

COLLECTIVE AGREEMENT

between

RIDEAU PLACE RETIREMENT RESIDENCE

and

***CANADIAN UNION OF PUBLIC EMPLOYEES
and its Local 4000-13***



EXPIRING: August 31, 2018

TABLE OF CONTENT

ARTICLE 1 - PREAMBLE	3
ARTICLE 2 - MANAGEMENT RIGHTS.....	3
ARTICLE 3 - SCOPE AND RECOGNITION	4
ARTICLE 4 - NO DISCRIMINATION	5
ARTICLE 5 - UNION SECURITY	6
ARTICLE 6 – EMPLOYER AND UNION SHALL ACQUAINT POTENTIAL EMPLOYEES.....	7
ARTICLE 7 - CORRESPONDENCE.....	7
ARTICLE 8 - NO STRIKES OR LOCKOUTS.....	8
ARTICLE 9 - LABOUR MANAGEMENT COMMITTEE.....	8
ARTICLE 10 - LABOUR/MANAGEMENT RELATIONS.....	9
ARTICLE 11 - GRIEVANCE PROCEDURE.....	11
ARTICLE 12 - ARBITRATION	14
ARTICLE 13 - DISCHARGE, SUSPENSION AND DISCIPLINE	16
ARTICLE 14 - PROBATION.....	17
ARTICLE 15 - SENIORITY	17
ARTICLE 16 - PROMOTIONS AND STAFF CHANGES.....	19
ARTICLE 17 - JOB CLASSIFICATION AND RECLASSIFICATION.....	22
ARTICLE 18 - LAYOFFS AND RECALLS.....	23
ARTICLE 19 - HOURS OF WORK.....	25
ARTICLE 20 - OVERTIME	28
ARTICLE 21 - PAID HOLIDAYS.....	29
ARTICLE 22 - VACATIONS	31
ARTICLE 23 - SICK LEAVE	33
ARTICLE 24 - LEAVES OF ABSENCE	34
ARTICLE 25 - WAGES AND ALLOWANCES	39
ARTICLE 26 - EMPLOYEE BENEFITS PLANS	40
ARTICLE 27 - HEALTH AND SAFETY	44
ARTICLE 28 - GENERAL CONDITIONS.....	44
ARTICLE 29 - GENERAL.....	45
ARTICLE 30 - TERM OF AGREEMENT.....	46
SCHEDULE "A" – WAGES	48

ARTICLE 1 - PREAMBLE

1.01 It is the purpose of both parties to this Agreement:

- (1) To maintain and improve the harmonious relations and settled conditions of employment between the Employer and the Union;
- (2) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, employment, service, etc.;
- (3) To encourage efficiency in operation;
- (4) To promote the morale, well-being and security of all the employees in the bargaining unit represented by the Union.

1.02 It is now desirable that methods of bargaining and matters pertaining to the working conditions of employees in the bargaining unit of the Union be set forth herein.

ARTICLE 2 - MANAGEMENT RIGHTS

2.01 The Union recognizes and acknowledges that all management rights and prerogatives are vested exclusively with the Residence and without limiting the generality of the foregoing it is the exclusive function of the Residence:

- (a) to determine and establish standards and procedures for the care, welfare, safety and comfort of the residents of the Residence;
- (b) to maintain order, discipline, efficiency and in connection therewith to establish and enforce reasonable rules, regulations, policies and practices from time to time to be observed by its employees; such rules will be posted on the employee's Bulletin Board with a copy supplied to the Union Committee. The Residence reserves the right to amend or introduce new rules from time to time, copies of which are to be posted on the Bulletin Board with copies to be supplied to the Union Committee;
- (c) to hire, transfer, layoff, recall, promote, demote, classify, assign duties, discharge, suspend, or otherwise discipline employees for just cause, provided that a claim of discriminatory transfer, promotion, demotion, or classification or a claim that an employee has been

discharged or disciplined without just cause, may be the subject of a grievance and dealt with as hereinafter provided;

- (d) to have the right to plan, direct and control the work of the employees and the operations of the Residence;
- (e) to exercise the regular and customary management functions of an Employer except those rights, powers, functions or authorities which are specifically abridged or modified by this Agreement.

