONG ASSIGNMENTS, SHORT ASSIGNMENTS,  
AND RELIEF ASSIGNMENTS ..... 100**

38.01	Casual Availability List .....	100
38.02	Employee(s) on Recall List .....	100
38.03	Work Area Specific Casual Lists.....	100
	(f) Permanent Part-time employees.....	101
	(g) Casual employees.....	101
38.04	Part-Time and Casual Employee’s Extra Shifts .....	101
38.05	Long Assignments .....	102
38.06	Relief Shift Assignments.....	104
38.07	Short Assignments.....	104
38.08	Part-time employees Accepting Assignments of Full-time Hours...	105
38.09	Cancellation of Relief Shift Assignment .....	105
38.10	Reporting Pay .....	105
38.11	Termination of Assignments .....	105
38.12	Pay in Lieu of Notice.....	106
38.13	Completion of Assignments .....	106
38.14	Casuals Placed in Assignments.....	106
38.15	Overtime Restrictions .....	106

**ARTICLE 39 - PART-TIME EMPLOYEES ..... 107**

39.01	Application of Collective Agreement .....	107
39.02	Entitlement to Benefits .....	107
39.03	Hours Worked.....	107
39.04	Earning Entitlements.....	107
39.05	Unpaid Leave.....	107
39.06	Bereavement Leave.....	107
39.07	Service.....	108
39.08	Overtime .....	108
39.09	Group Insurance .....	108
39.10	Pension.....	109

<b>ARTICLE 40 - JOB SHARING .....</b>	<b>109</b>
40.01 Terms and Conditions of Job Sharing.....	109
40.02 Rights and Benefits.....	109
40.03 Existing Employees Only .....	109
40.04 Operational Requirements.....	109
40.05 Qualifications .....	109
40.06 Identification of Job Share .....	109
40.07 Period of Job Share .....	110
40.08 Work Schedule Requirements .....	110
40.09 Service.....	110
40.10 Hours of Work.....	110
40.11 Pro-Rating of Benefits.....	110
40.12 Pension.....	111
40.13 Termination.....	111
40.14 Notice .....	111
40.15 Extension of Job Share.....	111
40.16 Filling of Vacancy.....	111
40.17 Costs .....	112
<b>ARTICLE 41 - AMENDMENT .....</b>	<b>112</b>
<b>ARTICLE 42 - CLASSIFICATION &amp; RECLASSIFICATION .....</b>	<b>112</b>
42.01 Classification and Salary Adjustments.....	112
42.02 Classification Appeal Procedure .....	112
<b>ARTICLE 43 - SUCCESSOR RIGHTS.....</b>	<b>113</b>
<b>ARTICLE 44 - PREPAID LEAVE PLAN .....</b>	<b>113</b>
44.01 Purpose .....	113
44.02 Terms of Reference .....	114
44.03 Eligibility.....	114
44.04 Application .....	114
44.05 Leave .....	114
44.06 Payment Formula and Leave of Absence.....	114
44.07 Benefits.....	115
44.08 Withdrawal.....	116
44.09 Written Contract.....	116
<b>ARTICLE 45 - TERM OF AGREEMENT .....</b>	<b>117</b>
45.01 Term of Agreement.....	117
45.02 Eligibility for Retroactive Pay .....	117

45.03 Retroactivity.....	117
<b>APPENDIX “A” LIST OF CLASSIFICATIONS .....</b>	<b>118</b>
<b>APPENDIX “B” PAY PLAN.....</b>	<b>119</b>
<b>APPENDIX 1</b>	
<b>EXPEDITED ARBITRATION - RULES OF PROCEDURE.....</b>	<b>120</b>
<b>APPENDIX 2</b>	
<b>LAI-D-OFF EMPLOYEE AVAILABILITY FORM.....</b>	<b>122</b>
<b>APPENDIX 3</b>	
<b>PART-TIME EMPLOYEES AND CASUAL EMPLOYEES - AVAILABILITY FORM</b>	<b>123</b>
<b>MEMORANDUM OF AGREEMENT #1 NON-BINDING ARBITRATION .....</b>	<b>124</b>
<b>MEMORANDUM OF AGREEMENT #2 UNIT CLOSURES .....</b>	<b>125</b>
<b>MEMORANDUM OF AGREEMENT #3 MARKET-BASED ADJUSTMENTS .....</b>	<b>126</b>
<b>MEMORANDUM OF AGREEMENT #4 QUARTERLY VACATION .....</b>	<b>128</b>
<b>MEMORANDUM OF AGREEMENT #5 RE: LIFEFLIGHT .....</b>	<b>129</b>
<b>MEMORANDUM OF AGREEMENT #6</b>	
<b>ESTABLISHING A SINGLE GROUP INSURANCE PLAN</b>	
<b>FOR ALL EMPLOYEES OF THE NSHA AND IWK.....</b>	<b>130</b>
<b>MEMORANDUM OF AGREEMENT #7 LEGACY CARRY-OVER BANKS .....</b>	<b>131</b>
<b>MEMORANDUM OF AGREEMENT #8 SICK LEAVE CONVERSION.....</b>	<b>132</b>
<b>MEMORANDUM OF AGREEMENT #9 PAY PLAN TRANSITION.....</b>	<b>134</b>
<b>ALPHABETICAL INDEX.....</b>	<b>136</b>

## PREAMBLE

Whereas it is the intention and purpose of the parties to this Agreement to maintain harmonious relations and settled conditions of employment between the Employer, the Employees and the Union, to improve the quality of health care service, to promote the well being and increased productivity of Employees to the end that patients be well and efficiently served and to promote an environment where Employees want to work and are valued, accordingly the parties hereto set forth certain terms and conditions of employment affecting Employees covered by this Agreement.

Now therefore, the parties agree as follows:

## ARTICLE 1 - INTERPRETATION AND DEFINITIONS

### 1.01 Definitions

For the purpose of this Agreement:

- (1) **“Bargaining Unit”** consists of all Employees of the Employer who occupy positions that require them to be engaged primarily in a clinical capacity to provide patient care who are not included in the nursing bargaining unit defined in paragraph 80B(1)(a) of the *Health Authorities Act* and as defined in Schedule 3 of the decision of James Dorsey dated February 19, 2015 but excluding those persons described in paragraphs (a) and (b) of Section 2 of the *Trade Union Act*.
- (2) **“Common-law relationship”** is said to exist when, for a continuous period of more than one (1) year, an Employee has lived with a person, publicly represented that person to be her spouse, and lives continually with that person as if that person were her spouse.
- (3) **“Council”** means the Nova Scotia Council of Health Care Unions.
- (4) **“Day”**, except where otherwise provided, means Monday through Friday, excluding holidays.
- (5) **“Employee”** means a person who is included in the Bargaining Unit as defined in Article 2.01 and includes:
  - (a) **“Casual Employee”** is a non-permanent Employee;
  - (b) **“Full-time Employee”** is an Employee who is hired to work the bi-weekly hours of work as provided in this Agreement;

- (c) **“Part-time Employee”** is an Employee who is hired to work less than the full-time hours of work as provided in this Agreement; and
  - (d) **“Permanent Employee”** is an Employee who has completed her probationary period and is employed on a full-time or part-time basis without reference to any specified date of termination of employment.
- (6) **“Employer”** means the Izaak Walton Killam Health Centre (IWK).
- (7) **“Holiday”** means:
- (a) in the case of a shift that does not commence and end in the same day, the twenty-four (24) hour period commencing from the time at which the shift commenced if more than one-half of the shift falls on a day designated as a holiday in this Agreement;
  - (b) in any other case, the twenty-four (24) hour period commencing at 0001 hours of a day designated as a holiday in this Agreement.
- (8) **“Leave of absence”** means absent from work with permission.
- (9) **“Lockout”** includes the closing of a place of employment, a suspension of work or a refusal by the employer to continue to employ a number of its employees done to compel the employees, or to aid another employer to compel its employees, to agree to terms or conditions of employment.
- (10) **“Predecessor Employer”** means the Izaak Walton Killam Hospital for Children or the Salvation Army Grace Maternity Hospital with respect to Employees who were employed by either Employer as of December 20, 1996.
- (11) **“Shift duration”** means the length of a shift.
- (12) **“Spouse”** means husband, wife and common-law spouse. Common-law spouse includes a same sex partner in a common-law relationship except for purposes of a pension plan where the pension plan contemplates otherwise.
- (13) **“Strike”** includes a cessation of work, or refusal to work or continue to work by employees in combination or in concert or in accordance with a common understanding, for the purpose of compelling their employer to agree to terms or conditions of employment or to aid other employees in compelling their employer to agree to terms or conditions of employment.
- (14) **“Union”** means NSGEU, which is a constituent Union of the Council.

- (15) **“Week-end”** means the fifty-five (55) consecutive hour period commencing at 0001 hours Saturday to 0700 hours Monday.
- (16) **“Working Day”** means any calendar day on which an Employee is scheduled to work.

## 1.02 Service

For the purposes of this Agreement, “service” means:

- (a)
  - (i) the service with which an Employee was credited as an Employee of a Predecessor Employer immediately prior to the establishment of the Employer pursuant to the *Izaak Walton Killam Health Centre Act*;
  - (ii) total accumulated months of employment with the Employer.
  - (iii) A month shall be a calendar month or any portion thereof in which an Employee was employed with the IWK.
- (b) Notwithstanding Article 1.02(a), except as otherwise provided in this Agreement, an Employee who does not receive salary for in excess of ten (10) days during that calendar month shall not accrue service related benefits or credits for that month; however, there shall be no adjustment to that Employee’s service date.
- (c) An Employee being compensated under the *Workers’ Compensation Act* shall accumulate vacation credits to a maximum of one year’s vacation credits.
- (d) Any NSHA Employee who successfully applies to work at the IWK will retain the service they were credited with at the NSHA.

## 1.03 Seniority

- (a) “Seniority” shall be defined in accordance with the following:
  - (i) Permanent Seniority shall be the seniority date with which an Employee was credited as an Employee at April 1, 2015 in the Bargaining Unit. Subject to 1.03(a)(iii), Permanent seniority for those hired after April 1, 2015 will be defined as the most recent date of hire into a permanent position in the Bargaining Unit.
  - (ii) Casual Seniority shall be the seniority with which an Employee was credited as an Employee as of April 1, 2015 in the Bargaining Unit plus hours worked on and after April 1, 2015. Subject to 1.03(a)(iv), Casual seniority will be defined as the accrual of hours worked since



the most recent date of hire into a casual position in the Bargaining Unit.

- (iii) When an Employee transfers from a casual to a permanent position, the Employee's Casual seniority hours will be divided by 1950 and assigned a calendar value which will determine the Employee's permanent seniority date, which will be prior to the date of hire into a permanent position.
- (iv) When an Employee transfers from a permanent position to a casual position, the Employee's hours worked shall be used to establish the Employee's accrual of hours for the Employee's date of hire in the casual position. In no case will any Employee accrue more than 1950 hours seniority per year for the purposes of the above.
- (v) Seniority will be calculated in the same fashion for Employees whose full time hours are 1820 or 2080 hours per year, except 1820 hours or 2080 hours will be substituted for 1950 in the calculations set out herein.

(b) Employees' Seniority shall be transferrable as follows:

- (i) Should a member of any bargaining unit at the IWK be the successful candidate for a permanent position in the IWK Health Care Bargaining unit, that Employee shall keep and transfer their seniority to their new Health Care Bargaining Unit position at the IWK.
- (ii) Should a member of any bargaining unit at the Nova Scotia Health Authority be the successful external candidate for a permanent position in the IWK Health Care Bargaining Unit, that Employee shall keep and transfer their seniority to their new Health Care Bargaining Unit position at the IWK.

(c) **Posting of Seniority Lists**

The Employer is required to maintain separate seniority dates and seniority lists for Permanent and Casual Employees.

In the event two or more Permanent Employees have the same seniority date, or two or more Casual Employees have the same number of casual hours, their placement on the Permanent or the Casual seniority lists will be determined by random draw.

### **For Permanent Employees**

- (i) Within sixty (60) days following the signing of this Agreement, and annually thereafter on December 15 and June 15, the Employer shall post a list setting out each Employee's seniority date. Each Employee shall have thirty (30) days from the date the list is posted to challenge her seniority date in writing. The Employer shall reply to the Employee's written objection within thirty (30) days of receipt of the written objection. If no written objection is received by the Employer within thirty (30) days from the date the list is posted, the seniority date on the list shall be the Employee's seniority date for all purposes following the posting of the list.
- (ii) An Employee who is absent from work for any part of the thirty (30) day posting period shall have thirty (30) days from the date of her return to work to object in writing to her seniority date. However, until and unless such written objection is received by the Employer, and in any event no later than thirty (30) days from the Employee's return to work, the posted seniority date for the Employee will be considered to be the Employee's seniority date for all purposes.
- (iii) In the event a Casual Employee's conversion to permanent employment status results in the same seniority date as a Permanent Employee, the Casual Employee will be placed below the Permanent Employee on the seniority list.

### **For Casual Employees**

- (iv) Within sixty (60) days following the signing of this Agreement, and semi-annually thereafter, on December 15 and June 15, the Employer shall post a list setting out each Casual Employee's accumulated hours as of the preceding pay period. This list is for the purpose of Casual Employees' seniority. Each Casual Employee shall have thirty (30) days from the date the list is posted to challenge her Casual seniority date in writing. The Employer shall reply to the Casual Employee's written objection within thirty (30) days of receipt of the written objection. If no written objection is received by the Employer within thirty (30) days from the date the list is posted, the casual seniority date on the list shall be the Casual Employee's seniority date.
- (v) Notwithstanding the above, job posting decisions premised on a Casual Employee's seniority will be based on the Casual Employee's seniority on the last day of the pay period prior to the day of the posting deadline.

#### **1.04 Gender**

Unless any provision of this Agreement otherwise specifies, words importing the feminine gender shall include males and vice versa.

#### **1.05 Headings**

The headings in this Agreement are for ease of reference only and shall not be taken into account in the construction or interpretation of any provision to which they refer.

### **ARTICLE 2 - RECOGNITION**

#### **2.01 Bargaining Agent Recognition**

- (a) The Employer recognizes the Council as the exclusive Bargaining Agent of the Employees in the Bargaining Unit for the purposes of sections 33 to 37, subsections 38(1) and (2) and sections 39, 40, 47 to 52 and 61 to 75 of the Trade Union Act, as amended.
- (b) The Employer recognizes the Union as the exclusive bargaining agent on behalf of all Employees of the Employer who occupy positions in the Bargaining Unit described in paragraph (a) for which the Union was certified or voluntarily recognized as bargaining agent before April 1, 2015 for all purposes other than those listed in paragraph (a).

#### **2.02 No Other Agreements**

No Employee(s) shall be required or permitted to make any written or verbal agreement with the Employer or its representatives, which conflict with the terms of this Agreement.

#### **2.03 No Discrimination for Union Activity**

The parties agree that there will be no discrimination, interference, restriction, or coercion exercised or practised with respect to any Employee for reason of membership or legal activity in the Union.

#### **2.04 No Discrimination**

The Union and the Employees support a workplace free of discrimination. Neither the Employer, nor any person acting on behalf of the Employer, shall refuse to continue to employ any Employee or otherwise discriminate against any

Employee, on the basis of race, religion, creed, colour, ethnic or national or aboriginal origin, sex, sexual orientation, source of income; political belief, affiliation or activity; family status, marital status, age, or physical disability or mental disability, except as authorized by the *Human Rights Act*.

#### **2.05 Sexual and Personal Harassment**

The Employer shall provide and the Union and Employees shall support a workplace free from personal or sexual harassment and any other harassment based on the protected characteristics set out in Article 2.04. The Employer shall maintain a policy on workplace harassment.

#### **2.06 Same Sex Family Status**

Any applicable family oriented benefits, e.g., bereavement leave, medical/dental, etc. shall be available to families with same sex spouses except for pension plans where the pension plan contemplates otherwise.

#### **2.07 Diversity**

The Employer and the Union recognize the values of diversity in the workplace and will work cooperatively toward achieving a work environment that reflects the interests of a diverse work force.

#### **2.08 Mandatory Membership - New Employees**

All Bargaining Unit Employees shall become and remain members of the appropriate Constituent Union in accordance with that Union's bylaws and constitution. Notwithstanding the foregoing, an Employee's loss of membership in the appropriate Constituent Union shall not result in the termination of the Employee's employment with the Employer.

**2.09** The Employer and the Union or Unions recognize their respective obligations to accommodate a disabled Employee to the point of undue hardship. A disabled Employee has a duty to cooperate and assist the Employer and the Union in developing a suitable accommodation.

### **ARTICLE 3 - APPLICATION**

**3.01** This Agreement, including each of the Memoranda of Agreement and the Appendices which are attached, apply to and are binding on the Union, the Employees and the Employer.

## **ARTICLE 4 - FUTURE LEGISLATION**

- 4.01** In the event that any law passed by the Legislature applying to the Employees covered by this Agreement renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of the Agreement.

## **ARTICLE 5 - MANAGEMENT RIGHTS**

### **5.01 Management Rights**

The management and direction of Employees and operations is vested exclusively in the Employer. All the functions, rights, power and authority which the Employer has not specifically abridged, deleted or modified by this Agreement are recognized by the Union as being retained by the Employer.

### **5.02 Consistent Application**

The Employer agrees that management rights will not be exercised in a manner inconsistent with the express provisions of this Agreement.

## **ARTICLE 6 - RIGHTS AND PROHIBITIONS**

### **6.01 No Lockout or Strike**

The Employer shall not cause a lockout and an Employee shall not strike during the term of this Agreement.

### **6.02 No Sanction of Strike**

The Union shall not sanction, encourage, or support financially or otherwise, a strike by its members or any of them who are governed by the provisions of this Agreement during the term of this Agreement.

### **6.03 Emergency Services**

- (a) Notwithstanding an Employee's right to strike, the Union agrees that during a legal strike, a sufficient number of Bargaining Unit Employees will be provided to assist the Employer where there are insufficient numbers of excluded persons to provide emergency treatment or care of any patient, if, in the opinion of the majority of the Emergency Services Evaluation Committee, a patient's life would be endangered.

- (b) The Emergency Services Evaluation Committee shall consist of equal representation from the Employer and the Union.
- (c) Article 6.03 will only be operative in the absence of essential services legislation.

## **ARTICLE 7 - UNION INFORMATION AND OFFICE**

### **7.01 Bulletin Boards**

The Employer shall provide adequate and visible bulletin board space for the posting of notices by the Union pertaining to elections, appointments, meeting dates, news items, social and recreational affairs.

### **7.02 Distribution of Union Literature**

- (a) The Employer will provide space to the Union during Employee orientation to allow the Union to distribute Union literature related to the orientation of new Union members.
- (b) The Employer shall, where facilities permit, make available to the Union specific locations on its premises for the placement of bulk quantities of literature of the Union.

#### **(c) Computer Access**

Where possible, providing no additional costs are incurred by the Employer, one (1) authorized representative of the Union shall be entitled to submit for posting on the Employer's electronic communication system one electronic Union notice per month for members of the Bargaining Unit. The Employer shall determine the method of distribution. The Employer shall review all proposed notices and retain a discretion not to post any notice that it deems unlawful or contrary to the Employer's interests, which discretion shall not be unreasonably exercised. The Union agrees to indemnify the Employer for any liability arising out of offensive or otherwise unlawful notices posted by the Union. Nothing in this Article requires a change to distribution practices that existed prior to April 1, 2015.

## **ARTICLE 8 – INFORMATION**

### **8.01 Copies of Agreement**

The Employer agrees to post a copy of the Agreement on the Employer's web site and intranet. Upon request by an Employee, the Employer will provide a bound copy of the agreement to the Employee within one calendar week. Upon request by the Union, the Employer agrees to provide a reasonable number of bound booklets for use by Union representatives and Stewards.

### **8.02 Letter of Appointment**

An Employee, upon hiring or change of status, shall be provided with an electronic statement of her classification and employment status, including designation as to her percentage of full-time hours, and pay scale applicable to her position. An Employee may request a paper copy in the event the Employee does not have regular computer access.

### **8.03 Employer to Acquaint New Employees**

- (a) During orientation, the Employer will provide each new Employee with a link to an electronic package prepared by the Union along with a link to a copy of the collective agreement. The Employer will update the link as required by the Union.
- (b) Where the Employer holds in-person orientation, the Union shall be permitted 10 minutes at the end of the agenda to address Bargaining Unit members with no loss of regular pay during or following the orientation program.

### **8.04 Position Descriptions**

- (a) Upon request by the Employee, the Employer shall provide the position description outlining the duties and responsibilities assigned to her position.
- (b) Copies of all current position descriptions shall be forwarded to the Union upon signing of this Agreement. Thereafter, all new and revised position descriptions shall be provided to the Union within fifteen (15) days of creation or revision.

### **8.05 Bargaining Unit Information**

The Employer agrees to provide the Union such information relating to Employees in the Bargaining Unit as may be required by the Union for the purpose of collective bargaining.

### **8.06 Union Information**

On a quarterly basis, the Employer shall provide the Union with the name, address, telephone number, hire date, classification, employment status, and pay rate of Bargaining Unit members.

## **ARTICLE 9 – APPOINTMENT**

### **9.01 Appointment Status**

An Employee shall be appointed on a permanent basis, or on a casual basis in accordance with Article 37.

### **9.02 Probationary Period**

- (a) Notwithstanding Article 9.01, a newly hired Employee may be appointed to her position on a probationary basis for a period not to exceed 495 hours of time actually worked or ten (10) months, whichever is greater.
- (b) A previous Permanent Employee whose employment was terminated for any reason and who is re-employed in the same classification within twelve (12) months from the date of such termination shall not be required to undergo a second (2nd) probationary period.

### **9.03 Confirmation of Permanent Appointment**

- (a) The Employer may after a Permanent Employee has served in a position on a probationary basis for a period of six (6) months, confirm the appointment on a permanent basis.
- (b) The Employer shall after a Permanent Employee has served in a position on a probationary basis for the period in Article 9.02(a), confirm the appointment on a permanent basis.

### **9.04 Termination of Probationary Appointment**

- (a) The Employer may terminate a probationary appointment at any time.



- (b) If the employment of an Employee appointed to a position on a probationary basis is to be terminated for reasons other than wilful misconduct or disobedience or neglect of duty, the Employer shall advise the Employee of the reasons in writing not less than ten (10) days prior to the date of termination.
- (c) The Employer shall notify the Union when a probationary Employee is terminated.

### **9.05 Pay in Lieu of Termination Notice**

Where less notice in writing is given than required in Article 9.04(b), an Employee terminated in accordance with Article 9.04(b) shall continue to receive her pay for the number of days prior to the date of termination.

### **9.06 Notification to the Union**

The Employer shall advise the Union of the appointment, termination, or change of status of each Employee in the Bargaining Unit in accordance with Article 8.06.

### **9.07 Secondment**

Where an Employee is being seconded from the Employer to a position involving the Health Sector of the Broader Public Sector, the terms and conditions of the secondment agreement will be established by agreement of the Employer and the Union.

## **ARTICLE 10 - JOB POSTING**

### **10.01 Job Posting**

- (a) When a new permanent position, a permanent vacancy, or a Long Assignment is created within the Bargaining Unit, the Employer shall post an electronic notice of such position. In work locations where electronic job postings are not possible or practical, a list of job postings will be placed in a visible location.
- (b)
  - (i) The posting of a permanent position or vacancy, shall be for a minimum of ten (10) days.
  - (ii) The posting of a Long Assignment be for a minimum of five (5) days
- (c) Should a Short Assignment not be able to be filled in accordance with Article 38.07, the posting of a Short Assignment shall be for a minimum of five (5) days.

- (d) The notice posted shall indicate:
  - (i) the classification and work area;
  - (ii) whether the posting is for a permanent position, or a Long or Short Assignment (if necessary);
  - (iii) the expected duration of the Assignment; and
  - (iv) whether the appointment is full-time or part-time, and any applicable part time designation;
  - (v) an overview of the skills, abilities and qualifications required.
- (e) Only those postings which cannot be filled with a qualified Employee from the Bargaining Unit will be available for filling from outside the Bargaining Unit.
- (f) **Conditional Appointment**

Where the Employer deems it necessary to recruit Employees from within the Bargaining Unit who do not meet the qualifications of the position but are currently enrolled in a program leading to meeting the qualifications in a reasonable time period as determined by the Employer, such Employees may be appointed to the position on a training basis starting at the first step with the condition that the Employee obtain the required qualifications within that time period. Failure of the Employee to achieve the required qualifications within the agreed time period or any mutually agreed extension to such time period will result in the Employee being returned to their former position or to an equivalent position where their former position is not available. Notwithstanding any other provisions of this agreement, the Employer shall not be responsible for providing any financial assistance to the Employee to complete the program or obtain qualifications.

## **10.02 Filling Vacancies or Assignments**

Where it is determined by the Employer that:

- (a) two or more Bargaining Unit applicants for a position in a Bargaining Unit are qualified and
- (b) those applicants are of equal merit, preference in filling the vacancy or Assignment shall be given to the applicant with the greatest length of seniority.

- (c) In the event that a vacancy arises in the same position / classification title, within the same work area(s) and/or service within a three (3) month period of the closing date of the competition, the Employer is not required to post the vacancy. The position may be filled through a prior or existing competition within the three (3) month period.

Notwithstanding the above, the Employer may award the position to the most senior applicant without conducting interviews.

- (d) Positions will be awarded to the successful candidate as soon as is reasonably possible following the closing date for the job posting.

### **10.03 Unsuccessful Candidate**

An unsuccessful applicant from the Bargaining Unit may, within 10 days of notification of the awarding of the position, make a request for an explanation as to why he/she was not granted the position. The Employer shall provide an explanation to the Employee as soon as practicable after receipt of the request. The time limit for the filing of a grievance under Step One of the Grievance Procedure shall run from the date the Employee receives the explanation from the Employer.

### **10.04 Trial Period**

Should the successful candidate for a posted vacancy be a current Employee, she will be placed in the position on a trial period for up to four hundred and ninety-five (495) hours. If she proves unsatisfactory in the new position, or chooses to return to her former position during the trial period, she will be returned to her former position and salary without any loss of seniority and any other Employee promoted or transferred because of the rearrangement of positions will be returned to her former position and salary without loss of seniority.

### **10.05 Retention of Status**

A permanent Employee who successfully bids for a Long Assignment, or a Short Assignment (if posted), shall be entitled to retain her status as a permanent Employee, and shall be entitled to return to her former position. If the position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.

### **10.06 Grievance/Arbitration**

Notwithstanding any other provision of this Agreement, for the purposes of this Article, an Employee has the right to grieve any filling of a vacancy or Assignment in the Bargaining Unit.

### **10.07 Placement in New Position**

A successful internal applicant shall normally be placed in a new position within sixty (60) days of her appointment. If such placement does not occur within the sixty (60) day period due to operational requirements, the successful applicant will receive the higher rate of pay, where applicable, effective the forty-sixth (46<sup>th</sup>) day.

### **10.08 Temporarily Working in a Position Outside the Bargaining Unit**

- (a) Where an Employee successfully competes for a position outside any bargaining unit of the Employer and takes an approved leave of up to 18 months from his or her Bargaining Unit position to work in that position, the Employee has a right to return to his or her Bargaining Unit position at the expiry of the approved leave.
- (b) While in the position outside any bargaining unit of the Employer, the Employee shall not pay Union dues nor shall the Union have a duty to represent the Employee in any matter arising out of his or her position outside the Bargaining Unit. However, the Union reserves the right to represent the Employee in relation to his/her right to return to his/her Bargaining Unit position.
- (c) Should the Employee apply for another position in the Bargaining Unit while on an approved leave from his or her position, the Employee shall be considered an internal applicant.
- (d) An Employee who is appointed to a position outside any bargaining unit of the Employer on an acting basis shall remain in the Bargaining Unit for the duration of the acting position unless the acting position extends beyond the time limits imposed by Article 32.20(d).

## **ARTICLE 11 - CHECKOFF**

### **11.01 Deduction of Union Dues and Assessments**

The Employer will, as a condition of employment, deduct an amount equal to the amount of the membership dues and assessments uniformly required to be paid by all members of the Union from the bi-weekly pay of all Employees in the Bargaining Unit.

### **11.02 Notification of Deduction**

The Union shall inform the Employer in writing of the authorized deduction to be checked off for Employees mentioned in Article 11.01.

### **11.03 Religious Exclusions**

Deductions for membership dues and assessments shall not apply to any Employee who, for religious reasons, cannot pay union dues and assessments, provided she makes a contribution equal to said union dues and assessments to some recognized charitable cause.

### **11.04 Remittance of Union Dues and Assessments**

The amounts deducted in accordance with Article 11.01 shall be remitted to the Secretary-Treasurer of the Union by cheque within a reasonable time after deductions are made and shall be accompanied by particulars identifying each Employee and the deductions made on her behalf.

