

# **COLLECTIVE AGREEMENT**

**BETWEEN**



**KEFFER MEDICINE  
PROFESSIONAL CORPORATION**

**and**

***CUPE*** Canadian Union  
of Public Employees

**CANADIAN UNION OF PUBLIC EMPLOYEES  
AND ITS LOCAL 65**

**TERM OF AGREEMENT: August 1, 2025 to July 31, 2028**

## TABLE OF CONTENTS

PAGE

### **ARTICLE 1 - PURPOSES OF THE AGREEMENT**

1.01	Purpose of the Agreement.....	2
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### **ARTICLE 2 - RECOGNITION**

2.01	Recognition.....	2
2.02	Summer Students.....	2
2.03	Work of the Bargaining Unit.....	2
2.04	Rights of Fair Representation.....	2

### **ARTICLE 3 - DEFINITIONS**

3.01	Definition of Employee.....	3
3.02	Definition of Manager.....	3
3.03	Definition of Steward.....	3
3.04	Definition of Arbitration Board.....	3
3.05	Use of Gender.....	3
3.06	Definition of Working Days.....	3

### **ARTICLE 4 - RELATIONSHIP**

4.01	All Employees to be Members.....	4
4.02	Deduction of Dues.....	4
4.03	Dues Receipts.....	4
4.04	Indemnity Clause.....	4
4.05	Interviewing Opportunity.....	4
4.06	No Discrimination.....	4
4.07	No Harassment.....	5
4.08	Joint Health and Safety Committee.....	5

### **ARTICLE 5 - MANAGEMENT RIGHTS**

5.01	Management Rights.....	5
------	------------------------	---

### **ARTICLE 6 - NO STRIKE OR LOCK-OUT**

6.01	No Strike or Lock-out.....	5
------	----------------------------	---

### **ARTICLE 7 - STEWARD AND UNION GRIEVANCE COMMITTEE**

7.01	Union Committee.....	5
7.02	Names of Officers.....	6
7.03	Permission to Leave Duties.....	6
7.04	Union Bargaining Committee.....	6

### **ARTICLE 8 - GRIEVANCE AND COMPLAINT PROCEDURE**

8.01	Grievance and Complaint Procedure.....	6
8.02	Presence at Grievance Meeting.....	7
8.03	Grievance Forms.....	7
8.04	Time Limits.....	7

### **ARTICLE 9 - ARBITRATION**

9.01	Arbitration.....	8
9.02	Authority of Arbitration Board.....	8

**TABLE OF CONTENTS**

**PAGE**

9.03 Compensation of Arbitration Board.....9  
9.04 Place of Hearing.....9  
9.05 Confidential Information .....9

**ARTICLE 10 - DISCHARGE & DISCIPLINE GRIEVANCES**

10.01 Probationary Period .....9  
10.02 Cause for Discharge.....9  
10.03 Removal of Written Disciplinary Notation or Warning ..... 10  
10.04 Discharge or Discipline Grievance Settlement..... 10  
10.05 Board of Arbitration ..... 10  
10.06 Personnel Files..... 10

**ARTICLE 11 - EMPLOYER GRIEVANCES**

11.01 Employer Grievances..... 10

**ARTICLE 12 - PROBATIONARY PERIOD AND SENIORITY**

12.01 Probationary Period ..... 11  
12.02 Seniority List..... 11  
12.03 Seniority Factors ..... 12  
12.04 Termination of Service ..... 12  
12.05 Notice of Termination ..... 13  
12.06 Layoff and Recalls ..... 13  
12.07 Notices ..... 14

**ARTICLE 13 - TRANSFER**

13.01 Posting of Vacancies ..... 14  
13.02 Information on Postings..... 14  
13.03 Employer Initiated Transfer..... 14  
13.04 Transfer by Employer to Higher Rated Position..... 15  
13.05 Transfer at Request of Employee ..... 15  
13.06 Trial Period..... 15  
13.07 Notification to Union and Employee..... 15

**ARTICLE 14 - LEAVE OF ABSENCE**

14.01 Seniority Rights ..... 16  
14.02 Bereavement Leave..... 16  
14.03 Pregnancy/Parental/Adoption Leave ..... 16  
14.04 Union Business..... 18  
14.05 Compassionate Care Leave ..... 18

**ARTICLE 15 – HOURS OF WORK AND WORKING CONDITIONS**

15.01 Normal Hours of Work ..... 19  
15.02 Penalty Pay (Overtime) ..... 19  
15.03 Extra Hours..... 19  
15.04 Tentative Schedule Notification..... 20

**ARTICLE 16 - SICK LEAVE**

16.01 Definition of Sick Leave ..... 20

**TABLE OF CONTENTS**

**PAGE**

16.02 Sick Leave Entitlement ..... 20  
16.03 Exceptions for Sick Pay Entitlement ..... 21  
16.04 Sickness In The Family ..... 21

**ARTICLE 17 - HEALTH AND WELFARE PROGRAMS**

17.01 Health and Welfare Programs ..... 21

**ARTICLE 18 - PAID HOLIDAYS**

18.01 Paid Holidays ..... 22  
18.02 Work on Holidays ..... 22  
18.03 Absence on Holiday After Posted to Work ..... 23  
18.04 Holidays During Vacation Period ..... 23  
18.05 Floating Holidays ..... 23

**ARTICLE 19 - VACATIONS**

19.01 Vacations ..... 23  
    (a) Definitions ..... 23  
    (b) Vacation Allocation ..... 24  
    (c) Vacation Carry-Over ..... 24  
19.02 Length of Vacations ..... 24  
19.03 Calculation of Vacation Pay ..... 25  
19.04 Vacation Pay Upon Termination Before Six Months ..... 25  
19.05 Vacation Pay Upon Termination After One Year ..... 25  
19.06 Vacation Entitlement for Casual Employees ..... 25

**ARTICLE 20 - SCHEDULES**

20.01 Schedules ..... 25  
20.02 Application of Benefits Upon Signing ..... 26

**ARTICLE 21 - GENERAL**

21.01 Bulletin Boards and Union Bulletins ..... 26  
21.02 Uniform Allowance ..... 26  
21.03 Coverage for Mandatory Professional Organization Affiliation ..... 26  
21.04 CNO Registration Fee Reimbursement ..... 26

**ARTICLE 22 - TERMINATION AND DURATION**

22.01 Duration ..... 27  
22.02 Amendments to Collective Agreement ..... 27  
22.03 Negotiations for Amendments ..... 27

**SIGNING PAGE** ..... 28

**SCHEDULE "A"**

Classification and Salary Scales ..... 29

**LETTERS OF UNDERSTANDING**

Re: Schedules ..... 30  
Re: Job Sharing ..... 31

**TABLE OF CONTENTS**

**PAGE**

Re: Temporary Employees..... 32

**COLLECTIVE AGREEMENT**

**BETWEEN**

**KEFFER MEDICINE  
PROFESSIONAL CORPORATION**

**(hereinafter referred to as the “Employer”)**

**OF THE FIRST PART:**

**and**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
AND ITS LOCAL 65**

**(hereinafter referred to as the “Union”)**

**OF THE SECOND PART.**

## **ARTICLE 1 – PURPOSES OF THE AGREEMENT**

### **1.01 Purpose of the Agreement**

The purpose of this Agreement is to establish an orderly, collective bargaining relationship between the Employer and those employees represented by the Union which will not interfere with the successful operation of Keffer Medicine Professional Corporation as a service institution intended to provide adequate medical and clinical service to the general public.

## **ARTICLE 2 – RECOGNITION**

### **2.01 Recognition**

The Employer recognizes the Union as the sole and exclusive bargaining agent with respect to wages, hours and working conditions for all employees of Keffer Medicine Professional Corporation in the Town of Fort Frances, save and except Supervisors, persons above the rank of Supervisor, Nurse Practitioners, Registered Nurses, Program Coordinator, students employed during the school vacation period, and students employed in a cooperative program.