ARTICLE 3 - SCOPE AND RECOGNITION

3.01 Bargaining Unit

The Employer recognizes the Canadian Union of Public Employees, as the sole and exclusive collective bargaining agent for all its employees at Rideau Place Retirement Residence, save and except supervisors, persons above the rank of supervisor, confidential secretary bookkeeper, registered and graduate nurses.

3.02 The Employer undertakes that it will not enter into any other agreement or contract with those employees for whom the Union has bargaining rights either individually or collectively which will conflict with any of the provisions of this Agreement.

3.03 The word "employee" or "employees" as used in this Agreement shall mean the employees referred to in Article 3.01 of this Agreement which employees are within the bargaining unit and for whom the Union is recognized as the bargaining agent.

3.04 In representing an employee or group of employees, an elected or appointed representative of the Union shall be the Spokesperson. In order that this may be carried out the Union will supply the Employer with the names of its officers. Likewise, the Employer shall supply the Union with a list of its supervisory personnel with whom the Union may be required to transact business.

3.05 Work of the Bargaining Unit

Persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit, except:

- (a) in cases of emergency;

- (b) when instructing other employees;
- (c) when performing experimental work;
- (d) when regular employees are not available.

Nothing in this Article shall prevent relatives of Residents from attending, on a voluntary basis, the Resident to whom they are related.

The Union agrees to consider requests for exclusions from this Article, persons who are performing community service on a voluntary basis. Such requests will not be unreasonably denied.

The Union agrees to exclude from this provision persons hired directly by Residents to provide private duty nursing care provided that such arrangements do not cause the loss of any bargaining unit position or the reduction in hours of any bargaining unit position.

3.06 Definition of Employee

A full-time employee shall be deemed to be an employee who is regularly scheduled to work twenty-two and a half (22 ½) hours or more per week.

A part-time employee shall be deemed to be an employee who is regularly scheduled to work not more than twenty-two and a half (22 ½) hours per week.

A casual part time employee is one who is employed as a relief or on a replacement basis and is available for call-ins as circumstances demand.

An employee may only hold one Full-Time or Part-Time position in the bargaining unit. All employees may avail themselves for Casual hours in a second classification, but shall hold no more than two positions of any kind for the purposes of article 19.05 (c) i) and ii).

It is understood that a part-time employee, subject to Articles 14.01 and 19.01, can be offered unscheduled shifts and vacation relief.

ARTICLE 4 - NO DISCRIMINATION

4.01 Each of the parties hereto agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any employee in the matter of hiring, wage rates, training, up-grading,

promotion, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, colour, national origin, religion, political affiliation or activity, sexual orientation, sex, marital status or family relationship, not by reason of her membership or non-membership or activity or lack of activity in the Union, or any other reason.

ARTICLE 5 - UNION SECURITY

5.01 Union Security

All employees of the Employer, shall, as a condition of continuing employment, become and remain members in good standing of the Union, according to the Constitution and By-Laws of the Union. As a condition of employment, all new employees shall become and remain members in good standing of the Union within thirty (30) days of employment. The Employer shall deduct from every employee any dues, initiation fees, or assessments levied by the Union on its members.

5.02 The Employer shall deduct from the pay of an employee an amount equal to the current union dues, initiation fees, or assessments levied by the Union. Such deductions shall be made on each bi-weekly pay. Dues deducted in the preceding month shall be remitted by the fifteenth (15th) day of the month following the deduction to the National Secretary-Treasurer of the Union.

Union dues may be expressed in dollar amounts or percentage formula or a combination thereof. The Union, from time to time, shall notify the Employer in writing to indicate the current amount of such union dues, initiation fees or assessments.

The amounts remitted shall be accompanied by a list of names and social insurance numbers on whose behalf such remittance have been made.

The list shall also include the amounts deducted and the wages earned for each employee.

5.03 The Union will save the Employer harmless from any claims that may arise either from any deduction from wages in respect of check-off of monthly assessments or any action taken at the request of the Union.

5.04 Dues Receipts

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

ARTICLE 6 – EMPLOYER AND UNION SHALL ACQUAINT POTENTIAL EMPLOYEES

6.01 Potential Employees

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

6.02 Copies of the Agreement

On commencing employment, the employee's immediate supervisor shall introduce the new employee to her Union Steward or Representative. The Steward or Representative will provide her with a copy of this Collective Agreement.