### **11.05 Liability**

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 12 – STEWARDS**

### **12.01 Recognition**

The Employer acknowledges the right of the Union to appoint Employees as Stewards.

### **12.02 Notification**

The Union agrees to provide the Employer with a list of Employees designated as Chief Stewards and as Stewards for the Bargaining Unit.

### **12.03 Servicing of Grievances**

It is understood that the Officers, Stewards and members of the Union have their regular work to perform on behalf of the Employer. It is acknowledged that grievances should be serviced as soon as possible and that if it is necessary to service a grievance during working hours, Stewards will not leave their jobs without giving an explanation for leaving and obtaining the Supervisor's permission. Permission will not be unreasonably withheld so long as operational requirements permit. The Steward shall report back to the Supervisor before resuming the normal duties of her position.

## **ARTICLE 13 - TIME OFF FOR UNION BUSINESS**

### **13.01 Leave Without Pay**

Where operational requirements permit, and on reasonable notice, special leave without pay shall be granted to Employees for Union business:

- (a) as members of the Board of Directors of the NSGEU for the attendance at Board meetings;
- (b) as members of the Council Negotiating Committees of the Council for the attendance at Committee Meetings;
- (c) as delegates to attend conventions of the Union's affiliated bodies, including N.U.P.G.E., C.L.C., Nova Scotia Federation of Labour;
- (d) as members of standing Committees of the Council for the attendance at meetings of standing Committees;
- (e) as members of the Executive to attend Executive Meetings of the Nova Scotia Federation of Labour;
- (f) for such other legitimate Union business as may be authorized by the Union such as, but not limited to, replacing Union staff, Union educational programs, etc.

Such permission shall not be unreasonably withheld.

### **13.02 Notification to Employer**

The Union shall notify the Employer of the names of the Employees, including the department wherein the Employee is employed, who are members of the Board of Directors, the Union Executive and Council Committees.

### **13.03 Salary Continuance**

The Employer will continue the salary and benefits coverage of an Employee who is granted leave without pay in accordance with Article 13.01 and will bill the relevant Union for the Employee's salary. If the leave extends beyond three calendar months, the Employer will, from that point, bill the relevant Union 1.2 times the Employee's salary until the leave is concluded.

#### **13.04 Annual Meeting/Collective Bargaining Workshop**

- (a) Where operational requirements permit and on reasonable notice as provided in Article 13.04(b), the Employer shall grant leave with pay for a period not exceeding three (3) working days, and leave without pay for travelling time for such portion of the working day prior to and following the meeting as may be required, to Employees who are elected or appointed as registered delegates to attend the Annual Meeting or the Collective Bargaining Workshop of the Union. Such permission shall not be unreasonably withheld. The Employer shall only grant such leave for either the Annual Meeting or the Collective Bargaining Workshop in any one year. However, upon three (3) months advance written request, and if operational requirements permit, the Employer may grant leave as provided herein for both the Annual Meeting and the Collective Bargaining Workshop in the same year if neither were held in the previous year.
- (b) The Union shall notify the Employer in writing of the names, including the department wherein the Employee is employed, of the registered delegates attending the Annual Meeting or the Collective Bargaining Workshop of the Union at least three (3) weeks in advance.
- (c) Notwithstanding Article 13.05, the number of Employees entitled to attend the Collective Bargaining Workshop shall not exceed two (2).

#### **13.05 Number of Employees Eligible**

The number of Employees of both the NSHA and the IWK, in the aggregate, eligible for special leave provisions under Articles 13.01 and 13.04 shall be in accordance with the numbers laid down in the Council's Constitution.

#### **13.06 Contract and Essential Services Negotiations**

- (a) Where operational requirements permit, and where reasonable notice is given, the Employer shall grant leave with pay for not more than ten (10) Council negotiating committee members in total between the NSHA and IWK for the purpose of attending contract negotiation meetings with the Employer.
- (b) Where operational requirements permit, and where reasonable notice is given, the Employer shall grant leave with pay for not more than ten (10) Council essential services committee members in total between NSHA and IWK for the purpose of attending Essential Services negotiation meetings with the Employer.

### **13.07 Arbitration and Joint Consultation**

Where operational requirements permit, and on reasonable notice, the Employer shall grant special leave with pay to Employees who are:

- (a) called as a witness by an Arbitration Board as prescribed by Article 26;
- (b) meeting with management in joint consultation as prescribed by Article 27.

### **13.08 Grievance Meetings**

Where operational requirements permit, and on reasonable notice, the Employer shall grant special leave with pay to an Employee for the purpose of attending grievance meetings with the Employer.

### **13.09 No Loss of Service/ Seniority**

While on leave for Union business pursuant to this Article, an Employee shall continue to accrue and accumulate service and seniority credits for the duration of her leave, and her service and seniority shall be deemed to be continuous.

### **13.10 Leave of Absence for the Full-time President**

Leave of absence for the full-time President of the Union shall be granted in accordance with the following:

- (a) An Employee who declares her intention to offer for the position of President of the Union shall notify the Employer as soon as possible after declaring her intention to seek the office of the President.
- (b) An Employee elected or appointed as President of the Union shall be given leave of absence without pay for the term(s) she is to serve.
- (c) A leave of absence for a second (2<sup>nd</sup>) and subsequent consecutive term(s) shall be granted in accordance with paragraph (a) and (b).
- (d) For the purposes of paragraph (b) and (c), the leave of absence shall commence as determined by the Union, provided one month's notice is provided to the Employer.
- (e) All benefits of the Employee shall continue in effect while the Employee is serving as President, and, for such purposes, the Employee shall be deemed to be in the employ of the Employer.



- (f) Notwithstanding paragraphs (b) and (e), the gross salary of the President shall be determined by the Union and paid to the President by the Employer, and the amount of this gross salary shall be reimbursed to the Employer by the Union.
- (g) Upon expiration of her term of office, the Employee shall be reinstated in the position she held immediately prior to the commencement of leave, or if the position no longer exists, to another position in accordance with this Agreement.
- (h) Notwithstanding paragraph (b) or any provision of this Agreement to the contrary, the period of leave of absence shall be deemed to be continuous service with the Employer for all purposes.
- (i) Notwithstanding the provisions of the Agreement, vacation earned but not used prior to taking office shall be carried over to be taken in the fiscal year in which the Employee returns from leave of absence.
- (j) The Union shall reimburse to the Employer the Employer's share of contributions for EI premiums, Canada Pension Plan, other pension and group insurance premiums made on behalf of the Employee during the period of leave of absence.

## **ARTICLE 14 - HOURS OF WORK**

### **14.01 Hours of Work**

- (a) Unless this Agreement provides otherwise, the hours of work shall be seventy-five (75) hours per bi-weekly period, normally consisting of ten (10) seven and one-half (7 ½) hour shifts.

- (b) **Overtime Exception**

Where, during a regular scheduled shift rotation, an Employee may be required to work in excess of seventy-five (75) hours in a two-week (2) period, additional hours shall not constitute overtime in that two (2) week period, provided the hours of work average seventy-five (75) hours per two (2) weeks of each complete cycle of the shift rotation.

- (c) **Rest Intervals between Scheduled Shifts**

With the exception of Employees who are working shifts greater than seven and one-half (7 ½) hours, every reasonable effort shall be made by the Employer to avoid scheduling the commencement of a shift within sixteen (16) hours of the completion of the Employee's previous shift. In addition to

situations arising pursuant to Article 14.03, shift arrangements requested by the Employee(s) in writing and approved by the Employer, in variance to the foregoing, shall not constitute a violation of this provision.

#### **14.02 No Guarantee of Hours**

An Employee's scheduled hours of work shall not be construed as guaranteeing the Employee minimum or maximum hours of work but is a basis for computing overtime.

#### **14.03 Deviations from Scheduled Hours**

It is recognized and understood that deviations from the regular schedules of work will be necessary and will unavoidably result from several causes, such as, but not limited to, leaves of absence, absenteeism, temporary shortage of personnel, and emergencies. Such deviations shall not be a violation of this Agreement.

#### **14.04 Flexible Working Hours**

The Employer will, where operational requirements and efficiency of the service permit, authorize experiments with flexible working hours if the Employer is satisfied that an adequate number of Employees have requested and wish to participate in such an experiment.

#### **14.05 Modified Work Week**

Where Employees in a unit have indicated a desire to work a modified work week, the Employer may authorize experiments with modified work week schedule, providing operational requirements permit and the provision of services are not adversely affected. The averaging period for a modified work week shall not exceed three (3) calendar weeks, and the work day shall not exceed ten (10) hours.

#### **14.06 Return to Regular Times of Work**

In the event that a modified work week or flexible working hours system:

- (a) does not result in the provision of a satisfactory service to the public;
- (b) incurs an increase in cost to the employing department; or
- (c) is operationally impractical for other reasons;

the Employer may require a return to regular times of work, in which case the Employees shall be provided with sixty (60) calendar days' advance notice of such requirement.

#### **14.07 Shift Duration**

- (a) In the event that an existing shift duration
  - (i) does not result in the provision of satisfactory service to the public;  
or
  - (ii) is operationally impractical for other reasons;

the Employer will consult with the Union, with the view to minimizing any adverse effects that a change to existing shift duration may have on Employees.
- (b) The Employer will give the Employees sixty (60) calendar days advance notice of the shift requirement; and invite expressions of interest.
- (c) The expression of interest notice shall include the required:
  - (i) number of Employees;
  - (ii) classification;
  - (iii) abilities, experience, qualifications, special skills and physical fitness, where applicable, reflecting the functions of the job concerned; and
  - (iv) shift duration.
- (d) If there are more qualified volunteers than required, preference in filling the positions shall be given to the Employees with the greatest length of seniority.
- (e) If there are fewer qualified volunteers than required, the Employer shall staff the shifts with qualified Employees, in reverse order of seniority.
- (f) Nothing in this Article precludes the Employer from:
  - (i) maintaining any and all shift arrangements in effect prior to the signing of this Agreement;
  - (ii) hiring employees to staff a specific shift duration;
  - (iii) continuously assigning an Employee to a specific shift duration at the Employee's request, where such continuing assignment is acceptable to the Employer.

#### **14.08 Meal Breaks and Rest Periods**

For each seven and one-half (7 ½) hour shift, subject to the provisions of Article 14.09, the Employer shall provide an unpaid meal break of one-half (½) hour and paid rest periods totalling one-half (½) hour, not to be taken in less than two (2) breaks. The Employer shall schedule meal breaks in such a way that an Employee

be permitted to leave her work area. Operational requirements may be such that these breaks may not be able to be taken off the premises. These breaks shall be prorated for shift duration.

#### **14.09 Recall From Meal Breaks and Rest Periods**

Should an Employee be recalled to duty during the designated meal break as provided in Article 14.08 and the entire meal break cannot be rescheduled during the shift, the meal break shall be deemed to be time worked and compensated for at the applicable overtime rate set out in Article 15. Should an Employee be recalled to duty during the time provided in Article 14.08, other than during the designated meal break, and time off equal to the difference between the break time taken and the total break allowance cannot be granted during the shift, the break time not taken because of recall to duty shall be considered as overtime and compensated for in accordance with the provisions of Article 15.

#### **14.10 Coverage**

The Employees agree to maintain staff coverage which, in the opinion of the Employer, is adequate for all operational units during a shift change, meal breaks, and rest periods.

#### **14.11 Days Off**

During the two (2) week period Employees shall, whenever possible, receive two (2) days off in each calendar week or four (4) days off in each two (2) week period. At least two (2) of the days off in the two (2) week period shall be consecutive days off.

#### **14.12 Consecutive Shifts**

- (a) The Employer will endeavour, where possible, to provide that no Employee is scheduled to work more than seven (7) consecutive days in a two (2) week period. This does not preclude shift arrangements, acceptable to both the Employer and the Employee(s), in variance to the foregoing.
- (b) Subject to the limitations of Article 14.03, the Employer shall provide that no Employee is scheduled to work more than five (5) consecutive evening shifts or five (5) consecutive night shifts in a two (2) week period. This does not preclude shift arrangements requested by the Employee, in writing, acceptable to both the Employer and the Employee(s) in variance to the foregoing.
- (c) Unless mutually agreed otherwise, Employees shall not be required to work more than a total of sixteen (16) hours (inclusive of regular hours and

overtime hours) in a twenty-four hour period beginning at the first hour the Employee reports to work, except in emergency situations.

- (d) An Employee who works more than sixteen (16) hours as set out in Article 14.12 (c) shall be entitled to a rest interval of eight (8) hours before the commencement of her or his next shift. The rest interval shall not cause a loss of regular pay for the hours not worked on that shift. If mutually agreeable between the Employee and the Employer, arrangements in variance to the foregoing will be acceptable and will not constitute a violation of this Article.

#### **14.13 Posting of Shift Schedules**

- (a) Shift and standby schedules shall be posted at least four (4) weeks in advance of the schedule to be worked and the schedule shall be for a minimum of two (2) weeks. The Employer shall make every reasonable effort not to change shifts. If the Employer changes the shift schedule within forty-eight (48) hours of the shift, the Employee(s) affected shall be entitled to overtime compensation for that shift. The Employer must inform employees of the shift changes made to the posted schedules.
- (b) When the Employer requires an Employee who is regularly scheduled to work Monday through Friday, to work on a weekend as part of her regular bi-weekly hours the Employer shall make every reasonable effort to provide the Employee with four (4) weeks' notice, but in any case not less than two (2) weeks' notice of the weekend work.

#### **14.14 Exchange of Shifts**

Provided advance notice is given, which notice in the opinion of the Employer is deemed sufficient, and with the approval of the Employer, Employees may exchange shifts, where operational requirements permit, and there is no increase in cost to the Employer.

#### **14.15 Week-ends Off**

Where operational requirements permit, the Employer will endeavour to provide each Employee one (1) weekend off in two (2), but in no case shall there be less than one (1) week-end off in three (3).

Arrangements and modifications to same in variance to the foregoing may be mutually agreed upon between the Employer and the Employee.

#### 14.16 Split Shifts

No shift shall be split for a period longer than the regularly scheduled meal and rest periods as provided for in Article 14.08.

#### 14.17 Rotation of Shifts

Employees required to work rotating shifts (day, evening and night duty) shall be scheduled in such a way as to, as equitably as possible, assign the rotation equally. This does not preclude an Employee from being continuously assigned to an evening or night shift at the Employee's request where such continuing assignment is acceptable to the Employer.

#### 14.18 Conversion of Hours

Except as otherwise provided in this Agreement, the following paid leave benefits will be converted to hours on the basis of one day's benefit being equivalent to 1/10 of the regular bi-weekly hours for the Employee's classification:

- Leave for Adoption of Child
- Annual Vacation Entitlement
- Sick Leave
- Vacation Carry Over
- Paid Holidays under Article 18.01
- Rest Periods
- Bereavement Leave
- Acting Pay - Qualifying Period
- Leave for Birth of Child

### ARTICLE 15 – OVERTIME

#### 15.01 Definitions

In this Article and Article 18:

- (a) **“overtime”** means authorized work in excess of an Employee's regular work day or normal bi-weekly hours for Employees whose hours of work are set out in Article 14.01.
- (b) **“time and one-half”** means one and one-half (1 ½) times the straight time rate calculated by the formula:

$$\frac{\text{bi-weekly rate} \times 1 \frac{1}{2}}{\text{normal bi-weekly hours}}$$

- (c) **"double time"** means two (2) times the straight time rate calculated by the formula:

$$\frac{\text{bi-weekly rate} \times 2}{\text{normal bi-weekly hours}}$$

### **15.02 Allocation and Notice of Overtime**

Subject to the operational requirements of the service, the Employer shall make every reasonable effort:

- (a) to allocate overtime work on a fair and equitable basis among readily available and qualified Employees; and
- (b) to give Employees who are required to work overtime, adequate advance notice of this requirement.

### **15.03 Union Consultation**

The Union is entitled to consult the Employer or its representative, whenever it is alleged that Employees are required to work unreasonable amounts of overtime.

### **15.04 Overtime Compensation**

Time worked in addition to the regular scheduled shifts or time worked in a bi-weekly pay period that is in excess of the bi-weekly hours shall be compensated at the rate of one and one half (1½T) times the regular hourly rate for the overtime worked. An Employee who works in excess of four (4) hours overtime in any one day shall be compensated at the rate of two times (2T) the regular hourly rate for the overtime worked which shall include the first four (4) hours at double time.

### **15.05 Overtime Eligibility**

An Employee must work at least fifteen (15) minutes beyond her normal shift before being eligible for overtime compensation.

### **15.06 Overtime Meal Allowance**

An Employee, who is required to work a minimum of three (3) hours' overtime immediately following her scheduled hours of work and where it is not practical for her to enjoy her usual meal time before commencing such work, shall be granted reasonable time with pay, as determined by the Employer, in order that she may take a meal break either at or adjacent to her place of work. Under such conditions she shall be provided a voucher for one (1) meal in the amount of \$15.00 or where meal service is unavailable, the Employee will receive reimbursement in the amount of \$15.00 through the payroll system.

### **15.07 Computation of Overtime**

In computing overtime a period of thirty (30) minutes or less shall be counted as one-half ( $\frac{1}{2}$ ) hour and a period of more than thirty (30) minutes but less than sixty (60) minutes shall be counted as one (1) hour.

### **15.08 Form of Compensation**

Compensation for overtime shall be paid except where, upon request of the Employee, and with the approval of the Employer, or its representative, overtime may be granted in the form of time off in lieu of overtime hours worked.

### **15.09 Time Off in Lieu of Overtime**

Employees may be permitted to continuously carry an accumulation of up to seventy-five (75) hours. The Employer shall divide the year into four (4) quarters. At the end of each quarter, the Employer may payout any unused overtime down to seventy-five (75) hours.

### **15.10 Carry Over of Overtime**

Notwithstanding Article 15.09, an Employee may request to have accumulated overtime carried over for a maximum of twelve (12) months. Such a request shall not be unreasonably denied. If time off with pay in lieu of overtime hours has not been granted prior to the end of this time, compensation for overtime shall be paid.

### **15.11 No Layoff to Compensate for Overtime**

An Employee shall not be subject to layoff by the Employer during regularly scheduled hours of work, established in accordance with Article 14, in order to equalize any overtime worked.

### **15.12 Daylight Saving Time**

The changing of Daylight Saving Time to Standard Time, or vice versa, shall not result in Employees being paid more or less than their normal scheduled daily hours. The hour difference shall be split between the Employees completing their shift and those commencing their shift.



### **15.13 Call-In**

- (a) An Employee required to report back to work after leaving the premises of the work location following completion of a shift, but before the commencement of the next shift, except as required under Article 16, or called back to work on a day the Employee is not scheduled to work, except as required under Article 16, shall be granted a minimum of four (4) hours pay at straight time rates or the applicable overtime rate, whichever is greater. The minimum guarantee of four (4) hours pay shall not apply to Part-time Employees who are offered additional hours for a period of less than four (4) hours.
- (b) An Employee on the Employer's premises prior to the commencement of her shift, who is requested to begin work by the Employer, shall be eligible for overtime rates for that period of time before her actual shift is scheduled to begin.

### **15.14 Compensation for Performing Other Duties**

When an Employee is required to work overtime and during the overtime hours performs duties of a classification other than the duties of her regular classification, she will be compensated for the overtime worked at the rate applicable to the duties performed during the overtime but shall in no case be paid a rate lower than her regular overtime rate.

## **ARTICLE 16 - STANDBY AND CALLBACK**

### **16.01 Standby Compensation**

- (a) Employees who are required by the Employer to standby shall receive standby pay of sixteen dollars and twenty-one cents (\$16.21) for each standby period of eight (8) hours or less.
- (b) Employees who are required by the Employer to standby on a Holiday as listed in Article 18, shall receive standby pay of thirty two dollars and forty cents (\$32.40) for each standby period of eight (8) hours or less.

### **16.02 Employee Availability**

- (a) An Employee designated for standby duty shall be available during her period of standby duty at a known telephone number or pager number and be able to report for duty as quickly as possible if called.
- (b) The Employer, at its own expense, will supply pagers to members of the Bargaining Unit who are designated for standby duty.

### **16.03 Failure to Report**

No compensation shall be granted for the total period of standby if the Employee is unable to report for duty when required.

### **16.04 Callback Compensation**

- (a) An Employee who is called back to work and who reports for work shall be compensated for a minimum of four (4) hours at the straight time rate for the period worked, or at the applicable overtime rate, whichever is greater. The minimum guarantee of four (4) hours pay at the straight time rate shall apply only once during each eight (8) consecutive hours on standby.
- (b) When a Part-time Employee is not scheduled to work but is required by the Employer to standby, the day(s) on standby shall be considered as the Employee's rest day(s) and shall be compensated for all call back as overtime in accordance with Article 15 or a minimum of four (4) hours at the straight time rate, whichever is greater.
- (c) Stand-by shall not be forfeited in the event of a call back.
- (d) The Employer will make reasonable efforts to divide standby opportunities equitably among qualified Permanent Employees and for Casual Employees in long or short assignments. Notwithstanding the above, qualified Casual Employees can be added to the rotation(s) if in the opinion of the Employer, there are not enough Permanent Employees able to be scheduled for stand-by on a unit or in a department as appropriate.

### **16.05 Transportation Allowance and Parking for Callback**

Employees called back shall be reimbursed for transportation to and from the work place to a maximum of ten dollars (\$10.00) per call each way. When Employees are called back to work at a site which is not their home base, he or she will receive the kilometer rate or ten dollars (\$10.00) each way, whichever is greater. An Employee who is called back to work and who reports for work shall be reimbursed for parking costs.

### **16.06 Rest Interval After Callback**

The Employer shall provide at least six hours between the time an Employee completes a period of callback and the commencement of the Employee's next scheduled shift. During an eight (8) hour period of standby, if the first callback is within two (2) hours of the commencement of the next scheduled shift, the Employee shall not be entitled to a six hour rest interval. If mutually agreeable

between the Employee and the Employer, arrangements in variance to the foregoing will be acceptable and will not constitute a violation of this Article.

### **16.07 Compensation Where Rest Interval Not Taken**

Subject to Article 16.06, where, because operational requirements do not permit or where mutually agreeable variations between the Employee and the Employer are not acceptable, the six rest period, pursuant to Article 16.06, cannot be accommodated, the hours worked from the commencement of the regular shift to the end of the period on which the rest period would normally end shall be compensated at the rate of time and one-half (1 ½T).

### **16.08 Remote Consulting on Stand-by**

Employees on Stand-by who provide telephone and/or online consulting support shall, in addition to the Standby pay set out in Article 16.01, be paid the greater of:

- (a) the total actual time spent on the phone or online consulting during the Standby period at the applicable overtime rate; or
- (b) thirty (30) minutes per incident at the Employee's regular hourly rate.

## **ARTICLE 17 – VACATIONS**

### **17.01 Annual Vacation Entitlement**

- (a) An Employee shall be entitled to receive annual vacation leave with pay:
  - (i) each year during her first forty-eight (48) months of service at the rate of one and one-quarter (1 1/4) days for each month of service; and
  - (ii) each year after forty-eight (48) months of service at the rate of one and two-thirds (1 2/3) days for each month of service; and
  - (iii) each year after one hundred and sixty-eight (168) months of service at the rate of two and one-twelfth (2-1/12) days for each month of service; and
  - (iv) each year after two hundred and eighty-eight (288) months of service at the rate of two and one half (2 ½) days for each month of service.

- (b) An Employee who, as of February 19, 2001, has earned entitlement to more vacation than provided for in Article 17.01(a) of the collective agreement by virtue of her terms and conditions of employment with a predecessor employer shall retain that entitlement. Any future increase in vacation entitlement for such Employees shall be pursuant to Article 17.01(a).

### **17.02 Vacation Year**

The vacation year shall be April 1 to March 31, inclusive.

### **17.03 Authorization**

An Employee shall be granted vacation leave at such time during the year as the immediate management supervisor determines.

### **17.04 Vacation Scheduling**

- (a) Except as otherwise provided in the Agreement, vacation leave entitlement shall be used within the year in which it is earned. The Employee shall advise the immediate management supervisor in writing of her vacation preference as soon as possible for the following vacation year but by February 1<sup>st</sup> for vacations in the period April 1<sup>st</sup> to September 30<sup>th</sup> and shall include requests for vacations during the December holiday period (December 16 to January 4) and/or March Break vacations for the following year and by August 1<sup>st</sup> for vacations in the period October 1<sup>st</sup> to March 31<sup>st</sup>. The Employer will post approved vacation in writing by March 15<sup>th</sup> and September 15<sup>th</sup> respectively.
- (b) Preference in vacation schedule shall be given to those Employees with greater length of seniority.
- (c) After the vacation schedule is posted, if operational requirements permit additional Employee(s) to be on vacation leave, such leave shall be offered to Employees on a work unit by seniority to those Employees who may have requested the leave but were denied the leave for their request submitted before February 1<sup>st</sup> or August 1<sup>st</sup>. Any additional vacation shall be granted on a first come, first serve basis.

### **17.05 Employee Request**

Subject to the operational requirements of the service, the Employer shall make every reasonable effort to ensure that an Employee's written request for vacation leave is approved. Where, in scheduling vacation leave, the Employer is unable to comply with the Employee's written request, the immediate management supervisor shall:

- (a) give the reason for disapproval; and
- (b) make every reasonable effort to grant an Employee's vacation leave in the amount and at such time as the Employee may request in an alternative request.

Where operational requirements necessitate a decision by the Employer to place a restriction on the number of Employees on vacation leave at any one time, preference shall be given to the Employees with the greatest length of seniority.

#### **17.06 Restriction on Numbers of Employees on Vacation**

- (a) During the peak vacation period, commencing the second full week of June and ending after the second full week of September of each year, preference for a period of up to two (2) complete weeks of unbroken vacation shall be given to Employees with the greatest length of seniority. To exercise this preference, an Employee need not pick consecutive weeks.
- (b) After each Employee has been granted vacation in accordance with Article 17.06(a), all remaining vacation entitlement shall be granted in accordance with seniority. Once seniority has been exercised for the period of up to two (2) complete weeks, remaining requests will be granted by seniority, i.e. all second requests and then all third requests.
- (c) After the vacation schedule is posted, if operational requirements permit additional Employees to be on vacation leave, such leave shall be offered by seniority to Employees provided the Employees requested that time in accordance with Article 17.04(a).

#### **17.07 Unbroken Vacation**

Except during the period of time referred to in Article 17.06, where operational requirements permit, the Employer shall make every reasonable effort to grant to an Employee her request to enjoy her vacation entitlement in a single unbroken period of leave.

#### **17.08 Vacation Carry Over**

- (a) Except as otherwise provided in this Agreement, vacation leave for a period of not more than five (5) days may, with the consent of the immediate management supervisor, be carried over to the following year, but shall lapse if not used before the close of that year. Request for vacation carry over entitlement shall be made in writing by the Employee to the immediate management supervisor not later than January 31st of the year in which the vacation is earned, provided however that the immediate management supervisor may accept a shorter period of notice of the request. The

immediate management supervisor shall respond in writing within one (1) calendar month of receiving an Employee's request.

- (b) An Employee scheduled to take vacation and who is unable to do so within the vacation year due to illness, injury, or where operational requirements prevent the immediate management supervisor from scheduling vacation shall be entitled to carry over this unused vacation to the subsequent year.

#### **17.09 Accumulative Vacation Carry Over**

An Employee, on the recommendation of the immediate management supervisor and with the approval of the Employer, may be granted permission to carry over five (5) days of her vacation leave each year to a maximum of twenty (20) days, if in the opinion of the immediate management supervisor, it will not interfere with the efficient operation of the Department.

#### **17.10 Use of Accumulated Vacation Carry Over**

The vacation leave approved pursuant to Article 17.09 shall be used within five (5) years subsequent to the date on which it was approved and shall lapse if not used within that period unless the immediate management supervisor recommends that the time be extended and the recommendation is approved by the Employer.

#### **17.11 Borrowing of Unearned Vacation Credits**

With the approval of the Employer, an Employee who has been employed for a period of five (5) or more years may be granted five (5) days from the vacation leave of the next subsequent year.

#### **17.12 Employee Compensation Upon Separation**

An Employee, upon her separation from employment, shall be compensated for vacation leave to which she is entitled.

#### **17.13 Employer Compensation Upon Separation**

An Employee, upon her separation from employment, shall compensate the Employer for vacation which was taken but to which she was not entitled.

#### **17.14 Vacation Credits Upon Death**

When the employment of an Employee who has been granted more vacation with pay than she has earned is terminated by death, the Employee is considered to have earned the amount of leave with pay granted to her.

### **17.15 Vacation Records**

An Employee is entitled to be informed, upon request, of the balance of her vacation leave with pay credits.

### **17.16 Recall from Vacation**

The Employer will make every reasonable effort not to recall an Employee to duty after she has proceeded on vacation leave or to cancel vacation once it has been approved.