### **2.02 Summer Students**

The Employer may employ summer students during the school vacation period but no student will be hired while any bargaining unit employee who is on layoff currently possesses the skill and ability to perform the available work.

### **2.03 Work of the Bargaining Unit**

Persons whose jobs (paid or unpaid) are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit for a period of more than one (1) day while a bargaining unit employee who possesses the skill and ability to perform the job is on layoff, except in cases mutually agreed upon in writing by the parties or in the event of an emergency. The Employer shall be the sole judge of the employee's skill and ability and its decision shall not be arbitrable, provided however, the Employer shall not exercise its discretion in an arbitrary, capricious, or discriminatory manner.

### **2.04 Rights of Fair Representation**

The Union shall have the right at any time to have the assistance of a National Representative of the Canadian Union of Public Employees and any other advisor when dealing or negotiating with the Employer. With the approval of the Manager or designate, the representative/advisor may have access to the Employer's premises in order to deal with any matters arising out of this Collective Agreement. Such permission will not unreasonably be withheld.

## **ARTICLE 3 – DEFINITIONS**

### **3.01 Definition of Employee**

- (1) “Employee” shall include only such persons coming within the scope of the bargaining unit described in Article 2 who have completed four hundred and fifty (450) hours or longer continuous employment.
- (2) The Employer recognizes the following categories of employees:
  - (a) A full time employee is an employee who is regularly employed for twenty-two and one half (22.5) hours per week or more.
  - (b) A part time employee is an employee who is regularly employed for less than twenty-two and one half (22.5) hours per week.
  - (c) A casual employee is an employee employed on an as need basis.
- (3) For the purpose of this Agreement, the term “employee”, unless otherwise qualified, shall mean full time, part time and casual employee.

### **3.02 Definition of Manager**

“Manager” shall mean the Business Manager, and shall include their designate where the Manager advises of the need for such designation in particular circumstances.

### **3.03 Definition of Steward**

“Steward” is an employee elected by the Union members (or appointed to fill a vacancy temporarily) and duly accredited in writing to represent an employee or employees in presenting a grievance to the Employer.

### **3.04 Definition of Arbitration Board**

“Arbitration Board” shall include a single arbitrator selected by the Employer and the Union.

### **3.05 Use of Gender**

For the purposes of interpretation of this Agreement, wherever the singular or feminine or masculine gender is used in this Agreement it shall be considered as if the plural or neutral terms (them/they) has been used where the context of the Agreement so requires.

### **3.06 Definition of Working Days**

“Working Days” shall mean the days in which the Clinic is in operation.

## **ARTICLE 4 – RELATIONSHIP**

### **4.01 All Employees to be Members**

As a condition of employment, all new employees shall become and remain members in good standing of the Union.

### **4.02 Deduction of Dues**

The Employer agrees to deduct each month from the salary of each employee covered by this agreement the amount of union dues as provided by the Constitution and By-Laws of the Union and remit same to the Canadian Union of Public Employees Finance and Administration Department, not later than the fifteenth (15<sup>th</sup>) day of the month following, accompanied by a list of names of all employees from whose wages the deductions have been made.

### **4.03 Dues Receipts**

At the same time that income tax (T-4) slips are made available, the Employer shall enter the amount of union dues paid by each employee in the previous year.

### **4.04 Indemnity Clause**

In consideration of the deduction and forwarding of union dues by the Employer, the Union agrees to indemnify and save the Employer harmless against any claim of liability arising out of or resulting from the operation of this article.

### **4.05 Interviewing Opportunity**

The Employer agrees to acquaint probationary employees with the fact that a Union agreement is in effect, and with the conditions of the employment set out in the articles dealing with Union Security and Dues Check-Off.

On commencing employment, the employee's immediate supervisor shall introduce the new employee to their Union steward, when available. The steward, subject to operational requirements of Keffer Medicine Professional Corporation and with prior approval from their direct supervisor shall be permitted a maximum of thirty (30) minutes to discuss with the new employee the employee's rights and responsibilities under the Collective Agreement.

### **4.06 No Discrimination**

Each of the parties hereto agrees that there will be no discrimination, interference, restraint or coercion exercised or practiced upon any employee on account of membership or non-membership in any trade Union or association or by reason of race, colour, religious beliefs, national origin, sex, marital status, or for any further reasons as expressed in the Ontario Human Rights Code.

#### **4.07 No Harassment**

The Employer shall maintain a workplace harassment policy and shall make the policy available to all employees and shall post the policy on all staff bulletin boards.

#### **4.08 Joint Health and Safety Committee**

It is mutually desirable to maintain standards of safety and health in the workplace in order to prevent accidents, injury or illness. The Employer agrees to form a Joint Health and Safety Committee under the terms and conditions of the applicable legislation. The term of office for employee members of this Committee shall be two (2) years. Bargaining Unit members of the Committee will be paid their regular salary for time spent on Committee business during their regular hours of work.

### **ARTICLE 5 - MANAGEMENT RIGHTS**

#### **5.01 Management Rights**

The right to hire, promote, classify, schedule, lay off, recall, demote, transfer, discharge or discipline for just cause, to maintain order, discipline and efficiency and to establish and enforce rules and regulations governing the conduct of the employees, is the exclusive function and responsibility of the Employer, subject to the terms and conditions of this Agreement. All matters concerning the operations of the Employer not specifically dealt with herein shall be reserved to the Employer and be its exclusive responsibility.

### **ARTICLE 6 - NO STRIKE OR LOCK-OUT**

#### **6.01 No Strike or Lock-out**

The Employer agrees that there will be no lock-out of employees and the Union agrees that there will be no strike or other collective action by the employees until seven (7) days have elapsed after the Minister of Labour has released to the parties the report of a conciliation board or mediator, or fourteen (14) days have elapsed after the Minister has released to the parties a notice that they do not consider it advisable to appoint a conciliation board. If such strike or other collective action should be taken by the employees, the Union will instruct the said employees to return to work and perform their usual duties forthwith and to resort to the grievance procedure established herein for the settlement of any complaint or grievance.

### **ARTICLE 7 - STEWARD AND UNION COMMITTEE**

#### **7.01 Union Committee**

The Employer will deal with a Union committee of one (1) Unit Chairperson and one (1) steward with respect to issues of mutual concern between the Union and the Employer and grievances of any employee(s) which may properly arise hereunder from time to time during the term of the Agreement. The members of the Union Committee will also be the Union's

representatives on the Labour Management committee.

**7.02 Names of Officers**

The Union will inform the Employer in writing of the names of its officers and one (1) steward from time to time and the Employer will not be required to recognize the officers or steward until it has been notified in writing by the Union of the names of the employees elected or appointed temporarily.

**7.03 Permission to Leave Duties**

The Union acknowledges that the steward and members of the Committee will continue to perform their regular duties on behalf of the Employer, and that such persons will not leave their regular duties without first obtaining permission from their supervisor and on resuming regular duties they will report to their respective supervisors.

**7.04 Union Bargaining Committee**

A Union bargaining committee shall be elected or appointed by the Union and shall consist of not more than three (3) members of the Union. The Union will advise the Employer of the Union members of the committee.

The Employer agrees that members of the Union bargaining committee shall suffer no loss of earnings for time spent in negotiations during their regular scheduled work day(s), and that the Union shall be billed for such day(s).

If either party wishes to call a collective bargaining meeting, the meeting shall be held at a time and place that is mutually agreeable to both parties. A maximum of one (1) member from the same classification may be elected to the bargaining committee.

