

**AGREEMENT**

**BETWEEN**

**BOARD OF MANAGEMENT**

**AND**

**NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES**

**GROUP: SPECIALIZED HEALTH CARE PROFESSIONALS**

**EXPIRES: March 31, 2019**

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THIS AGREEMENT is made and entered into this 24th day of September, 2015.

BETWEEN: BOARD OF MANAGEMENT, as represented by the Hospital Boards of the Hospitals under Part III, First Schedule of the *Public Service Labour Relations Act*, party of the first part;

AND: NEW BRUNSWICK UNION OF PUBLIC AND PRIVATE EMPLOYEES, hereinafter called the "Union," party of the second part.

## **PREAMBLE**

WHEREAS it is the intention and purpose of the parties to this Agreement to maintain settled conditions of employment between the Employer, the employees, and the Union, to improve the quality of the Public Service of the Province and to promote the well being and the increased productivity of its employees to the end that the people of the Province will be well and efficiently served; accordingly, the parties hereto set forth certain articles relating to pay, hours of work, and other terms and conditions of employment affecting employees covered by this Agreement.

NOW, THEREFORE, the parties agree as follows:

## **ARTICLE 1 - RECOGNITION**

1.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all employees to whom New Brunswick Certification Order Number 032 HO 1 b applies.

## **ARTICLE 2 - APPLICATION OF AGREEMENT**

2.01 This Agreement applies to and is binding on the Union, the employees, the Employer and its representatives.

## **ARTICLE 3 - PROVINCIAL SECURITY**

3.01 Nothing in this Agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction or regulation given or made on behalf of the Government of the Province of New Brunswick in the interests of the health, safety or security of the people of the Province.

## **ARTICLE 4 - FUTURE LEGISLATION AND THE COLLECTIVE AGREEMENT**

4.01 In the event that any law passed by the Legislature of the Province applying to employees covered by this Agreement, renders null and void, or materially alters any provisions of this Agreement, the remaining provisions shall remain in effect for the term of this Agreement, and the parties to this Agreement shall negotiate a mutually agreeable provision to be substituted for the provision that was rendered null and void, or was materially altered.

## **ARTICLE 5 - DEFINITIONS**

5.01 "Union" shall mean the New Brunswick Union of Public and Private Employees, which is the Certified Bargaining Agent of the Unit.

5.02 (a) "Employer" shall mean Board of Management as represented by the Hospital Boards of the Hospitals listed under Part III of the First Schedule of the *Public Service Labour Relations Act*.

(b) "Hospital" shall mean any Regional Health Authority or organization listed under Part III of the First Schedule of the *Public Service Labour Relations Act*.

(c) "Facility" shall mean any designated site operated by a Regional Health Authority from or at which its services are delivered. An Extra Mural Unit, inclusive of its sub-units, shall be recognized as meeting the definition of Facility.

5.03 "Bargaining Unit" or "Unit" shall mean the group of employees covered by the New Brunswick Certification Order Number 032 HO 1 b.

5.04 "Employee" shall mean a person who is in the Bargaining Unit and who meets the definition of an employee as defined in the *Public Service Labour Relations Act*.

5.05 For the purpose of this Collective Agreement, employees shall be sub-divided into the following categories:

(a) "Full-time Employee" – A person who works on a regular scheduled basis thirty-seven and one-half (37 ½) hours per week averaged over a four (4) week period and who is hired for an indeterminate period.

(b) "Part-time Employee" – A person who works on a regular scheduled basis and for a specific number of shifts less than thirty-seven and one-half (37 ½) hours per week but more than one-third (1/3) of the weekly normal hours averaged over a four (4) week period and is hired for an indeterminate period. This number of shifts will not be increased or decreased without mutual agreement between the Hospital and the employee affected.

(c) "Casual Employee" - A person who is employed on an unscheduled basis for a continuous period of six (6) months or more and who works more than one-third (1/3) of the weekly normal hours, (thirty-seven and one-half (37 ½) hours per week) averaged over a six ((6) month period. Such person shall be considered an employee as of the first worked day of the seventh (7th) month of continuous employment.

(d) "Temporary Employee" – An employee who is hired for a fixed period in excess of six (6) continuous months to work on a full-time or part-time basis. Such person shall be considered an employee as of the first worked day of the seventh (7th) month of continuous employment.

(e) A Casual Employee with Less than Six Months Continuous Service is a person hired on a temporary basis for the following reasons and who has not been so employed for a continuous period of six months.

- (i) to respond to a temporary increase in workload;
- (ii) to replace an absent employee;

(f) (i) A Casual Employee with Less than Six Months Continuous Service shall have an initial assessment by the Employer following completion of her first thirteen (13) pay periods to determine if she meets the definition of a casual employee.

(ii) Following their initial assessment, casual employees and Casual Employees with Less than Six Months Continuous Service shall be assessed upon completion of the pay periods which include the following dates:

- March 31
- June 30
- September 30
- December 31

for the previous thirteen (13) pay periods.

Casual employees who fail to maintain the requirements for casual employee status following an assessment shall forfeit casual employee status under the collective agreement.

5.06 In this Agreement, except as herein defined, words defined in the *Public Service Labour Relations Act* have the same meaning as in that Act.

5.07 Words in this Agreement, not defined in this Agreement or in the *Public Service Labour Relations Act* have the same meaning as words defined in the *Interpretation Act*.

5.08 “Anniversary date” – the anniversary date of an employee shall be his date of hire.

#### **ARTICLE 6 - MANAGEMENT RIGHTS**

6.01 All the functions, rights, powers and authority which are not specifically abridged, delegated or modified by this Agreement are recognized by the Unit as being retained by the Employer.

#### **ARTICLE 7 - DISCRIMINATION**

7.01 There shall be no discrimination, restraint, or coercion exercised or practiced upon any employee by either party because of membership in the Union or in contravention of the *Human Rights Act* of the Province of New Brunswick as amended from time to time.

#### **ARTICLE 8 - STRIKES AND LOCKOUTS**

8.01 There shall be no strikes, walkouts or other similar interruptions of work during the term of this Agreement.

#### **ARTICLE 9 - UNION SECURITY**

9.01 The Hospital shall deduct from the wages due to every employee an amount equal to the regular monthly dues of the Union.

9.02 The sums deducted pursuant to this Article shall be remitted to the Union prior to the fifteenth (15th) of the month following the month in which the deductions were made. The Union will keep the Hospital advised annually of the name and address of the contact person for the Union and the amount of monthly dues.

The monthly payment of deductions made shall be accompanied by a list of employees in a mutually agreed upon secure electronic format such as Excel, indicating the following information in respect of each employee: name, address, the amounts deducted for dues, work location, pay step number, classification, and home telephone number (where available) for full-time, part-time, temporary and casual employees, and Casual Employees with Less than Six Months Continuous Service.

This list will also include the number of hours worked by Casual Employees with Less than Six months Continuous Service.

The Employer shall remit the list in a mutually agreeable secure electronic format.

9.03 The Hospital shall indicate on each employee's income tax (T-4) slip the total amount of Union dues deducted for the previous income tax year.

#### **ARTICLE 10 – LIAISON OFFICER:**

10.01 (a) The Hospital recognizes the functions of the liaison officer to include:

- (i) servicing complaints or grievances on behalf of the members of the bargaining unit;
- (ii) receiving from the Hospital, information regarding Hospital policies which affect employees.

(b) The Union will inform the Hospital in writing, within thirty (30) days of the signing of the agreement, of the names of the liaison officer(s) for the Hospital.

10.02 Liaison officers shall be entitled to leave their jobs with their supervisor's permission to attend to activities related to 10.01 (a)(i) above. Permission will not be unreasonably requested nor withheld. When

resuming their regular work, each liaison officer shall report to their immediate supervisor and in the event of undue delay will give their supervisor a reasonable explanation of their absence. The employee shall not suffer a loss of regular pay while attending to these duties.

10.03 (a) The Hospital agrees to acquaint new employees with the fact that a collective agreement is in effect and to introduce a new employee to his/her liaison officer.

(b) In any facility where there is no liaison officer, the Hospital shall supply any new employee with a copy of this agreement as soon as possible after the employee commences his/her employment.

10.04 Where operational requirements permit, the Hospital will grant leave with pay to liaison officer(s) to participate in liaison officer training. The Union will reimburse the Hospital for such leave in accordance with 38.06.

## **ARTICLE 11 - GRIEVANCE PROCEDURE**

11.01 If an employee has a complaint, he should discuss it with his supervisor within three full working days of the circumstances giving rise to the complaint, or within three full working days of becoming aware of the circumstances giving rise to the complaint. The employee may be accompanied by a Union Representative at such a meeting and shall inform the Employer in advance if this option is to be exercised.

11.02 In the event the employee and his supervisor cannot resolve the complaint, the employee may then seek redress through the Grievance Procedure as though it were a grievance.

11.03 Subject to and as provided in Section 92 of the *Public Service Labour Relations Act*, an employee who feels that he has been treated unjustly or considers himself aggrieved by an action or lack of action by the Employer in matters other than those arising from the classification process is entitled to present a grievance in the manner prescribed in clause 11.02 except that:

(a) where there is another administrative procedure provided to deal with his specific complaint such procedure must be followed, and

(b) where the grievance related to the interpretation or application of this collective agreement or an arbitral award, he is not entitled to present the grievance unless he has the approval of and is represented by the Union.

11.04 **STEP ONE:** Within twenty working days after the alleged grievance has arisen or the employee became aware of the grievance, the employee may present his grievance in writing either by personal service or by mailing by registered mail, on the form authorized by the Labour and Employment Board to his immediate supervisor or to the person designated by the Employer as the first level in the grievance procedure. If the employee receives no reply or does not receive satisfactory settlement within ten working days from the date on which he presented his grievance to his immediate supervisor or to the person designated as the first level in the grievance procedure, the employee may proceed to Step Two.

**STEP TWO:** Within ten working days from the expiration of the ten-day period referred to in Step One, the employee may present his grievance in writing at the second level of the grievance process, either by personal service or by mailing by registered mail, to his immediate supervisor or to the person designated by the Employer as the second level in the grievance procedure. If the employee does not receive a reply or satisfactory settlement of his grievance from the person designated by the Employer as the second level in the grievance process within ten working days from the date on which he presented his grievance at the second level, the employee may proceed to Step Three.

**STEP THREE:** Within ten working days from the expiration of the ten-day period referred to in Step Two, the employee may present his grievance in writing at the third level of the grievance process either by personal service or by mailing it by registered mail to his immediate supervisor or the person designated by the Employer as the final level in the grievance process for the Hospital in which he is employed. Any settlement proposed by the Employer at levels one and two and any replies must accompany the grievance when it is presented at the third level to the person designated as the final level. The person designated as the final level shall reply to the grievance in writing to the employee within fifteen working days from the date the grievance was presented at the third level. Should the employee not receive a reply or satisfactory settlement of his grievance within fifteen working days from the date on which he presented his grievance at the final level, the employee may refer his grievance to Adjudication as provided in Article 12 (Adjudication) hereof, within fifteen working days of the date on which he should have received a reply from the person designated as the final level.

<b>LEVEL</b>	<b>EMPLOYEE'S TIME TO PRESENT GRIEVANCE WITHIN</b>	<b>PRESENT GRIEVANCE TO</b>	<b>EMPLOYER'S TIME TO RESPOND WITHIN</b>
<b>FIRST</b>	<b>20 Working Days</b> after the alleged grievance has arisen or has come to their attention	Person designated by the Employer	<b>10 Working Days</b> from receipt of written grievance
<b>SECOND</b> (where such a level is established)	<b>10 Working Days</b> from receipt of reply from first level or date reply should have been received	Person designated by the Employer	<b>10 Working Days</b> from receipt of written grievance
<b>THIRD</b>	<b>10 Working Days</b> from receipt of reply from previous level OR date reply should have been received OR in case of suspension or discharge as prescribed in Article 13.	Person designated by the Employer	<b>15 Working Days</b> from filing of grievance at third level.

11.05 In any case where the employee presents his/her grievance in person, or meets with the Hospital to discuss his/her grievance at any level of the grievance process, the employee may be accompanied by a representative or agent of the Union.

11.06 In determining the time in which any step under the foregoing proceedings is to be taken, Saturdays, Sundays, and recognized holidays shall be excluded. If advantage of the provisions of this Article have not been taken within the time limits specified herein the alleged grievance shall be deemed to have been abandoned and cannot be pursued except as provided in New Brunswick Regulation 84-130.

11.07 The parties may mutually agree to extend the time limits specified herein provided that such agreement is in writing.



11.08 The Hospital will post the names of the individuals involved at each level of the grievance procedure and provide the Union with a copy, within thirty (30) days of the signing of this agreement.

11.09 (a) If a difference of a general nature arises between the Union or its members and the Hospital concerning a complaint or an alleged violation of this agreement and, due to its nature, is not properly the subject of an individual grievance, the Union may submit a written grievance at the final level of the grievance procedure within twenty (20) full working days after the Union has become aware of the circumstances giving rise to the grievance.

(b) The Employer may present a grievance where a difference arises between the parties relating to the interpretation, application and administration of this agreement. Such grievance shall be presented to the Union and failing resolution of it, the Employer may submit the grievance to adjudication

11.10 Where operational requirements permit, the Hospital will grant an employee who has presented a grievance time off with pay to attend meetings or hearings held as a result of the employee's grievance.

## **ARTICLE 12 - ADJUDICATION**

12.01 The provisions of the *Public Service Labour Relations Act* and Regulations governing the Adjudication of Grievances shall apply to Grievances lodged under the terms of this Agreement.

12.02 In any case including cases arising out of any form of discipline or the loss of any remuneration, benefit or privilege, the Adjudicator or Board of Adjudication shall have full power to direct payment of compensation, vary the penalty, or direct reinstatement of a benefit or privilege, or to affirm the taking away of such benefit or privilege as he may determine appropriate to finally settle the issue between the parties, and may give retroactive effect to its decision.

12.03 An Adjudicator or Board of Adjudication shall not have the power to alter or change any of the provisions of this Agreement or to substitute any new provision for any existing provision nor to give any decision inconsistent with the terms hereof.

## **ARTICLE 13 - DISCIPLINE**

13.01 No employee who has completed the probationary period shall be disciplined except for just cause. An oral or written reprimand cannot be referred to adjudication.

13.02 Where an employee is disciplined by other than a verbal reprimand, the Hospital shall, within ten (10) days of the discipline, notify the employee in writing by registered mail or personal service stating the reason for the discipline imposed.

13.03 Failure of the Hospital to provide a written reason for suspension or discharge shall result in the employee being paid at his regular rate of pay, for the period from the date the suspension or discharge took effect to the date the written reason is presented to the employee.

13.04 Where an employee alleges that he has been suspended or discharged in violation of clause 13.01 he may within ten (10) days of the date on which he was notified in writing or within twenty (20) days of the date of his suspension or discharge, whichever is later, invoke the grievance procedure including adjudication as set out in this Agreement, and for the purposes of a grievance alleging violation of clause 13.01 he shall lodge his grievance at the final level of the grievance procedure.

13.05 Where it is determined that an employee has been disciplined by suspension without pay or by discharge in violation of clause 13.01 that employee shall be immediately reinstated in his former position without loss of seniority or any other benefit which would have accrued to him if he had not been suspended or discharged. One of the benefits which he shall not lose is his regular pay during the period of suspension or discharge which shall be paid to him at the end of the next complete pay period following his reinstatement.

13.06 A suspension without pay shall be for a specified period of time not exceeding forty (40) working days.

13.07 Where a meeting is held to address discipline, the employee shall be entitled to be accompanied by a Union Representative and shall notify the Hospital in advance if this option is to be exercised. Such a meeting scheduled to address a verbal reprimand presupposes that such a reprimand has already been administered.

13.08 All references to disciplinary action taken against the employee shall be removed after eighteen (18) months from the date of the imposition of the discipline provided there has been no other instance of disciplinary action in respect of the employee recorded in the period.

13.09 With reasonable notice, an employee shall have the right, during normal hours of operation, to read and make a copy of any document in the employee's personnel file.

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

14.01 (a) A workday shall be one seven and one-half (7½) hour period exclusive of the meal period.

(b) A workweek shall be:

(i) five (5) workdays per week, or

(ii) five (5) workdays per week averaged over a four (4) week period.

(c) A flexible work schedule may be established by mutual agreement between the employee and the Hospital without committing either party to a permanent change or any additional cost to the Hospital.

14.02 Except by mutual agreement between the employee and the Employer, time off between workdays shall not be less than fifteen (15) hours, exclusive of overtime hours.

14.03 (a) Where an employee is required to work other than a normal workday or work week on a regular basis, the Hospital shall provide the employee with a schedule of his/her workdays so as to keep him/her informed of his/her workdays fourteen (14) calendar days in advance.

(b) Except where operational requirements preclude advance notification, the Employer agrees to give fourteen (14) days advance notice of any intent to change an employee's scheduled workdays.

(c) Every effort shall be made to avoid changes in work schedules.

14.04 An employee's scheduled workdays shall not be changed solely for the purpose of avoiding payment for overtime services.

14.05 Provided sufficient advance notice is given, as determined by the employee's supervisor, employees may exchange shifts if there is no increase in cost to the Employer and the employee's supervisor authorizes the exchange.

14.06 (a) Overtime - Work performed in excess of a workday or a work week as defined in 14.01 (a), (b) (i), (ii) or (c), shall constitute overtime.

(b) A part-time employee shall be compensated at one and one-half (1 1/2) times the regular hourly rate of pay contained in Schedule A for all hours worked in excess of seven and one-half (7 1/2) hours worked in any one (1) day or for all hours worked in excess of thirty-seven and one-half (37 1/2) hours in a week averaged over a four (4) week period.

(c) For the purposes of establishing a basis for calculation of this overtime, consecutive sets of two pay periods must be used. Once the initial calculation has been made in a given calendar year, all pay periods shall be counted and no period shall be counted twice.

14.07 (a) At the employee's choice, overtime shall be compensated either by one and one-half (1½) times the employee's regular rate of pay in time off for the hours worked or payment at the overtime rate of pay for hours worked.

(b) The overtime rate of pay shall be at one and one-half (1½) times the employee's regular hourly rate of pay contained in Schedule "A" of this Agreement for hours worked.

(c) Time off as requested by the employee shall be scheduled by the Hospital, consistent with the efficient operation of the service. Where time off is not taken within thirty (30) days of the date on which it was worked, the employee shall be paid for that overtime at the overtime rate, unless otherwise mutually agreed to extend such thirty (30) day period. This clause only applies to full-time employees.

14.08 Overtime shall be authorized by the Hospital in advance and in writing if possible.

14.09 Overtime shall not be claimed or received for periods of fifteen (15) minutes or less at the end of a workday. Where overtime in excess of fifteen (15) minutes is worked at the end of a workday, the initial fifteen (15) minutes shall be included in the calculation of overtime.

14.10 No employee shall be paid overtime more than once for the same hours so worked.

14.11 Whenever possible an employee shall not be required to work more than seven (7), seven and one-half (7½) hour days consecutively without having two (2) consecutive days off.

14.12 On an experimental basis without committing either party to a permanent change in the existing hours of work, employees in a Department and the Hospital may jointly establish a schedule providing for a compressed work week. Such an agreement must be ratified by the NBUPPE and the Employer before implementation. Such schedule must be operated in accordance with the collective agreement and any addendum to the collective agreement.

14.13 There shall be two (2) fifteen (15) minute rest periods during each working day.

14.14 When an employee on duty is required to travel in the course of her employment and the time involved on the trip exceeds the employee's regular shift she shall receive time off at the overtime rate for all time in excess of her regular shift which the employee spends with the patient or attending to the needs of the patient.

14.15 Overtime hours shall be distributed equitably among employees who are qualified to do the work.

#### **ARTICLE 15 - STANDBY, CALL BACK AND SHIFT DIFFERENTIAL**

15.01 A standby duty roster and schedule may be established when, in the opinion of the Hospital, it is necessary. Standby duty shall be scheduled as equitably as possible among affected employees.

15.02 Employees who are required by the Hospital to standby shall receive standby pay at the rate of three dollars (\$3.00) per hour.

15.03 An employee who is scheduled for standby duty shall be available during his period of standby at a known telephone number. If called, such an employee must report for work as quickly as possible.

15.04 An employee who is called to work while on standby duty and who reports for work shall be paid in accordance with clause 15.05. In addition, he shall receive standby duty pay in accordance with clause 15.02.

15.05 When an employee who has left the facility is called back to work, or when an employee is on standby duty and is called back to work, he/she shall be paid a minimum of two (2) hours pay to a maximum of eight (8) hours pay at the overtime rate during any eight (8) hour period.

15.06 An employee who is called back to work shall be paid an allowance to assist in defraying the cost of transportation as follows:

(a) reimbursement for actual taxi fare paid by the employee for travel from his place of residence to the facility and return, but not to exceed \$8.00 for the round trip, or;

(b) an amount that is equal to the actual taxi fare from his place of residence to the facility and return, for the use of a privately-owned vehicle, but not to exceed \$8.00 for the round trip.

15.07 Clause 15.06 does not apply when transportation is provided or arranged by the Hospital, or where an employee lives on the Hospital premises.

15.08 A shift differential of two dollars and fifty cents (\$2.50) per shift will be paid to all employees who work an eight (8) hour shift in which the majority of hours fall between 1700 hours and 0800 hours. Effective January 1, 2012 a shift differential of one dollar and fifty cents (\$1.50) per hour will be paid to all employees who work an eight (8) hour shift in which the majority of hours fall between 1700 hours and 0800 hours.

15.09 (a) When an employee on standby uses the telephone to provide a service required by the Employer, payment shall be for one (1) hour at the overtime rate or the actual time worked at the overtime rate, whichever is the greater. Telephone calls, which result in a callback, are exempt from this Article.

(b) An off duty employee who is not on standby who uses the telephone to provide a service required by the Employer shall be paid for a minimum of one (1) hour or the actual time worked whichever is greater, at double the overtime rate.

Such compensation shall not be claimed more than once during each eight (8) hour "on call" period.

15.10 A weekend premium of seventy-five cents (\$0.75) per hour shall be paid for all hours worked on any shift where the majority of the hours on that shift fall between 2300 hours Friday and 2400 hours Sunday. Effective January 1, 2012 a weekend premium of two dollars (\$2.00) per hour shall be paid for all hours worked on any shift where the majority of the hours on that shift fall between 2300 hours Friday and 2400 hours Sunday.

## **ARTICLE 16 - RETROACTIVITY**

16.01 Unless otherwise stated in the agreement, all new wages are retroactive to January 1, 2010.

16.02 (a) All present employees are entitled to retroactive pay for all hours worked.

(b) The following employees are entitled to retroactive pay on a prorated basis: employees who retired or died after December 31, 2009; employees who were laid off prior to the date of signing; and employees on approved leave of absence on the date of signing.

16.03 Other employees who were employed on January 1, 2010, and who are not employed on the date of signing of this Agreement shall be entitled to retroactive pay provided they make claim by notice in writing to the individual Hospital in which they were employed within 45 calendar days from the date of signing of this Agreement.

16.04 The changed provisions of this collective agreement shall be effective on the date of signing of this collective agreement unless otherwise stated in the specific article.