### **17.17 Reimbursement of Expenses upon Recall**

Where, during any period of approved vacation, an Employee is recalled to duty, she shall be reimbursed for reasonable expenses, subject to the provisions of Article 28, that she incurs:

- (a) in proceeding to her place of duty;
- (b) in returning to the place from which she was recalled if she immediately resumes vacation leave upon completing the assignment for which she was recalled; and
- (c) if an Employee's vacation is approved and then cancelled by the Employer causing the Employee to lose a monetary deposit on vacation accommodations and/or travel and providing the Employee does everything reasonably possible to mitigate the loss, and providing the Employee notifies the Employer that the monetary deposit will be forfeited, the Employer will reimburse the Employee for the monetary deposit.

In addition to the above, an Employee shall be compensated at two (2) times her regular rate of pay for time worked during the period of recall from vacation.

### **17.18 Reinstatement of Vacation Upon Recall**

The period of vacation leave so displaced resulting from recall and transportation time in accordance with Articles 17.16 and 17.17, shall either be added to the vacation period, if requested by the Employee and approved by the Employer, or reinstated for use at a later date.

### **17.19 Illness During Vacation**

Accumulated sick leave credits may be substituted for hours of vacation interrupted where it can be established by the Employee to the satisfaction of the Employer that an illness or accident occurred prior to the commencement of the vacation and

that the illness or the accident was such that the vacation plans of the Employee were interrupted.

## **ARTICLE 18 – HOLIDAYS**

### **18.01 Paid Holidays**

The holidays designated for Employees shall be:

- (a) New Year's Day
- (b) Heritage Day
- (c) Good Friday
- (d) Easter Monday
- (e) Victoria Day
- (f) Canada Day
- (g) Labour Day
- (h) Thanksgiving Day
- (i) Remembrance Day
- (j) Christmas Day
- (k) Boxing Day
- (l) One (1) additional day in each year that, in the opinion of the Employer, is recognized to be a federal, provincial or civic holiday in the area in which the Employee is employed, or, in any area where, in the opinion of the Employer, no such additional day is recognized as a provincial or civic holiday, the first Monday in August.
- (m) one-half (½) day beginning at 12:00 noon on Christmas Eve Day
- (n) any other day or part of a day declared by the Government of Canada or the province of Nova Scotia to be a general holiday.

### **18.02 Exception**

Article 18.01 does not apply to an Employee who is absent without pay on both the working day immediately preceding and the working day following the designated holiday.

### **18.03 Holiday Falling on a Day of Rest**

When a day designated as a holiday coincides with the Employee's day of rest, the Employer shall grant the holiday with pay on either:

- (a) the working day immediately following her day of rest; or
- (b) the day following the Employee's annual vacation; or



- (c) another mutually acceptable day between the Employer and the Employee;  
or
- (d) paid, if mutually agreed.

#### **18.04 Holiday Coinciding with Paid Leave**

Where a day that is a designated holiday for an Employee as defined in Article 18.01, falls within a period of leave with pay, the holiday shall not count as a day of leave.

#### **18.05 Compensation for Work on a Holiday**

- (a) Where an Employee is regularly scheduled to work, in accordance with Article 14, and her regularly scheduled day of work falls on a paid holiday, as defined in Article 18.01, she shall receive compensation equal to two and one-half (2 ½) times her regular rate of pay as follows:
  - (i) compensation at one and one-half (1½) times her regular rate of pay, including the holiday pay, for the hours worked on the holiday; and
  - (ii) time off with pay in lieu of the holiday on an hour-for-hour basis at a mutually acceptable time in accordance with Article 18.11.
- (b) Where time off with pay in lieu of the holiday has not been granted in accordance with Article 18.05(a)(ii), compensation shall be granted at the Employee's regular rate of pay for those hours worked on the holiday.

#### **18.06 Overtime on a Holiday**

- (a) Where an Employee is required to work overtime on a paid holiday, as defined in Article 18.01, she will receive compensation equal to 3.33 times her regular rate as follows:
  - (i) compensation at 2.33 times her regular rate of pay, including the holiday pay, for the hours worked on the holiday; and
  - (ii) time off with pay in lieu of the holiday on an hour for hour basis at a mutually acceptable time in accordance with Article 18.11.
- (b) Where time off with pay in lieu of the holiday has not been granted in accordance with Article 18.06 (a)(ii), compensation shall be granted at the Employee's regular rate of pay for those hours worked on the holiday.

### **18.07 Religious Day in Lieu**

An Employee who is entitled to time off with pay in lieu of Good Friday, Easter Monday, Christmas and/or Boxing Day pursuant to Article 18.03 (c), 18.05 (a) (ii) and/or 18.06 (a) (ii) may take such time with pay in lieu at a time that permits her to observe a holy day of her own faith. The Employee shall advise her immediate management supervisor in writing of her desire to take such day(s) off in lieu as soon as possible but before March 1<sup>st</sup> in each year and the immediate management supervisor will endeavour to grant the request where operational requirements permit.

### **18.08 Time Off in Lieu of Holiday**

In no case shall the total time off in lieu of a holiday referred to in 18.05 (a) (ii), 18.06 (a) (ii) and 18.07 above exceed the equivalent of one complete shift.

### **18.09 Christmas or New Year's Day Off**

- (a) Each Employee shall receive either Christmas Day or New Year's Day off, unless otherwise mutually agreed. In addition, the Employer will make every reasonable effort to schedule an Employee in such a manner that they do not work the same holiday (Christmas Day or New Year's Day) that they worked the previous year, unless otherwise mutually agreed. Subject to operational requirements, Employees who have Christmas Day or New Year's Day scheduled off may also have December 24<sup>th</sup> or December 31<sup>st</sup> respectively scheduled off.
- (b) Every effort will be made to give at least two (2) other holidays off on the actual day of the holiday.

### **18.10 Illness on a Paid Holiday**

- (a) An Employee who is scheduled to work on a paid holiday, as defined in Article 18.01, and who is unable to report for work due to illness or injury, shall receive sick leave pay for that day, and shall be granted time off in lieu of the holiday at a mutually acceptable time prior to the end of the second (2nd) calendar month immediately following the month in which the holiday fell.
- (b) Where time off with pay in lieu of the holiday has not been granted in accordance with Article 18.10(a), compensation shall be granted at the Employee's regular rate of pay for those hours.

### **18.11 Carry Over of Banked Holiday Time**

Employees may be permitted to continuously carry an accumulation of up to twenty-two-and-one-half (22.5) hours of banked Holiday time. The Employer shall divide the year into four (4) quarters. At the end of each quarter, the Employer may pay out any unused banked holiday time down to twenty-two-and-one-half (22.5) hours.

### **18.12 Time Off in Lieu for Part-time and Job Share Employees**

Where a Part-time Employee or an Employee in a job sharing arrangement works on a holiday, in addition to compensation at the applicable rate, she will receive time off with pay in lieu of the holiday, on an hour for hour basis, in accordance with Article 18.11.

For purposes of clarity it is understood that a Part-time Employee or an Employee in a job sharing arrangement would receive time off in lieu of the holiday in the amount of 7.5 hours for 7.5 hours worked and 11.25 hours for 11.25 hours worked.

## **ARTICLE 19 – LEAVES**

### **19.01 Special Leave**

The Employer, in any one year, may grant to an Employee:

- (a) special leave without pay for such a period as it deems circumstances warrant;
- (b) special leave with pay for reasons other than those covered by 19.02 to 19.11 inclusive, for such period as it deems circumstances warrant.

### **19.02 Bereavement Leave**

- (a) If a death occurs in the Employee's immediate family when the Employee is at work, the Employee shall be granted leave with pay for the remainder of her scheduled shift. The Employee shall also be granted seven (7) calendar days' leave of absence effective midnight following the death and shall be paid for all shifts the Employee is scheduled to work during that seven (7) calendar day period. In any event, the Employee shall be entitled to thirty-seven and one-half (37 ½) consecutive hours paid leave, even if this extends past the seven (7) calendar days leave. "Immediate Family" is defined as the Employee's father, mother, guardian, brother, sister, spouse, child, father-in-law, mother-in-law, son-in-law, daughter-in-law, step-child or ward of the Employee, grandparent or grandchild of the Employee, step-mother, step-father, step-sister, step-brother, step-grandparent, step-grandchild, and a relative permanently residing in the Employee's

household or with whom the Employee permanently resides. For employees whose hours of work are seventy (70) hours bi-weekly or eighty (80) hours bi-weekly the entitlement shall be thirty-five (35)/forty (40) consecutive hours paid leave, even if this extends past the seven (7) calendar days.

The "in-law" and "step-relative" relationships referred to in this provision will only be considered "immediate family" in cases where it is a current relationship at the time of the death, otherwise eligibility will be determined in accordance with paragraph (c) below.

- (b) In the event that the funeral or interment for any of the Immediate Family does not take place within the period of bereavement leave provided but occurs later, the Employee may defer the final day of his or her bereavement leave without loss of regular pay until the day of the funeral or interment. The Employee shall notify the Employer of this deferment at the time of the bereavement leave.
- (c) Every Employee shall be entitled to leave with pay up to a maximum of three (3) days in the event of death of the Employee's brother-in-law or sister-in-law, where the relationship is current at the time of death.
- (d) Every Employee shall be entitled to one (1) day leave without pay, for the purpose of attending the funeral of an Employee's aunt or uncle, niece or nephew, or the grandparents of the spouse of the Employee. An Employee may be granted up to two (2) days for travel without pay for the purposes of attending the funeral. The Employee may elect that such bereavement leave be paid by charging the time to the Employee's accumulated vacation, accumulated holiday, or accumulated overtime.
- (e) The above entitlement is subject to the proviso that proper notification is made to the Employer.
- (f) If an Employee is on holiday, vacation or sick leave or using time in lieu at the time of bereavement, the Employee shall be granted bereavement leave and be credited the appropriate number of days to her appropriate bank.

### **19.03 Court Leave**

Leave of absence with pay shall be given to every Employee, other than an Employee on leave of absence without pay or under suspension, who is required:

- (a) to serve on a jury (including the time spent in the jury selection process); or
- (b) by subpoena or summons to attend as a witness in any proceeding held:

- (i) in or under the authority of a court; or
  - (ii) before an arbitrator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it; or
  - (iii) before a legislative council, legislative assembly or any committee thereof that is authorized by law to compel the attendance of witnesses before it.
- (c) Where an Employee notifies the Employer in advance, where possible, that she is required to serve pursuant to the provisions of Article 19.03(b)(i), as a result of the functions the Employee fulfills on behalf of the Employer on a day other than a regularly scheduled work day, the Employer will consider an employee's request to cover the time lost on a day of rest or vacation day for that period of time required by the court for the purpose of giving evidence pursuant to this Article.

#### **19.04 Jury Compensation**

Any Employee given leave of absence with pay to serve on a jury pursuant to Article 19.03 shall have deducted from her salary an amount equal to the amount that the Employee receives for such jury duty after deduction of reasonable expenses.

#### **19.05 Selection/Promotion Process Leave**

When an Employee participates in an Employer personnel selection or promotion process, she shall be granted a leave of absence with pay for the period during which the Employee's presence is required for purposes of the selection or promotion process. Such leave of absence shall be requested by the Employee of her immediate management supervisor as soon as the requirement of her presence is known.

#### **19.06 Pregnancy Leave**

- (a) The Employer shall not terminate the employment of an Employee because of her pregnancy.
- (b) A pregnant Employee is entitled to an unpaid leave of absence of up to seventeen (17) weeks.
- (c) An Employee shall, no later than the fifth (5th) month of pregnancy, forward to the Employer a written request for pregnancy leave.

- (d) The Employer may, prior to approving such leave, request a certificate from a legally qualified medical practitioner stating that the Employee is pregnant and specifying the expected date of delivery.
- (e) Pregnancy leave shall begin on such date as the Employee determines, but not sooner than sixteen (16) weeks preceding the expected date of delivery, and not later than the date of delivery.
- (f) Pregnancy leave shall end on such date as the Employee determines, but not sooner than one (1) week after the date of delivery, and not later than seventeen (17) weeks after the pregnancy leave began.
- (g) A pregnant Employee shall provide the Employer with at least four (4) weeks notice of the date she will begin her pregnancy leave. Such notice may be amended from time to time by the Employee:
  - (i) by changing any date in the notice to an earlier date if the notice is amended at least two (2) weeks before that earlier date;
  - (ii) by changing any date in the notice to a later date if the notice is amended at least two (2) weeks before the original date.
- (h) An Employee shall endeavour to provide the Employer with four (4) weeks' notice, and in any event, shall not provide less than two (2) weeks' notice of the date the Employee will return to work on completion of the pregnancy leave, unless the Employee gives notice pursuant to Article 19.07(f).
- (i) Where notice as required under Article 19.06(g) or (h) is not possible due to circumstances beyond the control of the Employee, the Employee shall provide the Employer as much notice as reasonably practicable of the commencement of her leave or her return to work.
- (j) The Employer may require a pregnant Employee to take an unpaid leave of absence while the duties of her position cannot reasonably be performed by a pregnant woman or the performance of the Employee's work is materially affected unless the Employer can reasonably modify the Employee's duties for the period required or temporarily re-assign the Employee to alternate duties or another classification. The Union shall support any modification of duties or temporary re-assignment as provided in this provision.
- (k) Where an Employee reports for work upon the expiration of the period referred to in Article 19.06(f), the Employee shall resume work in the same position she held prior to the commencement of the pregnancy leave, with no loss of seniority or benefits accrued to the commencement of the

pregnancy leave. Where the position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.

- (l) While on pregnancy leave, an Employee shall continue to accrue and accumulate service and seniority credits for the duration of her leave, and her service and seniority shall be deemed to be continuous. However, service accumulated during pregnancy leave shall not be used for the purposes of calculating vacation leave credits. For the purposes of calculating vacation leave credits during the year in which pregnancy leave is taken, one (1) month of service shall be credited to an Employee who does not receive salary for a total of seventeen (17) days or more during the first and last calendar months of the pregnancy leave granted under Article 19.06(b).
- (m) Leave for illness of an Employee arising out of or associated with the Employee's pregnancy prior to the commencement of, or the ending of, pregnancy leave granted in accordance with Article 19.06(b), may be granted sick leave in accordance with the provisions of Article 21.
- (n) **Pregnancy/Birth Leave Allowance**
  - (i) An Employee entitled to pregnancy leave under the provisions of this Agreement and who has completed the probationary period required by Article 9.02 (a) or has successfully applied for a position at the IWK from a permanent position at the NSHA who provides the Employer with proof that she has applied for, and is eligible to receive employment insurance (E.I.) benefits pursuant to Section 22, *Employment Insurance Act*, S.C. 1996, c.23, shall be paid an allowance in accordance with the Supplementary Employment Benefit (S.E.B.).
  - (ii) In respect to the period of pregnancy leave, payments made according to the S.E.B. Plan will consist of the following:
    - (1) where the Employee is subject to a waiting period of one (1) week before receiving E.I. benefits, one (1) payments equivalent to seventy-five percent (75%) of their weekly rate of pay less any other earnings received by the Employee during the benefit period;
    - (2) Where the Employee has served the one (1) week waiting period in Article 19.06(n)(ii)(1), one (1) additional payment equivalent to the difference between the weekly E.I. benefit, the Employee is eligible to receive and ninety-three percent (93%) of their weekly rate of pay, less any other earnings received by the Employee during the benefit period which may

result in a decrease in the E.I. benefits to which the Employee would have been eligible if no other earnings had been received during that period.

- (3) Up to a maximum of five (5) additional weeks, payments equivalent to the difference between the weekly E. I. benefits the Employee is eligible to receive and ninety-three per cent (93%) of her weekly rate of pay, less any other earnings received by the Employee during the benefit period which may result in a decrease in the E. I. benefits to which the Employee would have been eligible if no other earnings had been received during the period.
- (iii) For the purpose of this allowance, an Employee's weekly rate of pay will be one-half ( $\frac{1}{2}$ ) the bi-weekly rate of pay to which the Employee is entitled for her classification on the date immediately preceding the commencement of her pregnancy leave. In the case of a Part-time Employee, such weekly rate of pay will be multiplied by the fraction obtained from dividing the Employee's time worked (as defined for the purpose of accumulating service) averaged over the preceding twenty-six (26) weeks by the regularly scheduled full-time hours of work for the Employee's classification. For the purpose of this calculation the hours used for a Part-time Employee shall be the actual hours paid, or the hours based on the current appointment status of the Part-time Employee as a percentage of full-time hours, whichever is greater.
  - (iv) Where an Employee becomes eligible for a salary increment or pay increase during the benefit period, benefits under the S.E.B. plan will be adjusted accordingly.
  - (v) The Employer will not reimburse the Employee for any amount she is required to remit to Human Resources Development Canada, where her annual income exceeds one and one-half ( $\frac{1}{2}$ ) times the maximum yearly insurable earnings under the *Employment Insurance Act*.
  - (vi) It is understood that Employees entitled to the seven (7) weeks Birth Allowance as provided in this Article may be eligible for an additional Parental Leave Allowance which, when combined with the Birth Allowance may result in eligibility up to a maximum of seventeen (17) weeks allowance.



## 19.07 Parental Leave

- (a) An Employee who becomes a parent for one or more children through the birth of the child or children is entitled to an unpaid leave of absence of up to seventy-eight (78) weeks.
- (b) Where an Employee takes pregnancy leave pursuant to Article 19.06 and the Employee's new born child or children arrive in the Employee's home during pregnancy leave, parental leave begins immediately upon completion of the pregnancy leave and without the Employee returning to work and ends not later than sixty-one (61) weeks after the parental leave began.
- (c) Where an Employee did not take pregnancy leave pursuant to Article 19.06, parental leave begins on such date as determined by the Employee, coinciding with or after the birth of the child or children first arriving in the Employee's home, and ends not later than seventy-eight (78) weeks after the child or children first arrive in the Employee's home, whichever is earlier.
- (d) Notwithstanding Article 19.07(b) or (c), where an Employee has begun parental leave, and the child to whom the parental leave relates is hospitalized for a period exceeding, or likely to exceed one (1) week, the Employee is entitled to return to and resume work in the position held immediately before the leave began or, where that position is not available, the matter shall be referred to the Joint Committee on Technological Change. The Employee is entitled to only one (1) interruption and deferral of each parental leave.
- (e) The Employee shall give the Employer two (2) weeks notice of the date the Employee will begin parental leave.
- (f) The Employee shall give the Employer two (2) weeks notice of the date the Employee will return to work upon completion of the parental leave.
- (g) Where an Employee reports for work upon the expiration of the period referred to in Article 19.07(a), the Employee shall resume work in the same position she held prior to the commencement of the parental leave. If the position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.
- (h) While on parental leave, an Employee shall continue to accrue and accumulate service and seniority credits for the duration of her leave, and her service and seniority shall be deemed to be continuous. However, service accumulated during parental leave shall not be used for the purposes of calculating vacation leave credits. For the purposes of calculating vacation leave credits during the year in which parental leave is

taken, one (1) month of service shall be credited to an Employee who does not receive salary for a total of seventeen (17) days or more during the first and last calendar months of the parental leave granted under Article 19.07(a).

### **19.08 Adoption Leave**

- (a) An Employee who becomes a parent for one or more children through the placement of the child or children in the care of the Employee for the purpose of adoption of the child or children pursuant to the law of the Province is entitled to an unpaid leave of absence of up to seventy-eight (78) weeks, or more, if required by the adoption agency.
- (b) The Employer shall require an Employee who requests Adoption Leave pursuant to Article 19.08(a) to submit a certificate from an official in the Department of Community Services, or equivalent, to establish the entitlement of the Employee to the Adoption Leave.
- (c) Adoption leave begins on such date as determined by the Employee, coinciding with the child or children first arriving in the Employee's home, and ends not later than seventy-eight (78) weeks after the child or children first arrive in the Employee's home, whichever is earlier.
- (d) Notwithstanding Article 19.08(b), where an Employee has begun adoption leave, and the child to whom the adoption leave relates is hospitalized for a period exceeding, or likely to exceed one (1) week, the Employee is entitled to return to and resume work in the position held immediately before the leave began or, where the position is not available, the matter shall be referred to the Joint Committee on Technological Change. The Employee is entitled to only one (1) interruption and deferral of each adoption leave.
- (e) The Employee shall give the Employer two (2) weeks notice of the date the Employee will begin adoption leave.
- (f) The Employee shall give the Employer two (2) weeks notice of the date the Employee will return to work upon completion of the adoption leave.
- (g) Where an Employee reports for work upon the expiration of the period referred to in Article 19.08(a), the Employee shall resume work in the same position she held prior to the commencement of the adoption leave. If the position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.
- (h) While on adoption leave, an Employee shall continue to accrue and accumulate service and seniority credits for the duration of her leave, and her service and seniority shall be deemed to be continuous. However,

service accumulated during adoption leave shall not be used for the purposes of calculating vacation leave credits. For the purposes of calculating vacation leave credits during the year in which adoption leave is taken, one (1) month of service shall be credited to an Employee who does not receive salary for a total of seventeen (17) days or more during the first and last calendar months of the adoption leave granted under Article 19.08(a).

(i) **Parental and Adoption Leave Allowance**

- (i) An Employee entitled to parental or adoption leave under the provisions of this Agreement and who has completed the probationary period required by Article 9.02 (a) or has successfully applied for a position at the IWK from a permanent position at the NSHA who provides the Employer with proof that she/he has applied for and is eligible to receive employment insurance (E. I.) benefits pursuant to the *Employment Insurance Act, 1996*, shall be paid an allowance in accordance with the Supplementary Employment Benefit (S.E.B.) Plan.
- (ii) The parental leave allowance of an Employee who has taken the pregnancy/birth leave allowance, shall begin immediately upon the exhaustion of the pregnancy/birth allowance without the Employee's returning to work.
- (iii) In respect to the period of parental or adoption leave, payments made according to the S.E.B. Plan will consist of the following:
  - (1) Where the Employee is subject to a waiting period of one (1) week before receiving E.I. Benefits, one (1) payments equivalent to seventy-five percent (75%) of their weekly rate of pay, less any other earnings received by the Employee during the benefit;
  - (2) Where the Employee has served the one (1) week waiting period in Article 19.08(i)(iii)(1), one (1) additional payment equivalent to the difference between the weekly E.I. benefit, the Employee is eligible to receive and ninety-three percent (93%) of their weekly rate of pay, less any other earnings received by the Employee during the benefit period which may result in a decrease in the E.I. benefits to which the Employee would have been eligible if no other earnings had been received during that period; and
  - (3) Up to a maximum of ten (10) additional weeks,

- a. where the Employee is in receipt of Standard E.I. Parental Benefits, the payments will be equivalent to the difference between the weekly Standard E.I. Parental Benefits the Employee is eligible to receive and ninety-three per cent (93%) of the Employee's weekly rate of pay;
  - b. where the Employee is in receipt of Extended E.I. Parental Benefits, the payments will be equivalent to the difference between the Weekly Standard E.I. Benefits the Employee *would have been* eligible to receive and ninety-three percent (93%) of the Employee's weekly rate of pay;
- (4) For the purposes of this article, "Standard E.I. Parental Benefits" means the E.I. benefits paid to an Employee who is taking a parental leave of up to thirty-five (35) weeks and "Extended E.I. Parental Benefits" means the E.I. benefits paid to an Employee who is taking a parental leave greater than thirty-five (35) weeks.
- (iv) For the purposes of this allowance, an Employee's weekly rate of pay will be one-half the bi-weekly rate of pay to which the Employee is entitled for her/his classification on the day immediately preceding the commencement of the adoption leave. In the case of a Part-time Employee, such weekly rate of pay will be multiplied by the fraction obtained from dividing the Employee's time worked (as defined for the purpose of accumulating service) averaged over the preceding twenty-six (26) weeks by the regularly scheduled full-time hours of work for the Employee's classification. For the purpose of this calculation the hours used for a Part-time Employee shall be the actual hours paid, or the hours based on the current appointment status of the Part-time Employee as a percentage of full-time hours, whichever is greater.
  - (v) Where an Employee becomes eligible for a salary increment or pay increase during the benefit period, payments under the S.E.B. Plan will be adjusted accordingly.
  - (vi) The Employer will not reimburse the Employee for any amount she/he is required to remit to Human Resources Development Canada where her/his annual income exceeds one and one-half (1 ½) times the maximum yearly insurable earnings under the *Employment Insurance Act*.

## **19.09 Group Benefit Plan Continuation**

While an Employee is on pregnancy/birth or parental, or adoption leave, the Employer shall permit the Employee to continue participation in the Medical, Extended Health, Group Life and any other Employee benefit plan including LTD and Pension Plans (subject to the eligibility provisions of the Plans) provided the Employee agrees to pay the Employee's share of the benefit premium contribution.

In this circumstance, the Employer shall continue to pay the Employer share of the premium contribution for the seven (7) week period of the Pregnancy/Birth leave and/or the ten (10) week period of the Parental or Adoption Leave. In no case will the Employer be responsible for cost-sharing of premiums beyond seventeen (17) weeks.

Following this period, the Employee shall be responsible to pay both the Employer and the Employee's shares of the premium costs to maintaining such coverage for the remainder of the Leave of Absence.

The Employer shall notify the Employee of the option and the date beyond which the option referred to in this Article may no longer be exercised at least ten (10) days prior to the last day on which the option could be exercised to avoid an interruption of benefits.

Where the Employee opts in writing to maintain the benefit plans referred to in this Article, the Employee shall enter into an arrangement with the Employer to pay the cost required to maintain the benefit plans, including the Employer's share thereof, and the Employer shall process the documentation and payments as arranged.

#### **19.10 Leave for Birth of Child**

On the occasion of the birth of his/her child, a spouse who is an Employee shall be granted special leave without loss of regular pay up to a maximum of fifteen (15) scheduled hours during the confinement of the mother. This leave may be divided into two periods and granted on separate days.

#### **19.11 Leave for Adoption of Child**

An Employee shall be granted special leave without loss of regular pay up to a maximum of fifteen (15) scheduled hours for the purpose of the adoption of a child by the Employee, or the Employee's spouse. This leave may be divided into two (2) periods and granted on separate days.

#### **19.12 Leave for Family Illness and Medical and Dental Appointments**

Full-time Employees shall be entitled to leave of absence with pay for up to thirty-seven and one-half (37.5) hours per fiscal / calendar year to attend to an illness of a member of an Employee's immediate family meaning spouse, son, daughter, father or mother (or legal guardian) and when no one at home other than the

Employee can provide for the needs of the ill person, or to engage in personal preventative medical and dental care.

The benefits shall be pro-rated for Part-time Employees.

### **19.13 In-Services, Conferences**

- (a) The Employer may grant permission to an Employee to attend in-service conference(s), where in the opinion of the Employer, such a conference is relevant to the Employee's respective field and where such attendance will not interfere with efficient operation. Such permission shall not be unreasonably withheld.
- (b) Where an in-service conference(s) is not held during the Employee's scheduled hours of work, the Employee shall be paid for all hours of attendance in accordance with Article 15 or Article 39, whichever is applicable.

### **19.14 Leave for Storms or Hazardous Conditions**

- (a) It is the responsibility of the Employee to make every reasonable effort to arrive to work and to notify their Supervisor if unable to arrive at work due to a storm or hazardous conditions.
- (b) Time lost by an Employee of less than two (2) hours for a scheduled shift due to such conditions will be compensated as regular time worked.
- (c) All time lost in excess of two (2) hours in a scheduled shift will be deemed to be leave, and shall, at the Employee's option, be:
  - (i) made up by the Employee at a time agreed upon between the Employee and the Employee's immediate supervisor; or
  - (ii) charged to the Employee's accumulated vacation, accumulated holiday time, or accumulated overtime; or
  - (iii) otherwise deemed to be leave without pay.
- (d) Where an Employee requests permission to leave work prior to the completion of her scheduled shift because of hazardous conditions arising from a storm, the Employer may, where operational requirements permit, excuse the Employee, in which case Article 19.14 (b) and (c) above shall apply.

### **19.15 Prepaid Leave**

Permanent Employees will be entitled to take a leave of absence financed through a salary deferral arrangement in accordance with the provisions of the Prepaid Leave Plan set out in Article 44 of this Agreement.