**ARTICLE 8 – GRIEVANCE AND COMPLAINT PROCEDURE**

**8.01 Grievance and Complaint Procedure**

Should any differences arise between the Employer and an employee or employees as to the interpretation or alleged violation of the provisions of this Agreement, they shall be taken up in the following manner:

**Step 1**

An employee having a complaint or a grievance or one (1) designated member of a group having such complaint or a grievance shall first raise the matter with their immediate supervisor within five (5) working days of the alleged violation, and attempt to resolve the issue. The employee shall have the right to be accompanied by a shop steward during such discussions. The immediate supervisor will respond to the complainant within five (5) working days.

## **Step 2**

If the complaint or grievance is not resolved at Step 1, the Union Committee with the signed consent of the employee may refer the matter as a written grievance to the Manager within five (5) working days following the date on which the matter was raised and responded to pursuant to Step 1. The Union Committee will at this time advise whether it wishes to meet with the Manager, and such meeting will be held within five (5) working days after such request. The Manager shall render their decision in writing to the employee with a copy to the Union Committee not later than five (5) working days following the referral of the grievance, or the discussion meeting with the Manager, whichever is later.

### **8.02 Presence at Grievance Meeting**

Either the Employer or the Union may require that the employee or a member of the group of employees involved in the grievance being appealed shall be present at such meeting.

### **8.03 Grievance Forms**

All grievance forms shall contain only one (1) grievance. A written grievance shall contain a clear and concise statement concerning the complaint, the persons involved, the date on which the alleged grievance occurred, applicable Collective Agreement articles and/or statutory references, and the relief sought if practicable.

A grievance shall be returned to the employee if it fails to comply with these requirements and an employee shall have an additional five (5) working days to re-file the grievance in conformity with this section.

### **8.04 Time Limits**

No grievance may be processed to arbitration unless the written grievance is given to the immediate supervisor within five (5) working days from the date on which the cause of the grievance occurred or within five (5) working days from the time the employee or the Union should have known of the occurrence of the event upon which the grievance is based.

Time limits shall be computed by excluding Saturday, Sunday, Statutory Holidays and employee's regular days off. Failure of the employee or the Union to meet the time limits in processing the grievance will cause the grievance to expire and neither it nor the same subject matter shall be further considered or made the subject of a further grievance. Failure of the Employer to meet the time limits shall permit the aggrieved employee to take the grievance to the next succeeding step, provided she presents the grievance at this next step within five (5) working days after the expiration of the said time limit. Any agreement as to an extension of time will be valid only if signed by the Manager and the Union.

## **ARTICLE 9 - ARBITRATION**

### **9.01 Arbitration**

Except for the qualification in Article 9.05 should any grievance fail to be satisfactorily settled under the foregoing procedure, the Union may within thirty (30) days following receipt of the answer from the Manager, notify the Employer in writing of its desire to submit the difference or allegation to arbitration.

The Union and the Employer may agree upon an arbitrator to hear the matter and for this purpose will exchange nominations. Failing agreement between the Union and the Employer within six (6) days as to the arbitrator to be appointed, the matter may be referred within four (4) days thereafter to a Board of Arbitration composed of three (3) members, and either the Union or the Employer may inform the other party in writing of its desire to submit the matter to arbitration by a three (3) person board, and the notice shall contain the name of the first (1<sup>st</sup>) party's appointee to the Arbitration Board.

The recipient of the notice shall within ten (10) days advise the other party of the name of its appointee to the Arbitration Board. The two (2) appointees so selected shall within five (5) days of the appointment of the second (2<sup>nd</sup>) of them, appoint a third (3<sup>rd</sup>) person who shall be chairman. If either party fails to make the required appointments within the time designated, either or both parties may request the Minister of Labour for Ontario to fill the vacancies.

No person may act as an arbitrator who is a member of the Union or an employee or solicitor or agent of either the Union or the Employer or who has been directly involved in attempts to negotiate or settle the grievance.

The Arbitration Board shall hear and determine the difference and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it. The decision of a majority shall be the decision of the Arbitration Board, but if there is no majority, the decision of the Chairman shall govern. The decision shall be discussed by the Arbitration Board with all members of the Board present before it is rendered to the parties involved.

If the grievance is not referred to arbitration within the said ten (10) day period, the grievance will be conclusively deemed to have been finally abandoned.

### **9.02 Authority of Arbitration Board**

It is understood and agreed that the Arbitration Board shall have authority only to settle disputes under the terms of this Agreement and may only interpret and apply this Agreement to the facts of the particular grievance involved. Only grievances arising from the interpretation or alleged violation of this Agreement, including a question as to whether a matter is arbitrable, shall be arbitrable.

The Board of Arbitration shall have no power to alter, add to, subtract from, modify or amend this Agreement, nor to give any decision inconsistent with it, nor shall any practices or customs become binding unless they are acknowledged in writing between the Manager and the Union.

### **9.03 Compensation of Arbitration Board**

The Union and the Employer shall each be responsible for the fees and expenses of its own nominee and one-half (½) of the fees and expenses of the chairman or of a single arbitrator.

### **9.04 Place of Hearing**

Arbitration shall be heard at Fort Frances, Ontario, or at such other place as may be agreed upon by the Union and the Employer.

### **9.05 Confidential Information**

With respect to any grievance arising out of the discharge of an employee for revealing confidential information about a patient, without the approval of the Employer, referred to in Article 10.02, the arbitrator or chairman of the Arbitration Board shall be a medical doctor duly qualified and licensed to practice medicine in the Province of Ontario unless the Employer waives the application of this Article 9.05.

## **ARTICLE 10 – DISCHARGE AND DISCIPLINE GRIEVANCES**

### **10.01 Probationary Period**

If any employee who has completed their probationary period believes they have been discharged or disciplined without just cause, they may file a written grievance with the Manager within five (5) working days commencing at Step 2 of the grievance procedure after they have been given notice of discharge or discipline.

### **10.02 Cause for Discharge**

The following specified causes will be conclusively deemed to be sufficient for the discharge of an employee, but will not deprive any employee of the grievance procedure:

- (a) Theft
- (b) Being on the job under the influence of alcohol, non-prescription drugs, or prescription drugs while on duty which impair the ability to perform work.
- (c) Making false entries in records
- (d) Insubordination
- (e) Inappropriate behaviour displayed towards patients (e.g. aggressive, hostile or profane behaviour)
- (f) Breach of the Occupational Health and Safety Act, or Keffer Medicine Professional Corporation rules relating thereto
- (g) Revealing confidential information about a patient

### **10.03 Removal of Written Disciplinary Notation or Warning**

Any disciplinary notation or warning in writing shall be removed from an employee's record after a period of eighteen (18) months in which they have not received any disciplinary warning or suspension.

### **10.04 Discharge or Discipline Grievance Settlement**

A discharge or discipline grievance may be settled by confirming the Employer's action or by reinstating the employee with or without full compensation for time lost or by any other arrangement, which is just and equitable in the opinion of the conferring parties.

### **10.05 Board of Arbitration**

If a discharge or discipline grievance goes to arbitration, the Board of Arbitration may:

- (a) Confirm the dismissal or discipline of the Employee; or
- (b) Reinstatement the employee with or without full compensation for time lost;
- (c) Except in a discharge for reasons set out in Article 10.02, dispose of the grievance on terms which the Board of Arbitration considers just and equitable.

### **10.06 Personnel Files**

The Employer shall allow an employee to review the contents of their personnel file for a period of up to fifteen (15) minutes. The right of access shall be exercised at a mutually convenient time and under the supervision of a management representative designated by the Employer.

During such review the employee will be permitted to respond in writing to any disciplinary sanctions in the personnel file and such reply shall form part of that employee's permanent record, for a period of eighteen (18) months.