**ARTICLE 17 - RATE OF PAY ON PROMOTION**

17.01 When an employee is promoted, he shall move to the step of the salary range for the new position that will increase his salary at least five percent, provided that such increase does not exceed the maximum for the new position, or to the minimum for the new position, whichever is greater.

**ARTICLE 18 - MERITORIOUS INCREASE**

18.01 The Hospital shall, prior to the anniversary date of an employee holding a position for which there is a minimum and maximum rate of pay, review the performance of the employee. The employee concerned must be given an opportunity to sign the form in question to indicate that its contents have been read and understood.

The employee's signature shall serve as evidence that the requirements and intent of this clause have been satisfied and not as evidence that the employee agrees or disagrees with the assessment. In the event that the employee disagrees with the assessment, the employee shall be given the opportunity to include written comments stating the nature of the disagreement.

18.02 The Hospital may grant a pay increment to an employee, upon completion of each 1957.5 regular hours of work, provided he/she has not reached the maximum rate of pay for the position.

A part-time employee may be eligible for an annual increment upon completion of each 1957.5 regular hours of work.

18.03 The Hospital shall notify the employee when an annual increment is not granted. Such notice shall contain the Hospital's reason for not granting the merit increase.

18.04 Where an employee is not granted a pay increment because of an omission or error the employee may be granted the increase retroactive to his anniversary date for such increment.

18.05 Where an employee is not granted a pay increment and the reason for not granting the increment is remedied or ceases to exist within three months following his anniversary date, a pay increment may be granted to the employee on the first day of the month which is three months following his anniversary date.

18.06 Where a pay increment is granted to an employee under Article 18.05, the employee's anniversary date shall not change.

18.07 The pay increment date of an employee shall be his anniversary date of hire.

18.08 For the purpose of providing an incremental increase, the pay increment date shall be moved to the first day of the pay period in which the pay increment date falls.

18.09 In the case of leave of absence without pay, the pay increment date shall be adjusted in accordance with Article 22.02.

18.10 The pay increment date as determined in accordance with other clauses of this Agreement shall not change by reason only of the employee's promotion.

**ARTICLE 19 - ANNIVERSARY DATE**

19.01 The anniversary date of an employee who commences work prior to or on the fifteenth day of the month shall be the first working day of that month.

19.02 The anniversary date of an employee who commences work later than the fifteenth day of the month shall be the first of the month next following the month in which he was employed.

## ARTICLE 20 - TEMPORARY ASSIGNMENTS

20.01 Extra pay for temporary assignment to a position of a higher classification shall apply to eligible employees who assume the major portion of the duties of the higher rated position for a period in excess of five (5) consecutive working days, such pay to be retroactive to the first day of assignment.

20.02 Where a position is temporarily vacant, the Hospital shall not assign more than one (1) employee for the sole purpose of avoiding payment of temporary assignment pay.

20.03 Eligible employees shall be paid that step in the pay scale of the higher classification which will provide a minimum of five percent (5%) increase, but in no case will it exceed ten percent (10%) or the maximum for the position to which they are temporarily assigned.

20.04 An employee required to fill temporarily a classification for which is paid a lower rate than that paid for such employee's regular work shall not receive any reduction in pay by reason thereof, provided that work was available during the same period at the employee's regular occupation.

20.05 Employees whose classification normally requires them to relieve for their superiors during any leave of absence shall be paid temporary assignment pay after ten (10) consecutive working days in the higher rated position.

20.06 Except by mutual agreement, an employee shall not be required to fill a vacant position in an acting capacity for a continuous period in excess of six (6) continuous months.

20.07 (a) Temporary assignments initiated by the establishment of a pilot or research project shall be filled in accordance with Articles 49.01 and 49.03.

(b) When a temporary assignment occurs within the bargaining unit and is known in advance to be for a period in excess of six (6) months, it shall be filled in accordance with Article 49.01, 49.02, and 49.03. If the assignment is for a period six (6) months or less the Hospital shall have the right to make the appointment. Vacancies resulting from the initial posting are not required to be posted.

(c) Upon completion of the temporary assignment, the employee shall return to his/her former position. Such employee who holds a regular position may not apply for another temporary assignment within the employee's classification for a period of three (3) months following his/her return to his/her former position.

(d) During the first six (6) months of a temporary assignment of anticipated duration of at least one (1) year, a casual or temporary employee may not apply for another temporary assignment within the same classification unless the application involves a change in employment status.

## ARTICLE 21 - POSITION CLASSIFICATION

21.01 It is the right of the Employer to determine and establish position classifications and/or reclassifications.

21.02 The Employer agrees to provide the Union with job specifications for classifications listed in Schedule "A" as they are created and revised.

21.03 When any classification not covered in schedule "A" is established, or the job specifications for classifications covered in schedule "A" are revised during the term of this agreement, the rate of pay shall be subject to negotiation between the Employer and the Union.

21.04 (a) Where the Union and/or an employee feels that the employee has been unfairly or incorrectly classified, the employee and/or the Union may submit the matter for review to the Chief Executive Officer or delegate. The Chief Executive Officer or delegate shall forward the matter to the Provincial Hospital Classification Committee for review, which shall make a finding within four (4) months of the date of the original request for review. If the Union and/or the

employee is not satisfied with the determination, the dispute shall be settled as provided in the *Public Service Labour Relations Act*.

(b) Any dispute arising out of clause 21.04 (a) shall be referred to a board consisting of three (3) persons, one (1) representing the Union and one (1) representing the Employer. Such person shall not be employed in the Hospital involved in such dispute. The two (2) nominees shall within five (5) days of the appointment of the second of them nominate a third person to be Chairman of the Board, failing which the Chairman shall then be appointed from the Adjudicators' list by the Chairman of the Labour and Employment Board.

The Board so constituted shall be limited to deciding the issue of the proper classification for the aggrieved employee. The decision of the majority shall be the decision of the Board. If there is no majority then the decision of the Chairman shall be the decision of the Board.

The parties agree to abide by the decision of the Board which will be final and binding on both parties. The parties further agree to share equally the costs and fees of the Chairman. The parties shall pay the fees and costs of the respective nominees.

## **ARTICLE 22 - SENIORITY**

22.01 When an employee completes the probationary period, his/her seniority shall accumulate from the date of attaining employee status.

22.02 (a) When an employee has been granted leave of absence without pay the seniority of such employee shall be retained but seniority and any benefits measured by the length of service shall not accumulate during such leave of absence.

(b) An employee who is granted maternity leave shall not lose her seniority and shall accumulate seniority up to a maximum of seventeen (17) weeks on the basis of what her normal regular hours would have been.

(c) An employee who is granted child care leave shall not lose her seniority and shall accumulate seniority up to a maximum of thirty-five (35) weeks on the basis of what her normal regular hours would have been.

22.03 Seniority shall be forfeited by an employee for any of the following reasons:

(a) the employee voluntarily leaves the service of the hospital;

(b) the employee is discharged for just cause;

(c) the employee is suspended for just cause, in which event the loss of seniority shall be for the period of suspension;

(d) the employee is laid off for a period of twelve (12) months or more;

(e) the employee accepts a position outside the bargaining unit.

## **ARTICLE 23 - PROBATIONARY PERIOD**

23.01 Every employee shall undergo a probationary period of six (6) months upon attaining employee status.

23.02 At any time during the probationary period the Chief Executive Officer or delegate may give notice to the employee that he intends to reject the employee at the end of such notice period as may be established by the Chief Executive Officer or delegate. Such notice of rejection is not considered to be a matter for grievance.

23.03 During their probationary period, employees shall benefit from all of the provisions of this Collective Agreement with the exception of the grievance and adjudication procedures in the case of termination of employment.

## **ARTICLE 24 - SENIORITY LIST**

24.01 The Hospital shall prepare a list of employees and make this list available to the employees in the bargaining unit and forward a copy to the Union on or before April 1st of each year.

24.02 The list of employees shall include the classification, the commencement date and the number of regular hours worked of each employee.

24.03 An employee may accumulate a maximum of 1957.5 hours in any one (1) year. Hours paid at the overtime rate are not to be included in the calculation of seniority hours.

## **ARTICLE 25 - LAYOFF AND RECALL**

25.01 Subject to the right of a Hospital to retain employees with the necessary qualifications, skills and ability for the safe operation of the Hospital, layoff shall be in reverse order of seniority within their classification.

25.02 Except in cases of emergency, layoffs due to lack of work will only take place after the employees affected and the Union have been given a minimum of forty-five (45) calendar days notice of such layoff. Where less than forty-five (45) calendar days notice is given, the employees shall be paid for any days he/she would have been scheduled to work during such forty-five (45) day period.

25.03 Notwithstanding 25.02, in the event of a proposed layoff, the Union and Hospital shall meet and determine the appropriate manner of effecting this layoff, including who is to be laid off, at which facility the layoff will occur, what displacements, if any, will occur and what recall rights the affected employee(s) may have. No layoff shall be effected prior to the completion of this process.

25.04 An employee who is subject to layoff shall have the right to either:

- (a) accept the layoff, or
- (b) displace the least senior employee within the same classification in the region, or
- (c) displace the least senior employee in the lower classification within the facility or in the region.

Notwithstanding (b) and (c) above, an employee can only displace another employee with less seniority.

For the application of this Article the term "region" shall be the eight (8) regions as identified in schedule A of the *Public Service Labour Relations Act* prior to September 2008 as per Letter of Agreement.

25.05 A layoff will be a termination of employment and recall rights will lapse if the layoff lasts more than twelve (12) consecutive months without re-employment.

25.06 (a) No new employee is to be hired until all employees on layoff have been offered a first refusal of the position or positions vacant.

(b) Employees shall be recalled in order of seniority for any vacant positions for which they are qualified.

(c) A laid off full time employee may be recalled to a part time position without loss of recall rights for the twelve (12) month recall period.

(d) A laid off part-time employee may be recalled to a part-time position. A laid off part time employee can only access a full time position through the posting process under Article 49.01.



- (e) No employee shall be recalled to a position of higher classification.

## **ARTICLE 26 - RESIGNATIONS**

26.01 Employees who intend to resign shall give the Hospital a minimum of thirty (30) calendar days notice in writing.

26.02 For those employees leaving the New Brunswick Public Service, failure of the employee to respect the terms of the notice period under Article 26.01 or to work any scheduled work day during the notice period will result in forfeiture of one (1) day's pay for each day not worked from monies owing to the employee. The application of this Article will be waived for any reason deemed justifiable by the Hospital.

## **ARTICLE 27 - VACATIONS**

27.01 Every employee who, on the final day of the vacation year, has seniority of:

- (a) Less than 1957.5 hours shall be entitled to vacation with pay at her regular rate calculated on the basis of one and one-quarter (1¼) days per month of continuous service completed to the final day of the vacation year;

- (b) 1957.5 hours but less than 9787.5 hours shall be entitled to vacation with pay at her regular rate for a period of fifteen (15) days;

- (c) 9787.5 hours but less than 31,320 hours shall be entitled to vacation with pay at her regular rate for a period of twenty (20) days;

- (d) 31,320 hours but less than 33,277.5 hours shall be entitled to vacation with pay at her regular rate for a period of twenty-one (21) days;

- (e) 33,277.5 hours but less than 35,235 hours shall be entitled to vacation with pay at her regular rate for a period of twenty-two (22) days;

- (f) 35,235 hours but less than 37,192.5 hours shall be entitled to vacation with pay at her regular rate for a period of twenty-three (23) days;

- (g) 37,192.5 hours but less than 39,150 hours shall be entitled to vacation with pay at her regular rate for a period of twenty-four (24) days;

- (h) 39,150 hours or more shall be entitled to vacation with pay at her regular rate for a period of twenty-five (25) days.

27.02 The Hospital shall establish the vacation year and post the dates on the bulletin board for the information of the employees.

27.03 Vacation credits earned in accordance with Clause 27.01 shall be taken in the following vacation year unless otherwise mutually agreed.

27.04 An employee whose employment is terminated for any reason shall be paid with his final pay an amount of money equivalent to any vacation which may have accrued to his benefit in accordance with Article 27.01 above, unless the employee exercises his rights in accordance with Article 48.01(e).

27.05 Vacations shall not be cumulative from year to year provided that vacation entitlement may be carried over to a subsequent year at the sole discretion of the Employer. An employee who wishes to carry his vacation entitlement forward shall request the Employer's permission to do so, in writing, prior to the expiry of the year in which the employee ordinarily would take the vacation sought to be carried forward.

27.06 Where a continuous period of absence from work on leave of absence without pay or suspension from duty, not in violation of Article 13 exceeds one-half the number of working days in any month, no vacation credits shall accumulate for that month, but the employee shall retain any vacation credits accumulated prior to such leave or suspension from duty.

27.07 Employees shall be given their choice of vacation periods according to their seniority provided that the Hospital reserves the right to schedule the vacation period for each employee consistent with the efficient operation of the service. Employees shall notify the Hospital in writing, prior to April 15th, of their choice of vacation dates. Approved vacation lists shall be posted, no later than May 1st. Where application for vacation is made after this deadline, it shall be considered on a first come, first served basis. The Hospital will have fourteen (14) calendar days in which to respond to these requests.

27.08 If one of the holidays referred to in Article 28.01 falls or is observed on a regular working day during an employee's vacation he shall be granted an additional day's vacation.

27.09 Where an employee becomes hospitalized or confined to home on a Doctor's orders for a period exceeding five (5) days, while on annual vacation, the employee shall be granted sick leave for the period of time that he is ill, including the five days, rather than lose a portion of his vacation. In such cases where sick leave is claimed, proof of illness must be submitted to the Employer upon the employee's return and the Employer is notified at the time of the illness that sick leave will be claimed.

27.10 Once scheduled, the employee's vacation shall not be changed unless mutually agreed.

#### **ARTICLE 28 - HOLIDAYS**

28.01 All employees shall receive one day paid leave for each of the following holidays each year:

- (a) New Year's Day;
- (b) Good Friday;
- (c) Easter Monday;
- (d) The day fixed by proclamation of the Governor-General in Council for the celebration of the birthday of the Sovereign;
- (e) Canada Day;
- (f) New Brunswick Day;
- (g) Labour Day;
- (h) The day fixed by proclamation of the Governor-General in Council as a general day of Thanksgiving;
- (i) Remembrance Day;
- (j) Christmas Day;
- (k) Boxing Day;
- (l) All other days proclaimed as holidays by the Governor-General of Canada or the Lieutenant-Governor of the Province of New Brunswick.

28.02 Clause 28.01 of this Article shall not apply to an employee during any period that an employee is on a leave of absence without pay for more than thirty (30) consecutive days, absent without leave, receiving benefits under the *Workers' Compensation Act*, or under suspension.

28.03 (a) Where the Employer requires an employee to work on a regular shift on a holiday, the employee shall be compensated by payment for the hours of work performed at a rate equal to the overtime rate and the employee shall have his holiday rescheduled on a mutually acceptable date.

(b) Any work performed on December 25th shall be compensated at the sole discretion of the employee, either by:

- (i) two (2) times the employee's regular rate of pay and the holiday rescheduled, or

- (ii) the employee's hourly rate for the hours worked on the holiday plus the number of hours worked at the regular rate be taken as time off with pay at a later date and the holiday rescheduled.

28.04 Where an employee is required to work on a holiday when he is not scheduled to work, he shall be compensated for the hours worked at a rate equal to the overtime rate in addition to his regular pay for the day and shall be granted another day off with pay in lieu of the holiday.

28.05 Where an employee is not scheduled to work on a holiday but is required to remain on standby on that day, he shall be compensated:

- (a) in accordance with Clause 15.02; and
- (b) at a rate equal to the overtime rate for the hours worked while on standby duty.

In addition to (a) and (b) above, the employee shall receive his regular pay for the holiday, and shall be granted another day off with pay in lieu of the holiday.

28.06 Where a holiday falls on an employee's regular or scheduled day off, the employee shall be granted another day in lieu thereof and such day shall be taken within sixty (60) days unless otherwise mutually agreed.

28.07 Where, under 28.03, 28.04, 28.05 and 28.06, a day off in lieu cannot be granted at a mutually accepted date within sixty (60) days of the holiday, the employee shall be paid one day's pay at the employee's regular rate of pay in lieu of the day off.

## **ARTICLE 29 - SICK LEAVE**

29.01 Sick Leave credits are accumulated as an insurance against financial hardship when the employee is unable to perform his/her duties because of his/her illness or non-work related injury. Each employee in the Bargaining Unit shall accumulate sick leave credits at the rate of one and-one-half days per month for each calendar month of continuous employment up to a maximum credit of two hundred and forty (240) days.

29.02 An employee appointed on the first working day of the month shall be eligible to accumulate sick leave credits from that date.

29.03 An employee appointed on any date other than the first working day of the month shall be eligible to accumulate sick leave credits from the first day of the month following the date of his appointment.

29.04 Where a continuous period of absence from work on leave of absence without pay or suspension from duty not in violation of Article 13 exceeds one-half the number of working days in any month, no sick leave credits shall accumulate for that month, but the employee shall retain any sick leave credits prior to such leave or suspension from duty.

29.05 Where the continuous period of absence begins in one month and extends into the following month, sick leave credits shall not accumulate for each thirty (30) day period of the absence.

29.06 For the purpose of computing sick leave accumulation, the following shall be counted as working days:

- (a) days on which the employee is on vacation;
- (b) days on which the employee is on leave of absence with pay pursuant to the terms of this Agreement; and
- (c) days on which the employee is absent from work while receiving Workers' Compensation benefits to a maximum of twelve (12) months.

29.07 An employee shall be granted sick leave with pay when he is unable to perform his duties because of illness or non-work related injury provided that:

- (a) such absences are reported as soon as possible to his immediate supervisor;
- (b) he satisfies the Hospital of this condition; and
- (c) he has the necessary accumulated sick leave credits.

29.08 Where an employee is absent for all or part of his/her shift because of his/her illness, deduction from sick leave credits shall be made in accordance with the number of hours absent.

29.09 (a) An employee who has seniority of two (2) years or greater, and who has used up his sick leave credits, may be granted advanced sick leave without loss of pay for a period up to fifteen days. The advanced sick leave credits shall be paid back at the rate of one half (1/2) day per month of credits earned upon return to employment.

(b) An employee will not be permitted to borrow sick leave credits until all previously borrowed credits have been repaid in accordance with this article.

29.10 (a) Where the employment of an employee who has been granted advanced sick leave in accordance with 29.09 is terminated for any reason, the employee shall compensate the Hospital for any such leave granted to him which has not been paid back in accordance with this Article calculated at the employee's hourly rate at the time he ceased to be an employee.

(b) The parties agree that failure to comply with 29.10 (a) above will entitle the Hospital to withhold any wages or other monetary benefits, including retirement allowance, in an amount sufficient to reimburse the Hospital the amount owing.

29.11 Every effort shall be made to schedule medical and dental appointments outside the hours of work. When this is not possible, actual time absent from work in excess of two (2) hours shall be deducted from sick leave.

29.12 Abuse of sick leave may result in disciplinary action.

### **ARTICLE 30 - MATERNITY LEAVE**

30.01 No later than fifteen (15) weeks prior to the anticipated date of delivery, an employee shall forward to the Hospital a written request for maternity leave. This leave may commence prior to the anticipated date of delivery but shall commence no later than the date of delivery.

30.02 Where an employee submits a medical certificate to the Hospital stating that her health so requires, sick leave in accordance with the provisions of Article 29 shall be granted prior to commencement of the employee's requested maternity leave under 30.01.

30.03 The Hospital may direct an employee who is pregnant to proceed on maternity leave at any time, where, in its opinion, the interest of the institution so requires.

30.04 Maternity leave shall not exceed seventeen (17) weeks. An employee returning to work from maternity leave shall be reinstated to her previously held position.

30.05 The total number of weeks an employee is eligible for maternity leave may be advanced, delayed, shortened or lengthened by mutual agreement between the Hospital and the employee.

30.06 While on maternity leave, the employee may, if permissible under the relevant benefit plan, continue participation. When the employee requests to continue contributions to the benefit plans, the Employer shall also

continue the required contributions during the period of the maternity leave to a maximum of seventeen (17) weeks provided the employee submits post-dated cheques for her share of the premiums for the entire period prior to commencing maternity leave.

30.07 (a) On the occasion of the birth of his child, a male employee shall be granted on request special leave with pay to a maximum of two (2) days. Such leave is to be taken within a reasonable period of time surrounding the arrival of the child.

(b) On the occasion of the adoption of a child, an employee who is not taking child care leave shall be granted, on request, special leave with pay to a maximum of two (2) days. Such leave is to be taken within a reasonable period of time surrounding the placement of the child.

While on maternity leave, the employee may, if permissible under the relevant plan, continue contributions, including that of the Hospital, during the period of such leave.

#### 30.08 Supplementary Unemployment Benefit Plan

(a) This plan is conditional upon the approval and continued approval of the Federal Government.

(b) After completion of one (1) year continuous employment, an employee who agrees to return to work for a period of at least six (6) months and who provides the Hospital with proof that she has applied for and is eligible to receive Employment Insurance benefits pursuant to the *Employment Insurance Act*, shall be eligible to be paid a maternity leave allowance in accordance with the Supplementary Employment Benefit Plan for a period not to exceed seventeen (17) continuous weeks, inclusive of the two (2) week waiting period for Employment Insurance benefits.

(c) In respect of the period of maternity leave payments made according to the Supplementary Unemployment Benefit Plan will consist of payments equal to the difference between the unemployment insurance benefits the employee is eligible to receive and seventy five percent (75%) of her regular rate of pay at the time maternity leave commences, less any other monies received during the period which may result in a decrease in unemployment insurance benefits to which the employee would have been eligible if no extra monies had been received during this period.

(d) Regular rate of pay shall mean the rate of pay the employee was receiving at the time maternity leave commences, but does not include retroactive adjustment of rate of pay, temporary assignment, shift premium, overtime, or any other form of supplementary compensation.

(e) An applicant under Article (b) and (c) above shall return to work and remain in the Employer's employ for a period of at least six (6) months after her return to work.

Should the employee fail to return to work and remain at work for a period of six (6) months the employee shall reimburse the Employer for the amount received as maternity leave allowance on a prorata basis.

(f) An employee who is absent from work and is receiving Workers' Compensation Benefits is not entitled to any benefits under this article.

#### 30.09 Child Care Leave

(a) An employee who is a natural or adoptive parent shall be granted upon request in writing child care leave without pay for a period of up to thirty-five (35) weeks. The leave may be shared by the parents or taken wholly by one (1) parent.

(b) Such leave shall commence at a mutually agreed time no earlier than the date on which the newborn or adoptive child comes into the employee's care and shall end no later than fifty-two (52) weeks after this date.

(c) Such leave shall be requested a minimum of six (6) weeks prior to the commencement of such leave in the case of natural parents and as soon as possible prior to the commencement of such leave in the case of adoptive parents.

(d) An employee returning to work from child care leave shall be reinstated to his/her previously held position and shall receive a rate of pay that is equivalent to or greater than the rate of pay he/she was receiving immediately prior to departure on child care leave.

(e) The total number of weeks an employee is eligible for child care leave may be shortened or lengthened by mutual agreement between the Employer and the employee.

(f) During the period of child care leave of up to thirty-five (35) weeks only as specified in Clause 30.09 (a) hereto:

(i) an employee continues to earn seniority;

(ii) an employee maintains but does not accrue sick leave or vacation leave benefits during the child care leave.