6.03 Interviewing Opportunity

A representative of the Union shall be given an opportunity to interview newly-hired employees within regular working hours at a mutually agreeable time with the Employer and the Union, without loss of pay, for a maximum of fifteen (15) minutes for each group of such newly-hired employees, for the purpose of acquainting the new employees with the benefits and duties of union membership and their responsibilities and obligations to the Residence and the Union.

ARTICLE 7 - CORRESPONDENCE

7.01 All correspondence between the parties, arising out of this Agreement or incidental thereto, shall pass to and from the Administrator or a designate and the Secretary of the Union.

7.02 A copy of any correspondence between the Residence, or designate and any employee in the bargaining unit, pertaining to the interpretation,

administration, or application of any part of this Agreement shall be forwarded to the Secretary of the Union or designate.

ARTICLE 8 - NO STRIKES OR LOCKOUTS

8.01 The Union agrees there shall be no strikes and the Employer agrees there shall be no lockouts so long as this Agreement continues to operate. The terms "strike" and "lockout" shall bear the meaning given them in the Ontario Labour Relations Act.

ARTICLE 9 - LABOUR MANAGEMENT COMMITTEE

9.01 Establishment of Committee

A Labour Management Committee shall be established consisting of not more than two (2) representatives each of the Union and the Employer. The Committee shall enjoy the full support of both parties in the interests of improved service to the residents and the public, and job security for the employees.

9.02 Function of Committee

The Committee shall concern itself with the following general matters:

- (a) considering constructive criticisms of all activities so that better relations shall exist between the Employer and the employees;
- (b) improving and extending services to the residents and the public;
- (c) promoting safety and sanitary practices;
- (d) reviewing suggestions from employees, questions of working conditions and services (but not grievances); and
- (e) notwithstanding the foregoing, the Committee shall meet for the purpose of discussing issues relating to the workplace which affect the parties or any employee bound by this Agreement.

9.03 Meetings of Committee

The Committee shall meet at least once every two (2) months at a mutually agreeable time and place. Its members shall receive a notice and agenda of

the meeting at least forty-eight (48) hours in advance of the meeting. Employees who are members of the Committee shall not suffer any loss of pay for time spent at Committee meetings.

9.04 Chairperson of the Meeting

A representative each of the Employer and of the Union shall be designated as joint chairpersons, and shall alternate in presiding over meetings and preparing notices and agendas.

9.05 Minutes of Meeting

Minutes of each meeting of the Committee shall be prepared and signed by the joint chairperson as promptly as possible after the close of the meeting. The Union and the Employer shall each receive two (2) signed copies of the minutes within one (1) week after they are prepared and signed.

9.06 Jurisdiction of the Committee

The Committee shall not have jurisdiction over wages, or any other matter of collective bargaining, including the administration of this Agreement. The Committee shall not supersede the activities of any other committee of the Union or the Employer, and does not have the power to bind either the Union, its members or the Employer to any decisions or conclusions reached in its discussions. The Committee shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

ARTICLE 10 - LABOUR/MANAGEMENT RELATIONS

10.01 Union Bargaining Committee

- a) It is agreed that the Union will elect or otherwise select a negotiating committee consisting of three (3) employees who have completed their probationary period;
- b) The Union will advise the Residence of the names of its Officers and members of the Union Bargaining Committee. This list will be revised as changes occur;
- c) No individual employee or group of employees shall undertake to represent the Union at meetings with the Residence without proper authorization of the Union;

- d) The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees or any other advisors when dealing or negotiating with the Residence;
- e) Employees serving on the Union's Negotiating Committee shall suffer no loss of pay for time spent in direct negotiations with the Employer up to but not including Arbitration;
- f) Where negotiation meetings occur on an employee's scheduled day off, they shall be provided with an alternative day off. Where an employee works shifts, their shift on the day of negotiations shall be deemed to be the day shift. However, there shall be no obligation on the Employer to pay a premium rate for time spent in negotiations.