#### **19.16 Leave of Absence for Political Office**

- (a) In this Article “Candidate” means a person who has been officially nominated as a candidate, or is declared to be a candidate by that person, or by others, with that person’s consent, in a Federal or Provincial or election.
- (b) An Employee who is a candidate and wishes a leave of absence shall apply to the Employer and the leave of absence shall be granted.
- (c) Where the Employee withdraws as a candidate and before the election, notifies the Employer of the Employee’s intention to return to work, the Employee is entitled to return, to the position the Employee left, two weeks after the notice has been given to the Employer unless the Employer and the Employee both agree to the Employee returning at another time.
- (d) An Employee’s leave of absence to be a candidate shall terminate on the day the successful candidate in the election is declared elected unless, on or before the day immediately after ordinary polling day, the Employee notifies the Employer that the Employee wishes her leave of absence to be extended for such number of days, not exceeding ninety (90), as the Employee states in the notice and in such case the leave of absence shall terminate as stated in the notice.
- (e) An Employee on leave of absence who is an unsuccessful candidate is entitled to return to the position which that Employee left. If the position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.
- (f) The leave of absence of an Employee who is a successful candidate shall be extended from ordinary polling day of the election of which the Employee is elected until two weeks after:
  - (i) the Employee resigns from the position to which the Employee was elected where that resignation occurs before the next election;
  - (ii) where the Assembly is dissolved for the next election, the date the Employee notifies the Employer that the Employee does intend to be a candidate at that next election;
  - (iii) the date nominations close for the next election if the Candidate has not been officially nominated as a Candidate; or

- (iv) declaration day for the next election when it is official that the Employee has not been re-elected, whichever is the latest.
- (g) Where an Employee is elected for the second time, the leave of absence for the Employee to be a Candidate terminates on the day the Employee is declared elected for the second time and the Employee ceases to be an Employee for all purposes, including entitlement to all Employee benefits, as of that day.
- (h) An Employee who is not re-elected in the second election during the leave of absence may return to the position that Employee left, or, where that position no longer exists the matter shall be referred to the Joint Committee on Technological Change.
- (i) During the Employee's leave of absence to be a Candidate, the Employee shall not be paid but the Employee, upon application to the Employer at any time before the leave of absence, is entitled to pension credit for service as if the Employee were not on a leave of absence and to medical and health benefits, long term disability coverage and life insurance coverage, or any one or more of them, if the Employee pays both the Employee's and Employer's share of the cost.

#### **19.17 Military Leave**

- (a) Where operational requirements permit, an Employee may be granted leave of absence with pay to a maximum of two (2) weeks for the purpose of taking military training or serving military duty.
- (b) An Employee who is given leave of absence with pay pursuant to this Article shall have deducted from her salary an amount equal to the amount paid by the Department of National Defence to her as salary.
- (c) Where an Employee uses vacation entitlement for the purpose of taking military training or serving military duty pursuant to this Article, she shall receive full salary from the Employer notwithstanding amounts paid to her by the Department of National Defence.

#### **19.18 Education Leave**

- (a) The Employer may enter into individual return of service agreements with Employees in relation to educational programs which extend for a period in excess of six (6) calendar months and where participation in the program by the Employee is voluntary. The Union shall be a party to all such agreements.



- (b) Where the Employer requires and authorizes in writing an Employee to pursue an educational program which specifically relates to job requirements, a full or partial leave of absence with pay may be granted to the Employee. Where leave is granted, the Employer will pay for tuition and books.
- (c) (i) A leave of absence without pay may be granted to an Employee for the purpose of pursuing an educational program.
- (ii) The Employee shall have the option of maintaining the benefit plans in which the Employee participated prior to the commencement of the Employee's education leave.
- (iii) The Employer shall notify the Employee of the option referred to in Article 19.18 (c)(ii) and the date beyond which the option may no longer be exercised at least ten (10) days prior to the last day on which the option could be exercised to avoid an interruption of benefits.
- (iv) Where the Employee opts in writing to maintain the benefit plan referred to in Article 19.18 (c)(ii), the Employee shall enter into an arrangement with the Employer to pay the cost required to maintain the benefit plan, including the Employer's portion thereof, and the Employer shall process the documentation and payments as arranged.
- (v) Where operational requirements permit, and on reasonable notice, leave of absence for education purposes shall not be unreasonably denied.
- (d) Upon completion of education leave pursuant to this Article, an Employee shall be entitled to return to her former position. Where the position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.

### **19.19 Compassionate Care Leave**

An Employee who has been employed by the Employer for a period of at least three (3) months is entitled to an unpaid leave of absence in accordance with the *Labour Standards Code*, to provide care or support to:

- the spouse of the Employee,
- a child or step-child of the Employee,
- a child or step-child of the Employee's spouse,
- a parent or step-parent of the Employee,
- the spouse of a parent of the Employee,

- the sibling or step-sibling of the Employee,
- the grandparent or step-grandparent of the Employee,
- the grandchild or step-grandchild of the Employee,
- the guardian of the Employee,
- the ward of the Employee,
- a relative of the Employee permanently residing in the household of the Employee or with whom the Employee permanently resides,
- the father-in-law or mother-in-law of the Employee,
- the son-in-law or daughter-in-law of the Employee, or
- any other person defined as “family member” by Regulations made pursuant to the *Labour Standards Code*, as amended from time to time.

### **19.20 Leave for Parent of a Critically Ill Child**

An Employee who has been employed by the Employer for a period of at least three (3) consecutive months of continuous employment and is the parent of a critically ill child is entitled to an unpaid leave of absence in accordance with the *Labour Standards Code*.

## **ARTICLE 20 - GROUP INSURANCE**

### **20.01 Group Life and Medical Plans**

The Employer will continue to participate with Employees in the provision of group life and medical plans as exist at the coming into force of this Agreement unless amended in accordance with the rest of this Article. The Employer agrees to pay 65% of the total premium cost for all Employees covered by the health and dental care plans attached hereto and forming part of this Agreement.

### **20.02 Long Term Disability Plans**

The Employer and the Union agree to include all Employees of the Bargaining Unit as participants in the LTD Program. Terms and conditions for participation in the LTD Program as well as the payment of benefits shall be determined by the LTD Program.

### **20.03 Provincial Group Benefits Committee**

A Provincial Group Benefits Committee will provide advice and make recommendations regarding the group benefit plan administered by HANS. This includes Basic Life, Health and Dental, and Optional Benefits. This does not include the LTD plans or the pension plans.

#### **20.04 Committee Composition**

The Committee shall be comprised of representatives of both unions and employers, as follows:

Four union representatives – each of the four major unions (CUPE, Unifor, NSNU and NSGEU) will select a representative;

Four employer representatives – these will be selected from both NSHA and IWK and employers represented by HANS;

A representative from the HANS Group Benefits Service will participate in the committee on a non-voting, ex-officio basis.

#### **20.05 Purpose of Committee**

The purpose of the committee is to provide a forum for constructive engagement amongst representatives of plan participants, employers and the plan sponsor on issues of importance to the group benefits plan, including plan design, administration, and communication.

#### **20.06 Amendment of Benefit Coverage**

The Committee will be consulted on all proposed changes to the content and coverages offered under the applicable group benefit plan. Such changes will not be made without agreement of the majority of the Committee. The Committee, upon reaching a majority position, will forward its recommendation to the HANS Board of Directors for implementation.

#### **20.07 Additional Responsibilities of Committee**

Where in any given fiscal year the plan administrator determines that an ongoing surplus has arisen in the plan which is of sufficient magnitude to allow an adjustment of benefits the matter will be referred to the Committee for determination.

#### **20.08 Limitations on Powers of Committee**

The Committee shall not be authorized to make any adjustment to benefits that would have the effect of increasing the overall ongoing cost of the plan to Employers and Employees.

#### **20.09 Terms of Reference**

The Committee shall operate in accordance with its terms of reference which shall include process to be used to resolve issues which cannot be resolved through consensus among the members of the Committee.

## **ARTICLE 21 - SICK LEAVE**

### **21.01 Eligibility**

Sick leave is an indemnity benefit and not an acquired right. An Employee who is absent from a scheduled shift on approved sick leave may be granted sick leave pay when unable to perform the duties of their position because of illness or injury, provided that the Employee satisfies the Employer of their condition in the manner determined by the Employer and provided the Employee has sufficient sick leave credits.

### **21.02 Accumulation of Credits**

- (a) Each Employee in the Bargaining Unit may be granted one and one-half (1 ½) days sick leave with pay for each completed calendar month of service up to a maximum accumulation of one hundred and fifty (150) days.
- (b) An Employee who, as at the date of signing this Agreement, has accumulated sick leave credits in excess of one hundred and fifty (150) days shall not forfeit any sick leave credits, however, shall not accumulate sick leave credits until such time as their accumulated sick leave credits fall below one hundred and fifty (150) days at which time the maximum accumulation of one hundred and fifty (150) days shall apply.

### **21.03 Medical Certificate**

- (a) An Employee may be required by the Employer to produce a certificate from a legally qualified medical practitioner for any period of absence for which sick leave is claimed by an Employee and if a certificate is not produced after such a request, the time absent from work will be deducted from the Employee's pay. Where the Employer has reason to believe an Employee is misusing sick leave privileges, the Employer may issue to the Employee a standing directive that requires the Employee to submit a medical certificate for any period of absence for which sick leave is claimed.
- (b) Where an Employee is required by the Employer to submit a detailed medical certificate or reports pursuant to a required medical examination, the Employer shall be responsible for paying the direct cost of any such

examination, medical certificate form or report in excess of those costs covered by an insurance plan of the Employee.

#### **21.04 Employee Entitlement**

An Employee whose illness or injury is one which is covered by the terms of the Nova Scotia *Workers' Compensation Act* is not entitled to receive any benefits pursuant to this Article.

#### **21.05 Information to Employee**

An Employee is entitled, once annually, to be informed in writing on written request, of the balance of her sick leave with pay credits.

#### **21.06 LTD Top Up**

An Employee who has earned in excess of one hundred and fifty (150) sick leave credits because they fall in a category noted in Article 19.02 (b) and who is in receipt of Long Term Disability benefits under the LTD Program, shall be entitled to top up their disability benefits so that the benefits plus top-up is equal to the level of their normal salary as defined in Article 13 of the Plan Text. For each day, the Employee receives top-up, that Employee's accumulated sick leave credits will be reduced by one (1) day.

#### **21.07 Top Up Limitation**

Employees on Long Term Disability benefits who have sick leave credits and who are subject to a maximum accumulation of one hundred and fifty (150) work days shall not be entitled to use such credits as top-up but shall retain any excess credits for their use in the event they return to work. Should the Employee not return to work with the Employer they shall forfeit all claims to such sick leave.

#### **21.08 Return to Work**

Should an Employee in receipt of Long Term Disability benefits cease to be disabled and provided she is able to perform her full job, such Employee shall have a right to return to her former or equivalent position with the Employer.

The Employer reserves the right to require a medical evaluation by a qualified medical practitioner in order to assist in determining an Employee's suitability for reinstatement. The Union acknowledges its duty to cooperate in facilitating the Employee's return to work.

## **ARTICLE 21A - COMPENSATION FOR INJURY ON DUTY**

### **21A.01 Report of Injuries**

An Employee who is injured on duty shall immediately report or cause to have reported any injuries sustained in the performance of her duties to her immediate supervisor in such a manner and on such form as the Employer may from time to time prescribe.

### **21A.02 Benefit Entitlement**

When an Employee is injured on duty and it is determined by the Nova Scotia Workers' Compensation Board that the Employee is unable to perform her duties, the Employer shall grant to the Employee injury on duty leave at the level of compensation and in the manner prescribed by the *Workers' Compensation Act* for a period as the Workers' Compensation Board may specify. The Employer agrees to allow employees to draw upon their accumulated sick leave banks to supplement the benefits provided to them by the WCB. The amount of these supplemental payments shall be limited to the difference between the WCB benefit level and the amount of the Employee's pre-injury net annual earnings during the period of leave approved by the WCB. The Employer shall deduct from the Employee's sick leave credits an equivalent number of sick leave hours as were paid in the supplement. Such payments will be maintained only so long as the supplemental payments do not result in a reduction in the amounts paid by the WCB and the Employee has sufficient sick leave credits in her bank.

## **ARTICLE 22 - EMPLOYEE PERFORMANCE REVIEW & EMPLOYEE FILES**

### **22.01 Employee Performance Review**

- (a) The Employer shall endeavour to conduct a formal written review of an Employee's performance annually.
- (b) When a formal review of an Employee's performance is made, the Employee concerned shall be given an opportunity to discuss, sign and make written comments on the review form in question and the Employee is to receive a signed copy to indicate that its contents have been read. An Employee shall be entitled to a minimum of forty-eight (48) hours to review the performance review prior to providing any response to the Employer, verbally or in writing, with respect to the evaluation.
- (c) Peer Performance Review is voluntary in the sense that the Employee to be evaluated may decline to participate in the peer performance review. It is also voluntary in the sense that an Employee being asked to participate

in the review by commenting on the Employee being evaluated, may decline.

## **22.02 Record of Disciplinary Action**

- (a) The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action, any document from the file of an Employee, the existence of which the Employee was not aware at the time of filing.
- (b) An Employee who has been subject to disciplinary action other than suspension may, after twenty-four (24) months of continuous service from the date the disciplinary measure was invoked, request in writing that the Employment File be cleared of any record of the disciplinary action. Such request shall be granted provided the Employment File does not contain any further record of disciplinary action during the twenty-four (24) month period, of which the Employee is aware. The Employer shall confirm in writing to the Employee that such action has been effected. The Employee's written response to any item on file shall become part of the Employment File. Any period of leave, except vacation, one month in length or greater, shall be excluded from the twenty-four months.
- (c) An Employee, who has been subject to a period of paid or unpaid suspension, may after forty-eight (48) months of continuous Service from the date of the suspension request in writing that the Employment File be cleared of any record of suspension. Such request shall be granted provided the Employment File does not contain any further record of disciplinary action during the forty-eight (48) month period, of which the Employee is aware. The Employer shall confirm in writing to the Employee that such action has been effected. Any period of leave, except vacation, one month in length or greater, shall be excluded from the forty-eight (48) months except vacation and pregnancy/parental/adoption leaves.

## **22.03 Notice of Performance Improvement Requirements**

The Employer will notify an Employee in writing where, during the period between the formal performance evaluation processes, the Employer has observed that certain aspects of an Employee's performance require improvement.

## **22.04 Employee Access to Employment File**

Employees shall have access to their employment files upon reasonable notice. Employees or persons authorized by them in writing, shall be entitled to obtain copies of any material on their personnel file upon reasonable notice. The Employee may have a Union representative present when viewing the file.

## **ARTICLE 23 - DISCIPLINE AND DISCHARGE**

### **23.01 Just Cause**

No Employee who has completed her probationary period shall be disciplined, suspended without pay or discharged except for just and sufficient cause.

### **23.02 Notification**

Where an Employee is disciplined, suspended without pay or discharged, the Employer shall, within ten (10) days of the discipline, suspension or discharge notify the Employee and the Union in writing by registered mail or personal service stating the reason for the discipline, suspension or discharge.

**23.03** Where an Employee is required to attend a meeting which, at the time it is scheduled, appears likely to result in discipline being imposed against that particular Employee, the Employee shall be entitled to be accompanied by a Union Representative, provided that this does not result in any undue delay of appropriate action being taken.

### **23.04 Grievances**

Where an Employee alleges that she has been suspended or discharged in violation of Article 23.01, she may within ten (10) days of the date on which she was notified in writing or within twenty (20) days of the date of her discharge or suspension, whichever is later, invoke the grievance procedure including provisions for Arbitration contained in Article 26, and for the purpose of a grievance, alleging violation of Article 23.01 she may lodge her grievance at the final level of the grievance procedure.

## **ARTICLE 24 - NOTICE OF RESIGNATION**

### **24.01 Notice of Resignation**

If an Employee desires to terminate her employment, she shall endeavour to forward a letter of resignation to the Employer four (4) weeks prior to the effective date of termination, and in any event, not less than two (2) weeks prior to the effective date of termination, provided however the Employer may accept a shorter period of notice.

### **24.02 Absence Without Permission**



- (a) An Employee who is absent from her employment without permission for ten (10) consecutive days, shall be deemed to have resigned her position effective the first day of her absence.
- (b) The Employee may be reinstated if she establishes to the satisfaction of the employer, that her absence arose from a cause beyond her control and it was not possible for the Employee to notify the Employer of the reason for her absence.

### **24.03 Acknowledgment of Letters of Resignation**

Receipt of letters of resignation shall be acknowledged by the Employer in writing.

### **24.04 Withdrawal of Resignation**

An Employee who has terminated her employment through resignation, may withdraw her resignation within three (3) days of the time it was submitted to the Employer.

## **ARTICLE 25 - GRIEVANCE PROCEDURE**

### **25.01 Grievances**

- (a) An Employee(s) who feels that she has been treated unjustly or considers herself aggrieved by any action or lack of action by the Employer shall first discuss the matter with her immediate management supervisor no later than twenty-five (25) days after the date on which she became aware of the action or circumstance. The Employee(s) may have a Steward present if so desired.
- (b) The supervisor shall answer the dispute within two (2) days of the discussions unless the Union agrees to extend this time limit.
- (c) When any dispute cannot be settled by the foregoing informal procedure, it shall be deemed to be a "grievance" and the supervisor shall be notified accordingly.
- (d) In each of the following steps of the grievance procedure, a meeting or meetings with the Union representative named in the grievance and the Employer's designated representative, shall be arranged at the earliest mutually agreeable time, and not later than the time limit provided for in the applicable step of the grievance procedure, if requested by either party. Where a meeting or meetings are not requested by either party, the Employer shall provide a response to the grievance, as outlined in the grievance procedure below.

## **25.02 Union Approval**

Where the grievance relates to the interpretation or application of this Collective Agreement, the Employee is not entitled to present the grievance unless she has the approval in writing of the Union or is represented by the Union.

## **25.03 (a) Grievance Procedure**

The following grievance procedure shall apply:

### Step 1

If the Employee(s) or the Union is not satisfied with the decision of the immediate management supervisor, the Employee(s) may within ten (10) days of having received the supervisor's answer, present the grievance in writing to the supervisor. Failing satisfactory settlement within five (5) days from the date on which the grievance was submitted at Step 1 of the grievance procedure, the grievance may be submitted to Step 2.

### Step 2

Within five (5) days from the expiration of the five (5) day period referred to in Step 1, the grievance may be submitted in writing either by personal service or by registered or certified mail to Employer's designate at Step 2 of the grievance procedure. Failing satisfactory settlement within ten (10) days from the date on which the grievance was received at Step 2, the grievance may be submitted to Step 3.

### Step 3

Within five (5) days from the expiration of the ten (10) day period referred to in Step 2, the grievance may be submitted in writing to the Employer's designate for the area in which the grievance arose accompanied by any proposed settlement of the grievance and any replies at Step 1 and Step 2. The designate for the area in which the grievance arose shall reply to the grievance in writing within fifteen (15) days from the date the grievance was submitted to Step 3.

## **(b) Grievance Mediation**

Where the parties have been unsuccessful in resolving the matter through the grievance procedure, the parties may jointly submit the matter to the Department of Environment and Labour's Grievance Mediation Program or such other mediation option as is agreeable to the parties. It is understood that grievance mediation is a voluntary program and that arbitration remains an option should the grievance remain unresolved after grievance mediation.

#### **25.04 Union Referral to Arbitration**

Failing satisfactory settlement at Step 3 or upon expiration of the fifteen (15) day period referred to in Step 3 of the grievance procedure, the Union may refer the grievance to arbitration under Article 26.

#### **25.05 Union Representation**

In any case where the Employee(s) presents her grievance in person or in any case in which a hearing is held on a grievance at any level, the Employee(s) shall be accompanied by a representative of the Union.

#### **25.06 Time Limits**

In determining the time in which any step under the foregoing proceedings or under Article 26 is to be taken, Saturdays, Sundays, and recognized holidays shall be excluded.

#### **25.07 Amending of Time Limits**

The time limits set out in the grievance procedure or under Article 26 may be extended by mutual consent of the parties to this Agreement.

#### **25.08 Policy Grievance**

Where either party disputes the general application or interpretation of this Agreement, the dispute may be discussed with the Employer's Vice-President responsible for Human Resources, or such person designated by that individual, or with the Union, as the case may be. Where no satisfactory agreement is reached, the dispute may be resolved pursuant to Article 26 and the three (3) steps of Article 25.03 will be deemed to have been exhausted. This section shall not apply in cases of individual grievances.

#### **25.09 Sexual Harassment and Personal Harassment**

Cases of sexual harassment and personal harassment as defined by the protected characteristics set out in Article 2.03 shall be considered as discrimination and a matter for grievance and arbitration. Such grievances may be filed by the aggrieved Employee and/or the Union at Step 3 of the grievance procedure and shall be treated in strict confidence by both the Union and the Employer.

## **ARTICLE 26 - ARBITRATION**

### **26.01 Notification**

Either of the parties may, after exhausting the grievance procedure in Article 25, notify the other party within ninety (90) days of the receipt of the reply at Step 3 or such reply being due, of its desire to refer the grievance to arbitration pursuant to the provisions of the *Trade Union Act* and this Agreement.

### **26.02 Referral to Arbitration**

Such notification shall specify the party's choice of whether it wishes to utilize the regular arbitration procedure or the expedited arbitration procedure, as provided for within this Article. In the event that a grievance is submitted to the regular arbitration process, it shall be heard by a single arbitrator, unless either party requests that it be heard by a three-member arbitration board.

### **26.03 Relief Against Time Limits**

The time limit for the initial submission of the written grievance under Article 25 is mandatory. Subsequent time limits are directory and the arbitration board or single arbitrator shall be able to overrule a preliminary objection that the time limits are missed from Step 2 onward, providing that the board or arbitrator is satisfied that the grievance has been handled with reasonable dispatch and the Employer's position is not significantly prejudiced by the delay.

### **26.04 Regular Arbitration Procedure**

#### **(a) Single Arbitrator**

If the grievance is to be heard by a single arbitrator and the Union and the Employer fail to agree upon the appointment of the arbitrator within five (5) days of notice of arbitration in accordance with Article 26.01, the appointment shall be made by the Minister of Labour for Nova Scotia.

#### **(b) Arbitration Board**

If the grievance is to be heard by a three-member arbitration board, the Union and the Employer shall each appoint a member of the arbitration board within five (5) days of notice of arbitration in accordance with Article 26.01. Should the appointed members fail to agree upon the appointment of a chair within five (5) days of their appointment, the Minister of Labour for Nova Scotia shall appoint the chair.

**(c) Arbitration Procedure**

The arbitration board or single arbitrator shall render a decision in as short a time as possible. With due regard to the wishes of the parties, the decision shall, in the normal course be handed down within a maximum of fourteen (14) days from the appointment of the chair or single arbitrator.

**26.05 Expedited Arbitration Procedure**

**(a) Eligibility For Utilization**

By mutual agreement, the parties may agree to have any grievance referred to expedited arbitration in accordance with the procedures set out herein.

**(b) Rules of Procedure**

By referring any specific grievance to be dealt with in the expedited arbitration procedure it is understood and agreed that the matter is to be dealt with in accordance with the Rules of Procedure attached to this Agreement as Appendix 1.

**26.06 Arbitration Award**

All arbitration awards shall be final and binding as provided by Section 42 of the *Trade Union Act*. An arbitrator may not alter, modify or amend any part of this Agreement, but shall have the power to modify or set aside any unjust penalty of discharge, suspension or discipline imposed by the Employer on an Employee.

**26.07 Arbitration Expenses**

Each party shall pay the fees and expenses of its appointed member and one-half the fees and expenses of the chair or single arbitrator.

**ARTICLE 27 - JOINT CONSULTATION**

**27.01 Joint Consultation**

The parties agree to establish a Labour Management Relations Committee comprised of not more than four (4) persons from each side to meet for the purpose of discussing matters of mutual concern including the administration of the Collective Agreement except those that are properly the subject of a grievance. The Labour Relations Management Committee will define problems, develop viable solutions to such problems and recommend proposed solutions to the parties.

**27.02 Reimbursement for Committee Work**

It is understood that the Union Committee members will be paid for time spent at such meetings during their regular working hours. Employees required to travel from his/her usual work location to attend such committee meetings, shall be paid the kilometre allowance as specified in Article 28.02.

**ARTICLE 28 – TRAVEL**

**28.01 Reimbursement for Travel Between 2400 and 0600**

An Employee who is required to travel reasonable distances to or from work between 2400 and 0600 hours shall be entitled to be reimbursed for actual transportation expenses incurred to a maximum of Ten Dollars (\$10.00) each way per shift, or the kilometrage rate as per Article 28.04 to the above mentioned maximum.

**28.02 Reimbursement for Transportation To and From Meetings**

Staff shall be reimbursed for transportation to and from meetings or appointments that they are required to attend on the Employer’s business.

**28.03 Employees Providing Own Transportation**

Employees providing their own transportation will be reimbursed at the kilometrage rate as per Article 28.04 to the above maximum.

**28.04 Kilometrage Rate**

Effective on the date of signing of this Collective Agreement the kilometrage rate shall be the base Provincial Civil Service rate as adjusted from time to time effective the date of the announcement of such change by government.

**28.05 Other Expenses**

(a) Reasonable expenses incurred by Employees for approved business or education travel for the Employer shall be reimbursed by the Employer to the following maximums:

Breakfast	\$ 8.00
Lunch	\$15.00

Dinner	\$20.00
Incidentals	\$ 5.00

With the express approval of management, an Employee may, upon the provision of receipts, be reimbursed for actual cost of meal expenses.

Reimbursement for Accommodations shall not be less than the actual cost to the Employee.

- (b) Article 28.05(a) does not include meal, accommodations, and other routine Employee expenses normally incurred in the course of the Employee's work day. In the event the Employee's work requires her to be beyond a sixteen (16) kilometer radius of the Employer's premises during the Employee's recognized lunch meal period, the Employee is entitled to the \$15.00 lunch allowance pursuant to Article 28.03(a).
- (c) Reasonable expenses incurred by Employees on the business of the Employer shall be reimbursed by the Employer, provided approval for the expenditure has been obtained.

## **ARTICLE 29 - RETIREMENT ALLOWANCE**

### **29.01 Retirement Allowance**

- (a) An Employee who resigns or who retires from employment and is immediately eligible for and commences receipt of pension under the NSHEPP, the Provincial Superannuation Pension Plan or the Canada Pension Plan immediately following their resignation / retirement shall be granted a Retirement Allowance equal to one (1) week's pay for each year of service to a maximum of twenty-six (26) years. The Retirement Allowance will include a prorated payment for a partial year of service.
- (b) The amount of Retirement Allowance provided under (a) shall be calculated by the formula:
 
$$\frac{\text{Annual Salary}}{52} = 1 \text{ week}$$
- (c) The entitlement of an Employee to a Retirement Allowance shall be based on an Employee's total service as defined in Article 1.02. A person can only receive a retirement allowance once, based on the same year(s) of service.

- (d) In addition to the months of service upon which an Employee's Retirement Allowance entitlement is calculated pursuant to (c), the months of prior War Service purchased by an Employee in accordance with the amendment to Section 11 of the Public Service Superannuation Act, shall be included as months of service for the purpose of Retirement Allowance entitlement calculation.
- (e) Where an Employee dies and she would have been entitled to receive a Retirement Allowance if she had retired immediately before her death, the Retirement Allowance to which she would have been entitled shall be paid:
  - (i) to her beneficiary under the Group Life Insurance Policy; or
  - (ii) to her estate if there is no such beneficiary.
- (f) Where the person to whom a Retirement Allowance is payable has not attained the age of nineteen (19) years or, in the opinion of the Governor in Council, is not capable of managing her affairs by reason of infirmity, illness or other cause, the Retirement Allowance shall be paid to such person as the Governor in Council directs as trustee for the benefit of the person entitled to receive the Retirement Allowance.
- (g) The salary which shall be used to calculate the amount of the Retirement Allowance in accordance with this Article shall be the highest salary the Employee was paid during her employment with the Employer.

### **29.02 *Public Services Sustainability (2015) Act***

- (a) Notwithstanding Article 29.01, the *Public Services Sustainability (2015) Act* requires the Employer to freeze the years of service used to calculate the amount of the Retirement Allowance, which shall be the years up to March 31, 2015.
- (b) Employees will have the option to obtain an early payout of their Retirement Allowance accrued up to March 31, 2015, or receive payout on death or retirement in accordance with the provisions of the collective agreement which applied to them as of March 31, 2015. If employees receive an early payout, the salary used to calculate the amount of the Retirement Allowance shall be the salary at October 31, 2017. Otherwise, the salary will be based on the salary the Employee is receiving at retirement or death. Employees who wish to choose an early payout must opt to do so, in writing to the Employer, no later than one month after the Employer sends them notice of their eligibility for an early payout.

### **29.03 *Applicable Employees***



This provision is applicable only to Employees who retire on or after November 1, 2006.

#### **29.04 Retiree Benefits**

Retired Employees shall receive retiree benefits in accordance with the provisions of the predecessor collective agreement entered into between the Employer and the Union.

### **ARTICLE 30 - THE PENSIONS**

#### **30.01 Coverage of Employees**

- (a) Employees who are presently covered by a pension plan shall continue to be covered by the terms of that plan, subject to any mutual agreement to the contrary.
- (b) Employees not presently covered by a pension plan shall be brought under the terms of the NSHEPP unless altered by mutual agreement of the parties.