## **ARTICLE 11 - EMPLOYER GRIEVANCES**

### **11.01 Employer Grievances**

It is understood that the Employer may bring forward at any meeting held with the Union Committee any complaint with respect to the conduct of the Union, its officers or committee members or a member, which may affect the Employer and that if such complaint is not settled to the mutual satisfaction of the conferring parties it may be treated as a grievance and reduced to writing, and the written grievance sent to the President of the Union or to their designated representative.

If such complaint is not settled to the satisfaction of the Employer, the President of the Union or their designated representative shall within ten (10) days after the mailing or delivery of the written grievance by the Employer give a reply in writing to the Employer. If the written reply has not settled the grievance to the satisfaction of the Employer or if no written reply is

received by the Employer within ten (10) days after the mailing or delivery of the written grievance to the President of the Union or their designated representative, the Employer may within ten (10) days after the receipt of the reply or within twenty (20) days after the mailing or delivery of the grievance in case no written reply is received, refer the grievance to arbitration in accordance with Article 9 of this Agreement.

Unless otherwise agreed to in writing, the Employer shall comply with time limits set out in this Clause respecting any Employer grievance, otherwise the grievance shall be deemed to have been abandoned.

## **ARTICLE 12 - PROBATIONARY PERIOD AND SENIORITY**

### **12.01 Probationary Period**

Every person newly employed shall be on probation until they have completed four hundred and fifty (450) hours or four (4) consecutive months, whichever occurs first (1<sup>st</sup>), of continuous service with the Employer, after which length of continuous service shall be effective from the first (1<sup>st</sup>) shift worked in their last continuous employment with the Employer.

During the probationary period, the employment of probationary employees shall be governed in accordance with the terms and conditions of this agreement, save and except the following articles which shall not be applicable until completion of the probationary period: Articles 12.06 (Layoff & Recalls), 12.07 (Notices), 14.02 (Bereavement Leave), and 17 (b) through (d) (Health & Welfare Benefits). It is further understood that the layoff or termination of employment of a probationary employee may not be made the subject of a grievance and such employee shall not have any right of recall.

Upon completion of the probationary period, seniority shall be effective from the original date of employment. The probationary period may be extended by mutual agreement of the parties.

### **12.02 Seniority List**

- (a) The Employer will on or before January 31<sup>st</sup> of each year, post and furnish to the Union a list of full time and part time employees and a separate list for casual employees, showing their seniority based on their length of continuous service from the date of commencement of the last continuous period of employment and revised copies will be posted and supplied in the months of January and July each year. While an employee is on an unpaid leave previously accumulated seniority shall not be forfeited but shall not accrue.

No objection with respect to seniority placement may be taken by the affected employee unless notice of objection is given by the employee to the Employer within one (1) month after the January 31<sup>st</sup> posting.

- (b) Effective April 1<sup>st</sup>, 2010, all employees will have their seniority with respect to the Collective Agreement calculated as one thousand nine hundred and fifty (1950) hours worked equals one (1) year of seniority. All employees shall be placed on the

seniority list in accordance with their years of continuous service as determined by the one thousand nine hundred and fifty (1950) calculation.

An employee cannot accrue more than one (1) year's seniority in a calendar year.

### **12.03 Seniority Factors**

The Employer and Union agree that in the cases of transfers, promotions (other than promotions to positions outside of the bargaining unit), demotions and increase or decrease in a classification, the following factors shall be considered:

- (a) Current: skill, ability, experience, knowledge, training, integrity and performance;  
and
- (b) Length of continuous service calculated in accordance with the one thousand nine hundred and fifty (1950) calculation.

However, having regard to the fact that the employees are assisting in the operation of a Clinic, the Union agrees that the qualifications in factor (a) must govern, and only where such qualifications of the employees involved are relatively equal, will factor (b) govern. Having in mind the importance of operating the Clinic for the utmost benefit of its patients, the Employer shall be the sole judge of the qualifications in factor (a) and its decision shall not be arbitrable, provided however, the Employer shall not exercise its discretion in an arbitrary, capricious, or discriminatory manner.

When the Employer decides to make a reduction in the number of employees or to rehire otherwise than according to seniority, the Employer will notify the Union and the Union Committee will have five (5) working days from the date of mailing or delivery of the notice to make representations.

### **12.04 Termination of Service**

Continuity of service shall be considered broken and employment terminated when:

- (a) an employee quits or is discharged (and the discharge is not reversed through the grievance or arbitration procedure);
- (b) an employee unjustifiably fails to report to work at the termination of a leave of absence or within five (5) working days after being recalled to work;
- (c) an employee is absent for more than twenty-four (24) months because of lay-off;
- (d) an employee is laid off and fails to return to work within five (5) working days after being notified by registered mail to their last known address on the employee's records to report to work and does not give satisfactory reason to the Employer;
- (e) an employee is absent from work for two (2) consecutive days without providing a reason satisfactory to the Employer;

Continuity of employment for casual employees shall also be considered broken and employment terminated where such employees refuse, cancel or fail to attend, subject to a bona fide excuse (including a substantiated illness) as determined by the Employer, three (3) or more call ins within any sixty (60) calendar day period. The termination of a casual employee under this provision shall not be subject to the grievance procedure nor referable to arbitration.

#### **12.05 Notice of Termination**

Every employee shall give at least two (2) weeks' notice of termination of their employment.

Except in cases of dismissal for cause or of termination during the probationary period, the Employer may terminate the employment of an employee on giving notice in writing to the employee as follows:

- (a) one (1) week's notice if their period of employment is less than two (2) years;
- (b) two (2) weeks' notice if their period of employment is two (2) years or more but less than five (5) years;
- (c) four (4) weeks' notice if their period of employment is five (5) years or more but less than ten (10) years;
- (d) eight (8) weeks' notice if their period of employment is ten (10) years or more;

provided, however, that the employment of a person may be terminated forthwith where the employer gives the employee notice in writing to that effect and pays the employee an amount equal to the wages to which the employee would have been entitled for work that would have been performed by them at the regular rate for a normal non-overtime work week for the period of notice set out above.

#### **12.06 Layoff and Recalls**

- (a) The Employer agrees to give as much advance notice of layoffs and recalls as is reasonably possible.
- (b) Laid off employees shall be recalled in order of their seniority provided they currently have the required skills and ability and are qualified to do the work.
- (c) No new employee will be hired until those laid off in that classification have been given an opportunity of re-employment.
- (d) In the event that the Employer intends to close the entire Clinic for a period of at least one (1) week, thirty (30) calendar days notice shall be provided, except in cases of emergency.

### **12.07 Notices**

Any notice to any employee under this Agreement will be given in writing, addressed to the employee at their last address on the payroll records of the Employer, with a copy to the Union. Such notice shall be deemed to have been given the third (3<sup>rd</sup>) day after the document is forwarded by registered mail.

It will be the responsibility of the employee to provide written notification of any change in their address.

## **ARTICLE 13 - TRANSFER**

### **13.01 Posting of Vacancies**

- (a) All new positions and vacancies in existing positions within the bargaining unit with an expected duration of more than thirty (30) working days shall be posted on the bulletin board for a minimum of five (5) working days. Employees will be allowed to make written application during that period for the position to the Manager or their designate.
- (b) In the case of vacancies of an expected duration of thirty (30) working days or less, the Employer shall have the exclusive right to staff such positions in a manner it determines is most appropriate in the circumstances. The Employer will notify employees of such opportunities and will give prior consideration to any employees who communicate, in writing, their interest in obtaining the position.
- (c) No outside advertisement for any vacancy within the bargaining unit shall be placed until the applications of present employees have been fully considered. Where there is no qualified applicant(s), the Employer may accept outside applications.
- (d) Any full time employee who successfully posts into a part time position, other than a temporary vacancy, shall be deemed part time and accrue seniority on that basis until such time as the employee returns to full time status in accordance with posting procedure.