10.02 Information Requests

Within fourteen (14) days of a request in writing by the Union, the Employer shall make available to the Union information with respect to job descriptions, job classifications, wage rates, lists of employees, employee benefits, employee manuals, and the Employer's rules, regulations, policies, practices and directives, provided that such information is required by the Union only for the purpose of collective bargaining with the Employer, and provided that said information has not already been forwarded to the Union.

10.03 Union Grievance Committee

The Employer will recognize a Union Grievance Committee which shall consist of a Chief Steward, and three (3) members elected or appointed from the bargaining unit, not more than two (2) of which Committee members shall meet with the Employer at any one time. The Employer shall be advised of the names of the members of this Committee and shall be notified of any changes from time to time. Each such employee shall have a minimum of four (4) months seniority.

10.04 Permission to Leave Work

The Employer agrees that the Union Stewards shall not be hindered, coerced, restrained or interfered with in any way in the performance of their duties, while investigating disputes or presenting adjustments with respect to this Agreement. The Union recognizes that each Union Steward is employed on a full-time basis by the Employer, and agrees that they will not leave their work during working hours except to perform their duties under this Agreement. Therefore, no Union Steward shall leave her work without first obtaining the permission of her supervisor, which permission shall be given within one (1) hour, and will not be unreasonably withheld.

ARTICLE 11 - GRIEVANCE PROCEDURE

Step 1

An employee having a question or complaint shall refer it to her immediate supervisor within seven (7) working days of the actual occurrence giving rise to the question or complaint. The employee shall have the option of having her Steward present during such discussion. The supervisor shall reply to the employee, giving the answer to the question or complaint within seven (7) working days from the date it was submitted.

Step 2

If further action is then to be taken, then within seven (7) working days after the decision is given in Step 1, the employee, who may request the assistance of her Steward, shall submit the grievance in writing to the General Manager. A meeting will then be held between the Managing Director or her designated representative and the employee within seven (7) working days. It is understood that at such a meeting the General Manager or her designated representative may have such counsel and assistance as she may desire and that the employee may have her Steward and that the Union Representative of the Union may also be present at the request of either the employee or the Employer. Such Representative shall have access to the Employer's premises in order to investigate and assist in the settlement of a grievance, but will give reasonable advance notice to the General Manager prior to attending on the premises. The decision of the General Manager or her designated representative shall be given in writing within seven (7) working days following the meeting.

Step 3

If further action is then to be taken, then within seven (7) working days after the decision is given in Step 2, the employee, a meeting will then be held between the Director and Union Representative within seven (7) working days. It is understood that at such a meeting Director counsel and assistance as she may desire and that a Representative of the Union shall also be present. The decision of the Director shall be given in writing within seven (7) working days following the meeting.

11.01

At each Step of the grievance procedure an employee shall have the right to be present.

11.02

a) Any of the time allowances above may be extended only by the written mutual consent of the parties;

b) Technical Objection to Grievance

The Arbitration Board shall have the power to waive formal procedural irregularities in its hearing of a grievance in order to determine the real matter in dispute and to enable the giving of a decision according to equitable principles and the justice of the case.

11.03 Working days for purposes of this Collective Agreement shall mean consecutive calendar days, excluding Saturdays, Sundays and the fixed paid holidays specified in Article 21.01

11.04 When a grievance is submitted in writing by either the Employer, or the employee, or the Union, it shall clearly set forth the name of the grievor(s) (except where the grievance is a policy grievance), the nature of the grievance, the remedies sought, and the clause or clauses of this Agreement said to be violated, all in clear and concise terms.

11.05 Mediation

By mutual consent, the parties may agree to use the services of a mediator. The parties agree to share equally the cost of the mediation.

11.06 The Employer shall supply the necessary facilities for the grievance procedure meeting.

11.07 Failure of the Grievor or the Union to process a grievance to the next step in the grievance procedure within the time limit specified shall not be deemed to have prejudiced the Union on any future identical grievance.

11.08 Grievance and Arbitration Provisions

An employee who is a Union Steward, the Chief Union Steward, a member of the Union Grievance Committee or who is asserting a grievance, shall be entitled to time off with pay and without loss of benefits or seniority when acting in those capacities in the grievance and arbitration procedures up to but not including arbitration set out in this Agreement. The Employer is not required to pay for more than two (2) employees on any given day under the provision of this Article. If more than two (2) employees are absent under

the provisions of this Article, the Employer shall pay the two (2) employees with the most seniority.