(g) An employee granted child care leave pursuant to Article 30.09 (a) above may where permissible under the relevant benefit plans continue contributions including those of the Hospital during such leave.

30.10 The total number of weeks an employee may be away from the workplace under the provisions of this Article shall not exceed fifty-two (52) weeks.

#### **ARTICLE 31 - EDUCATIONAL LEAVE**

31.01 (a) Employees shall be granted leave with pay and be reimbursed for reasonable travel expenses by the Hospital for the purpose of attending refresher courses or professional seminars where the Hospital requests the employee's participation.

(b) Employees authorized to attend such courses or seminars at their own request may be granted leave with or without pay and may be reimbursed for reasonable expenses at the discretion of the Hospital. Where the credits of such courses or seminars are required to maintain registration or eligibility for registration, leave with pay shall be granted. Such leave shall be granted to temporary employees with or without pay at the discretion of the Hospital.

(c) Education Leave shall be apportioned as equitably as possible.

#### **ARTICLE 32 - CONFERENCE ASSIGNMENT**

32.01 Where an employee requests permission to attend a conference or seminar and the Chief Executive Officer or delegate grants permission to the employee to attend a conference or seminar the Chief Executive Officer or delegate shall determine prior to the conference or seminar what payments will be made to the employee for his expenses.

32.02 An employee on conference assignment shall not lose seniority while on approved conference assignment.

#### **ARTICLE 33 - EMERGENCY LEAVE**

33.01 The employee shall have the right to apply for leave of absence with pay:

(a) to accompany a child or spouse in a medical emergency, or to be with a member of the immediate family in the crisis of a serious illness;

(b) where circumstances not directly attributable to the employee prevent his reporting for duty; and

(c) for any similar reason deemed appropriate by the Employer.

Such leave shall not be unreasonably requested or withheld.

#### **ARTICLE 34 - MISCELLANEOUS LEAVE**

##### **34.01 Storm Leave**

Any employee, who, having made every reasonable effort to report for duty during the course of a storm, has been prevented from doing so because of the condition of public streets or highways, shall be given the opportunity at a mutually agreed time to replace that portion of the day for which the employee was prevented from reporting for duty by:

- (a) working at the start or the end of his/her regular shift, or
- (b) use of accumulated statutory holiday, accumulated overtime or accumulated vacation or working on one (1) of his/her days off or statutory holidays if staffing patterns permit.

This benefit does not apply to casual employees.

##### **34.02 Miscellaneous**

The Employer may at his discretion, and upon such terms as he deems advisable, grant leaves of absence with or without pay to an employee.

##### **34.03 Family Responsibility Leave**

Employees shall have the right to apply for twenty-two and one-half hours (22.5) leave with pay per calendar year for family responsibility leave. For each instance of leave, the number of hours deducted from the annual total hours shall be the duration of the leave but no fewer than two (2) hours. Such leave will not be unreasonably requested or denied.

##### **34.04 Compassionate Care Leave**

Employees in the bargaining unit shall have the right to apply for Compassionate Care Leave without pay subject to the provisions of the New Brunswick *Employment Standards Act* as amended from time to time.

#### **ARTICLE 35 - BEREAVEMENT LEAVE**

35.01 (a) Employees shall be granted up to five (5) consecutive calendar days leave of absence without loss of salary to attend the funeral or to attend to funeral arrangements of a brother, sister, spouse, common-law spouse, son, daughter, mother, father, a person acting in loco parentis, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law.

(b) Where the burial occurs outside the province, such leave shall include, as well, reasonable travelling time, the latter not to exceed two (2) working days.

(c) Additional compassionate leave of absence with pay, requested for the purpose of attending a funeral at a distance, shall be considered by the Hospital.

(d) Other requested compassionate leave of absence with pay shall be subject to consideration by the Hospital.

(e) If the funeral and/or burial is not held within the bereavement leave provided in (a), (b), or (c) of this Article, the employee may request in writing to use the final day of bereavement leave at a later date to attend the funeral and/or burial.

35.02 An employee shall be granted bereavement leave in the event of the death of the employee's ex-spouse, niece, nephew, aunt or uncle without loss of pay for one working day in order to attend the funeral provided that such employee attends the funeral.

35.03 An employee who, while on vacation, suffers a loss, which normally would entitle the employee to bereavement leave, shall be entitled to substitute bereavement leave in place of vacation in the same manner as if the employee had been at work.

#### **ARTICLE 36 - PALLBEARER LEAVE**

36.01 One-half day's leave may be granted to attend a funeral as a pallbearer. An additional one-half day's leave may be granted for travelling time.

#### **ARTICLE 37 - COURT LEAVE**

37.01 The Employer (Hospital) shall grant leave with pay 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, or
- (b) to attend as a witness in any proceeding held:
  - (i) in or under the authority of a court of justice;
  - (ii) before a court, judge, or coroner;
  - (iii) before a legislative assembly or house of assembly, or any committee thereof that is authorized by law to compel the attendance of witnesses before it; or
  - (iv) 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.

37.02 Any employee who receives fees for court attendance, pursuant to this article, shall turn such fees over to the Employer (Hospital).

37.03 Notwithstanding Article 37.01(b), an employee who is required to attend court or any similar proceedings initiated by him or herself or with respect to attending court or proceedings not associated with the employee's employment and to which the employee is made a party, shall not be entitled to leave with pay.

#### **ARTICLE 38 - TIME OFF FOR UNION BUSINESS**

38.01 Contract Negotiation Meetings

The Employer will grant leave with pay to an employee for the purpose of attending contract negotiation meetings.

38.02 Preparatory Contract Negotiation Meetings

Where operational requirements permit, the Employer will grant leave with pay to a reasonable number of employees to attend preparatory contract negotiations meetings.

38.03 Meetings between Union and Management

Where operational requirements permit, the Employer will grant time off with pay to a reasonable number of employees who are meeting with management in joint consultation.



38.04 Union Executive Council Meetings, Annual General Meetings and Conventions

Where operational requirements permit, the Employer will grant leave with pay to a reasonable number of employees to attend Union Executive Meetings, Annual General Meetings and Conventions.

38.05 Union President

Leave of absence without pay for up to two (2) years shall be granted to a member of the NBUPPE elected or appointed to a full-time position with the Union or any body with which the Union is affiliated. Such leave, upon application to the Employer, may be extended for two (2) further two (2) year periods. Such leave shall be subject to the following conditions:

- (i) At least sixty (60) days notice of intention to return to work shall be given to the Hospital.
- (ii) If the employee returns to work within two (2) years plus one (1) month of granting the leave of absence, then the employee shall be returned to their previously held position.
- (iii) If the employee returns to work following an absence of greater than two (2) years plus one (1) month, the employee shall be returned to the same employment status and same classification within the facility, if available. If a position is not available in the facility, they shall be placed in a comparable position in the Hospital.
- (iv) Any period of orientation or re-training required to re-integrate the employee in accordance with 38.05 (ii) and (iii) above, will be paid by the Hospital and the Union will reimburse the Hospital.
- (v) During the period of leave the employee may, if permissible under the relevant plan, continue their contributions and, as well, pay those of the Hospital.
- (vi) The employee's seniority shall continue to accrue.

38.06 In the case of leaves with pay pursuant to Articles 38.01, 38.02 and 38.04, the Hospital will maintain the salary and benefits of the employee and invoice the Union for reimbursement.

**ARTICLE 39 - SAFETY AND HEALTH**

39.01 The Hospital shall continue to make reasonable provisions for the safety and health of its employees during their hours of employment pursuant to the terms of the *Occupational Health & Safety Act* as amended from time to time.

Protective devices and other equipment deemed necessary to protect employees properly from injury shall be supplied by the Hospital.

It is mutually agreed that both the Hospital and Union shall cooperate to the fullest extent possible towards the prevention of accidents, and in reasonable promotion of safety and health.

**ARTICLE 40 - GROUP LIFE AND LONG TERM DISABILITY INSURANCE**

40.01 The Hospital agrees to deduct insurance premiums from the salary of any employee in the Bargaining Unit who authorizes the Hospital in writing to make such deductions and shall remit the deducted premiums to the Bargaining Agent at the request of the employee.

40.02 The Employer shall make available to eligible employees the Province of New Brunswick long term disability plan. Eligibility shall be governed by the rules of the plan. Premiums will be paid by the employee through payroll deduction upon authorization from the employee to deduct the same.

## **ARTICLE 41 - BLUE CROSS/BLUE SHIELD**

41.01 The Hospital agrees to provide to employees registered in the New Brunswick Hospital Medical Plan, semi-private or better accommodation without differential charges. Similar courtesy will be extended to adult dependents of employees. (Such facilities are not available to children on the Pediatric Floor, nor to infants in the Nursery.) These courtesy offers are restricted to available privileges of the hospital, and do not include:

- (a) fees to physicians or surgeons; and
- (b) provision of drugs or laboratory tests which are not included in insured services.

41.02 The Hospital shall pay seventy-five (75%) percent of the cost of premiums for Blue Cross TD129 and fifty (50%) percent of the basic Dental Plan for all Full-time and eligible Part-time and Temporary employees and their dependents. This provision shall apply to employees who agree to pay the other twenty-five (25%) or fifty (50%) percent of the premiums and who have completed the probationary period. This will be implemented as soon as possible following the signing of the collective agreement.

41.03 The Hospital shall deduct the cost of premiums of the plan when so authorized by the employee.

## **ARTICLE 42 - INJURED ON DUTY**

42.01 All of the employees in the Unit shall be covered by the provisions of the *Workers' Compensation Act* of the Province of New Brunswick.

42.02 The absence of an employee who is receiving compensation benefits under the *Workers' Compensation Act* shall not be charged against the employee's sick leave credits or vacation credits.

42.03 Employees who are receiving compensation benefits shall earn vacation credits in accordance with this collective agreement to a maximum of one (1) year's accumulation.

42.04 An employee shall retain and continue to accumulate seniority while receiving weekly compensation benefits under the *Workers' Compensation Act*.

## **ARTICLE 43 - RETIREMENT**

43.01 The normal retirement age shall be sixty-five (65) years of age. However, employees who wish to remain at work past sixty-five (65) shall be permitted to extend employment on a yearly basis.

43.02 Authority for granting yearly extensions rests with the Hospital.

43.03 An employee shall be granted the right to an early retirement in accordance with the provisions of the Shared Risk Plan for Certain Bargaining Employees of New Brunswick or any other applicable existing plan.

43.04 An employee may apply for the Phased Retirement Program in accordance with the provisions of the Shared Risk Plan for Certain Bargaining Employees of New Brunswick Hospitals.

## **ARTICLE 44 - RETIREMENT ALLOWANCE**

44.01 (a) Subject to the limitations in 44.01(c)(d) and 44.02 below, when an employee with a continuous service date falling before March 31, 2019 and having continuous service of five (5) years or more retires or has his employment terminated due to disability, death or age, the Hospital shall pay such an employee or beneficiary a retirement allowance equal to five (5) days' pay for each full year of continuous service, but not exceeding one hundred and twenty-five (125) days' pay, at the employee's regular rate of pay.

(b) Such allowance shall be prorated with respect to part-time employees.

(c) Part-time employees will be paid their retirement allowance at their current step in the wage schedule at the rates in Schedule "A".

(d) An employee who "retires" is one who:

(i) retires at age sixty(60) (or later) or

(ii) who is granted under the Public Service Shared Risk Plan or the Pension Plan for Certain Bargaining Employees

- an annual allowance (an actuarially reduced pension); or

- an immediate pension

(e) Where an employee with a continuous service date falling before March 31, 2019 retires due to disability, death, or age, the retirement allowance shall be a lump sum payment payable forthwith to the employee, his beneficiary, or estate as the case may be.

(f) The retirement allowance will be discontinued effective March 31, 2019 as follows:

(a) Employees with a continuous service date falling on or after March 31, 2019 are not eligible for a retirement allowance.

(b) Employees with a continuous service date falling before March 31, 2019 shall retain the full years of continuous service accumulated up to March 31, 2019 for the purpose of calculating the retirement allowance. These employees will not accumulate further service credits beyond March 31, 2019 for the purpose of calculating the retirement allowance.

(g) For purposes of this article, "continuous service" shall mean an employee's seniority plus any hours credited under Articles 47.01(c) or 48.01(c).

#### 44.02 Payment of Retirement Allowance

(a) Any employee with a continuous service date falling before March 31, 2019 and who therefore remains eligible for a retirement allowance may select one of the following two options for the payment of their retirement allowance earned up to March 31, 2019:

(i) an immediate single lump sum payment based on the employee's full years of continuous service and regular rate of pay on March 31, 2019; or;

(ii) a single lump sum payment deferred to the time of the employee's retirement based on the employee's full years of continuous service on March 31, 2019 and regular rate of pay at the time of retirement. The lump sum payment shall be made no later than twenty-four (24) months following the date of retirement.

(b) The immediate lump sum payment option in (a) (i) is also available to employees with a continuous service falling before March 31, 2019 and who have not yet accumulated five years or more of continuous service.

(c) An employee who selects an immediate lump sum payment under (a) (i) will not be eligible for any further retirement allowance payment at their retirement

(d) To assist the employees in making their payment selection, the Employer will advise eligible employees of their full years of continuous service for the purpose of calculating the retirement allowance no later than three (3) months after the date of signing of the collective agreement. The Employer will also advise eligible

employees of their full years of continuous service for the purpose of calculating the retirement allowance not less than thirty (30) calendar days and not more than ninety (90) calendar days prior to the expiration of this collective agreement.

(e) Employees will have until June 30, 2019 to advise the Employer that they select an immediate payment of their retirement allowance. Where an employee has not advised the Employer of their selection of an immediate payment by June 30, 2019, she will be deemed to have deferred their payment until retirement.

(f) Notwithstanding that the retirement allowance will be discontinued effective March 31, 2019, an employee with a continuous service date falling before March 31, 2019 may voluntarily choose to discontinue his retirement allowance early and receive his single lump sum payment at any point between the date of signing of the collective agreement and March 31, 2019 as follows:

(i) The employee will notify the Employer in writing of his decision to discontinue his retirement allowance early and confirm his selected effective date for the discontinuance:

(ii) The single lump sum payment will be based on the employee's full years of continuous service and rate of pay on the effective date the employee has selected:

(iii) An employee who selects an early lump sum payment will not be eligible for any further retirement allowance payment at their retirement.

(g) For purposes of this article, "continuous service" shall mean an employee's seniority plus any hours credited under Articles 47.01(c) or 48.01(c).

44.03 When an employee has a permanent disability and requests to retire, or when the Hospital requires an employee to retire due to a permanent disability, and in the absence of mutual agreement a Board of Doctors whose decision shall be final and binding on the parties to this Agreement, shall be composed as follows: one doctor appointed by the Union, one doctor appointed by the Hospital and one doctor selected by the two so appointed, who shall be the Chairman. If the decision of the Board is that the employee has a permanent disability, the said employee shall receive pay for any accumulative severance leave entitled to under this Article if the employee did not select an immediate lump sum payment in accordance with Article 44.02 (a) (i).

The expenses of this Board shall be paid for in the same manner as if it were an Adjudication Board. If the permanent disability of an employee has been established under the *Workers' Compensation Act* or the *Canada Pension Act*, a further Board decision under this Article shall not be required.

#### 44.04 Layoff Allowance

(a) The accumulation of service for the purpose of calculating a lay-off allowance shall continue after March 31, 2019 for all employees.

(b) When an employee having continuous service of five (5) years or more is laid off, the Employer shall pay such an employee a layoff allowance equal to five (5) days' pay for each full year of continuous service but not exceeding one hundred and twenty-five (125) days' pay at the employee's regular rate of pay. Such allowance for part-time employees will be pro-rated on the basis of time worked in relation to the hours normally worked by a full-time employee.

(c) Where an employee is laid off, the layoff allowance shall be paid in a lump sum twelve (12) months after the date he was laid off, to the employee, his beneficiary, or estate as the case may be.

## **ARTICLE 45 - PENSIONS**

45.01 Any pension plan in effect on the signing date of this Agreement shall continue to apply during the term of this Agreement.

45.02 Part-time employees are required to participate in the Shared Risk Plan for Certain Bargaining Employees.

## **ARTICLE 46 - TRAVEL REGULATIONS**

46.01 The New Brunswick Travel Regulations, as amended, from time to time shall apply to the employees in the Bargaining Unit.

46.02 Employees, who as part of their duties, are required to travel between facilities or around a designated territory, shall have one building in which they perform regular duties designated as their base work location.

## **ARTICLE 47 - TRANSFER OF BENEFITS**

47.01 Upon leaving the Unit to become employed in another Part of the Public Service, or entering the Unit immediately following employment in another Part of the Public Service,

- (a) an employee is entitled to transfer unused sick leave credits up to a maximum of 240 days credit,
- (b) an employee is entitled to transfer unused vacation leave credits or to take cash in lieu, at the employee's option,
- (c) an employee is entitled to include the number of years continuous employment in the Public Service for purposes of calculating vacation leave and retirement allowance entitlements,

## **ARTICLE 48 - PORTABILITY**

48.01 An employee who accepts employment in a Hospital listed in Part III, First Schedule of the Public Service Labour Relations Act within sixty (60) calendar days of the resignation date from another Hospital listed in Part III of such Act shall be deemed to have been on leave of absence without pay for this period. Such employees shall retain portability respecting:

- (a) accumulated sick leave;
- (b) pension plan in accordance with the provisions of the Shared Risk Plan for Certain Bargaining Employees (CBE) of New Brunswick Hospitals;
- (c) retirement allowance;
- (d) group life insurance where applicable and in accordance with the provisions of Group Life Insurance Plans;
- (e) vacation entitlement and accrued credits;
- (f) seniority.

## **ARTICLE 49 - POSTING OF VACANCIES**

49.01 (a) Where a vacancy is to be filled or a new position is created, within the bargaining unit, the Hospital shall post notice of the vacant position, on the bulletin board, designated in article 54.01 hereof, for a minimum of fourteen (14) calendar days.

(b) The Hospital will provide the Union with a copy of all postings at the time they are posted.

49.02 Such posting notice shall contain the following information:

- (a) nature of position and location
- (b) qualifications;
- (c) salary rate or range
- (d) anticipated commencement date

49.03 Employees shall be selected for positions under this article on the basis of their skill, ability, and qualifications. Where skill, qualifications, and ability are relatively equal amongst the applicants, all vacancies shall be filled on the basis of seniority within the Hospital.

49.04 The successful applicant shall be placed on a trial period in the new position for up to 450 hours worked.

49.05 If, in the opinion of the Hospital, the successful applicant proves unsatisfactory in the position or at the employee's request during the aforementioned trial period she shall be returned to her former position without loss of seniority and at the salary of her former position, and any other employee promoted or transferred because of the rearrangement of positions shall be returned to her former position without loss of seniority. Conditional on satisfactory service, such trial period shall become permanent after the trial period.

## **ARTICLE 50 – REDUCTION IN HOURS**

50.01 A full-time employee may apply in writing to reduce his/her hours to part-time on a temporary basis for a period up to, but not to exceed eighteen (18) consecutive months. Such reduction may be granted at the discretion of the Hospital without the necessity of posting under Article 49.01.

Election of this option is subject to applicable *Income Tax Act* Regulations.

Other Article and Letters of Intent that may also apply to employees in this collective agreement include but are not limited to:

- a) ARTICLE 43 – RETIREMENT
- b) Letter of Intent Re: Temporary Reduction of Hours by Full-time Employees (CBE)
- c) Letter of Intent Re: Temporary Reduction of Hours by Full-time Employees (PSSA)
- d) Letter of Intent Re: Permanent Reduction of Hours by Full-time Employees (PSSA)

## **ARTICLE 51 - EMPLOYER-EMPLOYEE RELATIONS COMMITTEE**

51.01 A Provincial Labour Management Committee made up of the negotiating teams for each party shall meet at the request of either party during the administration of the collective agreement. Every reasonable effort will be made to ensure continuity of team membership during the life of the current collective agreement. The committee shall deal with matters of interpretation of the collective agreement and other matters of mutual concern. This committee does not have the power to add to, change or modify this collective agreement.

51.02 No employee serving on this Committee shall lose salary or other benefits due to an absence or absences from work under this Article. The expenses of the representatives attending a Committee Meeting will be borne by their respective parties.

**ARTICLE 52 – LIABILITY PROTECTION**

52.01 The employees in the Bargaining Unit shall continue to be covered by the Health Services Liability Protection Plan.

**ARTICLE 53 - UNIFORMS**

53.01 All apparel and equipment supplied to an employee by the Hospital shall be cleaned or repaired at the Hospital's expense.

53.02 Where an employee's clothing is subject to undue wear and tear, while in the performance of his duties as stipulated by the Hospital, due to circumstances associated with the work environment, lab coats or any other protective clothing shall be supplied by the Hospital, at its expense.

**ARTICLE 54 - BULLETIN BOARDS**

54.01 The Hospital agrees to make available space on existing bulletin boards for the posting of Union Notices.

**ARTICLE 55 - COMMUNICATIONS**

55.01 Except where otherwise provided, official communications in the form of correspondence between the Employer and the Union may be given by mail as follows:

TO THE EMPLOYER:	Director of Labour Relations Services <u>Department</u> of Human Resources P.O. Box 6000 Fredericton, N.B. E3B 5H1
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TO THE UNION:	The President New Brunswick Union of Public and Private Employees 217 Brunswick Street Fredericton, N.B. E3B 1G8
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**ARTICLE 56 - PRINTING OF AGREEMENT**

56.01 The Employer shall be responsible for the translation of the collective agreement. The printing of the bilingual agreement shall be the responsibility of the Union and the Employer shall reimburse the Union for 50 percent (50%) of the cost of printing. The translation and printing of the collective agreement shall be approved by both parties.

56.02 This agreement shall be printed in both English and French and shall be official in both languages. However, if a discrepancy of interpretation arises between the English and French versions, the language in which the collective agreement was negotiated shall prevail.

**ARTICLE 57 - SALARIES**

57.01 Rates of Pay

Except as provided for in Article 58.02 the rates of pay for all employees shall be in accordance with the rates set out in the attached Schedule "A" which forms part of this Agreement.

**ARTICLE 58 – PART-TIME/CASUAL/TEMPORARY EMPLOYEES**

58.01 Prorata Rate of Pay

(a) Part-time employees shall be paid on a prorated basis from the rates in Schedule "A".

(b) Part-time employees shall accumulate vacation, holidays, sick leave and other cumulative benefits on a prorated basis for all hours worked up to a maximum of 1957.5 hours per year.

(c) The reconciliation of benefits accumulated under this Article will be done at least once a year.

58.02 All inclusive Part-Time and Temporary Employee's Rate of Pay

(a) Present part-time employees who, were paid from the designated rates of schedule "B" of the agreement which expired on December 31, 1990, and all temporary employees shall receive in lieu of;

- (i) vacation;
- (ii) holidays;
- (iii) sick leave;
- (iv) and other cumulative benefits

an amount equal to 9.5% of the employee's regular straight time hourly rate for all hours worked.

(b) They will not be entitled to accumulate vacations, holidays, sick leave or other cumulative benefits.

(c) Article 28 (holidays) and Article 14 (overtime), except for the provisions of 14.06 (b) and (c) do not apply. Any work performed on New Year's Day, Good Friday, Canada Day, New Brunswick Day, Labour Day, Remembrance Day or Christmas Day shall be compensated at one and one-half (1½) times the all inclusive rate.