### **13.02 Information on Postings**

Job posting notices shall contain the following information: nature of Position, required qualifications, hours of work and wage range. As well as any other legislated requirements.

### **13.03 Employer Initiated Transfer**

If an employee is transferred to another position carrying a rate in a lower range, the employee shall not suffer thereby a reduction in rate of pay until after three (3) months in the position at which time the employee will be paid the rate applicable in accordance with Schedule "A".

#### **13.04 Transfer by Employer to Higher Rated Position**

If an employee is transferred to another position carrying a rate in a higher range, the employee shall not suffer thereby a reduction in rate of pay but shall progress within the scale for that position according to their length of service within the position subsequent to the date of the transfer.

#### **13.05 Transfer at Request of Employee**

If an employee at their own request or to avoid being laid off is transferred to another position, the employee shall immediately be paid the starting rate for the position to which the employee is transferred and shall progress within the scale for that position according to the length of service within that position subsequent to the date of the transfer.

If in the opinion of the employer, such employee has the current skill, ability and knowledge to fulfil all the responsibilities of the position, they will be considered to be at the second (2<sup>nd</sup>) incremental rate of pay.

#### **13.06 Trial Period**

The successful applicant shall be given a trial period of ninety (90) calendar days, during which time they will receive the necessary training for the position. The Employer shall not curtail the trial period before it has run its full course without just cause. The employee shall be declared permanent after the trial period. The trial period may be extended upon the request of either party but only with the mutual consent of the parties.

If in the Employer's sole judgment the applicant proves unsatisfactory in the position during the trial period, or if the employee is unable or unwilling to continue to perform the duties of the new job classification, they shall be returned to their former position, wage or salary scale. Any other employee promoted or transferred because of the re-arrangement of positions shall also be returned to their former position, wage or salary rate and such re-arrangement shall not be subject to the grievance procedure.

#### **13.07 Notification to Union and Employee**

The Union will be notified within seven (7) calendar days of all appointments, hirings, layoffs, transfers (extending beyond one (1) month), recalls and terminations of employment within the bargaining unit.

Unsuccessful internal applicants will be notified of such within seven (7) calendar days of the appointment and shall be informed of the successful candidate's name.

## **ARTICLE 14 – LEAVE OF ABSENCE**

### **14.01 Seniority Rights**

Seniority rights will not be lost by an employee during a leave of absence granted in writing by the Manager and seniority shall continue to accrue to the employee during a defined period of absence unless the written leave specified otherwise.

### **14.02 Bereavement Leave**

Any employee who notifies the Employer as soon as possible following a bereavement will be granted bereavement leave for four (4) consecutive working days off without loss of regular pay from regularly scheduled hours in conjunction with the death of the employee's spouse, child, or parent.

Any employee who notifies the Employer as soon as possible following a bereavement will be granted bereavement leave for three (3) consecutive workings days off without loss of regular pay from regularly scheduled hours in conjunction with the death of the employee's sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, grandchild, brother-in-law, or sister-in-law.

The definition of spouse in this Clause includes that of a common-law spouse as defined in The Family Law Act of the Statutes of Ontario. The employee must designate who the spouse is in writing to the Employer and there can only be one (1) spouse at one (1) time. In the absence of a written designation as to who the spouse is as aforementioned, it is agreed that the spouse to whom this Clause applies is the lawfully married spouse, if any.

### **14.03 Pregnancy/Parental/Adoption Leave**

#### **(i) Pregnancy Leave**

- (a)** Pregnancy Leave will be granted in accordance with the provisions of the *Employment Standards Act, 2000*, as amended from time to time.
- (b)** A pregnant employee is entitled to a leave of absence without pay unless their due date falls fewer than thirteen (13) weeks after they commenced employment. An employee may begin their pregnancy leave no earlier than the earlier of a) the day that is seventeen (17) weeks before their due date, and b) the day on which they give birth. An employee may begin their pregnancy leave no later than the earlier of a) their due date, and b) the day on which they give birth.
- (c)** The employee shall give written notification at least two (2) weeks in advance of the date of commencement of pregnancy leave, and the expected date of return. At such time, the employee shall provide the Employer with a certificate from a legally qualified medical practitioner stating the due date.
- (d)** An employee's pregnancy leave ends:

- i) if they are entitled to parental leave, seventeen (17) weeks after the pregnancy leave began; or
    - ii) if they are not entitled to parental leave, on the day that is the later of seventeen (17) weeks after the pregnancy leave began, and six (6) weeks after the birth, still-birth, or miscarriage.
  - (e) The employee shall reconfirm their intention to return to work on the date provided in accordance with subsection (c) above by written notification received by the Employer at least two (2) weeks in advance thereof.
  - (f) The period of pregnancy leave shall be included in determining the employee's length of employment, length of service, and seniority.
  - (g) The Employer will contribute its share of the contributions towards the employee's benefits, including matched RRSP contributions, in which the employee is participating during the pregnancy leave.
  - (h) Upon the conclusion of the employee's pregnancy leave, the Employer shall reinstate the employee to the position they most recently held, if it still exists, or to a comparable position, if it does not, subject to the terms of the collective agreement.
- (ii) Parental Leave
- (a) Parental Leave will be granted in accordance with the provisions of the *Employment Standards Act, 2000*, as amended from time to time.
  - (b) An employee who has been employed by the Employer for at least thirteen (13) weeks and who is the parent of a child is entitled to a parental leave of absence without pay following the birth of the child or the coming of the child into the employee's custody, care and control for the first (1<sup>st</sup>) time.
  - (c) An employee may begin parental leave no later than fifty-two (52) weeks after the day the child is born, or comes into the employee's custody, care and control for the first (1<sup>st</sup>) time. An employee who has taken pregnancy leave must begin their parental leave when their pregnancy leave ends, unless the child has not yet come into their custody, care and control for the first (1<sup>st</sup>) time.
  - (d) The employee shall give written notification at least two (2) weeks in advance of the date of commencement of parental leave, and the expected date of return.
  - (e) An employee's parental leave ends thirty-five (35) weeks after it began, if the employee also took pregnancy leave, and thirty-seven (37) weeks after it began, otherwise.
  - (f) An employee shall reconfirm their intention to return to work on the date provided in accordance with subsection (d) above by written notification

received by the Employer at least two (2) weeks in advance thereof.

- (g) A 'parent' includes a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with a parent of a child and who intended to treat the child as their own, and 'child' has a corresponding meaning.
- (h) The period of parental leave shall be included in determining the employee's length of employment, length of service, and seniority.
- (i) The Employer will contribute its share of the contributions towards the employee's benefits, including matched RRSP contributions, in which the employee is participating during the parental leave.
- (j) Upon the conclusion of the employee's parental leave, the Employer shall reinstate the employee to the position they most recently held, if it still exists, or to a comparable position, if it does not, subject to the terms of the collective agreement.

#### **14.04 Union Business**

The Employer will, upon request of the Union, grant a leave of absence without pay to two (2) employees from different departments at one (1) time selected or appointed by the Union to attend Union functions, provided that the number of days in total in one (1) year does not exceed fourteen (14) working days off, and provided that such absence will not result in less than one (1) employee in each absentee's classification being available for duty during the absentee's regular hours of work.

#### **14.05 Compassionate Care Leave**

- (a) An employee is entitled to an unpaid compassionate care leave for up to eight (8) weeks within a twenty-six (26) week period to provide care or support to the employee's spouse, parent, step-parent, foster parent, child, step-child or foster child, or the child, step-child or foster child of the employee's spouse, or any individual prescribed as a family member, who has a serious medical condition with a significant risk of death within the twenty-six (26) week period, in accordance with section 49.1 of the *Employment Standards Act, 2000*, as amended.
- (b) In order to be eligible for compassionate care leave, the employee must furnish the employer with a certificate of a legally qualified medical practitioner stating that the individual in question has a serious medical condition with a significant risk of death occurring within the twenty-six (26) week period.
- (c) An employee who is on compassionate care leave shall continue to accumulate seniority and service.
- (d) Subject to any changes to the employee's status which would have occurred had they not been on compassionate care leave, the employee shall be reinstated to their former duties and at the same rate of pay.