11.09 Policy Grievance

Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union has a grievance, Step 1 of this Article may be by-passed.

11.10 Union May Institute Grievance

The Union and its Representative shall have the right to originate a grievance on behalf of an employee, or group of employees and to seek adjustment with the Employer in the manner provided in the Grievance Procedure. Such a grievance shall commence at Step 2.

11.11 Replies in Writing

Replies to grievance stating reasons shall be in writing at all stages.

11.12 Employer Grievance

The Employer may institute a grievance, consisting of an allegation of a general misinterpretation or violation by the Union, or any employee covered by this Agreement, in writing, dated, and signed, by forwarding a written statement of said grievance to the Secretary of the Local of the Union, provided it is presented within ten (10) working days after the circumstances giving rise to the grievance have originated or occurred. A meeting will then be held between the Lodge and the Union Grievance Committee within ten (10) days. Two (2) members of the Committee shall constitute a quorum. When submitting the grievance, the Residence shall suggest at least three (3) alternative days, and reasonable times and places at which the meeting may be held. Failure to hold the meeting shall be deemed to be a denial of the grievance. The Secretary of the Union shall give its decision in writing within ten (10) days after the meeting. Failure to render such decision shall be deemed to be a denial of the grievance. Failing settlement, a grievance may be referred to arbitration by the Lodge by written notice of intent delivered in accordance with Step 3 of the grievance procedure.

11.13 Union Policy Grievance

The Union may institute a grievance, consisting of an allegation of a general misinterpretation or a violation by the Employer of this Agreement, in writing at Step 2 of the grievance procedure, provided that it is presented within ten

(10) working days after the circumstances giving rise to the grievance have originated or occurred. However, it is expressly understood that the provisions of this clause may not be used to institute a grievance directly affecting an employee or employees which such employee or employees could themselves initiate and the regular grievance procedure shall not be thereby bypassed.

11.14 Where it appears that two (2) or more employees have the same grievance, the Union may process the grievances simultaneously and consecutively on all levels of the grievance procedure, if possible, subject to all applicable provisions under the grievance procedure.

ARTICLE 12 - ARBITRATION

12.01

- a) Both parties to this Agreement agree that any dispute or grievance concerning the interpretation or alleged violation of this Agreement, which has been properly carried through all the steps of the grievance procedure outlined in Article 11 above and which has not been settled, may be referred to a Board of Arbitration at the written request of either of the parties hereto;
- b) Where a Board of Arbitration is used, each party shall within ten (10) days of the written request, provide the name of his nominee to the Board of Arbitration. The two (2) nominees shall then select a third person to act as Chair of the Board of Arbitration within thirty (30) days. If unable to agree upon a Chairperson, either party may request the Minister of Labour to appoint one.
- c) The Employer and the Union agree that by mutual written agreement of the parties, a Sole Arbitrator may be substituted for a Board of Arbitration. The appointment and jurisdiction of the Arbitrator shall conform to the provisions of this Article. Each party shall pay one-half (1/2) of the fees and expenses of the arbitrator and any costs of the place of hearing of such arbitration if and when the necessity arises.

12.02 No person may be appointed as an Arbitrator who has been involved in an attempt to negotiate or settle the particular grievance concerned.

12.03 Each of the parties shall pay its own expenses including pay for witnesses and the expense of its own Arbitrator and one-half of the expenses and fees of the Chairman.