### **ARTICLE 31 - HEALTH AND SAFETY**

#### **31.01 Health and Safety Provisions**

The Employer shall continue to make and enforce provisions for the occupational health, safety, and security of employees. The Employer will respond to suggestions on the subject from the Union and the parties undertake to consult with a view to adopting and expeditiously carrying out reasonable procedures and techniques designed or intended to prevent or reduce the risk of employment injury and employment-related chronic illness.

#### **31.02 Occupational Health and Safety Act**

The Employer, the Union, and the Employees recognize they are bound by the provisions of the *Occupational Health and Safety Act*, S.N.S. 1996, c.7, and appropriate federal acts and regulations. Any breach of these obligations may be grieved pursuant to this Agreement.

### 31.03 Joint Occupational Health and Safety Committee

- (a) The Employer shall establish and maintain one (or more) Joint Occupational Health and Safety Committee(s) as provided for in the *Occupational Health and Safety Act*.
- (b) The committee(s) shall consist of such number of persons as may be agreed to by the Employer and the Union.
- (c) At least one-half of the members of the committee shall be Employees at the workplace who are not connected with the management of the workplace and the Employer may choose up to one-half of the members of the committee if the Employer wishes to do so.
- (d) The Employees on the committee are to be determined by the Employees they represent or designated by the Union that represents the Employees.
- (e) The committee shall meet at least once each month unless:
  - (i) a different frequency is prescribed by the regulation; or
  - (ii) the committee alters the required frequency of meetings in its rules of procedure.
- (f) Where the committee alters the required frequency of meetings by its rules of procedure and the Director of Occupational Health and Safety Division of the Nova Scotia Department of Labour (hereinafter in this Article referred to as the "Director") is not satisfied that the frequency of meetings is sufficient to enable the committee to effectively perform its functions, the frequency of the meetings shall be as determined by the Director.
- (g) An Employee who is a member of the committee is entitled to such time off from work as is necessary to attend meetings of the committee, to take any training prescribed by the regulations and to carry out the Employee's functions as a member of the committee, and such time off is deemed to be work time for which the Employee shall be paid by the Employer at the applicable rate.
- (h) The committee shall establish its own rules of procedure and shall adhere to the applicable regulations.
- (i) Unless the committee determines another arrangement for chairing the committee in its rules of procedure, two of the members of the committee shall co-chair the committee, one of whom shall be selected by the members who represent Employees and the other of whom shall be selected by the other members.

- (j) The rules of procedure established pursuant to Article 31.03(h) shall include an annual determination of the method of selecting the person or persons who shall:
  - (i) chair the committee; and
  - (ii) hold the position of the chair for the coming year.
  
- (k) Where agreement is not reached on:
  - (i) the size of the committee;
  - (ii) the designation of Employees to be members; or
  - (iii) rules of procedure;

the Director shall determine the matter.
  
- (l) It is the function of the committee to involve the Employer and Employees together in occupational health and safety in the workplace, and without restricting the generality of the foregoing, includes:
  - (i) the cooperative identification of hazards to health and safety and effective system to respond to the hazards;
  - (ii) the cooperative auditing of compliance with health and safety requirements in the workplace;
  - (iii) receipt, investigation, and prompt disposition of matters and complaints with respect to workplace health and safety;
  - (iv) participation in inspections, inquiries and investigations concerning the occupational health and safety of the Employees and, in particular, participation in an inspection referred to in Section 50 of the *Occupational Health and Safety Act*;
  - (v) advising on individual protective devices, equipment, and clothing that, complying with the *Occupational Health and Safety Act* and the Regulations, are best adapted to the needs of the Employees;
  - (vi) advising the Employer regarding a policy or program required pursuant to the *Occupational Health and Safety Act* or the Regulations and making recommendations to the Employer, the Employees, and any person for the improvement of the health and safety of persons at the workplace;
  - (vii) maintaining records and minutes of committee meetings in a form and manner approved by the Director and providing committee

members with a copy of these minutes, and providing an officer with a copy of these records or minutes on request. Both chairpersons will sign the minutes unless there is a dispute over their contents, in which case the dissenting co-chairperson will indicate in writing the source of this disagreement; and

- (viii) performing any other duties assigned to it:
  - (1) by the Director;
  - (2) by agreement between the Employer and the Employees or the Union; or
  - (3) as are established by the Regulations of the *Occupational Health and Safety Act*.

#### **31.04 Right to Refuse Work and Consequences of Refusal**

- (a) Any Employee may refuse to do any act at the Employee's place of employment where the Employee has reasonable grounds for believing that the act is likely to endanger the Employee's health or safety or the health or safety of any other person until:
  - (i) the Employer has taken remedial action to the satisfaction of the Employee;
  - (ii) the committee has investigated the matter and unanimously advised the Employee to return to work; or
  - (iii) an officer appointed under the *Occupational Health and Safety Act* has investigated the matter and has advised the Employee to return to work.
- (b) Where an Employee exercises the Employee's right to refuse to work pursuant to Article 31.04(a), the Employee shall:
  - (i) immediately report it to the supervisor;
  - (ii) where the matter is not remedied to the Employee's satisfaction, report it to the committee or the representative, if any; and
  - (iii) where the matter is not remedied to the Employee's satisfaction after the Employee has reported pursuant to Article 31.04(b)(i) and (ii), report it to the Occupational Health and Safety Division of the Department of Labour.
- (c) At the option of the Employee, the Employee who refuses to do any act pursuant to Article 31.04(a) may accompany an Occupational Health and Safety officer or the committee or representative, if any, on a physical

inspection of the workplace, or part thereof, being carried out for the purpose of ensuring others understand the reasons for the refusal.

- (d) Notwithstanding Subsection 50 (8) of the *Occupational Health and Safety Act*, an Employee who accompanies an Occupational Health and Safety officer of the Department of Labour, the committee or a representative, as provided in Article 31.04(c), shall be compensated in accordance with Article 31.04(g), but the compensation shall not exceed that which would otherwise have been payable for the Employee's regular or scheduled working hours.
- (e) Subject to this Agreement, and Article 31.04(c), where an Employee refuses to do work pursuant to Article 31.04(a), the Employer may reassign the Employee to other work and the Employee shall accept the reassignment until the Employee is able to return to work pursuant to Article 31.04(a).
- (f) Where an Employee is reassigned to other work pursuant to Article 31.04 (e), the Employer shall pay the Employee the same wages or salary and grant the Employee the same benefits as would have been received had the Employee continued in the Employee's normal work.
- (g) Where an Employee has refused to work pursuant to Article 31.04(a) and has not been reassigned to other work pursuant to Article 31.04 (e), the Employer shall, until Article 31.04 (a)(i), (ii) or (iii) is met, pay the Employee the same wages or salary and grant the Employee the same benefits as would have been received had the Employee continued to work.
- (h) A reassignment of work pursuant to Article 31.04(e) is not a discriminatory act pursuant to Section 45 of the *Occupational Health and Safety Act*.
- (i) An Employee may not, pursuant to this Article, refuse to use or operate a machine or thing or to work in a place where:
  - (i) the refusal puts the life, health or safety of another person directly in danger; or
  - (ii) the danger referred to in Article 31.04 (a) is inherent in the work of the Employee.

### **31.05 Restriction on Assignment of Work Where Refusal**

Where an Employee exercises the Employee's right to refuse to work pursuant to Article 31.04(a), no Employee shall be assigned to do that work until the matter has been dealt with under that Article, unless the Employee to be so assigned has been advised of:

- (a) the refusal by another Employee;

- (b) the reason for the refusal; and
- (c) the Employee's rights pursuant to Article 31.04.

### **31.06 First-Aid Kits**

The Employer shall provide an area, equipped with a first-aid kit, for the use of Employees taken ill during working hours.

### **31.07 Protection of Pregnant Employees**

A pregnant Employee who works with machinery or equipment which may pose a threat to the health of either the pregnant Employee or her unborn child, may request a job reassignment for that period by forwarding a written request to the Employee's immediate management supervisor along with a satisfactory certificate from a duly qualified medical practitioner justifying the need for such reassignment. Upon receipt of the request, the Employer, where possible, will reassign the pregnant Employee to an alternate position and/or classification or to alternate duties with the Employer.

### **31.08 Uniforms and Protective Clothing**

- (a) Should the Employer determine that uniforms are a requirement, it is the responsibility of the Employer to provide the clothing, and it shall be the responsibility of the Employee to clean the clothing.
- (b) Where conditions of employment are such that an Employee's clothing may be contaminated, or where an Employee's clothing may be damaged, the Employer shall provide protective clothing (smocks, coveralls, lab coats, or similar overdress) and shall pay for their laundering.

## **ARTICLE 32 – JOB SECURITY**

### **32.01 Joint Committee on Technological Change**

- (a) Within sixty (60) days of the signing of this Agreement, the parties are to establish a Joint Committee on Technological Change of equal representation of the Union and the Employer for the purpose of maintaining continuing cooperation and consultation on technological change and job security. The committee shall appoint additional representatives as required.
- (b) The Joint Committee on Technological Change shall consult as required to discuss matters of concern between the parties related to technological change and circumstances identified in Article 32.07, and 32.13. The parties may agree to consult by telephone.

- (c) The Joint Committee on Technological Change shall be responsible for:
  - (1) defining problems;
  - (2) developing viable solutions to such problems;
  - (3) recommending the proposed solution to the employer.
- (d) The Employer will provide the Joint Committee on Technological Change with as much notice as reasonably possible of expected redundancies, relocations, re-organizational plans, technological change and proposed contracting out of work.
- (e) It is understood that the Joint Committee on Technological Change provided for herein shall be a single committee to cover all bargaining units represented by the Union.

### **32.02 Definition**

For the purposes of this Article, "technological change" means the introduction of equipment or material by the Employer into its operations, which is likely to affect the job security of Employees.

### **32.03 Introduction**

The Employer agrees that it will endeavour to introduce technological change in a manner which, as much as is practicable, will minimize the disruptive effects on Employees and services to the public.

### **32.04 Notice to Union**

The Employer will give the Union written notice of technological change at least three (3) months prior to the date the change is to be effected. During this period the parties will meet to discuss the steps to be taken to assist Employees who could be affected.

### **32.05 Training and Retraining**

- (a) Where retraining of Employees is necessary, it shall be provided during normal working hours where possible.
- (b) Where the Employer determines a need exists, and where operational requirements permit, the Employer shall continue to make available appropriate training programs to enable Employees to perform present and future duties more effectively.

- (c) The duration of the training/retraining under this Article shall be determined by the Employer and does not include courses or programs offered by a party other than the Employer.

### **32.06 Application**

For the purposes of this Article "Employee" means a Permanent Employee, or a Casual Employee who, pursuant to Article 38.05 (m), has the rights of a Permanent Employee.

### **32.07 Union Consultation**

Where positions are to be declared redundant because of technological change, shortage of work or funds or because of discontinuance of work or the reorganization of work within a classification, the Employer will advise and consult with the Union as soon as reasonably possible after the change appears probable, with a view to minimizing the adverse effects of the decision to declare redundancies.

### **32.08 Transition Support Program**

- (a) All references within this Article to the Transition Support Program relate to the Program outlined in Article 33. The availability of any payment or other entitlement under that document, and any obligation on the part of the Employer to provide such, pursuant to this Article or any other part of the collective agreement, shall only exist during the effective term of the Program, as expressly specified in that document. This limitation exists notwithstanding any other provision of this Article or any other part of the collective agreement.
- (b) The term of the Transition Support Program may be extended by mutual agreement between the parties.

### **32.09 Employee Placement Rights**

- (a) Subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required according to objective tests or standards reflecting the functions of the job concerned, an Employee whose position has become redundant, shall have the right to be placed in a vacancy in the following manner and sequence:
  - (1) a position in the Employee's same position classification / classification grouping;
  - (2) if a vacancy is not available under (1) above, then any bargaining unit position for which the Employee is qualified.



At each of the foregoing steps, all applicable vacancies shall be identified and the Employee shall be assigned to the position of her choice, subject to consideration of the provisions herein. If there is more than one Employee affected, their order of preference shall be determined by their order of seniority.

- (b) An Employee whose position is redundant or who is in receipt of layoff notice and who has not received a payment pursuant to the Transition Support Program (“TSP payment”) must accept a placement in accordance with Article 32 or resign without severance.
- (c) An Employee will have a maximum of two (2) full days to exercise her placement rights in this step of the placement process.
- (d) Where an Employee accepts a position in a classification, the maximum salary of which is less than the maximum salary of the Employee’s current classification, the Employee shall be granted salary protection in accordance with Item 1.5 of Article 33.

### **32.10 Volunteers**

- (a) When the Employer determines after placement pursuant to Article 32.09, there are still redundancies, the Employer shall ask for volunteers from that classification/classification grouping who wish to be offered a TSP payment according to Article 33.
- (b) If there are more volunteers than redundancies, then the most senior volunteers shall be offered the TSP payment.

### **32.11 Insufficient Volunteers**

If there are insufficient volunteers pursuant to Article 32.10, the Employer shall identify remaining redundant Employees and these Employees shall have placement rights pursuant to Article 32.09 or, where available, they shall be entitled to receive a TSP payment.

### **32.12 Layoff Notice**

- (a) If there are remaining redundant Employees after Article 32.10 and 32.11, the Employer shall give layoff notice to the most junior Employee(s) pursuant to Article 32.14 in the classification/classification grouping from which the Employer requested volunteers for the Transition Support Program.

- (b) The Employees in receipt of layoff notice shall have the rights of an Employee in receipt of layoff notice pursuant to this Article.

### **32.13 Layoff**

An Employee(s) may be laid off because of technological change, shortage of work or funds, or because of the discontinuance of work or the reorganization of work.

### **32.14 Layoff Procedure**

Where the layoff of a Bargaining Unit member is necessary, and provided ability, skill, and qualifications are sufficient to perform the job, Employees shall be laid off in reverse order of seniority.

### **32.15 Notice of Layoff**

- (a) Forty (40) days notice of layoff shall be sent by the Employer to the Union and the Employee(s) who is/are to be laid off, except where a greater period of notice is provided for under (b) below.
- (b) When the Employer lays off ten (10) or more persons within any period of four (4) weeks or less, notice of layoff shall be sent by the Employer to the Union and Employees who are to be laid off, in accordance with the following:
  - (i) eight (8) weeks if ten (10) or more persons and fewer than one hundred (100) persons are to be laid off;
  - (ii) twelve (12) weeks if one hundred (100) or more persons and fewer than three hundred (300) are to be laid off;
  - (iii) sixteen (16) weeks if three hundred (300) or more persons are to be laid off;
- (c) Notices pursuant to this Section shall include the effective date of layoff and the reasons therefor.
- (d) An Employee in receipt of layoff notice shall be entitled to exercise any of the following options:
  - (i) to exercise placement/displacement rights in accordance with the procedure set out in this Article;
  - (ii) to accept layoff and be entitled to recall in accordance with Article 32.18;
  - (iii) to accept the Transition Support Program.

An Employee who intends to exercise placement/displacement rights pursuant to (d) (i) above will indicate such intent to the Employer within two (2) full days following receipt of the layoff notice. If the Employee does not indicate such intent within this period, she will be deemed to have opted to accept layoff in accordance with (d) (ii) above.

### **32.16 Pay in Lieu of Notice**

Where the notice required by Article 32.15 is not given, the Employee shall receive pay, in lieu thereof, for the amount of notice to which the Employee is entitled.

### **32.17 Displacement Procedure**

- (a) Subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualification are required, according to objective tests or standards reflecting the functions of the job concerned, an Employee in receipt of layoff notice has, the right to displace another Employee. The Employee to be displaced shall be an Employee with lesser seniority who:
  - (i) Is the least senior Employee in the displacing Employee's classification / classification grouping who has the same designated percentage of full-time employment; or
  - (ii) Where no such junior Employee exists, the least senior Employee in any classification / classification grouping who has the same designated percentage of full-time employment in the Bargaining Unit.
  - (iii) At each of the above steps, the displacing Employee may elect to displace the least senior Employee with a lower designation of full-time employment.
- (b) An Employee who chooses to exercise rights in accordance with Article 32.17 may elect at any step, beginning with Article 32.15, to accept layoff and be placed on the recall list or to resign with severance pay in accordance with Article 32.24(g)(ii).
- (c) An Employee who is displaced pursuant to Article 32 shall be entitled to:
  - (i) take the Transition Support Program, or,
  - (ii) go on the Recall List, or
  - (iii) subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required, according to objective tests or standards reflecting the functions of the job concerned be placed in any vacancy in any bargaining unit.

- (d) An Employee will have a maximum of two (2) full days to exercise her rights at any of the foregoing steps of the displacement procedures provided for herein.
- (e) Where an Employee accepts a position in a classification, the maximum salary of which is less than the maximum salary of the Employee's current classification, the Employee shall be paid the salary of the classification of the Employee's new position.

### **32.18 Recall Procedures**

- (a) Employees who are laid off shall be placed on a Recall List. Laid off Employees shall fill out the Laid Off Employee availability form in Appendix 2.
- (b) Subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required, according to objective tests or standards reflecting the functions of the job concerned, Employees placed on the Recall List shall be recalled by order of seniority to any position for which the Employee is deemed to be qualified. Positions pursuant to this section shall include all positions in all bargaining units.
- (c) The Employer shall give notice of recall by registered mail to the Employee's last recorded address. Employees are responsible for keeping the Employer informed of their current address.
- (d) An Employee entitled to recall shall return to the services of the Employer within two (2) weeks of notice of recall, unless on reasonable grounds she is unable to do so. An Employee who has been given notice of recall may refuse to exercise such right without prejudicing the right of any future recall, except in the case of recall to the Employee's same position classification title or position classification title series in which event she will be struck from the Recall List. However, an Employee's refusal to accept recall to her same position classification title or position classification title series at the time of layoff will not result in loss of recall rights in the case of recall for occasional work or for employment of short duration of time during which she is employed elsewhere.
- (e) Employees on the Recall List shall be given first option of filling vacancies normally filled by casual workers, providing they possess the necessary qualifications, skills, and abilities, as determined by the Employer, reflecting the functions of the job concerned. A permanent Employee who accepts such casual work retains her permanent status.

### **32.19 Termination of Recall Rights**

The layoff shall be a termination of employment and recall rights shall lapse if the layoff lasts for more than twelve (12) consecutive months without recall.

### **32.20 Loss of Seniority**

An Employee shall lose seniority and shall be deemed to have terminated her Bargaining Unit position in the event that:

- (a) the Employee is discharged for just cause and not reinstated;
- (b) the Employee resigns;
- (c) the Employee is laid off for more than twelve (12) consecutive months without recall; or
- (d) the Employee has been employed in a position excluded from any bargaining unit for a period in excess of eighteen (18) months.

### **32.21 No New Employees**

No new employees shall be hired unless all Employees on the Recall List who are able to perform the work required have had an opportunity to be recalled, subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required, as determined by the Employer, according to objective tests and standards reflecting the functions of the job concerned.

### **32.22 Transition Support Program**

Notwithstanding anything in this Agreement, the Employer is only required to make a TSP payment to the same number of Employees as the Employer has reduced its complement.

### **32.23 Layoff Exception**

Notwithstanding 32.24 (Contracting Out), an Employee who has eight (8) years' seniority shall not be laid off except where the reason for layoff is beyond the control of the Employer including, but not limited to, complete or partial destruction of plant, destruction or breakdown of machinery or equipment, unavailability of supplies and materials, fire, explosion, accident, labour disputes, etc., if the Employer has exercised due diligence to foresee and avoid the cause of layoff.

### **32.24 Contracting Out**

(a) **Notice**

The Employer shall provide the Union with sixteen (16) weeks notice of the implementation of the decision to contract out work normally performed by members of the Bargaining Unit. At the time that the Employer gives notice to the Union of its intention to contract out, the Employer shall make a conditional TSP payment offer in Article 33 to those Employees directly affected by the contracting out. Final acceptance by the Employer of Employees wishing to take advantage of the TSP payment offer will be conditional on the Employer reaching an agreement with a Contractor.

(b) **Employer Disclosure**

The Employer shall disclose its reasons for contracting out when notice is provided pursuant to Article 32.24(a).

(c) **Union Response**

The Union shall be entitled to make proposals, including proposals on ways to avoid contracting out, within four (4) weeks of receiving notice pursuant to Article 32.24(a). The Union's suggestions should specifically address the reasons for the contracting out.

(d) **Employer Response**

After receipt of proposals or suggestions from the Union pursuant to Article 32.24(c), the Employer shall consider these proposals. The Employer shall either accept or reject, in whole or in part, such proposals. At this time, the Employer shall either make the TSP payment offer unconditional or retract the TSP payment offer.

(e) **Hiring Preference**

The Employer will make every reasonable effort, where work normally performed by members of the Bargaining Unit is contracted out, to obtain jobs for Employees who have not exercised their rights under Article 32.24(d) and who are directly affected by the contracting out with the Contractor. The Employer will have made reasonable efforts when the Employer has:

- (i) required bidders to give employees a preference in hiring for job opportunities that will arise if they are successful in their bid;
- (ii) met with the Union to give the Union an opportunity to put forward its views on how the Employee can try to obtain employment with the Contractor; and,

- (iii) met with the successful bidder and sought to make it a term of the contract with the Contractor that the Contractor must:
  - (1) interview employees for job opportunities available with the Contractor to perform the contracted out work;
  - (2) where the hiring to perform the contracted out work is subject to appropriate skills testing, offer to test employees;
  - (3) extend job offers to employees who are qualified for available job opportunities with the Contractor to perform contracted out work; and
  - (4) where there are more qualified employees than the Contractor has opportunities due to the contracted out work, to extend job offers on the basis of seniority.

(f) **TSP Payment Offers**

- (i) Where the Employer determines that there will be redundant positions as a result of a contracting out, the classification(s) / classification groupings to which TSP payment offers will be made will be mutually agreed between the Employer and the Union.
- (ii) The Employer will offer a TSP payment to the agreed upon classification(s) / classification groupings. In any event, the classification grouping shall include, as a minimum, the classification(s) of the Employees affected in the work area by the contracting out of services.

(g) **Placement Procedure**

- (i) If a sufficient number of Employees accept the TSP payment offer, the Employer will place the remaining Employees whose positions were declared redundant in the vacancies created by the Employees accepting the TSP payment offer or other appropriate vacancies. This placement will be by seniority, subject to consideration of ability, experience, qualifications, or the Employer establishing that special skills or qualifications are required according to objective tests or standards reflecting the functions of the job concerned.
- (ii) Where the Employee refuses a placement, the salary of which is at least seventy-five percent (75%) of the present salary of the Employee's current position, the Employee is deemed laid off. The Employee will be entitled to severance as follows:

- (1) one-half (½) month's pay if she has been employed for three (3) years, but less than ten (10) years;  
  
 one (1) month's pay if she has been employed for ten (10) years, but less than fifteen (15) years;  
  
 two (2) months' pay if she has been employed for fifteen (15) years, but less than twenty (20) years;  
  
 three (3) months' pay if she has been employed for twenty (20) years, but less than twenty-five (25) years;  
  
 four (4) months' pay if she has been employed for twenty-five (25) years, but less than thirty (30) years;  
  
 five (5) months' pay if she has been employed for thirty (30) or more years.
- (2) The amount of severance pay provided herein shall be calculated by the formula:

$$\frac{\text{bi-weekly rate} \times 26}{12} = \text{one (1) month}$$

- (3) The entitlement of an Employee to severance pay shall be based upon the Employee's total service as defined in this Agreement.

**(h) Second TSP Payment Offer**

If, after the first offer of TSP Payment, there are Employees remaining in positions which have been declared redundant, a second offer of a TSP payment will be made to broader classification(s)/classification groupings. The Employer will place the remaining redundant Employees in the vacancies created by the Employees accepting the TSP payment offer, or other appropriate vacancies, in the same manner as stated in Article 32.24(g).

**(i) Further TSP Payment Offers**

The process of expanding the offer of TSP payment to other classification(s)/classification groupings and areas will be repeated until all those Employees whose positions have been declared redundant as a direct effect of the contracting out are placed.



## **ARTICLE 33 – TRANSITION SUPPORT PROGRAM**

33.01 In order to avoid layoffs, Employees selected in accordance with TSP shall receive a severance payment in return for their voluntary resignation. TSP requires that a reduction in the staff complement occurs as a result of each TSP severance payment offered.

### **1.1 Voluntary Resignation and Seniority**

Where the Employer intends to reduce the number of Employees within a classification or classification group, and where the Employer has been unable to place Employees whose positions have become redundant, the Employer will offer to Employees in the affected classification or classification group the opportunity to resign with a TSP payment in order to avoid the need for layoff(s).

Where an offer to a classification of Employees (or classification grouping) for resignation results in more volunteers than is required to meet the need, the decision as to who receives severance will be determined on the basis of seniority.

Where the Employer can demonstrate to the Joint Committee on Technological Change that the Employer cannot accommodate the resignation of that number of Employees volunteering to resign or that other operational considerations are necessary, the Employer reserves the right to restrict the TSP offer. For example, where too many volunteers within a classification are from within a single work area, it may not be possible to permit all to resign at once. A phase-out procedure may be utilized to maximize the number of volunteers who actually resign.

### **1.2 Joint Committee on Technological Change**

The Joint Committee established in accordance with the Agreement will be responsible:

- (i) to determine the classifications within a bargaining unit that are able to be considered a classification group for the purposes of this Program. A classification group may only include the Classifications requiring the same threshold qualifications and abilities. Where there are different requirements in a classification such as license, registration, certification, special skills or supervisory responsibilities, the classifications would not normally be grouped.
- (ii) to assess the operational requirements surrounding the Employer's requirement to limit the number of the employees to receive voluntary resignation offers;
- (iii) to review and clarify the impact of resignations on service delivery;

- (iv) to participate in the process of notifying displaced and laid off employees of their options under this Program; and

to address issues that may arise in respect of the interpretation and application of this Program.

### **1.3 TSP**

The TSP shall be presented to Employees on a “window-period” basis, as determined by the Employer.

### **1.4 Displacement Process**

- Step 1: At the point where the Employer decides the number of employees within a classification or classification group to be reduced, notification will be given to the Joint Committee on Technological Change. Following Joint Committee consultation, this information shall be made known to employees within that classification or classification group accompanied by a request for indications in writing of interest in voluntary resignation.
- Step 2: Employees shall have seventy-two (72) hours following receipt of the notice to submit their Expression of Interest form.
- Step 3: The Employer will assess the level of interest and determine provisional acceptance subject to operational requirements, in accordance with item 1.1 of this Program. This determination will be made in consultation with the Joint Committee On Technological Change and as soon as is reasonably possible following the seventy-two (72) hour response time.
- Step 4: Employees shall, within seven (7) days following a meeting with a representative of Human Resources, indicate their decision with respect to voluntary resignation. The actual date of resignation will occur with the agreement of the Employer. Upon resignation, the Employee will be entitled to the TSP payment in accordance with this Program.
- Step 5: (a) Article 32 of the Collective Agreement applies to Employees whose positions are eliminated due to the reduction of the number of Employees in a classification or classification group. These Employees shall be considered to be redundant pursuant to Article 32.12 of the Collective Agreement and shall have the rights of a redundant Employee.

- (b) Any Employee displaced in accordance with the provisions of the Agreement shall be given seventy-two (72) hours to express their interest in TSP in accordance with Step 2 above. Those expressing an interest will have their application processed in accordance with Step 4 above. Where an Employee declines the TSP opportunity, the Layoff and Recall provisions of the Agreement shall apply.

Step 6: (a) Where the Employer reaches its reduction target through this voluntary method, the process would end.

- (b) Where the number of voluntary resignations with TSP payment is less than the number of Employees in the classification or classification group to be reduced, the Employer shall identify those Employees who are subject to layoff. Before any Employee receives a notice of layoff, the Employer will notify the Employee who will have seventy-two (72) hours to express an interest in TSP in accordance with Step 2 above. Those expressing an interest will have their application processed in accordance with Step 4 above. Employees who decline the TSP opportunity shall be issued layoff notice in accordance with the provisions of the Agreement.

### **1.5 Salary Protection**

Employee who accept placement in a position at a lower rate of pay, shall have their previous rate of pay maintained for such period as set out under this item.

Where the Employee's previous rate of pay exceeds the rate of forty thousand (\$40,000) per year, that rate of pay shall be maintained for a period of six (6) months from the date of placement in the lower-paying position. Thereafter, the Employee's protected rate of pay shall be reduced by ten (10) percent or the maximum rate of the new classification, or the rate of forty thousand (\$40,000) per year, whichever is the greater rate. The rate of pay will remain at this reduced level (subject to any regular Collective Agreement regulated changes) for a further period of twelve (12) months, after which the rate of pay will be reduced to the maximum of the lower-paying position.