- (e) The employee and the employer will continue to pay their respective shares of the benefits and pension premiums.

## **ARTICLE 15 – HOURS OF WORK AND WORKING CONDITIONS**

### **15.01 Normal Hours of Work**

The regular shift for all full time employees shall consist of seven and a half (7.5) hours (exclusive of the meal period) per day and thirty-seven and a half (37.5) hours per week. This is intended to define the normal hours of work of the Clinic for full time employees and shall not be construed as a guarantee of hours of work per day, or per week, or of days of work per week.

### **15.02 Penalty Pay (Overtime)**

Time worked (if requested and authorized by the Employer) in excess of thirty-seven and one half (37 ½) hours worked per week and at any time on Saturday or Sunday, will be counted as overtime and compensated on the basis of time and one-half (1½) of the employee's current hourly rate for the classification.

All overtime earned shall be paid out in full in the pay period in which it was earned. The Employer will be permitted to first call Casual employees to work on Saturday or Sunday before offering the work to Full-time or Part-time employees.

### **15.03 Extra Hours**

- (a) Full and part time employees desiring to work extra hours beyond those normally worked by such employees shall notify their supervisor (or designate) weekly the Wednesday prior to the next scheduled week. The Employer shall maintain lists by department for this purpose. Employees who fail to submit their names in accordance with this provision shall not be considered nor have any claim for any extra hours.
- (b) In the course of preparing weekly schedules the Employer shall consult this list of volunteers willing to work extra hours and offer such time it considers available to those qualified employees in seniority order, unless such offer will trigger overtime in which case the next most senior qualified employee will be offered the extra hours.
- (c) If such employee is not immediately available by phone on the day of scheduling, or refuses the offer, the Employer shall proceed to call the next most senior qualified employee. The hours must be accepted by the employee in the block of time offered. Should any time remain after such list has been exhausted, the Employer may offer such time to casual employees or students.
- (d) Any unscheduled hours shall be offered to casual employees in seniority order.

#### **15.04 Tentative Schedule Notification**

Part-time employees shall receive a tentative weekly work schedule at least two (2) weeks in advance, with exceptions only made by mutual agreement or for reasonable, unforeseen circumstances.

### **ARTICLE 16 - SICK LEAVE**

#### **16.01 Definition of Sick Leave**

Sick leave means the period of time when a full time or part time employee is permitted to be absent from work with full pay due to sickness or accident rendering them unable to perform their regular duties as an employee and not compensable under the Workplace Safety and Insurance Act.

#### **16.02 Sick Leave Entitlement**

Sick leave will be granted on the following basis and only to full time and part time employees:

- (a) Thirty-three and three quarter (33.75) hours of sick leave to an employee having completed four hundred and fifty (450) hours of continuous service in their first twelve (12) months of employment.
- (b) After having completed four hundred and fifty (450) hours of continuous service an employee shall be entitled to sick leave at the rate of eleven and one quarter (11.25) hours per one hundred and fifty (150) hours of continuous service. Employees on unpaid leaves shall not accrue sick leave.
- (c) The unused portion of sick leave in any year will be cumulative to a maximum of nine hundred and seventy-five (975) hours for full time employees and six hundred and twenty-four (624) hours for part time employees.
- (d) When sick leave is claimed, proof of disabling sickness or accident will be furnished by a certificate from a duly qualified medical practitioner unless waived by the Employer.
- (e) Sick leave benefits will cease on termination of employment or on reaching normal retirement age or on death.
- (f) An employee absent by reason of sickness or accident may elect not to take leave with pay.
- (g) Should an employee become ill preceding their scheduled vacation period and should such illness continue into what would have been their vacation, all such time may be considered sick leave and the vacation period may at the option of the employee be rescheduled at a later date.

### **16.03 Exceptions for Sick Pay Entitlement**

For greater certainty, an employee will not be entitled to sick pay;

- (a) whose absence is due to pregnancy or childbirth, unless the period absence otherwise qualifies in accordance with this article and is supported by appropriate medical documentation where requested by the Employer;
- (b) during a period of layoff or of leave of absence without pay;
- (c) during a vacation period; and/or
- (d) whose absence is to undergo, or recover from, a cosmetic procedure (as defined by Ontario's Ministry of Health).

### **16.04 Sickness in The Family**

Full and part time employees shall be entitled to use accrued sick leave to provide for the needs during an illness of an immediate family member (i.e., parent, child (up to nineteen (19) years of age), incapacitated child, or spouse), after reasonable efforts have been made to make alternate arrangements, and such leave shall be deducted from the employee's sick leave bank as calculated in Article 16.02.

The amount of sick leave usable for family illnesses will be calculated in accordance with the following table:

Work 37.5 hours/week	=	23.5 hours/year family sick leave
Work 33.75 hours/week	=	21.25 hours/year family sick leave
Work 30 hours/week	=	18.75 hours/year family sick leave
Work 22.5 hours/week	=	14 hours/year family sick leave
Work 18.75 hours/week	=	11.75 hours/year family sick leave

## **ARTICLE 17 - HEALTH AND WELFARE PROGRAMMES**

### **17.01 Health and Welfare Programs**

The Employer will contribute for regular full time employees as follows:

- (a) To the Canada Revenue Agency, the amounts required by law for the Canada Pension Plan and Employment Insurance Premiums.
- (b) To the Group Insurance Plan, the total premium, subject to the terms and conditions of the Plan.
- (c) The parties agree to the extended Health Care Plan and Dental Plan, effective August 1<sup>st</sup>, 1994, with premium payments sixty percent (60%) Employer paid and forty percent (40%) employee paid.

(Effective January 1<sup>st</sup>, 2004 amend to seventy-five percent (75%) Employer paid and

twenty-five percent (25%) employee paid.)

- (d) The Parties agree to a Vision Care Plan effective August 1<sup>st</sup>, 1994, which will provide a maximum benefit of three hundred dollars (\$300.00) per employee and/or dependent every twenty-four (24) months.
- (e) Massage Therapy, Acupuncture and Dietician: Conditional upon sharing cost (75% employer; 25% employee), to a maximum reimbursement under Canada Life of \$300.00 per calendar year for each service.
- (f) Employer will arrange for pay direct drugs, effective January 1, 2018.
- (g) Effective April 24, 2023, all present employees enrolled in the HOOPP Pension Plan shall maintain their enrolment in the plan subject to its terms and conditions. New employees and employees not yet eligible for membership in the plan shall, as a condition of employment, enrol in the plan when eligible in accordance with its terms and conditions.

## **ARTICLE 18 – PAID HOLIDAYS**

### **18.01 Paid Holidays**

- (1) The following will be recognized as paid holidays for employees:

New Year's Day	Family Day
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Victoria Day	Remembrance Day
Canada Day	Christmas Day
Civic Holiday (1 <sup>st</sup> Monday in August)	Boxing Day

- (2) Unless otherwise provided, eligibility and payment for the holidays designated in 18.01 will be determined in accordance with the *Employment Standards Act, 2000*, as amended from time to time.