- 12.04** The time limits fixed in the arbitration procedure may be extended by consent of the parties only.
- 12.05** It is agreed and understood that the Arbitration Board shall have no authority to alter, modify or annul any part of this Agreement. However, the Arbitration Board shall have authority to substitute such other penalty for the discharge or discipline, as the Arbitrator Board deems just and reasonable in all circumstances.
- 12.06** The Board of Arbitration shall have no power to alter, add to, subtract from, modify or amend this Agreement in order to give any decision that is inconsistent with it. The Board of Arbitration may dispose of a grievance in any manner which it deems just and equitable in the circumstances. The decision of the majority of the members of the Board of Arbitration shall be the decision of the Board, but if there is no majority the decision of the Chairman shall govern.
- 12.07** All agreements reached under the grievance and arbitration procedures between the Employer and its representatives, and the Union and its representatives, will be final and binding upon the Employer, the Union and the employee(s) involved.
- 12.08** At any stage of the grievance procedure, including arbitration, the parties may have the assistance of the employee or employees concerned as a witness, and all reasonable arrangements will be made to permit the conferring parties or the Board of Arbitration to have access to any part of Rideau Place Retirement Residence to view any working conditions which may be relevant to the settlement of the grievance, at a reasonable time and so as not to interfere with the function of Rideau Place Retirement Residence.
- 12.09** The foregoing shall not preclude either party to this Agreement from exercising their right under Section 49 of the present Ontario Labour Relations Act as amended from time to time.
- 12.10** **Disagreement on Decision**
- Should the parties disagree as to the meaning of a decision of the Board of Arbitration, either party may apply to the Chairperson to reconvene the Board to clarify the decision.

ARTICLE 13 - DISCHARGE, SUSPENSION AND DISCIPLINE

13.01 Suspension/Discharge Grievance

Whenever the Employer or her authorized agent may deem it necessary to warn an employee, in a manner indicating that suspension or dismissal may follow any further infraction or may follow if such employee fails to bring her work up to a required standard by a given date, the Employer shall, within five (5) days thereafter, give a copy of such warning to the Union, with a copy to the employee involved. The Union agrees and it is understood that the Residence is not required to warn an employee prior to her dismissal or suspension where, in the Employer's absolute discretion, the employee has committed an infraction which warrants immediate dismissal or suspension.

13.02 Prior to the imposition of a suspension or discharge, an employee who has completed probation shall be given the reason in the presence of her Steward or Union Representative if at the Residence. If a Steward or Union Representative is not on the premises, the Administrator shall advise such person when next on the premises.

13.03 Such employee and the Union shall be advised promptly in writing by the Administrator of the reason for such suspension or discharge.

13.04 In the event an employee who has completed her probationary period is suspended or discharged from employment and the employee feels that the suspension or discharge is unjust, the case may then be taken up as a grievance.

13.05 Such grievance shall proceed directly to Step 2 of the grievance procedure and must be presented in writing, dated, and signed within five (5) days after the notice of the discharge was given, or within five (5) days after the employee ceases to work for the Employer, whichever is the earlier.

13.06 Such special grievances may be settled by confirming the Employer's action in dismissing the employee, or by reinstating the employee in a manner which is just and equitable in the opinion of the conferring parties, or the Board of Arbitration, as the case may be.

13.07 Right to Have Steward Present

Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall so notify the employee in advance of the interview in order that the employee may contact her Union Steward to be present at the interview.

13.08 Clearing of Employee Record

The personnel record or file of an employee shall be cleared after a period of fifteen (15) months, except in the case of resident abuse which shall be eighteen (18) months from date of any disciplinary action having been taken by the Employer, to remove any indication of such action provided there are no similar incidents.

13.09 Personnel Records

An employee shall have the right to have access to her personnel record or file, on the employees own time, during normal business hours. An employee shall make the request in writing to the administrator or designate. It is understood and agreed that such request shall be honoured within one (1) business day (unless due to unforeseen circumstances) of the said request.

ARTICLE 14 - PROBATION

14.01 The probationary period for all employees will be 450 hours worked or six (6) months whichever comes first.

14.02 On or before the expiry date of the probationary period, the Residence will confirm to the employee the decision to:

- (a) confirm her appointment as having completed her probation; or
- (b) extend the probationary period with mutual consent of the employee;
or
- (c) terminate the employee.

ARTICLE 15 - SENIORITY

15.01 Seniority is defined as the length of service in the bargaining unit. Part-time employees will accrue seniority on the basis of one year's seniority for each 1725 hours worked in the bargaining unit as of the last date of hire. It is understood that a part-time employee cannot accrue more than one year's seniority in a one year calendar period. Seniority shall operate on a bargaining-unit-wide basis.

15.02 Seniority Lists

A seniority list shall be provided to the Union in January and June of each year, showing the employees' names, start date and seniority accumulated in hours.