(d) They will not be entitled to access previously accumulated sick leave credits.

(e) The provisions of Article 33 do not apply to temporary employees.

Other Articles that also apply to part-time employees in this collective agreement include but are not limited to:

- (a) ARTICLE 14 – OVERTIME
- (b) ARTICLE 18 – MERITORIOUS INCREASE
- (c) ARTICLE 41 – BLUE CROSS/BLUE SHIELD
- (d) ARTICLE 44 – RETIREMENT ALLOWANCE
- (e) ARTICLE 45 – PENSIONS

58.03 Election for Conversion

(a) Present part-time employees who are paid in accordance with Section 58.02 may at any time elect to be paid on a prorated basis in accordance with Section 58.01 above.

(b) Part-time employees who elect to be paid on a prorated basis cannot revert to the all-inclusive rate of pay.

(c) Part-time employees who transfer to another position through job postings subsequent to the signing of this collective agreement shall be paid on a prorated basis.

58.04 A leave of absence without pay for part-time and temporary employees on the all-inclusive rate shall be granted on a yearly basis for a period of time of at least three weeks upon application not later than the time



specified for full and part-time employees not on the all-inclusive rate to apply for vacation to the Hospital. The time this period shall be taken will be subject to approval from the Hospital.

58.05 Casual employees rate of pay:

- (a) Casual employees shall only be paid for hours worked.
- (b) Casual employees shall be paid the all-inclusive rate in accordance with 58.02.

58.06 The Hospital may implement a system of direct deposit with a financial institution, of the employee's choice, insured under the *Canada Deposit Insurance Corporation Act*.

**ARTICLE 59 – TERMS AND CONDITIONS OF EMPLOYMENT FOR CASUAL EMPLOYEES WITH LESS THAN SIX MONTHS CONTINUOUS SERVICE**

59.01 The provisions of this Article shall constitute the entire terms and conditions of employment for Casual Employees with Less than Six Months Continuous Service.

59.02 Status of Employment

In accordance with section 63.1(2) of the *Public Service Labour Relations Act*, a collective agreement shall not provide, directly or indirectly, for the alteration or elimination of an existing term or condition of employment or the establishment of a new term or condition of employment if the alteration, elimination or establishment, as the case may be, has the effect of giving a casual employee permanent employee status.

As per the above, it is understood that Casual Employees with Less than Six Months Continuous Service do not hold permanent employment within the Public Service.

59.03 Seniority

Seniority for Casual Employees with Less than Six Months Continuous Service shall be the number of hours of service in casual employment, excluding overtime, in Part III of the Public Service from June 17, 2010. Service will only include hours actually worked by the Casual Employees with Less than Six Months' Continuous Service.

A Casual Employee with Less than Six Months Continuous Service shall lose his/her seniority if there is a break in casual employment of more than twelve (12) months.

The Employer shall prepare a list of Casual Employees with Less than Six Months Continuous Service.

A Casual Employee with Less than Six Months Continuous Service may only use their seniority in accordance with Article 59. The unit of operation for the application of seniority shall be within the facility in which the Casual Employee with Less than Six Months Continuous Service has been hired.

59.04 Union Dues

Article 9 shall apply.

59.05 Rate of Pay

A Casual Employee with Less than Six Months Continuous Service shall be paid the all-inclusive rate payable under the Collective Agreement (Article 58.02 (a), (b) & (c)) for the classification in which the Casual Employee with Less than Six Months Continuous Service is working.

59.06 Grievances

A Casual Employee with Less than Six Months Continuous Service shall have the right to present a grievance with respect to the interpretation, application, or administration of any term or condition of employment accorded him or her under Article 59. Such grievance shall be lodged at step one of the grievance procedure outlined in Article 11.04.

Articles 11.05, 11.06, 11.07, 11.08, and 11.09 shall apply.

59.07 Leaves of Absence

Casual Employees with Less than Six Months Continuous Service are entitled to leaves of absence without pay, as outlined in the *Employment Standards Act*.

Individuals on the casual employee list who are unavailable for work due to maternity leave and/or child care leave, illness or disability will advise the Employer when they become available for casual work.

59.08 Uniforms

Where the Employer requires a Casual Employee with Less than Six Months Continuous Service to wear a uniform in the course of their duties, such uniform shall be provided by the Employer. Uniforms shall remain the property of the Employer.

59.09 Posting of Vacancies

Where the Employer has posted a vacancy and there has been no successful Full-time, Part-time, Casual or Temporary Employee applicant, in accordance with article 49.03, the Employer will then consider Casual Employees with Less than Six Months Continuous Service applicants for positions under article 49 on the basis of their skill, ability and qualifications. Where skills, qualifications, and ability are relatively equal amongst the Casual Employees with Less than Six Months Continuous Service applicants, vacancies shall be filled on the basis of seniority within the Hospital.

59.10 Applicability of the Collective Agreement

(a) The following articles of the Collective Agreement are not applicable to Casual Employee with Less than Six Months Continuous Service (except as otherwise indicated in this article):

Article 10.02 and 10.04– Liaison Officer

Article 11 – Grievance Procedure (except as specified in 59.06)

Article 13 – Discipline

Article 14 – Hours of Work and Overtime

Article 15 – Standby, Call Back and Shift Differential

Article 18 – Meritorious Increase

Article 20 – Temporary Assignment

Article 21.04 - Position Classification

Article 22 – Seniority (See 59.03 above)

Article 23 – Probationary Period

Article 25 – Layoff and Recall

Article 26 – Resignations

Article 27 – Vacation

Article 28 – Holidays

Article 29 – Sick Leave

Article 30 – Maternity Leave

Article 31.01 (b), (c) – Education Leave

Article 32 – Conference Assignment

Article 33 – Emergency Leave

Article 34 – Miscellaneous Leave  
Article 35 - Bereavement Leave  
Article 36 – Pallbearer Leave  
Article 37 – Court Leave  
Article 38 – Time Off for Union Business  
Article 40 – Group Life and Long Term Disability Insurance  
Article 41 – Blue Cross/Blue Shield  
Article 42.02, 42.03 and 42.04 – Injured on Duty  
Article 43 – Retirement  
Article 44 – Retirement Allowance  
Article 45.02 – Pensions  
Article 47 – Transfer of Benefits  
Article 48 – Portability  
Article 49 – Posting of Vacancies (see 59.09 above)  
Article 50 – Reduction in Hours  
Article 53 – Uniforms (See 59.08 above)  
Article 57 - Salaries  
Article 58– Part-time/Casual/Temporary Employees (except 58.05, 58.06)  
Article 60 – Contracting Out  
Article 61- Technological Change  
Article 62 – Merger and Amalgamation  
Letter of Intent re: Compensation for Meal Periods  
Letter of Intent re: article 50.01- Temporary reduction of hours from full-time to part-time (2 of them)  
Letter of Intent re: Temporary Reduction of Hours by Full-Time Employees (PSSA)  
Letter of Intent re: Transfer of Public Health and Mental Health Services to Part III  
Letter of Agreement Re: Definition of “region” for the application of Article 25.04 only

(b) The following articles of the Collective Agreement shall be applicable to Casual Employee with Less than Six Months Continuous Service (except as otherwise indicated in this article):

Article 1- Recognition  
Article 2 – Application of Agreement  
Article 3 – Provincial Security  
Article 4 – Future Legislation and the Collective Agreement  
Article 5 – Definitions  
Article 6 –Management Rights  
Article 7 – Discrimination  
Article 8 – Strikes and Lockouts  
Article 9 – Union Security  
Article 10.01 and 10.03 – Liaison Officer  
Article 12 – Adjudication  
Article 16 – Retroactivity  
Article 17 – Rate of Pay on Promotion  
Article 19 – Anniversary Date  
Article 21.01, 21.02 and 21.03 – Position Classification  
Article 24 – Seniority List  
Article 31.01 (a) – Education Leave  
Article 39 – Safety and Health  
Article 42.01 – Injured on Duty  
Article 45.01 – Pensions  
Article 46 – Travel Regulations  
Article 51 – Employer-Employee Relations Committee  
Article 52 – Liability Protection  
Article 54 – Bulletin Boards  
Article 55 – Communications  
Article 56 – Printing of Agreement

Article 63 - Duration and Termination  
Letter of Understanding: Workplace Health and Safety  
Letter of Understanding: Harassment in the Workplace

#### **ARTICLE 60 - CONTRACTING OUT**

60.01 Except in case of emergency, the Hospital agrees to give the Unit notice in writing, at least one hundred and eighty (180) days prior to contracting out any work which may result in the layoff of any employee in the Bargaining Unit.

60.02 Discussions will commence between the parties within ten (10) days of such notice and every reasonable effort will be made to provide continuing employment for affected employees with the contractor or with some other Department of the Hospital.

#### **ARTICLE 61 - TECHNOLOGICAL CHANGE**

61.01 Technological change means the introduction of equipment or material of a different nature or kind than that previously used by the Employer (Hospital) and a change in the manner in which the Hospital carries on its operations that is directly related to the introduction of that equipment or material.

61.02 When the Hospital is considering the introduction of technological change which substantially changes the duties performed by employees in the Bargaining Unit the Hospital agrees to notify the employees and the Union at least three months in advance of such intention.

61.03 If as a result of a change in technology the Hospital requires an employee to undertake additional training, the training will be provided to the employee. Such training shall be given during the hours of work whenever possible. Any training due to technological change shall be at the Hospital's expense without loss of pay to the employee.

61.04 If after a reasonable period of training the employee is unable to acquire sufficient competence, the Hospital shall make every reasonable effort to retain the employee in such position as may be available within the competence of the employee.

61.05 Should technological change result in layoff of an employee, the affected employee shall be laid off in accordance with the layoff provisions of this agreement.

#### **ARTICLE 62 - MERGER AND AMALGAMATION**

62.01 Except in cases of emergency, should the Hospital merge, amalgamate or combine any of its operations or functions with another Hospital or should any Hospital take over any of the operations or functions of another Hospital, the Hospital agrees to give the Union notice in writing ninety (90) days prior to any intent by the Hospital to implement the above.

62.02 Discussion will commence between the parties within ten (10) days of such notice and every reasonable effort will be made to provide continuous employment in their current classification for employees affected in the Bargaining Unit. Any employee affected by such take over, shall be offered alternate employment subject to Article 49 with their present Hospital or the other Hospital, and in the latter case, seniority of employees in the amalgamated Hospitals or service shall be considered as one (1) list. If alternate employment is not available for some employees, the layoff shall be in accordance with Article 25.

62.03 Where a new Hospital is planned to replace an existing facility(ies), no new employee shall be hired until the employees at the existing facility(ies) have been allocated to available positions. Employees hired in the new facility will be allocated to their previous position, to a similar position, or to another position but with their previous rate maintained until the wage rate in the new position equals or exceeds it.

62.04 If as a result of a merger or amalgamation the Hospital requires an employee to undertake additional training, the training will be provided to the employee. Such training shall be given during hours of work whenever possible. Any such required training due to merger and amalgamation shall be at the Hospital's expense without loss of pay to the employee.

**ARTICLE 63 - DURATION AND TERMINATION**

63.01 Subject to the provisions of Article 16 of this Agreement, this Agreement constitutes the entire Agreement between the parties and shall be in effect for a term beginning January 1, 2014, and ending on March 31, 2019, and shall be automatically renewed thereafter for successive periods of twelve 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 and not more than sixty (60) calendar days prior to the expiration date of this Agreement or any renewal thereof.

63.02 Any specific changes deemed necessary in this Agreement may be made by mutual agreement of the parties at any time during the existence of this Agreement.

63.03 Where a notice requesting negotiation of a new Agreement has been given, this Agreement shall remain in full force and effect until such time as agreement has been reached in respect of a renewal, amendment or substitution thereof, or until such time as a deadlock is declared under the *Public Service Labour Relations Act*.

IN WITNESS WHEREOF the parties have signed this 24<sup>th</sup> day of September, 2015.

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

Hon. Victor Boudreau

Dawn Myers

Simone Jobin

Rebecca Bianchini

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JANUARY 1, 2014 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2497.73	2614.46	2743.75	2866.76	3009.84	3145.90	
Audiologist / Speech Language Pathologist 2	2615.73	2743.75	2866.76	3009.84	3155.42	3298.07	
<a href="#">Psychologist 1</a>	2602.91	2737.74	2863.94	2998.76	3134.33		
<a href="#">Psychologist 2</a>	2733.02	2874.65	3007.14	3148.71	3291.05		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2718.69	2850.12	2993.41	3135.52	3277.25		
Community Addictions Officer (H.C.)	2102.40	2207.28	2309.75	2420.67	2530.08		
<a href="#">Dietitian 1</a>	1999.58	2117.21	2255.27	2389.53	2509.71	2623.16	
<a href="#">Dietitian 2</a>	2176.01	2277.03	2389.53	2516.11	2633.73	2752.79	
<a href="#">Dietitian 3</a>	2305.15	2424.05	2548.07	2674.64	2806.34	2933.21	
<a href="#">Unlicensed Pharmacist</a>	2544.87	2662.52	2803.21	2937.48	3085.82	3225.33	
<a href="#">Pharmacist 1</a>	2662.52	2803.21	2937.48	3089.64	3241.82	3388.37	
<a href="#">Pharmacist 2</a>	2803.21	2937.48	3089.64	3241.82	3405.52	3559.48	
<a href="#">Pharmacist 3</a>	2937.48	3089.64	3241.82	3405.52	3571.76	3733.23	
Pharmacist 5 (H.C.)	3089.64	3241.82	3405.52	3571.76	3755.94	3925.72	
<a href="#">Medical Physicist 1</a>	3817.55	4002.26	4194.09	4394.20	4592.84		
<a href="#">Medical Physicist 2</a>	4679.57	4908.11	5148.47	5382.92	5626.25		
<a href="#">Midwife 1</a>	2412.15	2532.00	2649.00	2789.00	2923.00		
<a href="#">Midwife 2</a>	3074.00	3226.00	3389.00	3542.00			
Occupational Therapist / Physiotherapist 1	2198.00	2264.63	2324.99	2395.43	2508.59	2621.99	
Occupational Therapist / Physiotherapist 2	2311.16	2375.28	2446.97	2516.12	2638.09	2757.35	
Occupational Therapist / Physiotherapist 3	2421.83	2492.23	2566.43	2638.09	2767.62	2892.74	
<a href="#">Psychometrist 1</a>	2176.64	2283.89	2400.77	2519.02	2632.88		
<a href="#">Psychometrist 2</a>	2227.31	2341.26	2456.61	2575.93	2692.39		
<a href="#">Psychometry Assistant</a>	1991.00	2124.38	2261.89	2403.51	2512.16		
<a href="#">Recreation Therapist 1</a>	2078.79	2203.77	2339.86	2491.22	2603.83		
<a href="#">Recreation Therapist 2</a>	2182.73	2313.95	2456.85	2615.78	2734.03		
<a href="#">Social Worker 1</a>	1994.12	2116.43	2253.68	2364.77	2479.56	2594.39	2711.66
<a href="#">Social Worker 2</a>	2085.26	2213.15	2356.70	2712.96	2835.59		
<a href="#">Social Worker 3</a>	2465.85	2579.40	2709.20	2831.46	2959.46		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JULY 1, 2014 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2510.22	2627.54	2757.47	2881.10	3024.89	3161.63	
Audiologist / Speech Language Pathologist 2	2628.81	2757.47	2881.10	3024.89	3171.20	3314.57	
<a href="#">Psychologist 1</a>	2615.92	2751.43	2878.26	3013.76	3150.01		
<a href="#">Psychologist 2</a>	2746.69	2889.02	3022.18	3164.45	3307.50		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2732.28	2864.37	3008.38	3151.19	3293.64		
Community Addictions Officer (H.C.)	2112.92	2218.32	2321.30	2432.78	2542.73		
<a href="#">Dietitian 1</a>	2009.58	2127.80	2266.55	2401.48	2522.26	2636.28	
<a href="#">Dietitian 2</a>	2186.90	2288.42	2401.48	2528.69	2646.90	2766.56	
<a href="#">Dietitian 3</a>	2316.68	2436.17	2560.81	2688.01	2820.37	2947.87	
<a href="#">Unlicensed Pharmacist</a>	2557.60	2675.84	2817.23	2952.17	3101.24	3241.46	
<a href="#">Pharmacist 1</a>	2675.84	2817.23	2952.17	3105.09	3258.03	3405.32	
<a href="#">Pharmacist 2</a>	2817.23	2952.17	3105.09	3258.03	3422.54	3577.28	
<a href="#">Pharmacist 3</a>	2952.17	3105.09	3258.03	3422.54	3589.62	3751.90	
Pharmacist 5 (H.C.)	3105.09	3258.03	3422.54	3589.62	3774.72	3945.35	
<a href="#">Medical Physicist 1</a>	3836.63	4022.27	4215.06	4416.17	4615.80		
<a href="#">Medical Physicist 2</a>	4702.97	4932.65	5174.21	5409.84	5654.39		
<a href="#">Midwife 1</a>	2424.21	2544.66	2662.25	2802.95	2937.62		
<a href="#">Midwife 2</a>	3089.37	3242.13	3405.95	3559.71			
Occupational Therapist / Physiotherapist 1	2208.98	2275.96	2336.62	2407.40	2521.13	2635.10	
Occupational Therapist / Physiotherapist 2	2322.72	2387.16	2459.20	2528.69	2651.28	2771.14	
Occupational Therapist / Physiotherapist 3	2433.94	2504.69	2579.26	2651.28	2781.46	2907.20	
<a href="#">Psychometrist 1</a>	2187.52	2295.31	2412.78	2531.61	2646.05		
<a href="#">Psychometrist 2</a>	2238.45	2352.97	2468.90	2588.81	2705.85		
<a href="#">Psychometry Assistant</a>	2000.96	2135.00	2273.20	2415.53	2524.73		
<a href="#">Recreation Therapist 1</a>	2089.19	2214.79	2351.56	2503.67	2616.85		
<a href="#">Recreation Therapist 2</a>	2193.65	2325.53	2469.14	2628.86	2747.70		
<a href="#">Social Worker 1</a>	2004.09	2127.01	2264.95	2376.59	2491.96	2607.36	2725.22
<a href="#">Social Worker 2</a>	2095.69	2224.22	2368.48	2726.53	2849.77		
<a href="#">Social Worker 3</a>	2478.18	2592.30	2722.74	2845.62	2974.25		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JANUARY 1, 2015 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2522.77	2640.68	2771.25	2895.50	3040.02	3177.44	
Audiologist / Speech Language Pathologist 2	2641.96	2771.25	2895.50	3040.02	3187.06	3331.14	
<a href="#">Psychologist 1</a>	2629.00	2765.18	2892.65	3028.82	3165.76		
<a href="#">Psychologist 2</a>	2760.42	2903.47	3037.29	3180.28	3324.04		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2745.95	2878.70	3023.42	3166.95	3310.11		
Community Addictions Officer (H.C.)	2123.48	2229.41	2332.91	2444.94	2555.45		
<a href="#">Dietitian 1</a>	2019.63	2138.44	2277.89	2413.49	2534.87	2649.47	
<a href="#">Dietitian 2</a>	2197.83	2299.86	2413.49	2541.33	2660.14	2780.39	
<a href="#">Dietitian 3</a>	2328.26	2448.35	2573.61	2701.45	2834.47	2962.61	
<a href="#">Unlicensed Pharmacist</a>	2570.39	2689.22	2831.31	2966.93	3116.75	3257.66	
<a href="#">Pharmacist 1</a>	2689.22	2831.31	2966.93	3120.62	3274.32	3422.34	
<a href="#">Pharmacist 2</a>	2831.31	2966.93	3120.62	3274.32	3439.66	3595.16	
<a href="#">Pharmacist 3</a>	2966.93	3120.62	3274.32	3439.66	3607.57	3770.66	
Pharmacist 5 (H.C.)	3120.62	3274.32	3439.66	3607.57	3793.59	3965.07	
<a href="#">Medical Physicist 1</a>	3855.82	4042.38	4236.14	4438.25	4638.88		
<a href="#">Medical Physicist 2</a>	4726.48	4957.31	5200.08	5436.89	5682.66		
<a href="#">Midwife 1</a>	2436.33	2557.38	2675.56	2816.96	2952.30		
<a href="#">Midwife 2</a>	3104.82	3258.34	3422.98	3577.51			
Occupational Therapist / Physiotherapist 1	2220.03	2287.34	2348.30	2419.44	2533.73	2648.27	
Occupational Therapist / Physiotherapist 2	2334.33	2399.09	2471.49	2541.34	2664.54	2784.99	
Occupational Therapist / Physiotherapist 3	2446.11	2517.21	2592.16	2664.54	2795.36	2921.74	
<a href="#">Psychometrist 1</a>	2198.45	2306.78	2424.85	2544.27	2659.28		
<a href="#">Psychometrist 2</a>	2249.64	2364.74	2481.24	2601.75	2719.38		
<a href="#">Psychometry Assistant</a>	2010.96	2145.68	2284.56	2427.60	2537.35		
<a href="#">Recreation Therapist 1</a>	2099.63	2225.87	2363.32	2516.19	2629.94		
<a href="#">Recreation Therapist 2</a>	2204.61	2337.15	2481.48	2642.00	2761.44		
<a href="#">Social Worker 1</a>	2014.11	2137.64	2276.27	2388.47	2504.42	2620.40	2738.84
<a href="#">Social Worker 2</a>	2106.17	2235.34	2380.32	2740.16	2864.02		
<a href="#">Social Worker 3</a>	2490.57	2605.26	2736.35	2859.85	2989.13		



SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JULY 1, 2015 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2535.38	2653.88	2785.11	2909.98	3055.22	3193.32	
Audiologist / Speech Language Pathologist 2	2655.17	2785.11	2909.98	3055.22	3203.00	3347.80	
<a href="#">Psychologist 1</a>	2642.15	2779.01	2907.11	3043.97	3181.59		
<a href="#">Psychologist 2</a>	2774.22	2917.99	3052.48	3196.18	3340.66		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2759.68	2893.09	3038.54	3182.78	3326.66		
Community Addictions Officer (H.C.)	2134.10	2240.56	2344.58	2457.17	2568.23		
<a href="#">Dietitian 1</a>	2029.73	2149.13	2289.28	2425.55	2547.55	2662.71	
<a href="#">Dietitian 2</a>	2208.82	2311.36	2425.55	2554.04	2673.44	2794.29	
<a href="#">Dietitian 3</a>	2339.90	2460.59	2586.48	2714.96	2848.64	2977.42	
<a href="#">Unlicensed Pharmacist</a>	2583.24	2702.66	2845.47	2981.76	3132.33	3273.95	
<a href="#">Pharmacist 1</a>	2702.66	2845.47	2981.76	3136.22	3290.69	3439.46	
<a href="#">Pharmacist 2</a>	2845.47	2981.76	3136.22	3290.69	3456.86	3613.14	
<a href="#">Pharmacist 3</a>	2981.76	3136.22	3290.69	3456.86	3625.61	3789.51	
Pharmacist 5 (H.C.)	3136.22	3290.69	3456.86	3625.61	3812.56	3984.89	
<a href="#">Medical Physicist 1</a>	3875.10	4062.59	4257.32	4460.44	4662.08		
<a href="#">Medical Physicist 2</a>	4750.11	4982.10	5226.08	5464.08	5711.07		
<a href="#">Midwife 1</a>	2448.51	2570.17	2688.94	2831.05	2967.06		
<a href="#">Midwife 2</a>	3120.35	3274.63	3440.09	3595.40			
Occupational Therapist / Physiotherapist 1	2231.13	2298.77	2360.05	2431.54	2546.40	2661.52	
Occupational Therapist / Physiotherapist 2	2346.00	2411.09	2483.85	2554.04	2677.86	2798.92	
Occupational Therapist / Physiotherapist 3	2458.34	2529.80	2605.12	2677.86	2809.34	2936.35	
<a href="#">Psychometrist 1</a>	2209.45	2318.32	2436.98	2556.99	2672.57		
<a href="#">Psychometrist 2</a>	2260.89	2376.56	2493.65	2614.76	2732.98		
<a href="#">Psychometry Assistant</a>	2021.02	2156.40	2295.98	2439.74	2550.04		
<a href="#">Recreation Therapist 1</a>	2110.13	2237.00	2375.14	2528.77	2643.08		
<a href="#">Recreation Therapist 2</a>	2215.64	2348.84	2493.89	2655.21	2775.25		
<a href="#">Social Worker 1</a>	2024.18	2148.33	2287.66	2400.41	2516.94	2633.50	2752.54
<a href="#">Social Worker 2</a>	2116.70	2246.51	2392.22	2753.87	2878.34		
<a href="#">Social Worker 3</a>	2503.02	2618.29	2750.03	2874.15	3004.07		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JANUARY 1, 2016 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2548.06	2667.14	2799.04	2924.53	3070.50	3209.29	
Audiologist / Speech Language Pathologist 2	2668.44	2799.04	2924.53	3070.50	3219.01	3364.54	
<a href="#">Psychologist 1</a>	2655.35	2792.90	2921.65	3059.18	3197.50		
<a href="#">Psychologist 2</a>	2788.09	2932.58	3067.74	3212.16	3357.36		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2773.48	2907.56	3053.74	3198.70	3343.30		
Community Addictions Officer (H.C.)	2144.78	2251.76	2356.30	2469.45	2581.07		
<a href="#">Dietitian 1</a>	2039.87	2159.88	2300.72	2437.68	2560.28	2676.02	
<a href="#">Dietitian 2</a>	2219.87	2322.92	2437.68	2566.81	2686.80	2808.26	
<a href="#">Dietitian 3</a>	2351.60	2472.89	2599.41	2728.53	2862.89	2992.31	
<a href="#">Unlicensed Pharmacist</a>	2596.16	2716.18	2859.70	2996.67	3147.99	3290.33	
<a href="#">Pharmacist 1</a>	2716.18	2859.70	2996.67	3151.90	3307.15	3456.65	
<a href="#">Pharmacist 2</a>	2859.70	2996.67	3151.90	3307.15	3474.14	3631.21	
<a href="#">Pharmacist 3</a>	2996.67	3151.90	3307.15	3474.14	3643.73	3808.46	
Pharmacist 5 (H.C.)	3151.90	3307.15	3474.14	3643.73	3831.62	4004.82	
<a href="#">Medical Physicist 1</a>	3894.47	4082.90	4278.60	4482.74	4685.39		
<a href="#">Medical Physicist 2</a>	4773.86	5007.01	5252.21	5491.40	5739.62		
<a href="#">Midwife 1</a>	2460.75	2583.02	2702.39	2845.20	2981.90		
<a href="#">Midwife 2</a>	3135.95	3291.00	3457.29	3613.37			
Occupational Therapist / Physiotherapist 1	2242.28	2310.27	2371.85	2443.70	2559.14	2674.82	
Occupational Therapist / Physiotherapist 2	2357.73	2423.14	2496.27	2566.82	2691.25	2812.91	
Occupational Therapist / Physiotherapist 3	2470.64	2542.45	2618.15	2691.25	2823.39	2951.03	
<a href="#">Psychometrist 1</a>	2220.50	2329.91	2449.16	2569.78	2685.94		
<a href="#">Psychometrist 2</a>	2272.19	2388.44	2506.11	2627.84	2746.64		
<a href="#">Psychometry Assistant</a>	2031.12	2167.19	2307.47	2451.93	2562.79		
<a href="#">Recreation Therapist 1</a>	2120.69	2248.18	2387.01	2541.41	2656.30		
<a href="#">Recreation Therapist 2</a>	2226.71	2360.58	2506.36	2668.49	2789.12		
<a href="#">Social Worker 1</a>	2034.30	2159.07	2299.10	2412.41	2529.53	2646.67	2766.30
<a href="#">Social Worker 2</a>	2127.28	2257.75	2404.19	2767.64	2892.73		
<a href="#">Social Worker 3</a>	2515.54	2631.38	2763.78	2888.52	3019.10		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JULY 1, 2016 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2560.80	2680.48	2813.03	2939.15	3085.85	3225.34	
Audiologist / Speech Language Pathologist 2	2681.78	2813.03	2939.15	3085.85	3235.10	3381.36	
<a href="#">Psychologist 1</a>	2668.63	2806.87	2936.26	3074.48	3213.49		
<a href="#">Psychologist 2</a>	2802.03	2947.24	3083.08	3228.22	3374.15		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2787.35	2922.09	3069.01	3214.69	3360.02		
Community Addictions Officer (H.C.)	2155.50	2263.02	2368.08	2481.80	2593.97		
<a href="#">Dietitian 1</a>	2050.07	2170.68	2312.23	2449.87	2573.09	2689.40	
<a href="#">Dietitian 2</a>	2230.97	2334.53	2449.87	2579.64	2700.23	2822.30	
<a href="#">Dietitian 3</a>	2363.36	2485.26	2612.41	2742.17	2877.20	3007.27	
<a href="#">Unlicensed Pharmacist</a>	2609.14	2729.76	2873.99	3011.66	3163.73	3306.78	
<a href="#">Pharmacist 1</a>	2729.76	2873.99	3011.66	3167.66	3323.69	3473.93	
<a href="#">Pharmacist 2</a>	2873.99	3011.66	3167.66	3323.69	3491.51	3649.37	
<a href="#">Pharmacist 3</a>	3011.66	3167.66	3323.69	3491.51	3661.95	3827.50	
Pharmacist 5 (H.C.)	3167.66	3323.69	3491.51	3661.95	3850.78	4024.85	
<a href="#">Medical Physicist 1</a>	3913.94	4103.32	4299.99	4505.15	4708.82		
<a href="#">Medical Physicist 2</a>	4797.74	5032.04	5278.47	5518.86	5768.32		
<a href="#">Midwife 1</a>	2473.06	2595.93	2715.90	2859.43	2996.81		
<a href="#">Midwife 2</a>	3151.63	3307.46	3474.58	3631.44			
Occupational Therapist / Physiotherapist 1	2253.50	2321.82	2383.70	2455.91	2571.93	2688.20	
Occupational Therapist / Physiotherapist 2	2369.52	2435.25	2508.75	2579.65	2704.70	2826.98	
Occupational Therapist / Physiotherapist 3	2482.99	2555.16	2631.23	2704.70	2837.51	2965.79	
<a href="#">Psychometrist 1</a>	2231.60	2341.56	2461.41	2582.63	2699.37		
<a href="#">Psychometrist 2</a>	2283.56	2400.38	2518.64	2640.98	2760.38		
<a href="#">Psychometry Assistant</a>	2041.28	2178.02	2319.00	2464.19	2575.61		
<a href="#">Recreation Therapist 1</a>	2131.29	2259.42	2398.94	2554.12	2669.58		
<a href="#">Recreation Therapist 2</a>	2237.84	2372.39	2518.89	2681.83	2803.07		
<a href="#">Social Worker 1</a>	2044.47	2169.86	2310.59	2424.47	2542.17	2659.90	2780.13
<a href="#">Social Worker 2</a>	2137.91	2269.04	2416.21	2781.47	2907.19		
<a href="#">Social Worker 3</a>	2528.12	2644.54	2777.60	2902.97	3034.19		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JANUARY 1, 2017 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2573.60	2693.88	2827.10	2953.85	3101.28	3241.46	
Audiologist / Speech Language Pathologist 2	2695.19	2827.10	2953.85	3101.28	3251.28	3398.27	
<a href="#">Psychologist 1</a>	2681.97	2820.90	2950.94	3089.85	3229.55		
<a href="#">Psychologist 2</a>	2816.04	2961.98	3098.49	3244.36	3391.01		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2801.28	2936.70	3084.35	3230.76	3376.82		
Community Addictions Officer (H.C.)	2166.28	2274.34	2379.92	2494.21	2606.94		
<a href="#">Dietitian 1</a>	2060.33	2181.53	2323.79	2462.12	2585.95	2702.85	
<a href="#">Dietitian 2</a>	2242.12	2346.20	2462.12	2592.54	2713.73	2836.42	
<a href="#">Dietitian 3</a>	2375.18	2497.69	2625.47	2755.88	2891.59	3022.31	
<a href="#">Unlicensed Pharmacist</a>	2622.18	2743.41	2888.36	3026.72	3179.55	3323.32	
<a href="#">Pharmacist 1</a>	2743.41	2888.36	3026.72	3183.50	3340.31	3491.30	
<a href="#">Pharmacist 2</a>	2888.36	3026.72	3183.50	3340.31	3508.97	3667.61	
<a href="#">Pharmacist 3</a>	3026.72	3183.50	3340.31	3508.97	3680.26	3846.64	
Pharmacist 5 (H.C.)	3183.50	3340.31	3508.97	3680.26	3870.03	4044.97	
<a href="#">Medical Physicist 1</a>	3933.51	4123.84	4321.49	4527.68	4732.36		
<a href="#">Medical Physicist 2</a>	4821.72	5057.21	5304.86	5546.45	5797.16		
<a href="#">Midwife 1</a>	2485.43	2608.91	2729.48	2873.72	3011.79		
<a href="#">Midwife 2</a>	3167.39	3323.99	3491.95	3649.60			
Occupational Therapist / Physiotherapist 1	2264.76	2333.43	2395.62	2468.19	2584.79	2701.64	
Occupational Therapist / Physiotherapist 2	2381.37	2447.43	2521.30	2592.55	2718.23	2841.11	
Occupational Therapist / Physiotherapist 3	2495.40	2567.93	2644.39	2718.23	2851.70	2980.61	
<a href="#">Psychometrist 1</a>	2242.76	2353.27	2473.72	2595.54	2712.87		
<a href="#">Psychometrist 2</a>	2294.97	2412.38	2531.24	2654.18	2774.18		
<a href="#">Psychometry Assistant</a>	2051.48	2188.91	2330.60	2476.52	2588.48		
<a href="#">Recreation Therapist 1</a>	2141.95	2270.72	2410.94	2566.89	2682.93		
<a href="#">Recreation Therapist 2</a>	2249.03	2384.25	2531.48	2695.24	2817.08		
<a href="#">Social Worker 1</a>	2054.69	2180.72	2322.14	2436.59	2554.88	2673.20	2794.03
<a href="#">Social Worker 2</a>	2148.60	2280.38	2428.29	2795.38	2921.72		
<a href="#">Social Worker 3</a>	2540.75	2657.76	2791.49	2917.48	3049.37		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JULY 1, 2017 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2586.47	2707.35	2841.23	2968.61	3116.79	3257.67	
Audiologist / Speech Language Pathologist 2	2708.67	2841.23	2968.61	3116.79	3267.54	3415.26	
<a href="#">Psychologist 1</a>	2695.38	2835.01	2965.70	3105.30	3245.70		
<a href="#">Psychologist 2</a>	2830.12	2976.79	3113.99	3260.58	3407.97		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2815.29	2951.39	3099.77	3246.92	3393.70		
Community Addictions Officer (H.C.)	2177.11	2285.71	2391.83	2506.68	2619.98		
<a href="#">Dietitian 1</a>	2070.63	2192.44	2335.40	2474.42	2598.88	2716.37	
<a href="#">Dietitian 2</a>	2253.33	2357.93	2474.42	2605.50	2727.30	2850.60	
<a href="#">Dietitian 3</a>	2387.05	2510.18	2638.60	2769.66	2906.05	3037.42	
<a href="#">Unlicensed Pharmacist</a>	2635.29	2757.13	2902.81	3041.85	3195.45	3339.94	
<a href="#">Pharmacist 1</a>	2757.13	2902.81	3041.85	3199.41	3357.01	3508.76	
<a href="#">Pharmacist 2</a>	2902.81	3041.85	3199.41	3357.01	3526.52	3685.95	
<a href="#">Pharmacist 3</a>	3041.85	3199.41	3357.01	3526.52	3698.66	3865.87	
Pharmacist 5 (H.C.)	3199.41	3357.01	3526.52	3698.66	3889.38	4065.20	
<a href="#">Medical Physicist 1</a>	3953.18	4144.46	4343.10	4550.31	4756.02		
<a href="#">Medical Physicist 2</a>	4845.83	5082.49	5331.39	5574.19	5826.15		
<a href="#">Midwife 1</a>	2497.85	2621.96	2743.13	2888.09	3026.85		
<a href="#">Midwife 2</a>	3183.23	3340.61	3509.41	3667.85			
Occupational Therapist / Physiotherapist 1	2276.09	2345.10	2407.60	2480.53	2597.72	2715.14	
Occupational Therapist / Physiotherapist 2	2393.28	2459.67	2533.91	2605.51	2731.82	2855.32	
Occupational Therapist / Physiotherapist 3	2507.88	2580.77	2657.61	2731.82	2865.95	2995.52	
<a href="#">Psychometrist 1</a>	2253.97	2365.04	2486.09	2608.52	2726.44		
<a href="#">Psychometrist 2</a>	2306.45	2424.44	2543.89	2667.45	2788.04		
<a href="#">Psychometry Assistant</a>	2061.74	2199.86	2342.25	2488.90	2601.43		
<a href="#">Recreation Therapist 1</a>	2152.66	2282.07	2422.99	2579.72	2696.35		
<a href="#">Recreation Therapist 2</a>	2260.28	2396.18	2544.14	2708.72	2831.17		
<a href="#">Social Worker 1</a>	2064.97	2191.62	2333.75	2448.77	2567.66	2686.56	2808.00
<a href="#">Social Worker 2</a>	2159.34	2291.78	2440.43	2809.36	2936.33		
<a href="#">Social Worker 3</a>	2553.46	2671.05	2805.45	2932.07	3064.61		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JANUARY 1, 2018 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2599.40	2720.89	2855.44	2983.46	3132.38	3273.96	
Audiologist / Speech Language Pathologist 2	2722.22	2855.44	2983.46	3132.38	3283.88	3432.34	
<a href="#">Psychologist 1</a>	2708.86	2849.18	2980.52	3120.83	3261.93		
<a href="#">Psychologist 2</a>	2844.27	2991.68	3129.56	3276.89	3425.01		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2829.37	2966.15	3115.28	3263.15	3410.66		
Community Addictions Officer (H.C.)	2187.99	2297.14	2403.79	2519.21	2633.08		
<a href="#">Dietitian 1</a>	2080.98	2203.40	2347.08	2486.80	2611.88	2729.95	
<a href="#">Dietitian 2</a>	2264.60	2369.72	2486.80	2618.53	2740.94	2864.85	
<a href="#">Dietitian 3</a>	2398.98	2522.72	2651.79	2783.51	2920.58	3052.61	
<a href="#">Unlicensed Pharmacist</a>	2648.47	2770.91	2917.32	3057.06	3211.43	3356.64	
<a href="#">Pharmacist 1</a>	2770.91	2917.32	3057.06	3215.41	3373.79	3526.31	
<a href="#">Pharmacist 2</a>	2917.32	3057.06	3215.41	3373.79	3544.15	3704.38	
<a href="#">Pharmacist 3</a>	3057.06	3215.41	3373.79	3544.15	3717.16	3885.20	
Pharmacist 5 (H.C.)	3215.41	3373.79	3544.15	3717.16	3908.83	4085.52	
<a href="#">Medical Physicist 1</a>	3972.94	4165.18	4364.81	4573.07	4779.80		
<a href="#">Medical Physicist 2</a>	4870.06	5107.90	5358.05	5602.06	5855.28		
<a href="#">Midwife 1</a>	2510.34	2635.07	2756.85	2902.53	3041.99		
<a href="#">Midwife 2</a>	3199.14	3357.32	3526.96	3686.18			
Occupational Therapist / Physiotherapist 1	2287.46	2356.82	2419.64	2492.93	2610.71	2728.72	
Occupational Therapist / Physiotherapist 2	2405.25	2471.97	2546.57	2618.54	2745.47	2869.60	
Occupational Therapist / Physiotherapist 3	2520.42	2593.68	2670.90	2745.47	2880.29	3010.49	
<a href="#">Psychometrist 1</a>	2265.24	2376.86	2498.51	2621.56	2740.07		
<a href="#">Psychometrist 2</a>	2317.98	2436.56	2556.61	2680.79	2801.99		
<a href="#">Psychometry Assistant</a>	2072.05	2210.86	2353.97	2501.34	2614.43		
<a href="#">Recreation Therapist 1</a>	2163.42	2293.48	2435.10	2592.62	2709.83		
<a href="#">Recreation Therapist 2</a>	2271.58	2408.15	2556.86	2722.26	2845.32		
<a href="#">Social Worker 1</a>	2075.30	2202.58	2345.42	2461.02	2580.50	2699.99	2822.04
<a href="#">Social Worker 2</a>	2170.14	2303.24	2452.64	2823.41	2951.02		
<a href="#">Social Worker 3</a>	2566.22	2684.41	2819.48	2946.73	3079.94		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JULY 1, 2018 (.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2612.40	2734.49	2869.72	2998.37	3148.04	3290.33	
Audiologist / Speech Language Pathologist 2	2735.83	2869.72	2998.37	3148.04	3300.29	3449.50	
<a href="#">Psychologist 1</a>	2722.40	2863.43	2995.43	3136.43	3278.24		
<a href="#">Psychologist 2</a>	2858.49	3006.63	3145.20	3293.27	3442.13		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2843.51	2980.97	3130.85	3279.47	3427.72		
Community Addictions Officer (H.C.)	2198.93	2308.62	2415.81	2531.81	2646.24		
<a href="#">Dietitian 1</a>	2091.38	2214.42	2358.82	2499.23	2624.93	2743.60	
<a href="#">Dietitian 2</a>	2275.92	2381.57	2499.23	2631.62	2754.64	2879.18	
<a href="#">Dietitian 3</a>	2410.97	2535.34	2665.05	2797.43	2935.18	3067.87	
<a href="#">Unlicensed Pharmacist</a>	2661.71	2784.77	2931.91	3072.35	3227.48	3373.43	
<a href="#">Pharmacist 1</a>	2784.77	2931.91	3072.35	3231.49	3390.66	3543.94	
<a href="#">Pharmacist 2</a>	2931.91	3072.35	3231.49	3390.66	3561.87	3722.90	
<a href="#">Pharmacist 3</a>	3072.35	3231.49	3390.66	3561.87	3735.74	3904.62	
Pharmacist 5 (H.C.)	3231.49	3390.66	3561.87	3735.74	3928.37	4105.95	
<a href="#">Medical Physicist 1</a>	3992.81	4186.01	4386.64	4595.93	4803.71		
<a href="#">Medical Physicist 2</a>	4894.41	5133.44	5384.84	5630.07	5884.56		
<a href="#">Midwife 1</a>	2522.90	2648.24	2770.64	2917.04	3057.20		
<a href="#">Midwife 2</a>	3215.14	3374.10	3544.59	3704.61			
Occupational Therapist / Physiotherapist 1	2298.90	2368.61	2431.73	2505.40	2623.76	2742.36	
Occupational Therapist / Physiotherapist 2	2417.28	2484.33	2559.31	2631.63	2759.20	2883.95	
Occupational Therapist / Physiotherapist 3	2533.02	2606.65	2684.26	2759.20	2894.69	3025.55	
<a href="#">Psychometrist 1</a>	2276.57	2388.75	2511.01	2634.67	2753.78		
<a href="#">Psychometrist 2</a>	2329.57	2448.74	2569.39	2694.19	2816.00		
<a href="#">Psychometry Assistant</a>	2082.41	2221.91	2365.73	2513.85	2627.51		
<a href="#">Recreation Therapist 1</a>	2174.24	2304.95	2447.27	2605.58	2723.39		
<a href="#">Recreation Therapist 2</a>	2282.93	2420.19	2569.65	2735.87	2859.55		
<a href="#">Social Worker 1</a>	2085.68	2213.59	2357.15	2473.33	2593.40	2713.49	2836.15
<a href="#">Social Worker 2</a>	2180.99	2314.76	2464.90	2837.52	2965.77		
<a href="#">Social Worker 3</a>	2579.06	2697.83	2833.58	2961.46	3095.33		

SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE JANUARY 1, 2019 (.25%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2618.93	2741.33	2876.90	3005.87	3155.90	3298.56	
Audiologist / Speech Language Pathologist 2	2742.67	2876.90	3005.87	3155.90	3308.54	3458.12	
<a href="#">Psychologist 1</a>	2729.21	2870.58	3002.91	3144.27	3286.44		
<a href="#">Psychologist 2</a>	2865.64	3014.15	3153.06	3301.51	3450.74		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2850.62	2988.43	3138.68	3287.66	3436.29		
Community Addictions Officer (H.C.)	2204.43	2314.40	2421.85	2538.14	2652.86		
<a href="#">Dietitian 1</a>	2096.61	2219.96	2364.71	2505.48	2631.50	2750.46	
<a href="#">Dietitian 2</a>	2281.61	2387.53	2505.48	2638.20	2761.52	2886.38	
<a href="#">Dietitian 3</a>	2417.00	2541.68	2671.71	2804.42	2942.51	3075.54	
<a href="#">Unlicensed Pharmacist</a>	2668.37	2791.73	2939.24	3080.03	3235.55	3381.86	
<a href="#">Pharmacist 1</a>	2791.73	2939.24	3080.03	3239.57	3399.14	3552.80	
<a href="#">Pharmacist 2</a>	2939.24	3080.03	3239.57	3399.14	3570.77	3732.21	
<a href="#">Pharmacist 3</a>	3080.03	3239.57	3399.14	3570.77	3745.08	3914.39	
Pharmacist 5 (H.C.)	3239.57	3399.14	3570.77	3745.08	3938.19	4116.22	
<a href="#">Medical Physicist 1</a>	4002.79	4196.47	4397.60	4607.42	4815.71		
<a href="#">Medical Physicist 2</a>	4906.64	5146.27	5398.30	5644.15	5899.28		
<a href="#">Midwife 1</a>	2529.20	2654.87	2777.57	2924.33	3064.84		
<a href="#">Midwife 2</a>	3223.18	3382.54	3553.46	3713.87			
Occupational Therapist / Physiotherapist 1	2304.65	2374.53	2437.82	2511.66	2630.32	2749.22	
Occupational Therapist / Physiotherapist 2	2423.33	2490.54	2565.71	2638.21	2766.10	2891.15	
Occupational Therapist / Physiotherapist 3	2539.35	2613.17	2690.97	2766.10	2901.92	3033.11	
<a href="#">Psychometrist 1</a>	2282.26	2394.72	2517.29	2641.25	2760.66		
<a href="#">Psychometrist 2</a>	2335.40	2454.86	2575.81	2700.92	2823.04		
<a href="#">Psychometry Assistant</a>	2087.61	2227.47	2371.65	2520.14	2634.08		
<a href="#">Recreation Therapist 1</a>	2179.67	2310.71	2453.39	2612.10	2730.20		
<a href="#">Recreation Therapist 2</a>	2288.64	2426.24	2576.08	2742.71	2866.70		
<a href="#">Social Worker 1</a>	2090.89	2219.12	2363.05	2479.51	2599.88	2720.27	2843.24
<a href="#">Social Worker 2</a>	2186.45	2320.55	2471.06	2844.62	2973.19		
<a href="#">Social Worker 3</a>	2585.51	2704.58	2840.66	2968.86	3103.07		