### **18.02 Work on Holidays**

- (1) A full time employee who works their scheduled day immediately prior to and following the holiday and who works on any of the holidays listed in Clause 18.01 above shall be paid time and one-half (1½) for such work and shall be granted a day off with pay at a time mutually agreed upon between the Employer and the employee, within either the sixty (60) days preceding or the sixty (60) days following the holiday, provided however, that where the Employer decides that it is not feasible to give the compensating time off, the Employer shall pay an additional day's pay.
- (2) A part time or casual employee who works their scheduled day immediately prior to and following the holiday and who works on any of the holidays listed in Clause 18.01 above shall be paid time and one-half (1½) for such work and shall be granted time

off with pay equivalent to their average daily earnings over the last thirteen (13) weeks at a time mutually agreed upon between the Employer and the employee, within sixty (60) days following the holiday, provided however, that where the Employer decides that it is not feasible to give the compensating time off, the Employer shall pay the equivalent amount.

### **18.03 Absence on Holiday After Posted to Work**

An employee who is absent on a holiday after being posted to work forfeits all pay for the day unless the employee presents to the Employer proof of illness or non-occupational accident rendering them unable to perform regular duties, in which case their absence from work will be treated as the paid holiday.

### **18.04 Holidays During Vacation Period**

If one (1) of the holidays occurs during a full-time employee's vacation period, the employee will receive an additional day off. If one (1) of the holidays occurs during a part-time employee's vacation period, the employee will receive additional time off calculated in accordance with their regular scheduled work day.

### **18.05 Floating Holidays**

Each full-time and part-time employee who has completed their probationary period shall be entitled to fifteen (15) hours additional floating holidays with regular pay, to be granted August 1<sup>st</sup> of each year, on the understanding that vacation scheduled under the Vacation Scheduling Procedure takes precedence over scheduling of floating holidays and must be requested at least two (2) weeks prior to the requested day, unless waived by the Employer and must be used by July 31<sup>st</sup> of the following year.

Full-time and part-time employees shall receive an additional seven and a half (7.5) hours of floating holidays on a pro-rated basis, calculated in accordance with the total number of hours worked the previous calendar year.

## **ARTICLE 19 - VACATIONS**

### **19.01 Vacations**

#### **(a) Definitions**

**Vacation Year:** For the purpose of calculating the amount of vacation earned, the vacation year shall be regarded as being from January 1<sup>st</sup> to December 31<sup>st</sup>.

**Prime Time:** The period from June 1<sup>st</sup> to September 15<sup>th</sup> inclusive, in any given year.

**Department Quota:** The number of employee(s) able to be released from a particular department at any given time.

**Seniority Based Granting:** Vacation requests received by March 31<sup>st</sup> of the current year will be granted on the basis of seniority.

(b) Vacation Allocation

Vacation requests for the current year must be made no later than March 31<sup>st</sup>. During prime time, each employee who has indicated a vacation request for the period, (by March 31<sup>st</sup> of the current year), will be entitled to two (2) weeks' vacation. Requests of more than two (2) weeks' vacation consecutively during prime time will be granted under exceptional circumstances only.

Any vacation requests after March 31<sup>st</sup> will be booked on the basis of availability.

The first schedule of seniority based granting will be available to employees no later than April 30<sup>th</sup>. A complete week of vacation holds precedence over requests for individual day(s) vacation.

(c) Vacation Carry-over

Any vacation to a maximum of one (1) week carried over from the previous year should, whenever possible, be utilized by April 1<sup>st</sup> of the current year. It is the employee's responsibility to monitor their vacation entitlement and ensure that all outstanding vacation is booked.

**19.02 Length of Vacations**

In the first (1<sup>st</sup>) year of employment, vacation proportionate to the length of employment prior to December 31<sup>st</sup> shall be granted following six (6) months of continuous employment. The number of vacation days to be granted shall be calculated to the nearest day as follows:

Number of Months Employed <u>prior to December 31<sup>st</sup></u> X	Annual Vacation Entitlement (Number of working days)	Number of Vacation days to be granted
12		

Full-time and Part-time employees with one (1) year's continuous service but less than three (3) years' continuous service will be entitled to two (2) weeks' vacation in the calendar year in which their one (1) year anniversary occurs and each succeeding year, including the second (2<sup>nd</sup>).

Full-time and Part-time employees with three (3) years' continuous service but less than five (5) years' continuous service will be entitled to three (3) weeks' vacation in the calendar year in which their three (3) year anniversary occurs and each succeeding year, including the fourth (4<sup>th</sup>).

Full-time and Part-time employees with five (5) years' continuous service but less than eight (8) years' continuous service will be entitled to four (4) weeks' vacation in the calendar year in which their fifth (5<sup>th</sup>) year anniversary occurs and each succeeding year, including the seventh (7<sup>th</sup>).

Full-time and Part-time employees with eight (8) years' continuous service but less than fifteen (15) years' continuous service will be entitled to five (5) weeks' vacation in the

calendar year in which their eighth (8<sup>th</sup>) year anniversary occurs and each succeeding year, including the fourteenth (14<sup>th</sup>).

Full-time and Part-time employees with fifteen (15) years' continuous service will be entitled to six (6) weeks' vacation in the calendar year in which their fifteenth (15<sup>th</sup>) year anniversary occurs and each succeeding year thereafter.

**19.03 Calculation of Vacation Pay**

Vacation Pay will be calculated on the basis of each full-time and part-time employee's regular salary at the time of taking their vacation.

**19.04 Vacation Pay Upon Termination Before Six Months**

When employment is terminated before completion of six (6) months of continuous employment, vacation pay will be computed and paid in accordance with the *Employment Standards Act, 2000*, as amended from time to time.

When employment is terminated after six (6) months but less than one (1) year of continuous employment, vacation will be calculated on a pro rata basis as follows:

Number of complete months of employment	X	Annual Vacation entitlement (Number of working days) less vacation days taken
12		

**19.05 Vacation Pay Upon Termination After One Year**

Where employment is terminated after one (1) year of continuous employment, vacation pay shall be calculated as follows:

Number of complete months of employment since Jan 1 <sup>st</sup>	X	Annual Vacation entitlement (Number of working days) less any vacation days taken
12		

**19.06 Vacation Entitlement for Casual Employees**

Vacation entitlements for casual employees shall be granted in accordance with the *Employment Standards Act 2000*, as amended from time to time.

**ARTICLE 20 - SCHEDULES**

**20.01 Schedules**

Attached hereto and forming part of the Agreement is:

Schedule "A" – Classifications and Salary Ranges;

## **20.02 Application of Benefits Upon Signing**

Notwithstanding the provisions of Article 17, benefits under this agreement will apply only to employees in the employ of the Employer on and after the signing of this Agreement.

## **ARTICLE 21 – GENERAL**

### **21.01 Bulletin Boards and Union Bulletins**

The Employer shall provide a bulletin board at the workplace, which shall be placed so that all employees will have access and upon which the Union shall have the right to post notices of meetings and such other notices as may be of interest to the employees.

### **21.02 Uniform Allowance**

The Employer shall provide an annual uniform allowance of one hundred and seventy-five dollars (\$175.00) and increase by twenty dollars (\$20.00) each year of Collective Agreement. Such uniform allowance shall be issued in the last pay period of December of each year. Regular part-time employees shall receive a pro-rated amount, calculated from their hours of work and casual employees will also be pro-rated but only after nine hundred and seventy-five (975) hours of work in each year.

### **21.03 Coverage for Mandatory Professional Organization Affiliation**

Members do not need to join RPNAO Organization to get Liability Insurance but the insurance needs to be what the College is asking for. Members need to show proof of insurance and registration annually.

Full-time RPN's shall be fully reimbursed liability insurance expenses upon submission of proof of payment on an annual basis.

### **21.04 CNO Registration Fee Reimbursement**

The Employer shall fully reimburse the annual College of Nurses of Ontario (CNO) registration fee for full-time employees for whom CNO registration is a condition of employment.