15.03 Loss of Seniority

An employee shall lose all seniority and shall be deemed to have quit the employ of the Residence for any of the following reasons:

- (a) voluntary resignation or retirement;
- (b) discharge for cause, and the discharge is not reversed through the grievance procedure;
- (c) layoff in excess of twenty-four (24) months;
- (d) absence due to illness for twenty-four (24) months;
- (e) absence for three (3) consecutive working days without notifying the Residence, unless a satisfactory reason is given, in which case such employee shall be deemed to have quit the employ of the Residence without notice;
- (f) failure to notify the Residence of intention to return to work within forty-eight (48) hours of being notified of recall by registered mail or telephone; or failure to return to work within seven (7) calendar days after being notified of recall. Registered mail sent to the employee's most recent address on her employment file shall be interpreted as proper notice. For purposes of recall it shall be the responsibility of the employee to keep the Residence informed of her current address and telephone number.

15.04 Transfer and Seniority Outside the Bargaining Unit

No employee shall be transferred to a position outside the bargaining unit without her written consent. An Employee who consents in writing to be transferred and/or promoted to a position outside of the bargaining unit shall not accumulate seniority within the bargaining unit during such transfer and/or promotion. In the event that the employee is returned by the Employer to a position in the bargaining unit within twelve (12) calendar months of the transfer and/or promotion, the employee shall be credited with the seniority held immediately prior to the transfer and/or promotion and shall resume accumulation from the date of their return to the bargaining

unit. An employee not returned to the bargaining unit within twelve (12) calendar months from the transfer and/or promotion shall forfeit all bargaining unit seniority.

ARTICLE 16 - PROMOTIONS AND STAFF CHANGES

16.01

a) Job Posting

When a vacancy occurs or a new position is created within the bargaining unit, within ten (10) days of the vacancy, the Employer shall post a notice on the Employer's main bulletin boards with a copy to the Union. The position shall be posted for a period of ten (10) working days so that interested employees can apply. The name of the successful applicant shall be posted on the Employer's bulletin board.

b) Temporary Vacancies

Temporary vacancies anticipated to be less than six (6) weeks duration shall not be posted, unless otherwise agreed between the Employer and the Union. The Employer will endeavour to distribute shifts as equally as possible.

c) Temporary Job Postings

A vacancy which occurs for more than six (6) weeks will be posted stating that the position is limited and shall indicate the estimated duration of the limited job. In any event, the limited job shall not exceed six (6) months. Upon termination of a limited job, the employee filling the vacancy shall be returned to the classification and job location in which he/she last worked. In the event that a part-time employee is the successful applicant, the said employee shall retain his/her part-time status during the limited full-time period. An employee filling a temporary vacancy of six (6) weeks or longer duration shall not bid on any other temporary posting until the end of his/her temporary position.

16.02 Information in postings

The job posting notice shall contain the following information: nature of the position, qualifications, shift, wage or salary rate or range.

16.03 Role of Seniority in Promotions, Transfers and Staff Changes

Both parties hereto recognize:

- (a) the principle of promotion within the service of the Employer; and
- (b) that job opportunities should increase in proportion to length of service.

Therefore, in making staff changes, transfers, or promotions, appointment shall be made of the applicant with the greatest seniority and having the qualifications in accordance with Article 16.01. Appointments shall be made within three (3) weeks of posting, and the position shall be filled by the successful applicant within one (1) week of appointment.

16.04

- a) A successful applicant shall be placed on trial in a new classification for a period of two (2) months or forty (40) days. Such trial promotion or transfer shall become permanent after the trial period unless:
 - (i) the employee, at any time within the trial period mentioned above, feels that she is not suitable for the position, and wishes to return to her former position; or
 - (ii) the Residence, at any time within the trial period mentioned above, feels that the employee is not suitable for the position and requires that she returns to her former position;
 - (iii) in the event of either (i) or (ii) above, the employee will return to her former position and salary without loss of seniority. Any other employee promoted or transferred as a result of the rearrangement of positions shall also be returned to her former position and salary without loss of seniority.
- b) The above provisions shall also apply in the event of a transfer to a position outside the bargaining unit. It is understood however, that no employee shall be transferred to a position outside the bargaining unit without her consent;
- c) With the written consent of the Employer, the employee and the Union, such trial period may be extended to a maximum of an additional two (2) months or forty (40) days.