SCHEDULE A							
BI-WEEKLY RATES							
EFFECTIVE MARCH 31, 2019 (2.5%) (last day of the contract )							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	2684.41	2809.86	2948.82	3081.02	3234.80	3381.02	
Audiologist / Speech Language Pathologist 2	2811.23	2948.82	3081.02	3234.80	3391.25	3544.58	
<a href="#">Psychologist 1</a>	2797.43	2942.35	3077.99	3222.88	3368.60		
<a href="#">Psychologist 2</a>	2937.28	3089.50	3231.89	3384.05	3537.00		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	2921.89	3063.14	3217.15	3369.86	3522.20		
Community Addictions Officer (H.C.)	2259.54	2372.26	2482.40	2601.59	2719.18		
<a href="#">Dietitian 1</a>	2149.03	2275.46	2423.83	2568.12	2697.29	2819.22	
<a href="#">Dietitian 2</a>	2338.65	2447.21	2568.12	2704.16	2830.56	2958.53	
<a href="#">Dietitian 3</a>	2477.43	2605.22	2738.51	2874.53	3016.07	3152.43	
<a href="#">Unlicensed Pharmacist</a>	2735.08	2861.52	3012.71	3157.03	3316.44	3466.40	
<a href="#">Pharmacist 1</a>	2861.52	3012.71	3157.03	3320.56	3484.11	3641.62	
<a href="#">Pharmacist 2</a>	3012.71	3157.03	3320.56	3484.11	3660.05	3825.52	
<a href="#">Pharmacist 3</a>	3157.03	3320.56	3484.11	3660.05	3838.71	4012.25	
Pharmacist 5 (H.C.)	3320.56	3484.11	3660.05	3838.71	4036.64	4219.13	
<a href="#">Medical Physicist 1</a>	4102.86	4301.38	4507.55	4722.61	4936.10		
<a href="#">Medical Physicist 2</a>	5029.31	5274.92	5533.25	5785.25	6046.76		
<a href="#">Midwife 1</a>	2592.44	2721.24	2847.01	2997.44	3141.46		
<a href="#">Midwife 2</a>	3303.76	3467.10	3642.29	3806.72			
Occupational Therapist / Physiotherapist 1	2362.26	2433.89	2498.76	2574.45	2696.08	2817.95	
Occupational Therapist / Physiotherapist 2	2483.91	2552.81	2629.85	2704.16	2835.25	2963.43	
Occupational Therapist / Physiotherapist 3	2602.84	2678.50	2758.25	2835.25	2974.47	3108.94	
<a href="#">Psychometrist 1</a>	2339.32	2454.59	2580.22	2707.28	2829.68		
<a href="#">Psychometrist 2</a>	2393.78	2516.23	2640.20	2768.45	2893.61		
<a href="#">Psychometry Assistant</a>	2139.80	2283.16	2430.95	2583.14	2699.93		
<a href="#">Recreation Therapist 1</a>	2234.17	2368.47	2514.73	2677.40	2798.45		
<a href="#">Recreation Therapist 2</a>	2345.86	2486.90	2640.48	2811.28	2938.37		
<a href="#">Social Worker 1</a>	2143.16	2274.60	2422.13	2541.50	2664.87	2788.28	2914.31
<a href="#">Social Worker 2</a>	2241.11	2378.56	2532.84	2915.73	3047.52		
<a href="#">Social Worker 3</a>	2650.14	2772.19	2911.68	3043.08	3180.65		

<b>SCHEDULE A</b>										
<b>BI-WEEKLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2014 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#">Social Worker 3 (PIO)*</a>	2153.49	2206.45	2261.18	2317.70	2375.98	2434.26	2492.51	2549.90	2614.34	2732.54
<a href="#">Social Worker 4 (PIO)*</a>	2439.52	2496.93	2559.62	2625.83	2690.30	2754.75	2822.74	2892.48	2975.50	3110.00
Recreation Therapist (PIO)*	2048.41	2099.62	2154.35	2209.98	2265.62	2317.70	2375.98	2434.26	2491.64	2604.28
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2722.96	2790.94	2859.82	2930.46	2999.33	3073.50	3152.06	3228.89	3306.57	3456.05
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>BI-WEEKLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JULY 1, 2014 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#">Social Worker 3 (PIO)*</a>	2164.26	2217.48	2272.49	2329.28	2387.86	2446.43	2504.98	2562.65	2627.42	2746.20
<a href="#">Social Worker 4 (PIO)*</a>	2451.71	2509.42	2572.42	2638.97	2703.75	2768.53	2836.85	2906.94	2990.38	3125.54
Recreation Therapist (PIO)*	2058.65	2110.12	2165.12	2221.03	2276.94	2329.28	2387.86	2446.43	2504.09	2617.30
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2736.57	2804.90	2874.12	2945.12	3014.33	3088.87	3167.82	3245.03	3323.10	3473.33
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>BI-WEEKLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2015 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#">Social Worker 3 (PIO)*</a>	2175.08	2228.57	2283.85	2340.93	2399.80	2458.67	2517.50	2575.46	2640.56	2759.93
<a href="#">Social Worker 4 (PIO)*</a>	2463.97	2521.97	2585.28	2652.16	2717.27	2782.37	2851.04	2921.48	3005.33	3141.17
Recreation Therapist (PIO)*	2068.94	2120.67	2175.95	2232.14	2288.33	2340.93	2399.80	2458.67	2516.61	2630.39
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2750.25	2818.92	2888.49	2959.84	3029.40	3104.31	3183.66	3261.26	3339.71	3490.70
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
BI-WEEKLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JULY 1, 2015 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	2185.96	2239.71	2295.27	2352.64	2411.80	2470.96	2530.09	2588.34	2653.76	2773.73
<a href="#">Social Worker 4 (PIO)*</a>	2476.29	2534.57	2598.21	2665.42	2730.86	2796.29	2865.29	2936.09	3020.36	3156.88
Recreation Therapist (PIO)*	2079.29	2131.28	2186.83	2243.30	2299.77	2352.64	2411.80	2470.96	2529.20	2643.54
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2764.01	2833.01	2902.94	2974.64	3044.55	3119.84	3199.58	3277.56	3356.41	3508.16
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
BI-WEEKLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JANUARY 1, 2016 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	2196.89	2250.91	2306.75	2364.40	2423.86	2483.31	2542.74	2601.29	2667.02	2787.60
<a href="#">Social Worker 4 (PIO)*</a>	2488.67	2547.25	2611.20	2678.75	2744.52	2810.27	2879.62	2950.76	3035.47	3172.67
Recreation Therapist (PIO)*	2089.68	2141.93	2197.76	2254.52	2311.27	2364.40	2423.86	2483.31	2541.84	2656.76
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2777.83	2847.18	2917.45	2989.51	3059.78	3135.44	3215.57	3293.95	3373.19	3525.70
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
BI-WEEKLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JULY 1, 2016 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	2207.87	2262.17	2318.28	2376.22	2435.98	2495.73	2555.45	2614.29	2680.36	2801.54
<a href="#">Social Worker 4 (PIO)*</a>	2501.12	2559.98	2624.26	2692.14	2758.25	2824.32	2894.02	2965.52	3050.65	3188.53
Recreation Therapist (PIO)*	2100.13	2152.64	2208.75	2265.79	2322.83	2376.22	2435.98	2495.73	2554.55	2670.04
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2791.72	2861.42	2932.04	3004.46	3075.08	3151.11	3231.65	3310.42	3390.06	3543.32
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
BI-WEEKLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JANUARY 1, 2017 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	2218.91	2273.48	2329.88	2388.10	2448.16	2508.21	2568.23	2627.36	2693.76	2815.55
<a href="#">Social Worker 4 (PIO)*</a>	2513.62	2572.79	2637.38	2705.60	2772.04	2838.44	2908.49	2980.34	3065.90	3204.47
Recreation Therapist (PIO)*	2110.63	2163.41	2219.80	2277.12	2334.44	2388.10	2448.16	2508.21	2567.33	2683.39
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2805.68	2875.73	2946.70	3019.48	3090.45	3166.87	3247.81	3326.97	3407.01	3561.04
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
BI-WEEKLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JULY 1, 2017 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	2230.01	2284.85	2341.52	2400.04	2460.40	2520.75	2581.07	2640.50	2707.23	2829.62
<a href="#">Social Worker 4 (PIO)*</a>	2526.19	2585.65	2650.57	2719.13	2785.90	2852.63	2923.03	2995.25	3081.23	3220.49
Recreation Therapist (PIO)*	2121.18	2174.22	2230.90	2288.51	2346.11	2400.04	2460.40	2520.75	2580.17	2696.81
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2819.70	2890.10	2961.43	3034.58	3105.90	3182.70	3264.05	3343.61	3424.04	3578.84
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
BI-WEEKLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JANUARY 1, 2018 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	2241.16	2296.27	2353.23	2412.04	2472.70	2533.36	2593.98	2653.70	2720.77	2843.77
<a href="#">Social Worker 4 (PIO)*</a>	2538.82	2598.58	2663.82	2732.73	2799.83	2866.90	2937.65	3010.22	3096.64	3236.60
Recreation Therapist (PIO)*	2131.79	2185.09	2242.05	2299.95	2357.84	2412.04	2472.70	2533.36	2593.07	2710.29
<a href="#">Clinical Psychologist 2 (PIO)*</a>	2833.80	2904.56	2976.23	3049.75	3121.43	3198.62	3280.37	3360.32	3441.17	3596.74
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>BI-WEEKLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JULY 1, 2018 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	2252.36	2307.75	2365.00	2424.10	2485.06	2546.03	2606.95	2666.97	2734.37	2857.99
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	2551.52	2611.57	2677.14	2746.40	2813.83	2881.23	2952.33	3025.28	3112.12	3252.78
Recreation Therapist (PIO)*	2142.44	2196.02	2253.26	2311.45	2369.63	2424.10	2485.06	2546.03	2606.03	2723.84
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	2847.97	2919.08	2991.11	3065.00	3137.04	3214.61	3296.77	3377.12	3458.37	3614.72
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>BI-WEEKLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2019 (.25%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	2258.00	2313.52	2370.91	2430.16	2491.27	2552.39	2613.47	2673.64	2741.21	2865.14
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	2557.90	2618.10	2683.83	2753.26	2820.86	2888.43	2959.71	3032.84	3119.90	3260.91
Recreation Therapist (PIO)*	2147.80	2201.51	2258.90	2317.22	2375.56	2430.16	2491.27	2552.39	2612.55	2730.65
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	2855.09	2926.37	2998.59	3072.66	3144.89	3222.65	3305.01	3385.57	3467.02	3623.76
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>BI-WEEKLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE MARCH 31, 2019 (2.50%) (LAST DAY OF THE CONTRACT)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	2314.45	2371.36	2430.18	2490.92	2553.55	2616.20	2678.81	2740.48	2809.73	2936.76
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	2621.84	2683.55	2750.93	2822.09	2891.39	2960.64	3033.71	3108.65	3197.90	3342.44
Recreation Therapist (PIO)*	2201.49	2256.54	2315.37	2375.15	2434.95	2490.92	2553.55	2616.20	2677.87	2798.92
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	2926.46	2999.54	3073.55	3149.48	3223.51	3303.21	3387.64	3470.21	3553.70	3714.35
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JANUARY 1, 2014 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	33.3031	34.8595	36.5833	38.2235	40.1312	41.9453	
Audiologist / Speech Language Pathologist 2	34.8764	36.5833	38.2235	40.1312	42.0723	43.9743	
<a href="#">Psychologist 1</a>	34.7054	36.5032	38.1859	39.9835	41.7911		
<a href="#">Psychologist 2</a>	36.4403	38.3287	40.0952	41.9828	43.8806		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	36.2492	38.0016	39.9121	41.8069	43.6967		
Community Addictions Officer (H.C.)	28.0320	29.4304	30.7967	32.2756	33.7344		
<a href="#">Dietitian 1</a>	26.6611	28.2295	30.0703	31.8604	33.4628	34.9755	
<a href="#">Dietitian 2</a>	29.0135	30.3604	31.8604	33.5481	35.1164	36.7039	
<a href="#">Dietitian 3</a>	30.7353	32.3207	33.9742	35.6618	37.4178	39.1094	
<a href="#">Unlicensed Pharmacist</a>	33.9316	35.5003	37.3761	39.1664	41.1442	43.0044	
<a href="#">Pharmacist 1</a>	35.5003	37.3761	39.1664	41.1952	43.2243	45.1783	
<a href="#">Pharmacist 2</a>	37.3761	39.1664	41.1952	43.2243	45.4069	47.4597	
<a href="#">Pharmacist 3</a>	39.1664	41.1952	43.2243	45.4069	47.6235	49.7764	
Pharmacist 5 (H.C.)	41.1952	43.2243	45.4069	47.6235	50.0792	52.3429	
<a href="#">Medical Physicist 1</a>	50.9006	53.3634	55.9212	58.5893	61.2378		
<a href="#">Medical Physicist 2</a>	62.3942	65.4415	68.6463	71.7723	75.0167		
<a href="#">Midwife 1</a>	32.1620	33.7600	35.3200	37.1867	38.9733		
<a href="#">Midwife 2</a>	40.9867	43.0133	45.1867	47.2267			
Occupational Therapist / Physiotherapist 1	29.3066	30.1951	30.9999	31.9390	33.4478	34.9598	
Occupational Therapist / Physiotherapist 2	30.8155	31.6704	32.6262	33.5482	35.1745	36.7647	
Occupational Therapist / Physiotherapist 3	32.2910	33.2297	34.2190	35.1745	36.9016	38.5699	
<a href="#">Psychometrist 1</a>	29.0218	30.4518	32.0103	33.5869	35.1051		
<a href="#">Psychometrist 2</a>	29.6975	31.2168	32.7548	34.3457	35.8985		
<a href="#">Psychometry Assistant</a>	26.5467	28.3251	30.1585	32.0468	33.4955		
Recreation Therapist 1	27.7172	29.3836	31.1981	33.2162	34.7177		
Recreation Therapist 2	29.1031	30.8527	32.7580	34.8770	36.4537		
<a href="#">Social Worker 1</a>	26.5883	28.2190	30.0491	31.5302	33.0608	34.5918	36.1554
<a href="#">Social Worker 2</a>	27.8035	29.5087	31.4226	36.1728	37.8079		
<a href="#">Social Worker 3</a>	32.8780	34.3920	36.1226	37.7528	39.4594		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JULY 1, 2014 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	33.4696	35.0338	36.7662	38.4146	40.3319	42.1550	
Audiologist / Speech Language Pathologist 2	35.0508	36.7662	38.4146	40.3319	42.2827	44.1942	
<a href="#">Psychologist 1</a>	34.8789	36.6857	38.3768	40.1834	42.0001		
<a href="#">Psychologist 2</a>	36.6225	38.5203	40.2957	42.1927	44.1000		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	36.4304	38.1916	40.1117	42.0159	43.9152		
Community Addictions Officer (H.C.)	28.1722	29.5776	30.9507	32.4370	33.9031		
<a href="#">Dietitian 1</a>	26.7944	28.3706	30.2207	32.0197	33.6301	35.1504	
<a href="#">Dietitian 2</a>	29.1586	30.5122	32.0197	33.7158	35.2920	36.8874	
<a href="#">Dietitian 3</a>	30.8890	32.4823	34.1441	35.8401	37.6049	39.3049	
<a href="#">Unlicensed Pharmacist</a>	34.1013	35.6778	37.5630	39.3622	41.3499	43.2194	
<a href="#">Pharmacist 1</a>	35.6778	37.5630	39.3622	41.4012	43.4404	45.4042	
<a href="#">Pharmacist 2</a>	37.5630	39.3622	41.4012	43.4404	45.6339	47.6970	
<a href="#">Pharmacist 3</a>	39.3622	41.4012	43.4404	45.6339	47.8616	50.0253	
Pharmacist 5 (H.C.)	41.4012	43.4404	45.6339	47.8616	50.3296	52.6046	
<a href="#">Medical Physicist 1</a>	51.1551	53.6302	56.2008	58.8822	61.5440		
<a href="#">Medical Physicist 2</a>	62.7062	65.7687	68.9895	72.1312	75.3918		
<a href="#">Midwife 1</a>	32.3228	33.9288	35.4966	37.3726	39.1682		
<a href="#">Midwife 2</a>	41.1916	43.2284	45.4126	47.4628			
Occupational Therapist / Physiotherapist 1	29.4531	30.3461	31.1549	32.0987	33.6150	35.1346	
Occupational Therapist / Physiotherapist 2	30.9696	31.8288	32.7893	33.7159	35.3504	36.9485	
Occupational Therapist / Physiotherapist 3	32.4525	33.3958	34.3901	35.3504	37.0861	38.7627	
<a href="#">Psychometrist 1</a>	29.1669	30.6041	32.1704	33.7548	35.2806		
<a href="#">Psychometrist 2</a>	29.8460	31.3729	32.9186	34.5174	36.0780		
<a href="#">Psychometry Assistant</a>	26.6794	28.4667	30.3093	32.2070	33.6630		
Recreation Therapist 1	27.8558	29.5305	31.3541	33.3823	34.8913		
Recreation Therapist 2	29.2486	31.0070	32.9218	35.0514	36.6360		
<a href="#">Social Worker 1</a>	26.7212	28.3601	30.1993	31.6879	33.2261	34.7648	36.3362
<a href="#">Social Worker 2</a>	27.9425	29.6562	31.5797	36.3537	37.9969		
<a href="#">Social Worker 3</a>	33.0424	34.5640	36.3032	37.9416	39.6567		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JANUARY 1, 2015 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	33.6369	35.2090	36.9500	38.6067	40.5336	42.3658	
Audiologist / Speech Language Pathologist 2	35.2261	36.9500	38.6067	40.5336	42.4941	44.4152	
<a href="#">Psychologist 1</a>	35.0533	36.8691	38.5687	40.3843	42.2101		
<a href="#">Psychologist 2</a>	36.8056	38.7129	40.4972	42.4037	44.3205		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	36.6126	38.3826	40.3123	42.2260	44.1348		
Community Addictions Officer (H.C.)	28.3131	29.7255	31.1055	32.5992	34.0726		
<a href="#">Dietitian 1</a>	26.9284	28.5125	30.3718	32.1798	33.7983	35.3262	
<a href="#">Dietitian 2</a>	29.3044	30.6648	32.1798	33.8844	35.4685	37.0718	
<a href="#">Dietitian 3</a>	31.0434	32.6447	34.3148	36.0193	37.7929	39.5014	
<a href="#">Unlicensed Pharmacist</a>	34.2718	35.8562	37.7508	39.5590	41.5566	43.4355	
<a href="#">Pharmacist 1</a>	35.8562	37.7508	39.5590	41.6082	43.6576	45.6312	
<a href="#">Pharmacist 2</a>	37.7508	39.5590	41.6082	43.6576	45.8621	47.9355	
<a href="#">Pharmacist 3</a>	39.5590	41.6082	43.6576	45.8621	48.1009	50.2754	
Pharmacist 5 (H.C.)	41.6082	43.6576	45.8621	48.1009	50.5812	52.8676	
<a href="#">Medical Physicist 1</a>	51.4109	53.8984	56.4818	59.1766	61.8517		
<a href="#">Medical Physicist 2</a>	63.0197	66.0975	69.3344	72.4919	75.7688		
<a href="#">Midwife 1</a>	32.4844	34.0984	35.6741	37.5595	39.3640		
<a href="#">Midwife 2</a>	41.3976	43.4445	45.6397	47.7001			
Occupational Therapist / Physiotherapist 1	29.6004	30.4978	31.3107	32.2592	33.7831	35.3103	
Occupational Therapist / Physiotherapist 2	31.1244	31.9879	32.9532	33.8845	35.5272	37.1332	
Occupational Therapist / Physiotherapist 3	32.6148	33.5628	34.5621	35.5272	37.2715	38.9565	
<a href="#">Psychometrist 1</a>	29.3127	30.7571	32.3313	33.9236	35.4570		
<a href="#">Psychometrist 2</a>	29.9952	31.5298	33.0832	34.6900	36.2584		
<a href="#">Psychometry Assistant</a>	26.8128	28.6090	30.4608	32.3680	33.8313		
Recreation Therapist 1	27.9951	29.6782	31.5109	33.5492	35.0658		
Recreation Therapist 2	29.3948	31.1620	33.0864	35.2267	36.8192		
<a href="#">Social Worker 1</a>	26.8548	28.5019	30.3503	31.8463	33.3922	34.9386	36.5179
<a href="#">Social Worker 2</a>	28.0822	29.8045	31.7376	36.5355	38.1869		
<a href="#">Social Worker 3</a>	33.2076	34.7368	36.4847	38.1313	39.8550		