- i. Reimbursement shall be provided annually upon submission of proof of payment and processed within two (2) pay periods.
- ii. This reimbursement is in addition to all other entitlements in the Collective Agreement and shall not offset any other negotiated benefits.

## **ARTICLE 22 - TERMINATION AND DURATION**

### **22.01 Duration**

This Agreement shall become effective on the 1<sup>st</sup> day of August, 2025 and shall remain in full force and effect until the 31<sup>st</sup> day of July, 2028 and from year to year thereafter unless written notice of intention to terminate or amend this Agreement is given by either party to the other not more than ninety (90) days and not less than thirty (30) days before the 31<sup>st</sup> of July in any year thereafter in which this Agreement continues to remain in effect.

### **22.02 Amendments to Collective Agreement**

In the event that such notice is given of a desire to amend the Agreement, negotiations shall begin within thirty (30) days following the delivery of notice or within any longer time which is mutually agreed upon.

### **22.03 Negotiations for Amendments**

All negotiations for amendments or renewal of this Agreement shall be in accordance with the terms of the current Ontario Labour Relations Act and any amendments thereto.

IN WITNESS WHEREOF the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives.

SIGNED THIS 12th DAY OF January, 2026

**EXECUTED ON BEHALF OF  
KEFFER MEDICINE PROFESSIONAL  
CORPORATION**

Elizabeth Somke  
Elizabeth Somke (Jan 9, 2026 14:12:05 CST)

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**EXECUTED ON BEHALF OF  
CANADIAN UNION OF PUBLIC EMPLOYEES  
AND ITS LOCAL 65**

Daphne Gouin  
Daphne Gouin (Jan 9, 2026 14:24:38 CST)

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Tracy Chapman  
Tracy Chapman (Jan 10, 2026 17:47:48 CST)

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David [Signature]

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**KEFFER-MEDICINE PROFESSIONAL CORPORATION**  
**Schedule "A"**

<b>CLASSIFICATION</b>	<b>Level Hours</b>	<b>Aug.1 2024 1.5%</b>	<b>Aug.1 2025 10%</b>	<b>Aug.1 2026 4%</b>	<b>Aug.1 2027 4%</b>
<b>RPN</b>	Start	\$28.13	\$30.94	\$32.18	\$33.47
	975	\$29.30	\$32.23	\$33.52	\$34.86
	1950	\$29.57	\$32.53	\$33.83	\$35.18
	3900	\$29.84	\$32.82	\$34.14	\$35.50

<b>CLASSIFICATION</b>	<b>Level Hours</b>	<b>Aug.1 2024 1.5%</b>	<b>Aug.1 2025 6%</b>	<b>Aug.1 2026 3%</b>	<b>Aug.1 2027 3%</b>
<b>Stenographer</b>	Start	\$24.27	\$25.73	\$26.50	\$27.29
	975	\$25.49	\$27.02	\$27.83	\$28.66
	1950	\$27.68	\$29.34	\$30.22	\$31.13
	3900	\$27.95	\$29.63	\$30.52	\$31.43
<b>Senior Clerk</b>	Start	\$22.35	\$23.69	\$24.40	\$25.13
	975	\$23.42	\$24.83	\$25.57	\$26.34
	1950	\$23.74	\$25.16	\$25.92	\$26.70
	3900	\$24.01	\$25.45	\$26.21	\$27.00
<b>Doctors' Helper</b>	Start	\$21.96	\$23.28	\$23.98	\$24.70
	975	\$22.96	\$24.34	\$25.07	\$25.82
	1950	\$23.23	\$24.62	\$25.36	\$26.12
	3900	\$23.49	\$24.90	\$25.65	\$26.42
<b>Clerk</b>	Start	\$20.35	\$21.57	\$22.22	\$22.88
	975	\$21.37	\$22.65	\$23.33	\$24.03
	1950	\$21.69	\$22.99	\$23.68	\$24.39
	3900	\$21.93	\$23.25	\$23.94	\$24.66

**LETTER OF UNDERSTANDING**

**BETWEEN:**

**KEFFER MEDICINE PROFESSIONAL CORPORATION**  
(hereinafter called the 'Employer')

- and -

**CANADIAN UNION OF PUBLIC EMPLOYEES**  
**and its LOCAL 65**  
(hereinafter called the 'Union')

**Re: Schedules**

The Employer will continue to discuss the potential to release the employee's schedule earlier than the current practice of releasing it on Friday for the following week with La Verendrye General Hospital and Keffer Medicine Professional Corporation.

**IN WITNESS WHEREOF** the parties hereto have executed this Letter of Understanding on the

12th day of January, 2026

**EXECUTED ON BEHALF OF**

**EXECUTED ON BEHALF OF**

**KEFFER MEDICINE PROFESSIONAL CORPORATION**

**CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 65**

Elizabeth Slomke  
Elizabeth Slomke (Jan 9, 2026 14:12:05 CST)

Daphne Goulin  
Daphne Goulin (Jan 9, 2026 14:24:38 CST)

\_\_\_\_\_

Amy Chapman  
Amy Chapman (Jan 10, 2026 17:47:48 CST)

\_\_\_\_\_

[Signature]

\_\_\_\_\_

\_\_\_\_\_

**LETTER OF UNDERSTANDING**

**BETWEEN:**

**KEFFER MEDICINE PROFESSIONAL CORPORATION  
(hereinafter called the 'Employer')**

**- and -**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
and its LOCAL 65  
(hereinafter called the 'Union')**

**Re: Job Sharing**

The Employer, the Union, and the employee(s) may enter into a written three-party job-sharing agreement on a voluntary basis. Employees participating in job sharing shall maintain regular employee status, with ages, benefits, and accruals in accordance with hours worked, and with no loss of seniority or other rights under the Collective Agreement.

A job-sharing agreement may be terminated by mutual consent, or by either party with thirty (30) days written notice, unless otherwise agreed. At the conclusion of the agreement, the employee shall be returned to their former position, hours, and conditions of employment without loss of seniority or eligible benefits.

Job-sharing shall not be used to eliminate full-time positions.

**IN WITNESS WHEREOF the parties hereto have executed this Letter of Understanding on the**

12th day of January, 2026

**EXECUTED ON BEHALF OF**

**EXECUTED ON BEHALF OF**

**KEFFER MEDICINE PROFESSIONAL CORPORATION**

**CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 65**

Elizabeth Slomke  
Elizabeth Slomke (Jan 9, 2026 14:12:05 CST)

Daphne Gouin  
Daphne Gouin (Jan 9, 2026 14:24:38 CST)

\_\_\_\_\_  
\_\_\_\_\_

Winey Chapman  
Winey Chapman (Jan 10, 2026 17:47:48 CST)  
\_\_\_\_\_

**RC/COPE491**

**LETTER OF UNDERSTANDING**

**BETWEEN:**

**KEFFER MEDICINE PROFESSIONAL CORPORATION  
(hereinafter called the 'Employer')**

**- and -**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
and its LOCAL 65  
(hereinafter called the 'Union')**

**Re: Temporary Employees**

Temporary employees shall receive all eligible benefits. They are not considered full-time per Canada Life.

**IN WITNESS WHEREOF the parties hereto have executed this Letter of Understanding on the**

12th day of January, 2026

**EXECUTED ON BEHALF OF**

**KEFFER MEDICINE PROFESSIONAL CORPORATION**

Elizabeth Somke  
Elizabeth Somke (Jan 9, 2026 14:12:05 CST)

\_\_\_\_\_

\_\_\_\_\_

RC/COPE491

**EXECUTED ON BEHALF OF**

**CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 65**

Daphne Gouin  
Daphne Gouin (Jan 9, 2026 14:24:38 CST)

\_\_\_\_\_

Sherry Chapman  
Sherry Chapman (Jan 10, 2026 17:04:58 CST)

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