Where the Employee's previous rate of pay is equal to or less than the rate forty thousand (\$40,000) per year, or less, that rate of pay shall be maintained (subject to any regular Collective Agreement regulated changes) for a period of eighteen (18) months, after which the rate of pay will be reduced to the maximum of the lower-paying position.

## **1.6 Reduced Hours and TSP Payment**

Employees who accept an alternate position under this Program and as a result have a reduction of hours shall not qualify for a TSP payment.

## **1.7 Release Form**

Employees accepting voluntary resignation will be required to sign a release statement verifying their resignation and agreement to sever any future claim for compensation from the Employer or obligation by the Union for further services except as provided in this Program in exchange for the TSP payment.

## **1.8 Casual Shifts**

It shall only be for extraordinary operational needs that the Employer will utilize on a casual basis, an Employee who has resigned with a TSP payment under this Program during the period covered by the applicable notice payment period.

## **1.9 TSP Severance Payment**

The amount of TSP payment shall be equivalent to four (4) weeks' regular (i.e. excluding overtime) pay for each year of service to a maximum payment of fifty-two (52) weeks' pay and for a minimum payment of eight (8) weeks' pay. Where there is a partial year of service, the TSP payment will be pro-rated on the basis of the number of months of service. An Employee who resigns in accordance with these provisions and is eligible to receive a pension under the Pension Plan and commences receiving the pension immediately following the completion of the TSP payment, shall also be entitled to receive the Retirement Allowance under Article 29 of the Collective Agreement. The maximum combined TSP and Retirement allowance payment shall not exceed fifty-two (52) weeks. The retirement allowance will be paid to the Employee at the earliest opportunity in accordance with the provisions of the *Income Tax Act of Canada*.

## **1.10 Formula for Part-time Hours**

In determining the extent of the existing part-time relationship of an Employee at the time of resignation, layoff or other application of this program where the hours worked are not regular due to working additional shifts, the average of the Employee's hours worked during the six (6) month period preceding the severance (or average over the preceding period of part-time employment where that period is less than six (6) months) will be used.

## **1.11 Continuation of Benefits**

Employees in receipt of a TSP payment will be entitled to continue participation in the applicable group insurance and benefit plans for the length of the TSP payment

period. During such period the contributions will be cost shared in accordance with Article 20.01 of the collective agreement. It is understood that the Employer's obligations in this respect do not apply to plans for which the Employee is currently responsible for the full cost of contributions.

#### **1.12 Re-employment Considerations**

It is intended that TSP participants not be re-employed by an acute care employer during their TSP payment period. For purposes of this program, acute care employer includes the following employers: Nova Scotia Health Authority and Izaak Walton Killam Health Centre. An Employee in receipt of a TSP payment who is re-employed with an acute care employer will be required to repay an amount equal to the remaining portion of the TSP payment period. The repayment may be achieved through a payroll deduction plan that provides for full recovery over a period that is no more than twice the length of the remaining TSP payment period or through a lump sum payment. The Employee has the right to determine the method of repayment.

#### **1.13 Number of Employees**

Notwithstanding anything in this Agreement, the Employer is only required to provide a TSP payment to the same number of employees as the Employer has reduced its complement.

#### **1.14 Severance Payment Method**

It is understood that the method of payment of the severance (for example, lump sum or incremental payment schemes) shall be determined by the Employee, provided that the total amount of payment is fully paid within the applicable notice payment period (not greater than fifty-two (52) weeks). That is, lump sum payments or other incremental payment schemes are possible.

#### **1.15 Transition Services / EAP**

Employees covered under this program will be allowed to participate in any Regional Transition or EAP programs available to health sector employees in the province.

#### **1.16 Transition Allowance**

Employees who resign with a TSP payment will be eligible for a transition allowance up to a maximum of \$2,500. This sum may be utilized for one or a combination of the following:

- to assist in offsetting the costs in moving to accept a position with another employer, which is located a distance of 50 kilometers or more from the site of their previous usual workplace; and
- to cover the cost of participation in employer-approved retraining programs. The Employer will not unreasonably withhold such approval.

In all cases Employees will require receipts for recovery of expenses. Only expenses incurred during the TSP severance payment period following the date of resignation are eligible for reimbursement under this Program.

## **ARTICLE 34 - PAY PROVISIONS**

### **34.01 Rates of Pay**

- (a) The rates of pay set out in Appendix B shall form part of this Agreement.
- (b) The following general wage increases shall be implemented for each of the classifications in the Health Care Bargaining Unit during the term of this collective agreement:
  - i. Increase of 1% to all rates on November 1, 2016;
  - ii. Increase of 1.5% to all rates on November 1, 2017;
  - iii. Increase of 0.5% to all rates on October 31, 2018;
  - iv. Increase of 1.5% to all rates on November 1, 2018;
  - v. Increase of 0.5% to all rates on October 31, 2019;
  - vi. Increase of 1.5% to all rates on November 1, 2019;
  - vii. Increase of 0.5% to all rates on October 31, 2020.

### **34.02 Retention Incentive**

Upon completion of twenty-five years of service with the Employer all Permanent Employees will receive an additional salary increment of 3.5% greater than the highest rate in effect for the applicable classification.

### **34.03 Rate of Pay Upon Appointment**

Subject to Article 34.04, the rate of compensation of a person upon appointment to a position shall be the minimum rate prescribed for the class to which she is appointed.

#### **34.04 Exception**

The rate of compensation of a person upon appointment to a position may be at a rate higher than the minimum rate prescribed for the class if, in the opinion of the Employer, such higher rate is necessary to affect the appointment of a qualified person to the position or if the person to be appointed to the position has qualifications in excess of the minimum requirements for the position.

#### **34.05 Rate of Pay Upon Promotion**

Subject to Article 34.06, the rate of compensation of a person upon promotion to a position in a higher pay range shall be at the next higher rate or the minimum of the new class, whichever is greater, than that received by the Employee before the promotion.

#### **34.06 Exception**

The rate of compensation of an Employee upon promotion to a position may be at a rate higher than that prescribed in Article 34.05 if, in the opinion of the Employer, such higher rate is necessary to effect the promotion of a qualified person to the position.

#### **34.07 Rate of Pay Upon Demotion**

The rate of compensation of an Employee upon demotion to a position in a lower pay range shall be at the next lowest rate or the maximum of the new class, whichever is lesser, than that received by the Employee before the demotion.

#### **34.08 Anniversary Date**

The anniversary date of an Employee shall be the first day of the month in which employment occurs if the Employee reported for duty during the first seven (7) calendar days of the month in which she was employed, or the first day of the following month if the Employee reported for duty later than the seventh calendar day of the month. The anniversary date will only change to the first day of another month if:

- (a) the Employee is reclassified, at which time the date of the reclassification becomes her new anniversary date;
- (b) the Employee has been on leave of absence without pay, in which case the Employee's anniversary date will be moved forward by the amount of time which the Employee was on leave without pay, unless otherwise provided in this Agreement.

### **34.09 Rate of Pay Upon Reclassification**

Where an Employee is recommended for a reclassification which falls on her anniversary date the Employee's salary shall be adjusted first by the implementation of her annual increment, provided she is recommended and an increment is available in her present pay range, and on the same date her salary shall be adjusted upward to comply with the provisions of Articles 34.05 and 34.06.

### **34.10 Salary Increments**

The Employer, except as provided for in Article 34.09, may grant an increment for meritorious service after an Employee has served for a period of twelve months following the first day of the month established in Article 34.08 or twelve (12) months following the date of a change in her rate of compensation as established in Articles 34.04, 34.05, or 34.07.

### **34.11 Notice of Withheld Increment**

When an increase provided for in Article 34.10 is withheld, the reason for withholding shall be given to the Employee in writing by the Employer.

### **34.12 Granting of Withheld Increment**

When an increase provided for in Article 34.10 is withheld, the increase may be granted on any subsequent first day of any month after the anniversary date upon which the increase was withheld.

### **34.13 Acting Pay**

- (a) Where an Employee is designated to perform for a temporary period of three (3) or more consecutive days, the principal duties of a higher position, she shall receive the rate for that classification. Where the classification rate is on an increment scale, the Employee shall receive an increase in pay that approximates one increment step (based on his/her current scale) increase over his/her current increment rate or the maximum for the position; whichever is less.
- (b) Acting pay shall not be paid to the Employee where the Employee's current position normally requires periodic substitution in the higher position, as defined by the position specification, title, and salary range.
- (c) Acting pay provisions shall not apply in series classifications of positions.
- (d) Acting pay provisions do not preclude the right of the Employer to assign duties of any Employee among remaining Employees of the work unit where temporary absences occur.



- (e) In the event that an Employee remains in an acting capacity in a position excluded from the Bargaining Unit for a period in excess of eighteen (18) months the provisions of Article 32.20(d) shall apply.

#### **34.14 Shift Premium**

For all hours worked, including overtime hours worked, on shifts where half or more of the hours are regularly scheduled between 6:00 p.m. and 6:00 a.m., Employees shall continue to receive the hourly shift premium rate they received prior to the effective date of this Agreement, subject to the following increases:

- (a) Increase of fifteen (15) cents (\$0.15) effective the date of this Agreement;
- (b) Increase of fifteen (15) cents (\$0.15) effective August 1, 2019;
- (c) Increase of twenty (20) cents (\$0.20) effective October 31, 2020.

#### **34.15 Week-end Premium**

For all hours worked between the hours of 0001 Saturday and 0700 Monday, Employees shall continue to receive the hourly week-end premium rate they received prior to the effective date of this Agreement, subject to the following increases:

- (a) Increase of fifteen (15) cents (\$0.15) effective the date of this Agreement;
- (b) Increase of fifteen (15) cents (\$0.15) effective August 1, 2019;
- (c) Increase of twenty (20) cents (\$0.20) effective October 31, 2020.

#### **34.16 Post Graduate Training - Three to Six Months**

Anesthesia Technicians who have completed a post graduate training course relating to Anesthesia Technology of six (6) months or more and is employed in a capacity utilizing this course shall be paid an additional \$55.65 per month.

#### **34.17 In-Charge Pay**

- (a) During off duty hours of the supervisor, where an Employee is designated as being "in-charge", that Employee shall be paid a premium of seventy cents (\$0.70) per hour. The off duty hours are those hours when the supervisor is not normally on duty, (e.g., evenings, nights, week-ends, paid holidays.)
- (b) Where an Employee is designated as Team Leader or where during the on duty hours of the supervisor an Employee is designated "in charge", that Employee shall receive pay equivalent to six (6) per cent higher than her existing rate of pay.

## ARTICLE 35 - REASSIGNMENT

### 35.01 Circumstances

In circumstances where there is a staff need in a work area and a surplus of Employees in another work area, and where Employees essentially perform the same function as Employees in the same classification or position classification title series, and where the Employer does not plan to increase the complement of staff, the Employer may, in accordance with Article 35.02 or Article 35.03, reassign an Employee(s) within the same classification or position classification title series.

### 35.02 (i) Reassignment

- (a) The Employer will notify Employees of the need by inviting expressions of interest.
- (b) When informing Employees regarding a reassignment, the Employer shall indicate the necessary qualifications, skills, competencies and ability, reflecting the functions of the job concerned, required to perform the duties of the position in question.
- (c) Where it is determined by the Employer that:
  - (i) two or more Employees for such a reassignment are qualified; and
  - (ii) those Employees are of equal merit, preference in selecting the Employee for the reassignment shall be given to the Employee with the greatest length of seniority.
- (d) Where the Employer does not receive any qualified Employees' expression of interest in accepting the reassignment, the most junior qualified Employee pursuant to (i)(b) in the work area shall be reassigned.
- (e) For the purposes of Articles 32 and 35 of the Collective Agreement, the Employer agrees to take all reasonable measures (including consultation in accordance with Article 32.01) to mitigate any undue hardship on an Employee who is reassigned. The Employer may only temporarily re-assign an Employee within the Reassignment Area.
- (f) In the event a person is reassigned on short notice to a work area requiring travel and she incurs mileage and/or parking expenses, the expenses will be reimbursed by the Employer and the Employee shall receive pay for travel time.

- (g) Unless mutually agreed otherwise between the Employer and the Employee, any travel time required as a result of a reassignment shall occur during the Employee's regular work hours.

**(ii) Short Notice Reassignment**

In circumstances where the Employer is required to reassign Employees on short notice, in accordance with 35.01, the following process will be followed:

- (a) The Employer will verbally notify those Employees, who are at work on the shift in the work area that has a surplus of Employees of the need by inviting verbal expressions of interest.
- (b) When verbally informing employees regarding a short notice reassignment, the Employer shall indicate the necessary qualifications, skills, competencies and ability, reflecting the functions of the job concerned, required to perform the duties of the position in question.
- (c) Where it is determined by the Employer that:
  - (i) two or more Employees for such a short notice reassignment are qualified; and
  - (ii) those Employees are of equal merit, preference in selecting the Employee for the short notice reassignment shall be given to the Employee with the greatest length of seniority.
- (d) Where the Employer does not receive any qualified Employees' expression of interest in accepting the short notice reassignment, the most junior qualified Employee pursuant to (ii)(b) in the work area shall be reassigned.
- (e) The Employer will regularly reassess the need for a reassignment.

**35.03 Emergencies**

If the circumstances are of an urgent nature or an emergency, the Employer may reassign Employees within the same classification or position classification title series, pending the completion of the reassignment process as outlined in Article 35.02 (i).

#### **35.04 Job Postings**

The Employer's right to fill vacancies in accordance with this provision shall not be used to avoid the posting of vacancies in accordance with Article 10. The Employer shall not exercise the right to reassign in an unreasonable or arbitrary manner. The Employer may post a position in any circumstances in which the Employer deems this warranted.

#### **35.05 Grievances**

Before a grievance on reassignment is referred to arbitration, the circumstances are to be reviewed by the Joint Committee on Technological Change.

#### **35.06 Notification to the Union**

The Employer will notify the Union of all Employees reassigned pursuant to Article 35.02.

#### **35.07 Voluntary Reassignment outside Reassignment Area**

Notwithstanding Article 35.02(i)(e), an Employee may volunteer to accept a reassignment outside the Reassignment Area. In that event, the Employer must consult with the relevant union(s) and advise the Employee of the length of time of the reassignment and cover those expenses identified in Article 35.02(i)(f) and other travel expenses pursuant to the applicable travel policy. Any extension or change in the reassignment must be agreed to by the Employee with further consultation with the union(s).

#### **35.08 Reassignment Area**

For the purposes of the Article, "Reassignment Area" means, for an Employee whose worksite is within Halifax Regional Municipality, a driving distance of fifty (50) km from the Employee's worksite, and for all other Employees, a driving distance of seventy-five (75) km from the Employee's worksite.

### **ARTICLE 36 - EMPLOYER'S LIABILITY**

#### **36.01 Employer's Liability**

The Employer, the Union, and the Employees agree to abide by the Employer's Liability Insurance Policy. For clarification it is understood that this includes providing legal support to:

- a) All Employees who are witnesses or potential witnesses in any legal action which is based on a claim that a patient suffered harm as a result of negligent treatment received at the Izaak Walton Killam Health Centre; and
- b) Employees who are named parties (defendants) in legal action based on a claim that a patient suffered harm as a result of negligent treatment received at the Izaak Walton Killam Health Centre, so long as the Employee was acting without criminal intent and within the scope of her duties.

## **ARTICLE 37 - CASUAL EMPLOYEES**

### **37.01 Application of the Collective Agreement**

Except as specifically provided herein, the provision of this Agreement shall apply to Casual Employees as defined in Article 1.01.

### **37.02 Exceptions**

The articles not applicable to Casual Employees, except as provided in Article 38, are:

- (a) Service (Article 1.02)
- (b) Time off for Union Business (Article 13)
- (c) Appointment (Article 9)
- (d) Hours of Work (Article 14)
- (e) Overtime (Article 15)
- (f) Vacations (Article 17)
- (g) Holidays (Article 18)
- (h) Leaves (Article 19)
- (i) Sick Leave (Article 21)
- (j) Pensions (Article 30)
- (k) Group Insurance (Article 20)
- (l) Long Term Disability (Article 21.06)
- (m) Retirement Allowance (Article 29)
- (n) Job Security (Article 32)
- (o) Part-Time Employees (Article 39)
- (p) Prepaid Leave (Article 44)

### **37.03 Appointment**

A Casual Employee shall be appointed on a non-permanent basis and is not obliged to report to work when called subject to Article 38.03 (c).

#### **37.04 Probationary Period**

- (a) Notwithstanding Article 37.03, a newly hired Casual Employee may be appointed to her position on a probationary basis for a period not to exceed 495 hours of time actually worked or ten (10) months, whichever is greater.
- (b) The Employer shall, after the Employee has served as a casual on a probationary basis for the period indicated in Article 37.04 (a), confirm the appointment.
- (c) The Employer shall, after the Casual Employee has served in a position on a probationary period for the period indicated in Article 37.04 (a), confirm the appointment.
- (d) A Casual Employee who has completed her probationary period and whose employment has been terminated for any reason and who is reappointed as a casual within twelve (12) months from the date of termination shall not have to complete another probationary period.

#### **37.05 Termination of Probationary Appointment**

- (a) The Employer may terminate a probationary Casual Employee at any time.
- (b) If the employment of a probationary Casual Employee is to be terminated for reasons other than wilful misconduct or disobedience or neglect of duty, the Employer shall advise the Casual Employee of the reason in writing not less than ten (10) days prior to the date of termination.
- (c) The Employer shall notify the Union when a probationary Casual Employee is terminated.

#### **37.06 Assignment of Casual Employees**

Casual Employees shall be offered work in accordance with Article 38.

#### **37.07 Pay in Lieu of Benefits**

A Casual Employee shall receive an additional eleven (11%) per cent of her straight time pay in lieu of benefits (e.g., vacation, holidays, etc.) under this Agreement. This shall be paid to the Employee with each bi-weekly pay.

#### **37.08 Overtime**

A Casual Employee shall be entitled to overtime compensation at one and one-half (1 ½) times her rate of pay when she works in excess of the bi-weekly hours for the classification.

### **37.09 Holiday Pay**

A Casual Employee who works on a designated holiday defined in Article 18.01 shall be paid two (2) times her regular rate for all hours worked on Christmas Day, and one and one-half (1 ½) times her regular rate for all hours worked on any other designated holiday.

### **37.10 Overtime on a Holiday**

A Casual Employee who works overtime on a designated holiday as defined in Article 18.01 shall be paid two and one-half (2 ½) times her regular rate for all overtime hours worked on Christmas Day and two (2) times her regular rate of pay for all overtime hours worked on any other designated holidays.

### **37.11 Leaves**

- (a) A Casual Employee filling Relief Assignments shall be entitled to the following leaves:
  - (i) Bereavement Leave (Article 19.02);
  - (ii) Selection/Promotion Process Leave (Article 19.05);
  - (iii) Pregnancy Leave (Article 19.06(a) to (n)) but without Pregnancy Allowance (Article 19.06(o));
  - (iv) Leave for Birth of Child (Article 19.09);
- (b) To obtain paid leave for any of the above, the Employee must be scheduled to work on the day the leave is required. In the case of bereavement leave pursuant to Article 19.02(a), the Casual Employee shall receive paid leave only for those shifts previously scheduled within the said seven (7) calendar days.

### **37.12 Rate of Pay upon Appointment**

Subject to Article 37.14, the rate of compensation of a Casual Employee shall be the minimum rate prescribed for the classification to which she is appointed.

### **37.13 Exception to Rate of Pay**

The rate of compensation of a Casual Employee may be at a rate higher than the minimum rate prescribed for the classification if, in the opinion of the Employer,

such higher rate is necessary to affect the appointment, or if the Casual Employee to be appointed has qualifications in excess of the minimum requirements.

### **37.14 Pay Increments**

A newly hired Casual Employee's date of employment shall be the date first worked as a Casual Employee.

- (i) Casual Employees who have worked one thousand two hundred and fifty (1250) regular hours or more within the following twelve (12) calendar month period(s) shall be recognized for an additional year of service on the increment scale.
- (ii) Casual Employees who have worked less than one thousand two hundred and fifty (1250) regular hours within the following twelve (12) calendar month period(s) shall be recognized for an additional year of service on the increment scale on the day when one thousand two hundred and fifty (1250) hours are achieved. This revised date shall become the Casual Employee's current casual increment date.
- (iii) Casual Employees cannot advance more than one increment level in any twelve (12) month period.
- (iv) Should a Casual Employee become a Permanent Employee, the new date of employment shall be the date of appointment to the Permanent position.

### **37.15 No Avoidance**

A Casual Employee shall not be used for the purpose of avoiding filling permanent vacancies.

### **37.16 Termination of Employment Relationship**

A Casual Employee who has not been called to report for work, or who has been unavailable for work for twelve (12) months, notwithstanding Article 38.03 (c), shall cease to be an Employee. A Casual Employee who refuses to accept an offered shift of three (3) hours or less shall not be deemed to have been unavailable to work that shift.



**ARTICLE 38 – LONG ASSIGNMENTS, SHORT ASSIGNMENTS,  
AND RELIEF ASSIGNMENTS**

**38.01 Casual Availability List**

The Employer shall maintain a Casual Availability List, which shall list all eligible Employees who have indicated a desire to be assigned casual work. Only Employees on the recall list, Permanent Part-time Employees, and Casual Employees are eligible to be on the Casual Availability List.

**38.02 Employee(s) on Recall List**

Notwithstanding any provision of this Article, all available casual work shall be first offered to an Employee who has recall rights provided she possesses the necessary qualifications, skills, and abilities, as determined by the Employer, reflecting the functions of the job concerned. An Employee on the Recall List may instruct the Employer to remove her name from a Work Area Specific Casual List at the time of layoff notice or any time during the recall period as specified in Article 32.

**38.03 Work Area Specific Casual Lists**

- (a) The Casual Availability List shall be broken down into Work Area Specific Casual Lists.
- (b) Provided an Employee possesses the necessary qualifications, skills, and abilities reflecting the functions of the job concerned, as determined by the Employer, an Employee as specified in Article 38.01 may have her name placed on a Work Area Specific Casual List. Such Employee may also have her name placed on other Work Area Specific Casual Lists in accordance with (e) and (f) below.
- (c) An Employee on a Work Area Specific Casual List is not obliged to accept an assignment when offered. However, if an Employee is consistently unavailable when called for work on a unit, she shall be struck from that Unit Specific Casual List unless the Employee has notified the Employer that she shall be unavailable for work for a specific period of time or if the offered shifts that were declined were of three (3) hours or less.
- (d) It is the responsibility of the Employee to keep the Employer informed of any changes in her desire to be assigned casual work.

- (e) The assigning order for a Work Area Specific Casual List is:
  - (i) Employees on the recall list in order of their seniority;
  - (ii) Permanent Part-time Employees in order of their seniority; and
  - (iii) Casual Employees in order of their seniority;
- (f) **Permanent Part-time Employees**
  - (i) A Permanent Part-time Employee may place her name on the Work Area Specific Casual List of her work area if she wishes to be offered casual work. Such Employee must indicate whether she wants to be offered short assignments and/or extra shifts and/or relief shift assignments.
  - (ii) A Permanent Part-time Employee may request that her name be placed on one (1) additional Work Area Specific Casual List. Such a request shall be considered by the Employer and the decision will be made based on operational requirements.
- (g) **Casual Employees**

A Casual Employee may place her name on any Work Area Specific Casual List(s).
- (h) The Employer may determine that an Employee on the Work Area Specific Casual List no longer possesses the necessary qualifications, skills, and abilities as determined by the Employer, reflecting the functions of the job concerned. If the Employer determines that the Employee is no longer qualified, the Employee shall be struck from that Work Area Specific Casual List, in which case written notification shall be given to the Union and the Employee.
- (i) In unusual situations, the Employer may request an Employee who is not on a particular Work Area Specific Casual List to work in that work area. Such an assignment does not result in the Employee being deemed qualified for the unit's list.

#### **38.04 Part-Time and Casual Employee's Extra Shifts**

- (a) All Part-time and Casual Employees shall indicate to the Immediate Management Supervisor (on the Part-Time Employee Availability Form (Appendix 3) whether or not the Employee is interested in the assignment of shifts, that are known prior to posting (extra shifts) and that are beyond her/his designation as a percentage of Full-time hours.

- (b) A Permanent Part-time Employee on the Work Area Specific Casual List may be assigned extra shifts up to the point of his/her indicated willingness to work extra shifts. The Employer shall normally assign extra shifts to such Permanent Part-time Employees as equitably as possible per posting on the basis of indicated availability. If extra shifts still exist after assignment of the extra shifts to Permanent Part-time Employees, as set out above, the Employer may offer the extra shift(s) to Casual Employees.
- (c) A Part-time and Casual Employee is permitted to submit a revised Availability Form indicating availability by March 1<sup>st</sup> (for April to June); by June 1<sup>st</sup> (for July to September); by September 1<sup>st</sup> (for October to December); and by December 1<sup>st</sup> (for January to March). A revised Part-Time Employee Availability Form may be submitted more often where mutually agreed with the Employer. Such agreement shall not be unreasonably withheld.

### **38.05 Long Assignments**

- (a) A Long Assignment is non-permanent work of a duration greater than six (6) months and shall be used for the purpose of filling vacancies temporarily vacated as a result of long term disability, job-share arrangements, Workers' Compensation leave, and approved leaves of greater than six months; and for staffing special projects.
- (b) Except in the circumstances outlined in paragraph (c) below, Long Assignments shall be posted in accordance with Article 10.
- (c) Where the Long Assignment is being used to temporarily replace an Employee on a pregnancy-related absence for a continuous period in excess of six (6) months, which includes the total pregnancy leave combined with an Employee's parental leave and any other related leave, the assignment may be filled in accordance with the procedure in Article 38.07. An Employee on such long assignment shall in all other respects be treated as an Employee on Long Assignment.
- (d) A Permanent Employee who applies for and accepts a Long Assignment shall maintain her permanent status for the duration of that Assignment. Benefits shall be pro-rated in accordance with the designation of the Assignment.
- (e) A Casual Employee who accepts a Long Assignment shall receive fifteen (15) days paid vacation leave pro-rated for the designation and the duration of her assignment.

- (f) Notwithstanding Article 37.02, a Casual Employee who accepts a Long Assignment shall only be excluded from the following benefits:
  - (i) Vacation (Article 17)
  - (ii) Pregnancy Leave Allowance (Article 19.06(n))
  - (iii) Adoption Leave Allowance (Article 19.08(i))
  - (iv) Prepaid Leave (Article 19.15 and 44)
  - (v) Leave of Absence for Political Office (Article 19.16)
  - (vi) Military Leave (Article 19.17)
  - (vii) Education Leave (Article 19.18)
  - (viii) Retirement Allowance (Article 29)
  - (ix) Job Security (Article 32)
  - (x) Job Sharing (Article 40)
  
- (g) All benefits enjoyed by a Casual Employee in a Long Assignment shall be pro-rated, if appropriate, for the designation and duration of the Assignment.
  
- (h) A Casual Employee who accepts a Long Assignment shall be entitled to:
  - (i) Group Insurance (Article 20), Medical Benefits, and at the casual Employee's option, Pension (Article 30) so long as the Employee meets the eligibility requirements of the applicable plan, pro-rated for the designation of the Long Assignment if the designation of the Long Assignment is .4 FTE but less than full time;
  - (ii) Group Insurance (Article 20), Medical/Dental Benefits, and, at the Casual Employee's option, Pension (Article 30) so long as the Employee meets the eligibility requirements of the applicable plan, if the designation is full time;
  - (iii) Effective July 1, 1999, Article 38.05 (h)(ii) shall apply to all casuals who accept a Long Assignment of .4FTE or greater.
  
- (i) A Casual Employee who accepts a Long Assignment will be scheduled in accordance with Article 14 of this Agreement.
  
- (j) Overtime shall be granted in accordance with Article 15 or Article 39, whichever is applicable to the Assignment.
  
- (k) When the Long Assignment ends, a Permanent Employee shall return to her former position, or if that position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.
  
- (l) When a Long Assignment ends, a Casual Employee shall return to the Work Area Specific Casual List(s).

- (m) If a Long Assignment or consecutive Long Assignment(s) extends beyond four (4) years, a Casual Employee in such Assignment(s) shall receive all benefits a Permanent Employee would receive.

### **38.06 Relief Shift Assignments**

- (a) A Relief Shift Assignment becomes available after a shift schedule has been posted and does not exceed one (1) month. A Relief Shift Assignment" shall be offered on a rotating basis to Employees on a Work Area Specific Casual List. Where operational requirements permit, an Employee may be assigned up to a maximum of five (5) shifts.
- (b) An Employee offered Relief Shift Assignment is not required to accept the Assignment.
- (c) Accepting a Relief Shift Assignment shall not increase the designation of a Permanent Part-time Employee.