SCHEDULE A							
HOURLY RATES							
EFFECTIVE JULY 1, 2015 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	33.8051	35.3850	37.1348	38.7997	40.7363	42.5776	
Audiologist / Speech Language Pathologist 2	35.4022	37.1348	38.7997	40.7363	42.7066	44.6373	
<a href="#">Psychologist 1</a>	35.2286	37.0534	38.7615	40.5862	42.4212		
<a href="#">Psychologist 2</a>	36.9896	38.9065	40.6997	42.6157	44.5421		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	36.7957	38.5745	40.5139	42.4371	44.3555		
Community Addictions Officer (H.C.)	28.4547	29.8741	31.2610	32.7622	34.2430		
<a href="#">Dietitian 1</a>	27.0630	28.6551	30.5237	32.3407	33.9673	35.5028	
<a href="#">Dietitian 2</a>	29.4509	30.8181	32.3407	34.0538	35.6458	37.2572	
<a href="#">Dietitian 3</a>	31.1986	32.8079	34.4864	36.1994	37.9819	39.6989	
<a href="#">Unlicensed Pharmacist</a>	34.4432	36.0355	37.9396	39.7568	41.7644	43.6527	
<a href="#">Pharmacist 1</a>	36.0355	37.9396	39.7568	41.8162	43.8759	45.8594	
<a href="#">Pharmacist 2</a>	37.9396	39.7568	41.8162	43.8759	46.0914	48.1752	
<a href="#">Pharmacist 3</a>	39.7568	41.8162	43.8759	46.0914	48.3414	50.5268	
Pharmacist 5 (H.C.)	41.8162	43.8759	46.0914	48.3414	50.8341	53.1319	
<a href="#">Medical Physicist 1</a>	51.6680	54.1679	56.7642	59.4725	62.1610		
<a href="#">Medical Physicist 2</a>	63.3348	66.4280	69.6811	72.8544	76.1476		
<a href="#">Midwife 1</a>	32.6468	34.2689	35.8525	37.7473	39.5608		
<a href="#">Midwife 2</a>	41.6046	43.6617	45.8679	47.9386			
Occupational Therapist / Physiotherapist 1	29.7484	30.6503	31.4673	32.4205	33.9520	35.4869	
Occupational Therapist / Physiotherapist 2	31.2800	32.1478	33.1180	34.0539	35.7048	37.3189	
Occupational Therapist / Physiotherapist 3	32.7779	33.7306	34.7349	35.7048	37.4579	39.1513	
<a href="#">Psychometrist 1</a>	29.4593	30.9109	32.4930	34.0932	35.6343		
<a href="#">Psychometrist 2</a>	30.1452	31.6874	33.2486	34.8635	36.4397		
<a href="#">Psychometry Assistant</a>	26.9469	28.7520	30.6131	32.5298	34.0005		
Recreation Therapist 1	28.1351	29.8266	31.6685	33.7169	35.2411		
Recreation Therapist 2	29.5418	31.3178	33.2518	35.4028	37.0033		
<a href="#">Social Worker 1</a>	26.9891	28.6444	30.5021	32.0055	33.5592	35.1133	36.7005
<a href="#">Social Worker 2</a>	28.2226	29.9535	31.8963	36.7182	38.3778		
<a href="#">Social Worker 3</a>	33.3736	34.9105	36.6671	38.3220	40.0543		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JANUARY 1, 2016 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	33.9741	35.5619	37.3205	38.9937	40.9400	42.7905	
Audiologist / Speech Language Pathologist 2	35.5792	37.3205	38.9937	40.9400	42.9201	44.8605	
<a href="#">Psychologist 1</a>	35.4047	37.2387	38.9553	40.7891	42.6333		
<a href="#">Psychologist 2</a>	37.1745	39.1010	40.9032	42.8288	44.7648		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	36.9797	38.7674	40.7165	42.6493	44.5773		
Community Addictions Officer (H.C.)	28.5970	30.0235	31.4173	32.9260	34.4142		
<a href="#">Dietitian 1</a>	27.1983	28.7984	30.6763	32.5024	34.1371	35.6803	
<a href="#">Dietitian 2</a>	29.5982	30.9722	32.5024	34.2241	35.8240	37.4435	
<a href="#">Dietitian 3</a>	31.3546	32.9719	34.6588	36.3804	38.1718	39.8974	
<a href="#">Unlicensed Pharmacist</a>	34.6154	36.2157	38.1293	39.9556	41.9732	43.8710	
<a href="#">Pharmacist 1</a>	36.2157	38.1293	39.9556	42.0253	44.0953	46.0887	
<a href="#">Pharmacist 2</a>	38.1293	39.9556	42.0253	44.0953	46.3219	48.4161	
<a href="#">Pharmacist 3</a>	39.9556	42.0253	44.0953	46.3219	48.5831	50.7794	
Pharmacist 5 (H.C.)	42.0253	44.0953	46.3219	48.5831	51.0883	53.3976	
<a href="#">Medical Physicist 1</a>	51.9263	54.4387	57.0480	59.7699	62.4718		
<a href="#">Medical Physicist 2</a>	63.6515	66.7601	70.0295	73.2187	76.5283		
<a href="#">Midwife 1</a>	32.8100	34.4402	36.0318	37.9360	39.7586		
<a href="#">Midwife 2</a>	41.8126	43.8800	46.0972	48.1783			
Occupational Therapist / Physiotherapist 1	29.8971	30.8036	31.6246	32.5826	34.1218	35.6643	
Occupational Therapist / Physiotherapist 2	31.4364	32.3085	33.2836	34.2242	35.8833	37.5055	
Occupational Therapist / Physiotherapist 3	32.9418	33.8993	34.9086	35.8833	37.6452	39.3471	
<a href="#">Psychometrist 1</a>	29.6066	31.0655	32.6555	34.2637	35.8125		
<a href="#">Psychometrist 2</a>	30.2959	31.8458	33.4148	35.0378	36.6219		
<a href="#">Psychometry Assistant</a>	27.0816	28.8958	30.7662	32.6924	34.1705		
Recreation Therapist 1	28.2758	29.9757	31.8268	33.8855	35.4173		
Recreation Therapist 2	29.6895	31.4744	33.4181	35.5798	37.1883		
<a href="#">Social Worker 1</a>	27.1240	28.7876	30.6546	32.1655	33.7270	35.2889	36.8840
<a href="#">Social Worker 2</a>	28.3637	30.1033	32.0558	36.9018	38.5697		
<a href="#">Social Worker 3</a>	33.5405	35.0851	36.8504	38.5136	40.2546		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JULY 1, 2016 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	34.1440	35.7397	37.5071	39.1887	41.1447	43.0045	
Audiologist / Speech Language Pathologist 2	35.7571	37.5071	39.1887	41.1447	43.1347	45.0848	
<a href="#">Psychologist 1</a>	35.5817	37.4249	39.1501	40.9930	42.8465		
<a href="#">Psychologist 2</a>	37.3604	39.2965	41.1077	43.0429	44.9886		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	37.1646	38.9612	40.9201	42.8625	44.8002		
Community Addictions Officer (H.C.)	28.7400	30.1736	31.5744	33.0906	34.5863		
<a href="#">Dietitian 1</a>	27.3343	28.9424	30.8297	32.6649	34.3078	35.8587	
<a href="#">Dietitian 2</a>	29.7462	31.1271	32.6649	34.3952	36.0031	37.6307	
<a href="#">Dietitian 3</a>	31.5114	33.1368	34.8321	36.5623	38.3627	40.0969	
<a href="#">Unlicensed Pharmacist</a>	34.7885	36.3968	38.3199	40.1554	42.1831	44.0904	
<a href="#">Pharmacist 1</a>	36.3968	38.3199	40.1554	42.2354	44.3158	46.3191	
<a href="#">Pharmacist 2</a>	38.3199	40.1554	42.2354	44.3158	46.5535	48.6582	
<a href="#">Pharmacist 3</a>	40.1554	42.2354	44.3158	46.5535	48.8260	51.0333	
Pharmacist 5 (H.C.)	42.2354	44.3158	46.5535	48.8260	51.3437	53.6646	
<a href="#">Medical Physicist 1</a>	52.1859	54.7109	57.3332	60.0687	62.7842		
<a href="#">Medical Physicist 2</a>	63.9698	67.0939	70.3796	73.5848	76.9109		
<a href="#">Midwife 1</a>	32.9741	34.6124	36.2120	38.1257	39.9574		
<a href="#">Midwife 2</a>	42.0217	44.0994	46.3277	48.4192			
Occupational Therapist / Physiotherapist 1	30.0466	30.9576	31.7827	32.7455	34.2924	35.8426	
Occupational Therapist / Physiotherapist 2	31.5936	32.4700	33.4500	34.3953	36.0627	37.6930	
Occupational Therapist / Physiotherapist 3	33.1065	34.0688	35.0831	36.0627	37.8334	39.5438	
<a href="#">Psychometrist 1</a>	29.7546	31.2208	32.8188	34.4350	35.9916		
<a href="#">Psychometrist 2</a>	30.4474	32.0050	33.5819	35.2130	36.8050		
<a href="#">Psychometry Assistant</a>	27.2170	29.0403	30.9200	32.8559	34.3414		
Recreation Therapist 1	28.4172	30.1256	31.9859	34.0549	35.5944		
Recreation Therapist 2	29.8379	31.6318	33.5852	35.7577	37.3742		
<a href="#">Social Worker 1</a>	27.2596	28.9315	30.8079	32.3263	33.8956	35.4653	37.0684
<a href="#">Social Worker 2</a>	28.5055	30.2538	32.2161	37.0863	38.7625		
<a href="#">Social Worker 3</a>	33.7082	35.2605	37.0347	38.7062	40.4559		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JANUARY 1, 2017 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	34.3147	35.9184	37.6946	39.3846	41.3504	43.2195	
Audiologist / Speech Language Pathologist 2	35.9359	37.6946	39.3846	41.3504	43.3504	45.3102	
<a href="#">Psychologist 1</a>	35.7596	37.6120	39.3459	41.1980	43.0607		
<a href="#">Psychologist 2</a>	37.5472	39.4930	41.3132	43.2581	45.2135		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	37.3504	39.1560	41.1247	43.0768	45.0242		
Community Addictions Officer (H.C.)	28.8837	30.3245	31.7323	33.2561	34.7592		
<a href="#">Dietitian 1</a>	27.4710	29.0871	30.9838	32.8282	34.4793	36.0380	
<a href="#">Dietitian 2</a>	29.8949	31.2827	32.8282	34.5672	36.1831	37.8189	
<a href="#">Dietitian 3</a>	31.6690	33.3025	35.0063	36.7451	38.5545	40.2974	
<a href="#">Unlicensed Pharmacist</a>	34.9624	36.5788	38.5115	40.3562	42.3940	44.3109	
<a href="#">Pharmacist 1</a>	36.5788	38.5115	40.3562	42.4466	44.5374	46.5507	
<a href="#">Pharmacist 2</a>	38.5115	40.3562	42.4466	44.5374	46.7863	48.9015	
<a href="#">Pharmacist 3</a>	40.3562	42.4466	44.5374	46.7863	49.0701	51.2885	
Pharmacist 5 (H.C.)	42.4466	44.5374	46.7863	49.0701	51.6004	53.9329	
<a href="#">Medical Physicist 1</a>	52.4468	54.9845	57.6199	60.3690	63.0981		
<a href="#">Medical Physicist 2</a>	64.2896	67.4294	70.7315	73.9527	77.2955		
<a href="#">Midwife 1</a>	33.1390	34.7855	36.3931	38.3163	40.1572		
<a href="#">Midwife 2</a>	42.2318	44.3199	46.5593	48.6613			
Occupational Therapist / Physiotherapist 1	30.1968	31.1124	31.9416	32.9092	34.4639	36.0218	
Occupational Therapist / Physiotherapist 2	31.7516	32.6324	33.6173	34.5673	36.2430	37.8815	
Occupational Therapist / Physiotherapist 3	33.2720	34.2391	35.2585	36.2430	38.0226	39.7415	
<a href="#">Psychometrist 1</a>	29.9034	31.3769	32.9829	34.6072	36.1716		
<a href="#">Psychometrist 2</a>	30.5996	32.1650	33.7498	35.3891	36.9890		
<a href="#">Psychometry Assistant</a>	27.3531	29.1855	31.0746	33.0202	34.5131		
Recreation Therapist 1	28.5593	30.2762	32.1458	34.2252	35.7724		
Recreation Therapist 2	29.9871	31.7900	33.7531	35.9365	37.5611		
<a href="#">Social Worker 1</a>	27.3959	29.0762	30.9619	32.4879	34.0651	35.6426	37.2537
<a href="#">Social Worker 2</a>	28.6480	30.4051	32.3772	37.2717	38.9563		
<a href="#">Social Worker 3</a>	33.8767	35.4368	37.2199	38.8997	40.6582		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JULY 1, 2017 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	34.4863	36.0980	37.8831	39.5815	41.5572	43.4356	
Audiologist / Speech Language Pathologist 2	36.1156	37.8831	39.5815	41.5572	43.5672	45.5368	
<a href="#">Psychologist 1</a>	35.9384	37.8001	39.5426	41.4040	43.2760		
<a href="#">Psychologist 2</a>	37.7349	39.6905	41.5198	43.4744	45.4396		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	37.5372	39.3518	41.3303	43.2922	45.2493		
Community Addictions Officer (H.C.)	29.0281	30.4761	31.8910	33.4224	34.9330		
<a href="#">Dietitian 1</a>	27.6084	29.2325	31.1387	32.9923	34.6517	36.2182	
<a href="#">Dietitian 2</a>	30.0444	31.4391	32.9923	34.7400	36.3640	38.0080	
<a href="#">Dietitian 3</a>	31.8273	33.4690	35.1813	36.9288	38.7473	40.4989	
<a href="#">Unlicensed Pharmacist</a>	35.1372	36.7617	38.7041	40.5580	42.6060	44.5325	
<a href="#">Pharmacist 1</a>	36.7617	38.7041	40.5580	42.6588	44.7601	46.7835	
<a href="#">Pharmacist 2</a>	38.7041	40.5580	42.6588	44.7601	47.0202	49.1460	
<a href="#">Pharmacist 3</a>	40.5580	42.6588	44.7601	47.0202	49.3155	51.5449	
Pharmacist 5 (H.C.)	42.6588	44.7601	47.0202	49.3155	51.8584	54.2026	
<a href="#">Medical Physicist 1</a>	52.7090	55.2594	57.9080	60.6708	63.4136		
<a href="#">Medical Physicist 2</a>	64.6110	67.7665	71.0852	74.3225	77.6820		
<a href="#">Midwife 1</a>	33.3047	34.9594	36.5751	38.5079	40.3580		
<a href="#">Midwife 2</a>	42.4430	44.5415	46.7921	48.9046			
Occupational Therapist / Physiotherapist 1	30.3478	31.2680	32.1013	33.0737	34.6362	36.2019	
Occupational Therapist / Physiotherapist 2	31.9104	32.7956	33.7854	34.7401	36.4242	38.0709	
Occupational Therapist / Physiotherapist 3	33.4384	34.4103	35.4348	36.4242	38.2127	39.9402	
<a href="#">Psychometrist 1</a>	30.0529	31.5338	33.1478	34.7802	36.3525		
<a href="#">Psychometrist 2</a>	30.7526	32.3258	33.9185	35.5660	37.1739		
<a href="#">Psychometry Assistant</a>	27.4899	29.3314	31.2300	33.1853	34.6857		
Recreation Therapist 1	28.7021	30.4276	32.3065	34.3963	35.9513		
Recreation Therapist 2	30.1370	31.9490	33.9219	36.1162	37.7489		
<a href="#">Social Worker 1</a>	27.5329	29.2216	31.1167	32.6503	34.2354	35.8208	37.4400
<a href="#">Social Worker 2</a>	28.7912	30.5571	32.5391	37.4581	39.1511		
<a href="#">Social Worker 3</a>	34.0461	35.6140	37.4060	39.0942	40.8615		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JANUARY 1, 2018 (0.50%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	34.6587	36.2785	38.0725	39.7794	41.7650	43.6528	
Audiologist / Speech Language Pathologist 2	36.2962	38.0725	39.7794	41.7650	43.7850	45.7645	
<a href="#">Psychologist 1</a>	36.1181	37.9891	39.7403	41.6110	43.4924		
<a href="#">Psychologist 2</a>	37.9236	39.8890	41.7274	43.6918	45.6668		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	37.7249	39.5486	41.5370	43.5087	45.4755		
Community Addictions Officer (H.C.)	29.1732	30.6285	32.0505	33.5895	35.1077		
<a href="#">Dietitian 1</a>	27.7464	29.3787	31.2944	33.1573	34.8250	36.3993	
<a href="#">Dietitian 2</a>	30.1946	31.5963	33.1573	34.9137	36.5458	38.1980	
<a href="#">Dietitian 3</a>	31.9864	33.6363	35.3572	37.1134	38.9410	40.7014	
<a href="#">Unlicensed Pharmacist</a>	35.3129	36.9455	38.8976	40.7608	42.8190	44.7552	
<a href="#">Pharmacist 1</a>	36.9455	38.8976	40.7608	42.8721	44.9839	47.0174	
<a href="#">Pharmacist 2</a>	38.8976	40.7608	42.8721	44.9839	47.2553	49.3917	
<a href="#">Pharmacist 3</a>	40.7608	42.8721	44.9839	47.2553	49.5621	51.8026	
Pharmacist 5 (H.C.)	42.8721	44.9839	47.2553	49.5621	52.1177	54.4736	
<a href="#">Medical Physicist 1</a>	52.9725	55.5357	58.1975	60.9742	63.7307		
<a href="#">Medical Physicist 2</a>	64.9341	68.1053	71.4406	74.6941	78.0704		
<a href="#">Midwife 1</a>	33.4712	35.1342	36.7580	38.7004	40.5598		
<a href="#">Midwife 2</a>	42.6552	44.7642	47.0261	49.1491			
Occupational Therapist / Physiotherapist 1	30.4995	31.4243	32.2618	33.2391	34.8094	36.3829	
Occupational Therapist / Physiotherapist 2	32.0700	32.9596	33.9543	34.9138	36.6063	38.2613	
Occupational Therapist / Physiotherapist 3	33.6056	34.5824	35.6120	36.6063	38.4038	40.1399	
<a href="#">Psychometrist 1</a>	30.2032	31.6915	33.3135	34.9541	36.5343		
<a href="#">Psychometrist 2</a>	30.9064	32.4874	34.0881	35.7438	37.3598		
<a href="#">Psychometry Assistant</a>	27.6273	29.4781	31.3862	33.3512	34.8591		
Recreation Therapist 1	28.8456	30.5797	32.4680	34.5683	36.1311		
Recreation Therapist 2	30.2877	32.1087	34.0915	36.2968	37.9376		
<a href="#">Social Worker 1</a>	27.6706	29.3677	31.2723	32.8136	34.4066	35.9999	37.6272
<a href="#">Social Worker 2</a>	28.9352	30.7099	32.7018	37.6454	39.3469		
<a href="#">Social Worker 3</a>	34.2163	35.7921	37.5930	39.2897	41.0658		

<b>SCHEDULE A</b>							
<b>HOURLY RATES</b>							
<b>EFFECTIVE JULY 1, 2018 (0.50%)</b>							
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>
Audiologist / Speech Language Pathologist 1	34.8320	36.4599	38.2629	39.9783	41.9738	43.8711	
Audiologist / Speech Language Pathologist 2	36.4777	38.2629	39.9783	41.9738	44.0039	45.9933	
<a href="#">Psychologist 1</a>	36.2987	38.1790	39.9390	41.8191	43.7099		
<a href="#">Psychologist 2</a>	38.1132	40.0884	41.9360	43.9103	45.8951		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	37.9135	39.7463	41.7447	43.7262	45.7029		
Community Addictions Officer (H.C.)	29.3191	30.7816	32.2108	33.7574	35.2832		
<a href="#">Dietitian 1</a>	27.8851	29.5256	31.4509	33.3231	34.9991	36.5813	
<a href="#">Dietitian 2</a>	30.3456	31.7543	33.3231	35.0883	36.7285	38.3890	
<a href="#">Dietitian 3</a>	32.1463	33.8045	35.5340	37.2990	39.1357	40.9049	
<a href="#">Unlicensed Pharmacist</a>	35.4895	37.1302	39.0921	40.9646	43.0331	44.9790	
<a href="#">Pharmacist 1</a>	37.1302	39.0921	40.9646	43.0865	45.2088	47.2525	
<a href="#">Pharmacist 2</a>	39.0921	40.9646	43.0865	45.2088	47.4916	49.6387	
<a href="#">Pharmacist 3</a>	40.9646	43.0865	45.2088	47.4916	49.8099	52.0616	
Pharmacist 5 (H.C.)	43.0865	45.2088	47.4916	49.8099	52.3783	54.7460	
<a href="#">Medical Physicist 1</a>	53.2374	55.8134	58.4885	61.2791	64.0494		
<a href="#">Medical Physicist 2</a>	65.2588	68.4458	71.7978	75.0676	78.4608		
<a href="#">Midwife 1</a>	33.6386	35.3099	36.9418	38.8939	40.7626		
<a href="#">Midwife 2</a>	42.8685	44.9880	47.2612	49.3948			
Occupational Therapist / Physiotherapist 1	30.6520	31.5814	32.4231	33.4053	34.9834	36.5648	
Occupational Therapist / Physiotherapist 2	32.2304	33.1244	34.1241	35.0884	36.7893	38.4526	
Occupational Therapist / Physiotherapist 3	33.7736	34.7553	35.7901	36.7893	38.5958	40.3406	
<a href="#">Psychometrist 1</a>	30.3542	31.8500	33.4801	35.1289	36.7170		
<a href="#">Psychometrist 2</a>	31.0609	32.6498	34.2585	35.9225	37.5466		
<a href="#">Psychometry Assistant</a>	27.7654	29.6255	31.5431	33.5180	35.0334		
Recreation Therapist 1	28.9898	30.7326	32.6303	34.7411	36.3118		
Recreation Therapist 2	30.4391	32.2692	34.2620	36.4783	38.1273		
<a href="#">Social Worker 1</a>	27.8090	29.5145	31.4287	32.9777	34.5786	36.1799	37.8153
<a href="#">Social Worker 2</a>	29.0799	30.8634	32.8653	37.8336	39.5436		
<a href="#">Social Worker 3</a>	34.3874	35.9711	37.7810	39.4861	41.2711		

SCHEDULE A							
HOURLY RATES							
EFFECTIVE JANUARY 1, 2019 (0.25%)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	34.9191	36.5510	38.3586	40.0782	42.0787	43.9808	
Audiologist / Speech Language Pathologist 2	36.5689	38.3586	40.0782	42.0787	44.1139	46.1083	
Psychologist 1	36.3894	38.2744	40.0388	41.9236	43.8192		
<a href="#">Psychologist 2</a>	38.2085	40.1886	42.0408	44.0201	46.0098		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	38.0083	39.8457	41.8491	43.8355	45.8172		
Community Addictions Officer (H.C.)	29.3924	30.8586	32.2913	33.8418	35.3714		
<a href="#">Dietitian 1</a>	27.9548	29.5994	31.5295	33.4064	35.0866	36.6728	
<a href="#">Dietitian 2</a>	30.4215	31.8337	33.4064	35.1760	36.8203	38.4850	
<a href="#">Dietitian 3</a>	32.2267	33.8890	35.6228	37.3922	39.2335	41.0072	
<a href="#">Unlicensed Pharmacist</a>	35.5782	37.2230	39.1898	41.0670	43.1407	45.0914	
<a href="#">Pharmacist 1</a>	37.2230	39.1898	41.0670	43.1942	45.3218	47.3706	
<a href="#">Pharmacist 2</a>	39.1898	41.0670	43.1942	45.3218	47.6103	49.7628	
<a href="#">Pharmacist 3</a>	41.0670	43.1942	45.3218	47.6103	49.9344	52.1918	
Pharmacist 5 (H.C.)	43.1942	45.3218	47.6103	49.9344	52.5092	54.8829	
<a href="#">Medical Physicist 1</a>	53.3705	55.9529	58.6347	61.4323	64.2095		
<a href="#">Medical Physicist 2</a>	65.4219	68.6169	71.9773	75.2553	78.6570		
<a href="#">Midwife 1</a>	33.7227	35.3982	37.0342	38.9911	40.8645		
<a href="#">Midwife 2</a>	42.9757	45.1005	47.3794	49.5183			
Occupational Therapist / Physiotherapist 1	30.7286	31.6604	32.5042	33.4888	35.0709	36.6562	
Occupational Therapist / Physiotherapist 2	32.3110	33.2072	34.2094	35.1761	36.8813	38.5487	
Occupational Therapist / Physiotherapist 3	33.8580	34.8422	35.8796	36.8813	38.6923	40.4415	
<a href="#">Psychometrist 1</a>	30.4301	31.9296	33.5638	35.2167	36.8088		
<a href="#">Psychometrist 2</a>	31.1386	32.7314	34.3441	36.0123	37.6405		
<a href="#">Psychometry Assistant</a>	27.8348	29.6996	31.6220	33.6018	35.1210		
Recreation Therapist 1	29.0623	30.8094	32.7119	34.8280	36.4026		
Recreation Therapist 2	30.5152	32.3499	34.3477	36.5695	38.2226		
<a href="#">Social Worker 1</a>	27.8785	29.5883	31.5073	33.0601	34.6650	36.2703	37.9098
<a href="#">Social Worker 2</a>	29.1526	30.9406	32.9475	37.9282	39.6425		
<a href="#">Social Worker 3</a>	34.4734	36.0610	37.8755	39.5848	41.3743		