### **38.07 Short Assignments**

- (a) A Short Assignment is non-permanent work of a duration of greater than one month but not exceeding six (6) months.
- (b) Short Assignments shall be filled from the Work Area Specific Casual List as follows:
  - (i) Employees on the recall list in order of their seniority;
  - (ii) Permanent Part-time Employees in order of their seniority;
  - (iii) Casual Employees in order of their seniority.
- (c) If a Short Assignment is not able to be filled in accordance with Article 38.07 (b), it shall be posted in accordance with Article 10.
- (d) An Employee offered a Short Assignment is not required to accept the Assignment.
- (e) A Permanent Employee who accepts a Short Assignment shall maintain her permanent status for the duration of that Assignment. Benefits shall be prorated for the designation of the Assignment, if applicable.
- (f) A Casual Employee who accepts a Short Assignment shall receive the following benefits, prorated, if applicable for the designation of her Assignment:

- (i) fifteen (15) days' unpaid vacation per year;
  - (ii) Leave for Union Business (Article 13);
  - (iii) Leaves (Article 19), excluding Pregnancy Leave Allowance, Adoption Leave Allowance, Leave of Absence for Political Office, Prepaid Leave, Military Leave, Education Leave (Articles 19.06(n), 19.08(i), 19.15, 19.16 and 19.17);
  - (iv) Sick Leave
  - (v) Eleven percent (11%) in lieu of benefits.
- (g) A Casual Employee who accepts a Short Assignment will be scheduled in accordance with Article 14 of this Agreement.
  - (h) Overtime shall be granted in accordance with Article 15 or Article 39, whichever is applicable to the Assignment.
  - (i) When a Short Assignment ends, a Permanent Employee shall return to her previous position, or if that position no longer exists, the matter shall be referred to the Joint Committee on Technological Change.
  - (j) When the Short Assignment ends, a Casual Employee shall return to the Unit Specific Casual List(s).

### **38.08 Part-time Employees Accepting Assignments of Full-time Hours**

Any Part-time Employee whose name is on a Work Area Specific Casual List(s) shall have her name removed from the list(s) during the assignment of full-time hours.

### **38.09 Cancellation of Relief Shift Assignment**

An Employee accepting a Relief Shift may have that shift cancelled with three (3) hours notice if there is no longer a requirement for the Relief Shift. If less than three (3) hours notice is given for a cancelled relief shift, the Casual or Part-time Employee shall be provided with work for the cancelled relief shift.

### **38.10 Reporting Pay**

An Employee reporting for work as scheduled and finding no work available will be guaranteed four (4) hours pay at her rate of pay.

### **38.11 Termination of Assignments**

- (a) The Employer may terminate a Long Assignment, a Short Assignment, or a Relief Assignment at any time.

- (b) If a Long Assignment or a Short Assignment is to be discontinued, the Employer shall advise the Employee in writing not less than ten (10) days prior to the date of discontinuance.
- (c) The Employer will notify the Union when a Long Assignment or Short Assignment is discontinued.

### **38.12 Pay in Lieu of Notice**

Where less notice in writing is given than required in Article 38.11(b), an Employee shall continue to receive her pay for the number of days for which the notice was not given.

### **38.13 Completion of Assignments**

- (a) Subject to paragraph (b), an Employee who accepts a Long or Short Assignment cannot commence another such assignment until the Employee's existing assignment is completed.
- (b) The restriction above in paragraph (a) will not apply in cases where a subsequent assignment arises in the same classification and where the Employee would not require additional training or orientation to perform the duties of the subsequent assignment.

### **38.14 Casuals Placed in Assignments**

- (a) A Casual Employee on a full-time Long or Short Assignment shall have her name temporarily removed from all Work Area Specific Casual Lists for the duration of the Assignment.
- (b) A Casual Employee on a part-time assignment shall be restricted in accordance with Article 38.03(f)(i) and (ii).

### **38.15 Overtime Restrictions**

The Employer is not obliged to offer extra or relief shifts to an Employee when she becomes eligible for overtime compensation.

## **ARTICLE 39 - PART-TIME EMPLOYEES**

### **39.01 Application of Collective Agreement**

Except as specifically provided herein, the provisions of this Agreement shall apply to Part-time Employees as defined in Article 1.01.

### **39.02 Entitlement to Benefits**

Part-time Employees will be covered by this Agreement and shall be entitled to benefits pro-rated on the basis of hours worked, except as otherwise agreed to by the Parties.

### **39.03 Hours Worked**

- (a) "Hours worked" for a Part-time Employee shall mean the Employee's designated hours of work.
- (b) Although not "hours worked" as applicable in this Article, when a Part-time Employee works an extra shift or relief shift assignment, she shall receive an additional amount over and above her current rate of pay in lieu of benefits.
- (c) Part-time Employees who accrue sick leave credits shall receive an additional eleven percent (11%) over and above her current rate of pay in lieu of benefits for an extra shift or a relief shift assignment. In addition, she shall accrue sick leave credits for the extra shift or relief shift assignment.

### **39.04 Earning Entitlements**

For the purposes of earning entitlement to a benefit (e.g., vacation increment, merit increments, pregnancy leave, etc.), calendar time of employment will be applicable.

### **39.05 Unpaid Leave**

Unpaid leave, such as pregnancy leave, will not be pro-rated as to the length of time granted.

### **39.06 Bereavement Leave**

An Employee who has a death in her immediate family shall receive seven (7) calendar days leave pursuant to Article 19.02(a), however, the minimum hours of paid leave shall be pro-rated as to the Employee's designation. All other bereavement leaves pursuant to Article 19.02 shall not be pro-rated.



### **39.07 Service**

Service of a Part-time Employee shall be in accordance with Art. 1.02

### **39.08 Overtime**

- (a) Part-time Employees will be entitled to overtime compensation in accordance with this Agreement when they work in excess of the normal full-time bi-weekly hours.
- (b) Part-time Employees who are scheduled for a shift of seven (7) or more hours will be entitled to overtime compensation for time worked beyond the scheduled hours.
- (c) Part-time Employees who are scheduled to work a shorter period than the full-time shift will be entitled to overtime compensation after they have worked the equivalent of a full shift.
- (d) Where Part-time Employees are scheduled to work less than the normal hours per bi-weekly period of Full-time Employees in the work unit, straight time rates will be paid up to and including the normal work hours in the bi-weekly period of the Full-time Employees and overtime rates will be paid for hours worked in excess thereof.

### **39.09 Group Insurance**

- (a) Part-time Employees (.4 FTE or greater) will be covered by a medical plan which is equivalent in coverage to the health care plan covering Full-time Employees. The Employer will pay 65% of the total premium cost for such health care coverage. The Employee agrees to pay 35% of her total premium cost.
- (b) Part-time Employees (.4 FTE or greater) will be covered by group life insurance with benefit entitlement prorated on the basis of hours worked. For example, fifty per cent (50%) of the full-time hours in a position with an annual (full-time) salary of \$30,000 will have her insurance coverage based on \$15,000 per annum salary.
- (c) Part-time Employees are entitled to coverage pursuant to the Long Term Disability Plan applicable to Full-time Employees covered by this collective agreement.

### **39.10 Pension**

- (a) Part-time Employees who are presently covered by a pension plan shall continue to be covered by the terms of that plan.
- (b) Part-time Employees not presently covered by a pension plan shall be brought under the terms of one of the existing plans, as determined by mutual agreement of the parties.

## **ARTICLE 40 - JOB SHARING**

### **40.01 Terms and Conditions of Job Sharing**

The terms and conditions governing job sharing arrangements will be as mutually agreed to by the Union and the Employer.

### **40.02 Rights and Benefits**

Except as otherwise provided herein, employees participating in job-sharing arrangements will be entitled to all rights and benefits provided for in the Collective Agreement.

### **40.03 Existing Employees Only**

Job sharing will only be permitted when requested by existing Employees and those employed in job sharing situations will continue to be members of the Bargaining Unit and covered by the Agreement.

### **40.04 Operational Requirements**

Job-sharing arrangements will only be authorized where operational requirements permit and the provision of services is not adversely affected.

### **40.05 Qualifications**

Both Employees in a job-sharing arrangement must be Permanent Employees, one of whom is the incumbent of the position to be shared. Both Employees must share the same job classification/title and be suitably qualified and capable of carrying out the full-time duties and responsibilities of the position to be shared.

### **40.06 Identification of Job Share**

An Employee wishing to job share her position has the responsibility of finding an eligible Employee willing to enter into the job-sharing arrangement. The two

employees requesting approval to implement a job-sharing arrangement will submit a request to the immediate supervisor of the position to be job shared.

#### **40.07 Period of Job Share**

A position will be shared for a minimum of nine (9) months and a maximum period of two (2) years. Any extension beyond the two-year (2) maximum period must be mutually acceptable to both Employees, the Employer, and the Union. At the end of the job-sharing period, the Employees will resume the former positions they held prior to entering into the job-sharing arrangement or if that position no longer exists, to another position in accordance with this Agreement.

#### **40.08 Work Schedule Requirements**

Each of the two Employees in a job-sharing arrangement will be required to fulfill one-half of the full-time work schedule requirements averaged over a maximum of two (2) complete bi-weekly pay periods, except where a request for a greater averaging period has the prior approval of both the employer and the union.

#### **40.09 Service**

Employees will be credited with one-half (1/2) month's service each calendar month of the job-sharing arrangement and not be subject to the provisions of Article 1.02(b) of the Agreement. An Employee's anniversary and/or service date for the purposes of earning a merit increment, and increment in vacation entitlement will remain unchanged as if the Employee were working on a full-time basis.

#### **40.10 Hours of Work**

For the purposes of this Agreement, an Employee's regular work day or regular work week will be the Employee's scheduled hours of work under the job-sharing arrangement. A day on which an Employee is not scheduled to work will be considered as the Employee's rest day. Time worked by an Employee outside her scheduled hours of work will be compensated as overtime in accordance with Article 15 of this Agreement, with the Employee's bi-weekly rate being determined on the basis as if she were working the normal full-time hours.

#### **40.11 Pro-Rating of Benefits**

The following benefits will be prorated in accordance with this Article:

- (a) **Holidays** - Each Employee will be entitled to one-half (1/2) the paid holidays provided for under Article 18 of the Agreement.

- (b) **Long Term Disability** - During the job sharing period, Employer and Employee contributions to the LTD Fund will continue to be based upon the Employee's normal full-time salary. For the purposes of determining an Employee's benefits during the job-sharing period, the amount of coverage will be based upon the normal salary the Employee is entitled to receive during the job-sharing period. Upon the expiry date of the job-sharing period, as specified in the Employee's approved application, the amount of coverage will be based upon the normal full-time salary the Employee would be entitled to receive in the position she/he held prior to entering the job-sharing arrangement.
- (c) **Other Paid Leaves** - One-half (1/2) the entitlement provided for in this Agreement.
- (d) **Group Life Assurance** - Cost sharing of premiums and benefit entitlement will be based on one-half the Employee's normal full-time salary.

#### **40.12 Pension**

Pursuant to Article 30 of the Agreement, Employees shall continue to be covered by the provisions of the applicable pension plan.

#### **40.13 Termination**

In the event one of the participants vacates the job-shared position (eg: through termination of employment, appointment to another position or being placed on leave under the LTD plan), the job-sharing arrangement will terminate and the remaining participant will revert to full-time status in the position occupied prior to the job-sharing arrangement or if the position no longer exists, to another position in accordance with this Agreement.

#### **40.14 Notice**

If either participant or the employer wishes to terminate the job-sharing arrangement prior to its expiry, a minimum of sixty (60) calendar days' written notice shall be required.

#### **40.15 Extension of Job Share**

If the two Employees wish to extend their job-sharing arrangement beyond the initial period covered by their application or the maximum two-year period provided for in Article 40.08, they shall give a minimum of sixty (60) calendar days' written notice of such intent prior to the expiry of the original job-sharing arrangement.

#### **40.16 Filling of Vacancy**

An incumbent filling any position temporarily vacated as a result of job sharing will be covered by the Collective Agreement.

#### **40.17 Costs**

The parties agree that, except for the cost of benefits provided for under this Article and/or the Collective Agreement, there shall be no added cost to the Employer directly resulting from any job-sharing arrangement.

### **ARTICLE 41 - AMENDMENT**

**41.01** This Agreement may be amended by the mutual consent of both parties.

### **ARTICLE 42 - CLASSIFICATION & RECLASSIFICATION**

#### **42.01 Classification and Salary Adjustments**

- (a) When a new classification or a classification is introduced or when an existing classification has been substantially altered during the life of this Agreement, the rate of pay shall be subject to negotiations between the Employer and the Union. The Employer may implement a new classification and attach a salary to it, providing that the Union is given ten (10) days written notice in advance.
- (b) If the parties are unable to agree on the rate of pay for the new or substantially altered classification, the Union may refer the matter to a single Arbitrator who shall determine the new rate of pay.
- (c) The new rate of pay shall be effective from the date the Employee commenced employment in the new position or from the date the Employee submitted to the Employer a written request based on substantial alteration pursuant to Article 42.01.

#### **42.02 Classification Appeal Procedure**

An Employee shall have the right to appeal the classification of the position she occupies in accordance with the following:

- (a) If an Employee believes that the position she occupies is improperly classified, she shall notify her immediate management supervisor, in writing, of both the fact she believes she is improperly classified and the basis for that belief.

- (b) The Employer shall, upon request, provide the Employee with a written statement of duties and responsibilities within sixty (60) days of the request.
- (c) If there is a dispute between the immediate management supervisor and the Employee concerning the classification of the position the Employee occupies, or if the Employee believes there is a conflict between the classification standards or position description and the statement of duties, the Employee may initiate a formal appeal in writing to the Director of Human Resources. The Director of Human Resources or designate shall respond in writing to the Employee within sixty (60) days of the receipt of such appeal.
- (d) If the foregoing procedure does not lead to a satisfactory resolution, within sixty (60) days of receipt of the reply from the Director of Human Resources or designate, the matter may be referred to Arbitration in accordance with Article 26.
- (e) An Employee shall have the right of Union representation in respect to any appeal submitted.
- (f) The effective date of any resulting upward revision in classification shall be the first day of the bi-weekly period immediately following the date of receipt by the Employer of the Employee's written appeal submitted pursuant to 42.02(c).

#### **ARTICLE 43 - SUCCESSOR RIGHTS**

**43.01** Where the Employer sells, leases or transfers or agrees to sell, lease or transfer its business or the operations thereof, or any part of either of them, this Agreement continues in force and is binding upon the purchaser, lessee, or transferee, subject to the *Trade Union Act*.

#### **ARTICLE 44 - PREPAID LEAVE PLAN**

##### **44.01 Purpose**

- (a) The Prepaid Leave Plan is established to afford employees the opportunity of taking a self-funded leave of absence not to exceed twelve (12) months.
- (b) When a leave of absence is taken for the purpose of permitting the full-time attendance of the Employee at a designated educational institution (within the meaning of subsection 118.6 (i) of the *Income Tax Act*), the leave shall not be for less than three (3) consecutive months and in any other case not less than six (6) consecutive months.

#### **44.02 Terms of Reference**

- (a) It is the intent of the Union and the Employer that the quality and delivery of service to the public be maintained.
- (b) A suitable replacement for the Employee on leave will be obtained where required, and the incumbents filling any position(s) temporarily vacated as a result of such leave will be covered by the Collective Agreement.
- (c) Applications under this Plan will not be unreasonably denied, and any permitted discretion allowed under this Plan will not be unreasonably refused.

#### **44.03 Eligibility**

Any permanent Employee is eligible to participate in the Plan.

#### **44.04 Application**

- (a) An Employee must make written application to the Employer at least four (4) calendar months in advance, requesting permission to participate in the Plan. A shorter period of notice may be accepted by the Employer. Entry date into the Plan for deductions must commence at the beginning of a bi-weekly pay period.
- (b) Written acceptance or denial of the request, with explanation, shall be forwarded to the Employee within two (2) calendar months of the written application.

#### **44.05 Leave**

- (a) The period of leave will be for six (6) months to one (1) year.
- (b) On return from leave, the Employee will be assigned to her/his same position or, if such position no longer exists, the Employee will be governed by the appropriate provisions of this Agreement.
- (c) After the leave, the Employee is required to return to regular employment with the Employer for a period that is not less than the period of the leave.

#### **44.06 Payment Formula and Leave of Absence**

The payment of salary, benefits and the timing of the period of leave shall be as follows:

- (a) During the deferral period of the Plan, preceding the period of the leave, the Employee will be paid a reduced percentage of her salary. The remaining percentage of salary will be deferred, and this accumulated amount plus the interest earned shall be retained for the Employee by the Employer to finance the period of leave.
- (b) The deferred amounts, when received, are considered to be salary or wages and as such are subject to withholding for income taxes, Canada Pension Plan and Employment Insurance at that time.
- (c) The calculation of interest under the terms of this Plan shall be done monthly (not in advance). The interest paid shall be calculated by averaging the interest rates in effect on the last day of each calendar month for: a true savings account, a one (1) year term deposit, a three (3) year term deposit and a five (5) year term deposit. The rates for each of the accounts identified shall be those quoted by the financial institution maintaining the deferred account. Interest shall be based upon the average daily balance of the account and credited to the Employee's account on the first day of the following calendar month.
- (d) A yearly statement of the amount standing in the Employee's credit will be sent to the Employee by the Employer.
- (e) The maximum length of the deferral period will be six (6) years and the maximum deferred amount will be 33-1/3% of salary. The maximum length of any contract under the Plan will be seven (7) years.
- (f) The Employee may arrange for any length of deferral period in accordance with the provisions set out under Article 44.06(e).

#### **44.07 Benefits**

- (a) While the Employee is enrolled in the Plan prior to the period leave, any benefits related to salary level shall be structured according to the salary the Employee would have received had she not been enrolled in the Plan.
- (b) An Employee's benefits will be maintained by the employer during her leave of absence; however, the premium costs of all such benefits shall be paid by the Employee during the leave.
- (c) While on leave, any benefits related to salary level shall be structured according to the salary the Employee would have received in the year prior to taking the leave had she not been enrolled in the Plan.



- (d) Pension deductions shall be continued during the period of leave. The period of leave shall be a period of pensionable service and service.
- (e) Pension deductions shall be made on the salary the Employee would have received had she not entered the Plan or gone on leave.
- (f) Sick leave and vacation credits will not be earned during the period of leave nor will sick leave be available during such period.

#### **44.08 Withdrawal**

- (a) An Employee may withdraw from the Plan in unusual or extenuating circumstances, such as, but not limited to, financial hardship, serious illness or disability, family death or serious illness, or termination of employment. Withdrawal must be submitted in writing, detailing the reason(s) therefore, as soon as possible prior to the commencement of the leave.
- (b) In the event of withdrawal the Employee shall be paid a lump sum adjustment equal to any monies deferred plus accrued interest. Repayment shall be made as soon as possible within sixty (60) calendar days of withdrawal from the Plan.
- (c) An Employee who is laid off during the deferral period will be required to withdraw from the Plan.
- (d) Should an Employee die while participating in the Plan, any monies accumulated plus interest accrued at the time of death shall be paid to the Employee's estate as soon as possible within two (2) bi-weekly pay periods upon notice to the Employer.

#### **44.09 Written Contract**

- (a) All Employees will be required to sign the approved contract before enrolling in the Plan. The contract will set out all other terms of the Plan in accordance with the provisions set out herein.
- (b) Once entered into, the contract provisions concerning the percentage of salary deferred and the period of leave may be amended by mutual agreement between the Employee and Employer.

## **ARTICLE 45 - TERM OF AGREEMENT**

### **45.01 Term of Agreement**

This Agreement shall be in effect for a term beginning from November 1, 2014 and ending October 31, 2020. After October 31, 2020, this Agreement shall be automatically renewed for successive periods of twelve (12) months unless either party requests the negotiation of a new agreement by giving written notice to the other party not less than thirty (30) calendar days prior to the expiration of this Agreement or any renewal thereof. Wages increases and adjustments are retroactive to November 1, 2014. All other Articles of this Agreement, unless otherwise specified, are effective in accordance with the Award of Arbitrator Kaplan.

### **45.02 Eligibility for Retroactive Pay**

All persons who are Employees as of May 18, 2018 are eligible for retroactive pay under Article 45.01, including those on approved leave and retirees.

### **45.03 Retroactivity**

Members of the Bargaining Unit who have resigned or retired since October 31, 2014 will have thirty (30) days from the date the Agreement is finalized to apply in writing for the retroactive wage increase.

## APPENDIX "A" LIST OF CLASSIFICATIONS

## APPENDIX "B" PAY PLAN

## APPENDIX 1

### EXPEDITED ARBITRATION - RULES OF PROCEDURE

1. A single arbitrator shall be appointed to decide the grievance.
2. The following persons shall serve as a panel of single arbitrators:

Susan Ashley  
Bill Kydd  
Eric Slone

The above arbitrators shall be contacted in advance and advised of the parties' expectations pursuant to these Rules of Procedure. Should any arbitrator not be willing to adhere to the requirements of this process their name will be removed from the above list and the parties will agree on a substitute in the roster.

3. The arbitrators shall be appointed on a rotating basis, in the sequence in which their names appear on the above list.
4. The arbitrator, in consultation with the parties, shall convene a hearing of the grievance not later than forty (40) days from being appointed. If the arbitrator is not agreeable or available to commence the hearing within this time period, the arbitrator whose turn is next in the rotation shall be selected, and so on, until one of the arbitrators in the rotation is available.
5. At least ten (10) days prior to the date of the hearing the parties and/or their representatives shall meet for the following purposes:
  - to exchange copies of any documents that either party intends to rely on in the hearing;
  - to establish and attempt to agree on the facts relevant to the grievance;
  - to exchange copies of any precedents and authorities; and
  - to engage in discussions regarding the possible settlement of the grievance.
6. Should a dispute arise between the parties regarding compliance with the obligations outlined in paragraph 5 the issue in dispute may be referred for immediate and binding resolution to the arbitrator. This may be done by conference call between the arbitrator and the parties.

7. At least five (5) days before the scheduled hearing date the parties shall forward to the arbitrator the collective agreement, a copy of the grievance, any agreed statement of facts and any other documents or materials agreed upon by the parties.
8. The arbitration hearing shall be an informal and accelerated process. To this end, the following procedures shall be in effect:
  - The hearing shall be completed within a single day, within the hours of 8:00am and 6:00pm. At the commencement of the hearing the parties and the arbitrator shall attempt to agree upon the allocation of time and if agreement cannot be reached the arbitrator shall decide upon such allocation.
  - The parties shall make every reasonable effort to minimize the use of witnesses and to limit representations to issues directly related to the substance of the individual grievance. Whenever practicable, the parties shall stipulate facts not in dispute rather than establishing such facts through the evidence of witnesses.
  - Every reasonable effort shall be made to ensure that the grievance is addressed on its own merits, within the context of the particular circumstances of the individual case.
  - The arbitrator shall have the permission of the parties to take an activist role and to direct that issues be addressed, or not addressed, in the hearing in accordance with his or her determination as to its relevance to the outcome.
9. The decision of the arbitrator on the merits of the grievance may be rendered verbally at the immediate conclusion of the hearing, or, in any event, within two (2) days following the conclusion of the hearing. The arbitrator may remain seized of the grievance to determine any issues arising from the implementation of his or her decision.
10. The arbitrator may provide brief written reasons for the decision, however, these must be issued within ten (10) days of rendering the decision.
11. The decision of the arbitrator shall be binding on the parties, however, the parties agree that decisions issued through this process apply only to the individual grievance decided, have no value as precedent and that they shall not be referred to in any other proceedings under this collective agreement or otherwise.

**APPENDIX 2**

**LAI-D-OFF EMPLOYEE AVAILABILITY FORM**

---

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

- (a) Prior to lay off, I was working at \_\_\_\_\_, site(s).
- (b) Prior to lay off, I was working in \_\_\_\_\_, department(s).
- (c) Prior to lay off, my designation as a percentage of Full-Time hours was \_\_\_\_\_%.
- (d) I am interested in being recalled to a Permanent Position. YES \_\_\_\_\_ NO \_\_\_\_\_

If yes, other than my previous work site(s), I would accept recall to a position at:

Name sites \_\_\_\_\_.

- 
- (e) Other than recall to a Permanent Position, I am interested in working additional shifts (which may include a Short or Long Assignment, extra shifts, relief shifts and required shifts).

YES \_\_\_\_\_ NO \_\_\_\_\_

If yes, I may be assigned to work up to my (prior to lay off) designation as a percentage of Full-Time hours (and have priority for extra shifts due to lay off status).

- (f) I am interested in working beyond my prior to lay off designation as a percentage of Full-Time hours).

YES \_\_\_\_\_ NO \_\_\_\_\_

If yes, I am interested in working \_\_\_\_\_% (as a percentage of Full-Time hours) and shall be treated as a Part-Time Employee for the purposes of Article 38.

---

**Once submitted, the Employer is entitled to rely on the Laid-off Employee Availability Form until a new form is implemented according to the following process. A Laid-off Employee is permitted to submit a revised Laid-off Employee Availability Form indicating availability by March 1<sup>st</sup> (for April to June); by June 1<sup>st</sup> (for July to September); by September 1<sup>st</sup> (for October to December); and by December 1<sup>st</sup> (for January to March). A revised Laid-off Employee Availability Form may be submitted more often where mutually agreed with the Employer. Such agreement shall not be unreasonably withheld.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employer

\_\_\_\_\_  
Date

**APPENDIX 3**

**PART-TIME EMPLOYEES AND CASUAL EMPLOYEES - AVAILABILITY FORM**

Name: \_\_\_\_\_ Dept/Program: \_\_\_\_\_

Position: \_\_\_\_\_ Site: \_\_\_\_\_

Article 17.04 (b) 38.04 requires each Permanent Part-Time Employee to indicate his/her availability and willingness to perform extra shifts for the Employer. **Please complete the following and enter the number of additional hours where applicable.**

A. \_\_\_\_\_ On average, your scheduled hours are \_\_\_\_\_ per pay period.

B. \_\_\_\_\_ I am willing and available to work \_\_\_\_\_ additional scheduled hours (**extra shifts**) per pay period in my department or work area.

**The extent of my availability for additional shifts (extra shifts) is:** \_\_\_\_\_

**Total Regular scheduled Hours plus Available Hours** \_\_\_\_\_.

C. \_\_\_\_\_ I am not available to work additional scheduled hours (**extra shifts**) beyond those posted on the regular schedule (**Box A and B**)

D. \_\_\_\_\_ After the posted schedule, I am available for **relief** shifts

**If you are interested in working relief shifts but you have restrictions on your availability, please discuss these restrictions with your Manager who will determine whether the Employer will accommodate these restrictions.**

I understand my Employer can assign me to work the hours set out in Sections A, B, & D at straight time rates except where overtime is required as per Article 39.08.

**A Part-Time Employee is permitted to submit a revised Availability Form indicating availability by March 1<sup>st</sup> (for April to June); by June 1<sup>st</sup> (for July to September); by September 1<sup>st</sup> (for October to December); and by December 1<sup>st</sup> (for January to March). A revised Part-Time Employee Availability Form may be submitted more often where mutually agreed with the Employer. Such agreement shall not be unreasonably withheld.**

Changes to availability will not be abused.

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employer

\_\_\_\_\_  
Date



## **MEMORANDUM OF AGREEMENT #1**

### **NON-BINDING ARBITRATION**

Where the parties have been unsuccessful in resolving the matter through the grievance procedure, the parties may jointly submit the matter to the Department of Labour and Advanced Education's Non-Binding Arbitration Program. It is understood that non-binding arbitration is a voluntary program and that arbitration remains an option should the grievance remain unresolved after non-binding arbitration.

## MEMORANDUM OF AGREEMENT #2

### UNIT CLOSURES

Where the Employer decides to temporarily close a particular work area and this results in work being unavailable to an Employee for a period of up to two weeks, an Employee so affected shall have the following options:

1. take vacation during the period in question; or
2. use lieu time which has been banked in accordance with Articles 15.09 (Overtime), 18.05 or 18.06 (Holidays); or
3. to be reassigned to other work within the Employee's classification, provided that the employer has determined that such work is available and no additional training will be required; or
4. take a leave of absence without pay for the full period or any part thereof; or
5. where the Employer determines that it is operationally feasible it may enter into arrangements with individual Employees which allows such Employees, in advance of a closure, to work beyond the normal working hours (without overtime) and to be credited with additional time, on an hour for hour basis, which must be drawn upon and completely used prior to the end of the fiscal year.

It is understood that the provisions of Article 32 shall apply where closures are in excess of two weeks.

**MEMORANDUM OF AGREEMENT #3**

**MARKET-BASED ADJUSTMENTS**

**BETWEEN:**

**ISAAK WALTON KILLAM HEALTH CENTRE**

**(The Employer)**

**AND:**

**THE NOVA SCOTIA COUNCIL OF HEALTH CARE UNIONS**

**(The Unions)**

**This MOA affects all Unionised Employees at the IWK.**

1. Where the Employer determines that, due to shortages within the labour market, a recruitment and/or retention problem exists with respect to a particular classification or group of classifications within the Bargaining Unit, the following procedure will be utilized:
  - (a) the Employer will consult with the Unions regarding the situation and provide the Unions with information supporting its conclusion that such a market problem does exist, along with its position in relation to the amount and the time period for any proposed supplement to the wage level; and
  - (b) the Unions will be provided with an opportunity to make representations and provide any additional information concerning the situation before any final decision is made by the Employer.
2. Upon completion of this consultation process the Employer may implement a special market-based adjustment in respect of the classification(s) in question. Such adjustments will be paid on a bi-weekly basis for a defined period of time.
3. Any market-based adjustment will be pro-rated according to designation for permanent part-time positions and for designation and duration for full and part-time long or short assignments and/or job shares.
4. The amount of the market-based adjustment will be reviewed annually and may be increased if the employer, in its discretion, deems this necessary. The decision of the employer in this regard is not subject to review by an arbitrator or any other person.
5. The market-based adjustment will not be considered a part of the Employee's regular (negotiated) pay rate for the Employee's classification.

6. The market-based adjustment will, however, be treated as regular earnings for purposes of pension, union dues, statutory deductions (e.g. employment insurance, Canada pension plan, income tax) and other earnings, related group benefits plans such as long term disability and life and accidental death and dismemberment insurance and for pregnancy and adoption leave allowances.
7. The market-based adjustment will not be added to the hourly rate when calculating overtime rate; rather, overtime rates will be based on the base salary without the market-based adjustment.
8. The market-based adjustment shall be considered as part of any monies to be reimbursed to the Employer by the affected Union in relation to any time off for union business.
9. The market-based adjustment shall be used in calculation of any retirement allowance to which an Employee becomes entitled while the adjustment is in effect.
10. For Casual Employees the market-based adjustment will be paid at the rate of two shifts per week. A quarterly review of time actually worked (excluding overtime) will be undertaken and any shifts worked beyond those previously remunerated would then have market-based adjustment applied to them.
11. For Part-time Employees, the market-based adjustment will be paid based on their designation and their regularly scheduled shifts. Any extra shifts beyond the part-time FTE designation, excluding overtime hours, will be reviewed quarterly and paid on the same basis as the casual worker.
12. The 11% in lieu of benefits that is paid to casuals shall be calculated on the base pay plus market-based adjustment.
13. The existence of the market-based adjustment does not prevent the unions from negotiating increases in compensation and benefits in accordance with the collective agreement. Nor does the existence of the market-based adjustment prevent the unions from pursuing classification issues during the life of the market-based adjustment.
14. Any Employees currently in receipt of a market-based adjustment at the signing of this agreement will continue to operate under the provisions of that arrangement until it is concluded by the Employer.

## **MEMORANDUM OF AGREEMENT #4**

### **QUARTERLY VACATION**

The Parties recognize that Employees on some units or in some services are closely integrated with Employees that have vacation scheduled quarterly, and that in some circumstances it may be beneficial to the Parties that certain Employee's vacations also be scheduled quarterly.

Where either the Employer or the Union wishes to explore the issue of quarterly vacation scheduling, that Party may request a committee be formed for that purpose. The committee shall have no more than three representatives from the Employer and the Union. The committee shall meet and discuss the issue and if the committee is unanimously in favour of quarterly vacation scheduling, attempt to reach an agreement outlining the process for quarterly vacation scheduling, the Employees to whom it will apply, when it will start, and the duration of the agreement or the method of ending it.

**MEMORANDUM OF AGREEMENT #5**

**RE: LIFEFLIGHT**

Articles 14.12(c) and 14.12(d) do not apply to Employees working LifeFlight. Those Employees shall be entitled to rest intervals in accordance with the IWK and EHS LifeFlight agreement, provided that the rest interval contained in that agreement is not less than that found in Article 14.12(d). The Employer will advise the Union in writing of any changes to the EHS LifeFlight agreement pertaining to Article 14.

**MEMORANDUM OF AGREEMENT #6**  
**Establishing a Single Group Insurance Plan**  
**for All Employees of the NSHA and IWK**

**WHEREAS** as of the effective date of their collective agreements the NSHA and IWK (the “Employers”) together provide three different Group Insurance plans for their Employees;

**AND WHEREAS** the parties have agreed that it is mutually beneficial to move all Employees to a single Group Insurance plan;

**AND WHEREAS** the parties have agreed that the Provincial Group Benefits Committee (the “Committee”) should review all of the Group Insurance plans currently in place, and make a recommendation to the Employers as to which Group Insurance Plan will be adopted for all Employees;

**NOW THEREFORE** the parties agree as follows:

1. The Committee will review all current Group Insurance plans provided by the Employers, with the aim of making a recommendation to the Employers as to which single plan will be adopted going forward for all Employees.
2. The parties agree that the adoption of a single plan must be cost-neutral.
3. The Committee may hire a third party consultant in order to assist with its review, the costs of which will be borne by the Employers.
4. The Committee’s recommendation will be made to the Employers within one (1) year of the effective date of this collective agreement.
5. The Employers will move all Employees into a single Group Insurance plan within one (1) year of receiving the Committee’s recommendation.
6. Until there is a new single Group Insurance plan covering all Employees in the unit, the existing Group Insurance plans will remain in place, including current governance structures.
7. Any time limits provided in this MOA may be adjusted on mutual consent of the Employers and the Council.
8. The parties agree that Arbitrator Kaplan retains jurisdiction to resolve any disputes arising out of the resolution of this MOA.

## **MEMORANDUM OF AGREEMENT #7**

### **LEGACY CARRY-OVER BANKS**

1. Notwithstanding Articles 17.08, 17.09 & 17.10, Employees who have, as of the date this Collective Agreement is finalized, carried over vacation banks (not including the twenty (20) days permitted to be accumulated pursuant to Article 17.09) ("Legacy Carry-over Banks") will retain their Legacy Carry-over Banks until April 1, 2024, after which any vacation from their Legacy Carry-over Banks that has not been used will be paid out.
2. For the purposes of this MOA, "Legacy Carry-Over Banks" includes all vacation credits earned but not taken under past terms and conditions of employment and collective agreements with any of the predecessor Employers.



## MEMORANDUM OF AGREEMENT #8

### SICK LEAVE CONVERSION

**This Memorandum of Agreement applies to Employees transferring between positions within NSHA and between NSHA and IWK.**

#### **A. Employees transferring from accrued sick leave to STI**

An Employee with a position in a location where they accumulate credits for sick leave with pay who accepts a position in a location where general leave and short-term illness benefits are provided shall be entitled to maintain twenty five percent (25%) of their accumulated sick leave bank; Employees who have sick leave credits in their banks can utilize them for the following purposes:

##### To Cover STI/LTD Gap

Employees may use any sick bank credits to cover off any period between the end of Short-Term Illness Leave (“STI”) entitlement and the date on which they would normally become eligible for LTD. Employees who are not covered by a long term disability plan or who have time in their sick leave bank may use their sick leave banks for the period for which they are sick after the one hundred (100) days for Short-Term Illness has been used, until their sick leave bank is exhausted. The Employee’s sick bank shall be reduced by one day for each day of entitlement under this section.

##### To “Top Up” STI

Employees may use these credits to top up Short-Term Illness benefits. For each day on which the Employee is in receipt of Short-Term Illness the Employee may use her sick bank to “top up” her Short-Term Illness benefit to one hundred per cent (100%) of salary. Twenty five percent (25%) of the day shall be deducted from the sick bank for each twenty five percent (25%) “top up”.

##### WCB Earnings Replacement Supplement

Employees may use these credits to supplement the earnings replacement benefit paid by the Workers’ Compensation Board equal to the difference between the earnings replacement benefit received by the Employee under the Act and the Employee’s net pre-accident earnings. The percentage amount required to achieve the top-up to net pre-accident earnings shall be deducted from the sick bank for each day of the supplement.

#### **B. Employees transferring from STI to accrued sick leave**

An Employee with a position where general leave and short-term illness benefits are provided who accepts a position in a location where they accumulate credits for sick leave with pay shall be credited with a sick leave bank of 11.25 hours for each 162.5 regular

hours paid in the 8 years before the effective date of accepting the new position less all hours that the Employee has received general leave for illness or injury or short-term illness benefits during the 8 years before the effective date of accepting the new position.

**C. Employees transferring from PH/AS/CC (former DHAs 1 – 8) STI to former CDHA STI**

An Employee with a position in Public Health, Addiction Services and Continuing Care (PH/AS/CC) in former DHAs 1 through 8 where general leave and short-term illness benefits are provided who accepts a position in the former CDHA where general leave and short-term illness benefits are provided shall be entitled to a sick leave bank of five days or, if the Employee has been employed in their PH/AS/CC position for more than one year at the time she accepts the position in the former CDHA, a sick leave bank of ten days, to be used for the following purposes for a period of twelve months from the date of transfer:

*To Cover STI/LTD Gap*

Employees may use any sick bank credits to cover off any period between the end of Short-Term Illness Leave (“STI”) entitlement and the date on which they would normally become eligible for LTD. Employees who are not covered by a long term disability plan or who have time in their sick leave bank may use their sick leave banks for the period for which they are sick after the one hundred (100) days for Short-Term Illness has been used, until their sick leave bank is exhausted. The Employee’s sick bank shall be reduced by one day for each day of entitlement under this section.

*To “Top Up” STI*

Employees may use these credits to top up Short-Term Illness benefits. For each day on which the Employee is in receipt of Short-Term Illness the Employee may use her sick bank to “top up” her Short-Term Illness benefit to one hundred per cent (100%) of salary. Twenty five percent (25%) of the day shall be deducted from the sick bank for each twenty five percent (25%) “top up”.

*WCB Earnings Replacement Supplement*

Employees may use these credits to supplement the earnings replacement benefit paid by the Workers’ Compensation Board equal to the difference between the earnings replacement benefit received by the Employee under the Act and the Employee’s net pre-accident earnings. The percentage amount required to achieve the top-up to net pre-accident earnings shall be deducted from the sick bank for each day of the supplement.

## MEMORANDUM OF AGREEMENT #9

### Pay Plan Transition

**WHEREAS** the parties have agreed that previous Health Care wage parity exercises have been completed in the past;

**AND WHEREAS** the parties wish to create a transitional agreement with a focused mandate to agree upon the matching already completed by the employers;

**AND WHEREAS** the parties intend that this MOA will expire once the process is completed;

**NOW THEREFORE** the parties agree as follows:

1. The parties will establish a Pay Plan Transition Committee, composed of four representatives each of the Council and the Employers, to review and match all current health care bargaining unit classifications to classifications at the former Capital District Health Authority, NSGEU Local 42, bargaining unit. A representative of HANS will also participate on the Committee on a non-voting, ex-officio basis, and will act as Chair of the committee.
2. For the purposes of determining the correct pay rate for all classifications, the pay rate for all matched classifications shall be the HTH number for the matched classifications at the former CDHA.
3. Except where the parties agree otherwise, the parties shall not use the pay rate of PIO'ed classifications at the former CDHA and shall exclude any market or any other special adjustments currently in place in determining the HTH number and pay rate in paragraph 2, above.
4. For individual Employees whose positions are matched to classifications at the former CDHA:
  - a. where the matched position at the former CDHA has a higher pay rate, the Employee shall be placed at the next higher rate of pay on the pay range of the CDHA classification as increased by the applicable pay increases in the Collective Agreement or the minimum rate of the matched CDHA classification as likewise increased, whichever is greater; or
  - b. where the matched position at the former CDHA has a lower pay rate, the Employee shall be granted present incumbent only pay protection and shall progress on the pay range of their previous classification as adjusted by general economic pay increases so long as the incumbent remains in their current position.

5. Unless the parties mutually agree on an alternate dispute resolution mechanism, all disputes regarding whether a position is appropriately matched to a position at the former CDHA shall be referred for resolution to a single arbitrator in accordance with Article 26 of the Collective Agreement.
6. An arbitrator hearing a dispute pursuant to paragraph 5 above shall have the jurisdiction to match the position to a former CDHA position, or determine that there is no match to the position at the former CDHA.
7. In determining whether a position is matched to a former CDHA position, the arbitrator shall consider the factors prescribed by the Aiken (Watson Wyatt) job evaluation system.
8. The arbitrator shall have no jurisdiction to assign a rate of pay for any position.
9. In the event that the parties agree, or an arbitrator determines, that there is no match for a position at the former CDHA, and the position has not been evaluated by the Aiken (Watson Wyatt) job evaluation system:
  - a. For the NSHA, the position shall be reviewed pursuant to Article 42 of the Collective Agreement;
  - b. For the IWK, the position will maintain its existing rate of pay.
10. Within sixty (60) days from the signing of the Collective Agreement, the Committee will convene to discuss the review process and determine a timeline for completion of the pay plan transition.
11. Implementation of the reconciled pay plans will occur immediately following completion of the matching exercise, which includes completion of any arbitration arising under paragraph 5. Any rate of pay changes shall be made effective the date Arbitrator Kaplan issues an award.
12. This Memorandum of Agreement will expire immediately upon completion of the matching exercise, inclusive of any arbitration arising under paragraph 5.

## ALPHABETICAL INDEX

### A

Absence Without Permission .....	60
Accumulation of Credits .....	55
Accumulative Vacation Carry Over .....	33
Acknowledgment of Letters of Resignation .....	60
Acting Pay .....	92
Adoption Leave .....	45
Adoption Leave Allowance.....	46
Allocation and Notice of Overtime.....	26
Amending of Time Limits .....	62
AMENDMENT .....	113
Amendment of Benefit Coverage .....	54
Anniversary Date .....	91
Annual Meeting/Collective Bargaining Workshop .....	18
Annual Vacation Entitlement.....	30
Applicable Employees.....	68
Application .....	75, 115
APPLICATION .....	7
Application of Collective Agreement .....	108
Application of the Collective Agreement ..	97
Appointment.....	97
APPOINTMENT .....	11
Appointment Status.....	11
ARBITRATION .....	63
Arbitration and Joint Consultation .....	19
Arbitration Award .....	64
Arbitration Board .....	64
Arbitration Expenses.....	65
Arbitration Procedure .....	64
Assignment of Casual Employees .....	98
Assignments .....	13
Authorization .....	31

### B

Banked Holiday Time .....	38
Bargaining Agent Recognition .....	6
Bargaining Unit .....	1
Bargaining Unit Information .....	11
Benefit Entitlement.....	57
Benefits .....	116

Bereavement Leave .....	38, 108
Borrowing of Unearned Vacation Credits ..	33
Bulletin Boards .....	9

### C

Callback .....	29
CALLBACK .....	28
Callback Compensation.....	29
Call-In .....	28
Cancellation of Relief Assignment.....	106
Carry Over of Banked Holiday Time .....	38
Carry Over of Overtime .....	27
Casual Availability List.....	101
Casual Employee .....	1
Casual Employee's Extra Shifts .....	102
Casual employees .....	5
Casual Employees.....	102
CASUAL EMPLOYEES .....	97
Casual Shifts .....	88
Casuals Placed in Assignments .....	107
CHECKOFF .....	15
Christmas Day Off .....	37
Circumstances .....	94
CLASSIFICATION .....	113
Classification and Salary Adjustments ..	113
Classification Appeal Procedure.....	113
CLASSIFICATIONS LIST .....	119
Common-law relationship .....	1
Compassionate Care Leave .....	53
Compensation for overtime .....	27
Compensation for Performing Other Duties .....	28
Compensation for Work on a Holiday .....	36
Compensation Where Rest Interval Not Taken.....	30
Completion of Assignments .....	107
Computation of Overtime.....	27
Computer Access .....	9
Conditional Appointment.....	13
Confirmation of Permanent Appointment ..	11
Consecutive Shifts .....	23
Consistent Application .....	8
Continuation of Benefits .....	88
Contract Negotiations .....	18

Contracting Out.....	81
Conversion of Hours .....	25
Copies of Agreement .....	10
Costs.....	113
Council.....	1
Court Leave .....	40
Coverage .....	23
Coverage of Employees.....	68

**D**

Day.....	1
Daylight Saving Time .....	27
Days Off .....	23
Deduction of Union Dues and Assessments .....	15
Definition .....	74
Definitions .....	1, 25
Deviations from Scheduled Hours .....	21
DISCIPLINE AND DISCHARGE .....	59
Displacement Procedure.....	79
Displacement Process .....	86
Distribution of Union Literature .....	9
Diversity .....	7
double time .....	26

**E**

Earning Entitlements.....	108
Education Leave .....	52
Eligibility .....	55, 115
Eligibility for Retroactive Pay .....	118
Eligibility For Utilization .....	64
Emergencies .....	95
Emergency Services .....	8
Employee .....	1
Employee Access to Personnel File .....	59
Employee Availability .....	28
Employee Compensation Upon Separation .....	33
Employee Entitlement.....	56
Employee Performance Review.....	58
EMPLOYEE PERFORMANCE REVIEW & EMPLOYEE FILES .....	58
Employee Placement Rights.....	76
Employee Request.....	31
Employee(s) on Recall List .....	101
Employer.....	2
Employer Compensation Upon Separation .....	33

Employer Disclosure.....	82
Employer Response .....	82
Employer to Acquaint New Employees ....	10
EMPLOYER'S LIABILITY .....	96
Entitlement to Benefits.....	108
Exception.....	35, 90, 91
Exception to Rate of Pay .....	99
Exceptions .....	97
Exchange of Shifts.....	24
Existing Employees Only.....	110
EXPEDITED ARBITRATION - RULES OF PROCEDURE.....	121
Expedited Arbitration Procedure.....	64
Extension of Job Share .....	112

**F**

Failure to Report .....	29
Filling of Vacancy .....	113
Filling Vacancies or Assignments .....	13
First-Aid Kits .....	73
Flexible Working Hours .....	21
Formula for Part-time Hours .....	88
Full-time Employee.....	1
Further TSP Payment Offers .....	84
FUTURE LEGISLATION .....	8

**G**

Gender.....	6
Granting of Withheld Increment.....	92
Grievance Mediation.....	62
Grievance Meetings.....	19
Grievance Procedure.....	61
GRIEVANCE PROCEDURE .....	60
Grievances .....	59, 60, 96
Group Benefit Plan Continuation .....	48
Group Insurance .....	109
GROUP INSURANCE .....	53
Group Life and Medical Plans .....	53
Group Life Assurance.....	112

**H**

Headings .....	6
HEALTH AND SAFETY .....	69
Health and Safety Provisions .....	69
Hiring Preference.....	82
Holiday.....	2
Holiday Coinciding with Paid Leave .....	36

Holiday Falling on a Day of Rest.....	35
Holiday Pay.....	99
Holidays.....	111
HOLIDAYS.....	35
Hours of Work.....	20, 111
HOURS OF WORK.....	20
Hours Worked.....	108

**I**

Identification of Job Share.....	110
Illness During Vacation.....	34
Illness on a Paid Holiday.....	37
In-Charge Pay.....	93
INFORMATION.....	10
Information to Employee.....	56
INJURY ON DUTY.....	57
In-Service Conferences.....	49
Insufficient Volunteers.....	77
INTERPRETATION AND DEFINITIONS ...	1
Introduction.....	75

**J**

Job Posting.....	12
JOB POSTING.....	12
Job Postings.....	96
JOB SECURITY.....	74
JOB SHARING.....	110
Joint Committee on Technological Change .....	74, 85
Joint Consultation.....	65
JOINT CONSULTATION.....	65
Joint Occupational Health and Safety Committee.....	69
Jury Compensation.....	40
Just Cause.....	59

**K**

Kilometrage Rate.....	66
-----------------------	----

**L**

LAIED-OFF EMPLOYEE AVAILABILITY FORM.....	123
Layoff.....	77
Layoff Exception.....	81
Layoff Notice.....	77
Layoff Procedure.....	77

Leave.....	115
Leave for Adoption of Child.....	49
Leave for Birth of Child.....	48
Leave for Family Illness.....	49
Leave for Parent of a Critically Ill Child.....	53
Leave for Storms or Hazardous Conditions .....	49
Leave of absence.....	2
Leave of Absence for Political Office.....	50
Leave of Absence for the Full-time President.....	19
Leave Without Pay.....	17
Leaves.....	99
LEAVES.....	38
LEGACY CARRY-OVER BANKS.....	132
Letter of Appointment.....	10
Liability.....	16
LIFEFLIGHT.....	130
Lockout.....	2
Long Assignments.....	103
LONG ASSIGNMENTS.....	101
Long Term Disability.....	112
Long Term Disability Plans.....	54
Loss of Seniority.....	80
LTD Top Up.....	56

**M**

MANAGEMENT RIGHTS.....	8
Mandatory Membership - New employees.....	7
Market-based Adjustments.....	127
Meal Allowance.....	26
Meal Breaks and Rest Periods.....	22
Medical and Dental Appointments.....	49
Medical Certificate.....	56
Military Leave.....	51
Modified Work Week.....	21

**N**

New Year's Day Off.....	37
No Avoidance.....	100
No Discrimination.....	6
No Discrimination for Union Activity.....	6
No Guarantee of Hours.....	21
No Layoff to Compensate for Overtime....	27
No Lockout or Strike.....	8
No Loss of Service/ Seniority.....	19
No New Employees.....	81

No Sanction of Strike .....	8
NON-BINDING ARBITRATION.....	125
Notice.....	81, 112
Notice of Layoff.....	78
Notice of Performance Improvement Requirements.....	59
Notice of Resignation.....	60
NOTICE OF RESIGNATION.....	60
Notice of Withheld Increment.....	92
Notice to Union .....	75
Notification .....	16, 59, 63
Notification of Deduction .....	16
Notification to Employer.....	17
Notification to the Union.....	12, 96
Number of Employees .....	89
Number of Employees Eligible.....	18

**O**

Occupational Health and Safety Act .....	69
Operational Requirements .....	110
Other Expenses .....	66
Other Paid Leaves .....	112
overtime .....	25
Overtime .....	26, 27, 98, 109
OVERTIME .....	25
Overtime Compensation .....	26
Overtime Eligibility .....	26
Overtime Exception.....	20
Overtime Meal Allowance .....	26
Overtime on a Holiday .....	36, 99
Overtime Restrictions.....	107

**P**

paggers .....	28
Paid Holidays .....	35
Parental and Adoption Leave Allowance .	46
Parental Leave.....	44
Parking for Callback .....	29
Part-time Employee .....	2
Part-Time Employee's Extra Shifts .....	102
PART-TIME EMPLOYEES .....	108
Part-time Employees Accepting Assignments of Full-time Hours .....	106
PART-TIME EMPLOYEES AND CASUAL EMPLOYEES - AVAILABILITY FORM124	
Pay in Lieu of Benefits .....	98
Pay in Lieu of Notice .....	78, 107
Pay in Lieu of Termination Notice .....	12

Pay Increments.....	100
PAY PLAN .....	120
Pay Plan Transition .....	135
PAY PROVISIONS .....	90
Payment Formula and Leave of Absence .....	116
Pension.....	110, 112
Period of Job Share .....	111
Permanent Employee .....	2
Permanent employees.....	5
Permanent Part-time Employees.....	102
Placement Procedure .....	83
Policy Grievance.....	63
Position Descriptions .....	10
Post Graduate Training - Three to Six Months .....	93
Posting of Seniority Lists .....	4
Posting of Shift Schedules.....	24
PREAMBLE .....	1
Predecessor Employer .....	2
Pregnancy Leave.....	41
Pregnancy/Birth Leave Allowance .....	42
Prepaid Leave .....	50
PREPAID LEAVE PLAN .....	114
Probationary Period.....	11, 98
Pro-Rating of Benefits .....	111
Protection of Pregnant Employees .....	73
Provincial Group Benefits Committee.....	54
<i>Public Services Sustainability (2015) Act</i> .	68
Purpose .....	114

**Q**

Qualifications .....	110
QUARTERLY VACATION .....	129

**R**

Rate of Pay upon Appointment.....	99
Rate of Pay Upon Appointment .....	90
Rate of Pay Upon Demotion.....	91
Rate of Pay Upon Promotion .....	91
Rate of Pay Upon Reclassification .....	91
Rates of Pay .....	90
Reassignment.....	94
REASSIGNMENT .....	94
Reassignment Area .....	96
Recall From Meal Breaks and Rest Periods .....	23
Recall from Vacation .....	34



Recall Procedures.....	80
RECLASSIFICATION .....	113
Recognition .....	16
RECOGNITION.....	6
Record of Disciplinary Action .....	58
Reduced Hours and TSP Payment.....	87
Re-employment Considerations.....	89
Referral to Arbitration.....	63
Regular Arbitration Procedure .....	64
Reimbursement for Committee Work.....	65
Reimbursement of Expenses upon Recall	34
Reinstatement of Vacation Upon Recall ..	34
Release Form .....	88
Relief Against Time Limits .....	63
Relief Assignments .....	105
RELIEF ASSIGNMENTS .....	101
Religious Day in Lieu .....	37
Religious Exclusions .....	16
Remittance of Union Dues and Assessments.....	16
Remote Consulting on Stand-by.....	30
Report of Injuries.....	57
Reporting Pay .....	106
Rest Interval After Callback.....	29
Rest Intervals between Scheduled Shifts	20
Restriction on Assignment of Work Where Refusal.....	73
Restriction on Numbers of Employees on Vacation .....	32
Retention Incentive .....	90
Retention of Status.....	14
Retiree Benefits .....	68
Retirement Allowance .....	67
Retroactivity .....	118
Return to Regular Times of Work .....	21
Return to Work.....	57
Right to Refuse Work and Consequences of Refusal.....	71
Rights and Benefits.....	110
RIGHTS AND PROHIBITIONS .....	8
Rotation of Shifts.....	25
Rules of Procedure .....	64

**S**

Salary Continuance.....	17
Salary Increments .....	92
Salary Protection.....	87
Same Sex Family Status.....	7
Second TSP Payment Offer.....	84

Secondment .....	12
Selection/Promotion Process Leave.....	40
Seniority.....	3
Service.....	3, 109, 111
Servicing of Grievances.....	16
Severance Payment Method .....	89
Sexual and Personal Harassment .....	7
Sexual Harassment and Personal Harassment .....	63
Shift Duration .....	22
Shift Premium .....	93
Short Assignments .....	105
SHORT ASSIGNMENTS,.....	101
Short Notice Reassignment.....	95
SICK LEAVE .....	55
SICK LEAVE CONVERSION .....	133
Single Arbitrator .....	64
Single Group Insurance Plan.....	131
Special Leave .....	38
Split Shifts.....	25
Stand-by .....	30
STANDBY.....	28
Standby Compensation .....	28
standby on a Holiday .....	28
STEWARDS .....	16
Strike .....	2
SUCCESSOR RIGHTS .....	114

**T**

Temporarily Working in a Position Outside the Bargaining Unit .....	15
TERM OF AGREEMENT .....	118
Termination.....	112
Termination of Assignments .....	106
Termination of Employment Relationship .....	100
Termination of Probationary Appointment	11, 98
Termination of Recall Rights .....	80
Terms and Conditions of Job Sharing ...	110
Terms of Reference .....	115
THE PENSIONS .....	68
time and one-half.....	25
Time Limits .....	62
TIME OFF FOR UNION BUSINESS.....	17
Time Off in Lieu for Part-time and Job Share Employees .....	38
Time Off in Lieu of Holiday .....	37
Time Off in Lieu of Overtime.....	27

Top Up Limitation.....	56
Training and Retraining.....	75
transferring between positions.....	133
Transition Allowance.....	89
Transition Services / EAP.....	89
Transition Support Program.....	76, 81
TRANSITION SUPPORT PROGRAM.....	84
Transportation Allowance.....	29
TRAVEL.....	65
Trial Period.....	14
TSP.....	86
TSP Payment Offers.....	83
TSP Severance Payment.....	88

**U**

Unbroken Vacation.....	32
Uniforms and Protective Clothing.....	73
Union.....	2
Union Approval.....	61
Union Consultation.....	26, 75
Union Information.....	11
UNION INFORMATION AND OFFICE.....	9
Union Referral to Arbitration.....	62
Union Representation.....	62
Union Response.....	82
UNIT CLOSURES.....	126
Unpaid Leave.....	108

Unsuccessful Candidate.....	14
Use of Accumulated Vacation Carry Over.....	33

**V**

Vacancies.....	13
Vacation Carry Over.....	32
Vacation Credits Upon Death.....	33
Vacation Records.....	34
Vacation Scheduling.....	31
Vacation Year.....	31
VACATIONS.....	30
Voluntary Reassignment outside Reassignment Area.....	96
Voluntary Resignation and Seniority.....	85
Volunteers.....	77

**W**

Week-end.....	3
Week-end Premium.....	93
Week-ends Off.....	24
Withdrawal.....	117
Withdrawal of Resignation.....	60
Work Area Specific Casual Lists.....	101
Work Schedule Requirements.....	111
Working Day.....	3
Written Contract.....	117