SCHEDULE A							
HOURLY RATES							
EFFECTIVE MARCH 31 , 2019 (2.50%) (The last day of the contract)							
	A	B	C	D	E	F	G
Audiologist / Speech Language Pathologist 1	35.7921	37.4648	39.3176	41.0802	43.1307	45.0803	
Audiologist / Speech Language Pathologist 2	37.4831	39.3176	41.0802	43.1307	45.2167	47.2610	
Psychologist 1	37.2991	39.2313	41.0398	42.9717	44.9147		
<a href="#">Psychologist 2</a>	39.1637	41.1933	43.0918	45.1206	47.1600		
<a href="#">Clinical Psychologist 2 (H.C.)</a>	38.9585	40.8418	42.8953	44.9314	46.9626		
Community Addictions Officer (H.C.)	30.1272	31.6301	33.0986	34.6878	36.2557		
<a href="#">Dietitian 1</a>	28.6537	30.3394	32.3177	34.2416	35.9638	37.5896	
<a href="#">Dietitian 2</a>	31.1820	32.6295	34.2416	36.0554	37.7408	39.4471	
<a href="#">Dietitian 3</a>	33.0324	34.7362	36.5134	38.3270	40.2143	42.0324	
<a href="#">Unlicensed Pharmacist</a>	36.4677	38.1536	40.1695	42.0937	44.2192	46.2187	
<a href="#">Pharmacist 1</a>	38.1536	40.1695	42.0937	44.2741	46.4548	48.5549	
<a href="#">Pharmacist 2</a>	40.1695	42.0937	44.2741	46.4548	48.8006	51.0069	
<a href="#">Pharmacist 3</a>	42.0937	44.2741	46.4548	48.8006	51.1828	53.4966	
Pharmacist 5 (H.C.)	44.2741	46.4548	48.8006	51.1828	53.8219	56.2550	
<a href="#">Medical Physicist 1</a>	54.7048	57.3517	60.1006	62.9681	65.8147		
<a href="#">Medical Physicist 2</a>	67.0574	70.3323	73.7767	77.1367	80.6234		
<a href="#">Midwife 1</a>	34.5658	36.2832	37.9601	39.9659	41.8861		
<a href="#">Midwife 2</a>	44.0501	46.2280	48.5639	50.7563			
Occupational Therapist / Physiotherapist 1	31.4968	32.4519	33.3168	34.3260	35.9477	37.5726	
Occupational Therapist / Physiotherapist 2	33.1188	34.0374	35.0646	36.0555	37.8033	39.5124	
Occupational Therapist / Physiotherapist 3	34.7045	35.7133	36.7766	37.8033	39.6596	41.4525	
<a href="#">Psychometrist 1</a>	31.1909	32.7278	34.4029	36.0971	37.7290		
<a href="#">Psychometrist 2</a>	31.9171	33.5497	35.2027	36.9126	38.5815		
<a href="#">Psychometry Assistant</a>	28.5307	30.4421	32.4126	34.4418	35.9990		
Recreation Therapist 1	29.7889	31.5796	33.5297	35.6987	37.3127		
Recreation Therapist 2	31.2781	33.1586	35.2064	37.4837	39.1782		
<a href="#">Social Worker 1</a>	28.5755	30.3280	32.2950	33.8866	35.5316	37.1771	38.8575
<a href="#">Social Worker 2</a>	29.8814	31.7141	33.7712	38.8764	40.6336		
<a href="#">Social Worker 3</a>	35.3352	36.9625	38.8224	40.5744	42.4087		

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2014 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	28.7132	29.4193	30.1491	30.9026	31.6797	32.4568	33.2335	33.9987	34.8579	36.4338
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	32.5269	33.2924	34.1283	35.0111	35.8706	36.7300	37.6365	38.5664	39.6733	41.4666
Recreation Therapist (PIO)*	27.3121	27.9949	28.7247	29.4664	30.2082	30.9026	31.6797	32.4568	33.2218	34.7237
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	36.3061	37.2125	38.1309	39.0728	39.9910	40.9800	42.0275	43.0518	44.0876	46.0807
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JULY 1, 2014 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	28.8568	29.5664	30.2998	31.0571	31.8381	32.6191	33.3997	34.1687	35.0322	36.6160
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	32.6895	33.4589	34.2989	35.1862	36.0500	36.9137	37.8247	38.7592	39.8717	41.6739
Recreation Therapist (PIO)*	27.4487	28.1349	28.8683	29.6137	30.3592	31.0571	31.8381	32.6191	33.3879	34.8973
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	36.4876	37.3986	38.3216	39.2682	40.1910	41.1849	42.2376	43.2671	44.3080	46.3111
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2015 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	29.0011	29.7142	30.4513	31.2124	31.9973	32.7822	33.5667	34.3395	35.2074	36.7991
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	32.8529	33.6262	34.4704	35.3621	36.2303	37.0983	38.0138	38.9530	40.0711	41.8823
Recreation Therapist (PIO)*	27.5859	28.2756	29.0126	29.7618	30.5110	31.2124	31.9973	32.7822	33.5548	35.0718
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	36.6700	37.5856	38.5132	39.4645	40.3920	41.3908	42.4488	43.4834	44.5295	46.5427
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
HOURLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JULY 1, 2015 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	29.1461	29.8628	30.6036	31.3685	32.1573	32.9461	33.7345	34.5112	35.3834	36.9831
<a href="#">Social Worker 4 (PIO)*</a>	33.0172	33.7943	34.6428	35.5389	36.4115	37.2838	38.2039	39.1478	40.2715	42.0917
Recreation Therapist (PIO)*	27.7238	28.4170	29.1577	29.9106	30.6636	31.3685	32.1573	32.9461	33.7226	35.2472
<a href="#">Clinical Psychologist 2 (PIO)*</a>	36.8534	37.7735	38.7058	39.6618	40.5940	41.5978	42.6610	43.7008	44.7521	46.7754
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
HOURLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JANUARY 1, 2016 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	29.2918	30.0121	30.7566	31.5253	32.3181	33.1108	33.9032	34.6838	35.5603	37.1680
<a href="#">Social Worker 4 (PIO)*</a>	33.1823	33.9633	34.8160	35.7166	36.5936	37.4702	38.3949	39.3435	40.4729	42.3022
Recreation Therapist (PIO)*	27.8624	28.5591	29.3035	30.0602	30.8169	31.5253	32.3181	33.1108	33.8912	35.4234
<a href="#">Clinical Psychologist 2 (PIO)*</a>	37.0377	37.9624	38.8993	39.8601	40.7970	41.8058	42.8743	43.9193	44.9759	47.0093
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

SCHEDULE A										
HOURLY RATES										
FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH										
EFFECTIVE JULY 1, 2016 (.50%)										
	1	2	3	4	5	6	7	8	9	10
<a href="#">Social Worker 3 (PIO)*</a>	29.4383	30.1622	30.9104	31.6829	32.4797	33.2764	34.0727	34.8572	35.7381	37.3538
<a href="#">Social Worker 4 (PIO)*</a>	33.3482	34.1331	34.9901	35.8952	36.7766	37.6576	38.5869	39.5402	40.6753	42.5137
Recreation Therapist (PIO)*	28.0017	28.7019	29.4500	30.2105	30.9710	31.6829	32.4797	33.2764	34.0607	35.6005
<a href="#">Clinical Psychologist 2 (PIO)*</a>	37.2229	38.1522	39.0938	40.0594	41.0010	42.0148	43.0887	44.1389	45.2008	47.2443
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2017 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	29.5855	30.3130	31.0650	31.8413	32.6421	33.4428	34.2431	35.0315	35.9168	37.5406
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	33.5149	34.3038	35.1651	36.0747	36.9605	37.8459	38.7798	39.7379	40.8787	42.7263
Recreation Therapist (PIO)*	28.1417	28.8454	29.5973	30.3616	31.1259	31.8413	32.6421	33.4428	34.2310	35.7785
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	37.4090	38.3430	39.2893	40.2597	41.2060	42.2249	43.3041	44.3596	45.4268	47.4805
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JULY 1, 2017 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	29.7334	30.4646	31.2203	32.0005	32.8053	33.6100	34.4143	35.2067	36.0964	37.7283
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	33.6825	34.4753	35.3409	36.2551	37.1453	38.0351	38.9737	39.9366	41.0831	42.9399
Recreation Therapist (PIO)*	28.2824	28.9896	29.7453	30.5134	31.2815	32.0005	32.8053	33.6100	34.4022	35.9574
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	37.5960	38.5347	39.4857	40.4610	41.4120	42.4360	43.5206	44.5814	45.6539	47.7179
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2018 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	29.8821	30.6169	31.3764	32.1605	32.9693	33.7781	34.5864	35.3827	36.2769	37.9169
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	33.8509	34.6477	35.5176	36.4364	37.3310	38.2253	39.1686	40.1363	41.2885	43.1546
Recreation Therapist (PIO)*	28.4238	29.1345	29.8940	30.6660	31.4379	32.1605	32.9693	33.7781	34.5742	36.1372
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	37.7840	38.7274	39.6831	40.6633	41.6191	42.6482	43.7382	44.8043	45.8822	47.9565
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JULY 1, 2018 (.50%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	30.0315	30.7700	31.5333	32.3213	33.1341	33.9470	34.7593	35.5596	36.4583	38.1065
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	34.0202	34.8209	35.6952	36.6186	37.5177	38.4164	39.3644	40.3370	41.4949	43.3704
Recreation Therapist (PIO)*	28.5659	29.2802	30.0435	30.8193	31.5951	32.3213	33.1341	33.9470	34.7471	36.3179
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	37.9729	38.9210	39.8815	40.8666	41.8272	42.8614	43.9569	45.0283	46.1116	48.1963
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE JANUARY 1, 2019 (.25%)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	30.1066	30.8469	31.6121	32.4021	33.2169	34.0319	34.8462	35.6485	36.5494	38.2018
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	34.1053	34.9080	35.7844	36.7101	37.6115	38.5124	39.4628	40.4378	41.5986	43.4788
Recreation Therapist (PIO)*	28.6373	29.3534	30.1186	30.8963	31.6741	32.4021	33.2169	34.0319	34.8340	36.4087
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	38.0678	39.0183	39.9812	40.9688	41.9318	42.9686	44.0668	45.1409	46.2269	48.3168
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

<b>SCHEDULE A</b>										
<b>HOURLY RATES</b>										
<b>FOR TRANSFERRED EMPLOYEES OF PUBLIC HEALTH AND MENTAL HEALTH</b>										
<b>EFFECTIVE MARCH 31, 2019 (2.50%) (The last day of the contract)</b>										
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<a href="#"><u>Social Worker 3 (PIO)*</u></a>	30.8593	31.6181	32.4024	33.2122	34.0473	34.8827	35.7174	36.5397	37.4631	39.1568
<a href="#"><u>Social Worker 4 (PIO)*</u></a>	34.9579	35.7807	36.6790	37.6279	38.5518	39.4752	40.4494	41.4487	42.6386	44.5658
Recreation Therapist (PIO)*	29.3532	30.0872	30.8716	31.6687	32.4660	33.2122	34.0473	34.8827	35.7049	37.3189
<a href="#"><u>Clinical Psychologist 2 (PIO)*</u></a>	39.0195	39.9938	40.9807	41.9930	42.9801	44.0428	45.1685	46.2694	47.3826	49.5247
*PIO = Present Incumbent Only; former Part I classifications will disappear and cannot be used for job postings										

## LETTER OF UNDERSTANDING

RE: Workplace Health and Safety

It is hereby agreed and understood that both the Employer and the Union are committed to maintaining a safe and secure working environment, as defined in the *New Brunswick Occupational Health and Safety Act*, Chapter 0-0.2, and its Regulations. It is further understood, that both parties, as well as all employees, have an obligation under this legislation to work together to promote safety and to attempt to recognize and resolve related problems should they arise.

An employee's *Right to Refuse* to do any act or duty assigned by the Employer, including but not limited to those pertaining to (a) travel as part of employment, (b) entering a patient's home, or (c) the potential for endangerment of their own or any other employee's health and safety, are described in and governed by Sections 19 through 23 of the Act.

The provisions of this Act and its Regulations, as amended from time to time, apply to each Regional Health Authority. An employee lodging a complaint regarding unsafe working conditions may be assisted by a Union representative.

Dated at Fredericton, New Brunswick this 24<sup>th</sup> day of September, 2015.

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

Hon. Victor Boudreau

Dawn Myers

Simone Jobin

Rebecca Bianchini

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

**LETTER OF UNDERSTANDING**

Re: Harassment in the Workplace

It is hereby agreed and understood that both the Employer and the Union are committed to maintaining a working environment free from harassment and abuse, as defined in the Board of Management Harassment in the Workplace Policy. It is further understood that both parties, as well as the employees, have an obligation under the Policy to work together to prevent harassment and to attempt to recognize and resolve such problems should they arise. Where feasible, informal resolution is encouraged.

The provisions of the above-mentioned Policy, as amended from time to time, apply to each Regional Health Authority. Individual copies of the Policy shall be made available through the Hospital Human Resources Department.

An employee lodging a complaint under this Policy may be assisted by an Union representative.

Dated at Fredericton, New Brunswick this 24th day of September, 2015.

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

Hon. Victor Boudreau

Dawn Myers

Simone Jobin

Rebecca Bianchini

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

**LETTER OF INTENT  
Between**

**Board of Management as represented by the  
Hospital Boards of the Hospitals listed under Part III.  
First Schedule of the  
Public Service Labour Relations Act**

**and**

**The New Brunswick Union of Public and Private Employees  
Specialized Health Care Professionals**

**Re: Compensation for Meal Periods**

Compensation for meal periods shall be as follows:

Employees who are directed by the Hospital to remain in the facility during any meal period, and who are required to be available for work during such period, shall be paid at the regular rate of pay for the meal period. If the employee is required to work during the meal period, he/she shall be remunerated as follows:

- (a) For time worked less than 15 minutes during the meal period, he/she shall be paid at the overtime rate for 15 minutes, and straight time for the remaining 15 minutes. Or
- (b) For time worked in excess of 15 minutes, he/she shall be paid at the overtime rate for 30 minutes.

There shall be no pyramiding of the benefit.

This Letter of Intent shall apply throughout the bargaining unit and replaces any and all local agreements that may currently be in effect or under negotiation.

This Letter of Intent shall be effective on the date of signing and shall continue in force and effect until the current collective agreement expires or ceases to continue in effect.

Neither party shall make any reference to the negotiation, existence or provision of this agreement or any rights or benefits to be accorded hereunder at any subsequent arbitration or Labour and Employment Board hearing, except to enforce compliance with the same or to exercise any rights provided hereunder.



Dated at Fredericton, New Brunswick this 24th day of September, 2015.

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

Hon. Victor Boudreau

Dawn Myers

Simone Jobin

Rebecca Bianchini

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

**LETTER OF INTENT  
between**

**Board of Management as represented by the  
Hospital Corporations. Part III of the Public Service**

**and**

**New Brunswick Union of Public and Private Employees  
Group: Specialized Health Care Professionals**

The parties, in recognition of the language and intent of Article 50.01 of this agreement, providing that an employee may apply to reduce his/her hours from full-time to part-time on a temporary basis, do hereby sanction that:

[1] where the request is granted, the full-time employee would be considered on a leave of absence from the full-time position as it relates to pension eligibility; and would

[2] maintain eligibility in the Shared Risk Plan for Certain Bargaining Employees of New Brunswick Hospitals, with the option of earning pensionable service on a pro-rated or full-service basis depending on the contribution option selected; and

[3] election would be subject to the applicable Revenue Agency Purchase Maximums; and

[4] the contribution option would trigger the Employer contribution level; and

[5] for all other provisions of the collective agreement, the employee would be considered as a part-time employee, and would accrue and use benefits on a part-time basis; and

[6] at the conclusion of the agreed leave period, he/she shall be returned to the former full-time position; and

[7] where mutually agreed, the employee may return to full-time status prior to the originally established period of leave; and

[8] this Letter is intended for the effective administration of Article 50.01 and shall expire at such time as the terms of that Article are amended or deleted from the agreement.

Dated at Fredericton, New Brunswick this 24th day of September, 2015.

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

Hon. Victor Boudreau

Dawn Myers

Simone Jobin

Rebecca Bianchini

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

**LETTER OF INTENT**

**between**

**Board of Management as represented by the  
Hospital Corporations. Part III of the Public Service**

**and**

**New Brunswick Union of Public and Private Employees**

**Group: Specialized Health Care Professionals**

**RE: Temporary Reduction of Hours by Full-Time Employees (PSSRP)**

The parties agree that in recognition of the language and intent of Article 50.01 of this agreement that the following shall apply to employees who were transferred on or before November 28, 2005 from Part I to Part III, and who remain in the pension plan governed by the Public Service Shared Risk Plan for the duration of the collective agreement:

[1] where the request is granted, the full-time employee would be deemed on a leave of absence from their full-time position as it relates to pension eligibility; and

[2] maintain eligibility in the pension governed by the Public Service Shared Risk Plan and would remain contributors on a full-service basis; and

[3] the reduced work arrangement must be submitted in writing to the Pension & Employee Benefits Division to ensure employee eligibility subject to the applicable Canada Revenue Agency Purchase Maximums; and

[4] for all other provisions of the collective agreement, the employee would be considered as a part-time employee, and would accrue and use benefits on a part-time basis; and

[5] at the conclusion of the agreed leave period, he/she shall be returned to the former full-time position; and

[6] where mutually agreed, the employee may return to full-time status prior to the originally established period of leave; and

[7] this Letter is intended for the effective administration of Article 50.01 and shall expire at such time as the terms of that Article are amended or deleted from the agreement.

Dated at Fredericton, New Brunswick this 24th day of September, 2015.

FOR THE UNION:

FOR THE EMPLOYER:

Susie Proulx-Daigle

Hon. Denis Landry

Leigh Sprague

Hon. Victor Boudreau

Vickie Jones

Dawn Myers

Lisa Watters

Simone Jobin

Bridgette Mahoney

Rebecca Bianchini

Joyce Aucoin

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

**LETTER OF INTENT  
between**

**Board of Management as represented by the Hospital Corporations.  
Part III of the Public Service**

**and**

**The New Brunswick Union of Public and Private Employees.  
Group: Specialized Health Care Professionals**

The parties, in recognition of the language and intent of Article 50.01 of this agreement, providing that an employee may apply to reduce his/her hours from full-time to part-time do hereby sanction that:

for an employee who was transferred from Part I to Part III, and who maintained participation in the pension governed by the Public Service Shared Risk (PSSRP):

[1] where the request is granted, the employee may take advantage of the Public Service Superannuation Act:- sanctioned provision to reduce from full-time to part-time status within five [5] years of the eligible retirement date, wherein the employee may continue participation in the Plan for full-time employees, as specified in that Act and its Regulations;

[2] for all other provisions of the collective agreement the employee would be considered as a part-time employee, and would accrue and use benefits on a part-time basis;

[3] where mutually agreed, the employee may return to full-time status prior to the retirement date.

Dated at Fredericton, New Brunswick this 24th day of September, 2015.

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

Hon. Victor Boudreau

Dawn Myers

Simone Jobin

Rebecca Bianchini

Yves Laurendeau

Rebecca McCollum

François Varin

Nina Forbes

**LETTER OF INTENT**

**BETWEEN**

**Board of Management**

**AND**

**New Brunswick Union of Public and Private Employees.  
Group: Specialized Health Care Professionals**

**Re: Transfer of Public Health and Mental Health Services  
to Part III**

Transferring employees will continue to receive the rate of standby and callback per Articles 16.08 and 16.09, respectively, of the Rehabilitation and Therapy collective agreement entered into between the parties on November 12, 2002.

This Letter of Intent applies to present incumbents only and ceases to apply to a transferred employee once he/she leaves his/her position in Public Health or Mental Health Services.

DATED this 24th day of September, 2015.

\_\_\_\_\_  
Dawn Myers  
For the Employer

\_\_\_\_\_  
Leigh Sprague  
For the Union

For Information Purposes:

16.08 Minimum Call-Back Time – An employee who is required to work outside his regular working hours shall be compensated for a minimum of two (2) hours at the overtime rate.

16.09 On-Call – When an employee is advised that he is “on call” that is, immediately available by direct telephone, he shall be compensated for one hour at the overtime rate in accordance with 16.06 (*one and one-half times – 1 1/2*) for each eight (8) hours that he is “on call”, over and above the provisions of 16.08 and 16.10. When an employee is on call during a Statutory Holiday, he shall be compensated for two and one-half hours at the overtime rate for each eight (8) hours that he is “on call.” over and above the provisions of 16.08 and 16.10.

**LETTER OF AGREEMENT**

between

Board of Management as represented by  
The Hospital Boards of the Hospitals listed under Part III.  
First Schedule of the  
*Public Service Labour Relations Act*

and

The New Brunswick Union of Public and Private Employees  
GROUP: Specialized Health Care Professionals

**Re: Definition of “region” for the application of Article 25.04 only**

The parties agree to the following definition of the term “region” for the purposes of the application of Article 25.04. (Layoff and Recall). The term “region” shall include the following eight (8) regions as identified in schedule A of the *Public Service Labour Relations Act* prior to September 2008:

Regional Health Authority 1 South-East  
Regional Health Authority 1 Beauséjour  
Regional Health Authority 2  
Regional Health Authority 3  
Regional Health Authority 4  
Regional Health Authority 5  
Regional Health Authority 6  
Regional Health Authority 7

Dated at Fredericton this 24<sup>th</sup> day of September, 2015

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

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François Varin

Nina Forbes

**LETTER OF INTENT**

**BETWEEN**

**Board of Management**

**AND**

**New Brunswick Union of Public and Private Employees.  
Group: Specialized Health Care Professionals**

In the event the Employer negotiates a collective agreement settlement with another bargaining unit in Part I, II or III not represented by NBU (and whose collective agreement is expired as of May 31, 2015) that contains GEI, wage adjustment or increase to the basic rates of pay (excluding wage adjustments tied to the implementation of pay equity, job evaluation study or classification changes) greater than those contained in the new Specialized Health Care Professionals collective agreement, the employer undertakes to apply the equivalent GEI, wage adjustment or increase to the Specialized Health Care Professionals collective agreement. Any GEI, wage adjustment or increase to the basic rates of pay provided to another bargaining unit in exchange for a modification to its collective agreement's language (other than the discontinuance of retirement allowance) is excluded from the scope of this undertaking.

Dated at Fredericton this 24th day of September, 2015

FOR THE UNION:

Susie Proulx-Daigle

Leigh Sprague

Vickie Jones

Lisa Watters

Bridgette Mahoney

Joyce Aucoin

FOR THE EMPLOYER:

Hon. Denis Landry

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