16.05 Notification to Employee and Union

Within seven (7) calendar days of the date of appointment to a vacant position, the name of the successful applicant shall be posted on all bulletin boards. The Union shall be notified of all promotions, demotions, hirings, layoffs, transfers, recalls, resignations, retirements, deaths or other terminations of employment.

16.06 Disabled Employee's preference

An employee who has been incapacitated at her work by injury or compensable occupational disease, or who, through advancing years or temporary disablement is unable to perform her regular duties, will be employed in other work which she can do.

16.07 Postings while on vacation or leave

When an employee will be absent on vacation, and/or a leave of absence, the employee may advise her manager, in writing, and no more than seven days prior to beginning the vacation, that she wishes to be considered for any potential job posting which might arise during her vacation. The written notice must specify the job or position for which the employee wishes to be considered. If such a job or position then arises during the employee's vacation, the written notice will be considered an application. The written notice is only valid during the vacation period immediately following its delivery to the manager.

16.08 Temporary Transfers

An employee may be transferred from one classification to another classification carrying a rate in a higher range for a period not exceeding one-half ($\frac{1}{2}$) of her normal shift without changing her rate of pay. Such transfer shall be called a "temporary transfer". Provided that if an employee works more than one-half ($\frac{1}{2}$) of her normal shift in a classification carrying a rate in higher range, she shall be paid at such higher rate from the first day of such work performed for such period of time as the employee, works in such higher rated classification.

16.09 Pay on Transfer to Lower-Rated Job

When an employee is assigned in accordance with the terms of this Agreement to a position paying a lower rate, her rate of pay shall not be reduced except when the employee is appointed as a result of the job posting procedure.

16.10 On the Job Training

In the event the Residence intends, through the introduction of technological changes and/or through expansion or renovation, to create new, or alter existing positions, or to fill vacancies requiring skills and/or qualifications that present employees may reasonably be able to acquire, the Residence agrees to meet with the Union for the purpose of giving them an opportunity to make representations with regard to planning ways and means to enable employees to qualify for such new and/or changed positions.

16.11 Training Courses

The Employer shall post a notice of any training courses and experimental programs in which it participates and for which employees may be selected. The notice shall contain information with respect to the type of course or program available, the time, duration and location thereof, and the qualifications required for applicants. This notice shall be posted for a period of two (2) weeks on the bulletin boards in the relevant departments to afford all interested employees an opportunity to apply for such training.

16.12 Until the vacancy is filled resulting from the job posting provisions, the Employer may fill the vacancy on a temporary basis.

ARTICLE 17 - JOB CLASSIFICATION AND RECLASSIFICATION

17.01 Job Description

The Employer agrees to draw up job descriptions for all classifications or positions worked by employees and forward these job descriptions to the Union.

17.02 Changes in Classification

Where the Employer creates a new bargaining unit classification, or substantially changes the duties of a position, such that it becomes a new classification, the Employer will provide a job description and rate of pay along with the rationale for the rate of pay, to the Union. If the Union disagrees with the rate of pay, they shall provide a proposal for a new rate of pay and their rationale. If the parties are unable to agree upon the rate, it may be referred to arbitration in accordance with the contract and the arbitrator may establish a rate, based upon the rates paid to others within the bargaining unit.

ARTICLE 18 - LAYOFFS AND RECALLS

18.01 Definition of Layoff

Lay-offs, under the provisions of this Collective Agreement shall include the reduction of daily or bi-weekly hours of any full-time or part-time employee or a reduction in the number of employees in the bargaining unit.

The Employer agrees to meet representatives of the Union prior to the implementation of any lay-offs in order to give the parties an opportunity to discuss alternative solutions.

No full-time employee within the bargaining unit shall be laid off by reason of his/her duties being assigned to one or more part-time employees.

18.02 Layoffs and Recalls

a) In the event of a lay-off, the Employer will provide the Union and affected employees with notice in accordance with the Employment Standards Act. However, the Employment Standards will be deemed to be amended to provide notice to the affected employees as follows:

- if her service is greater than nine (9) years: nine (9) weeks notice;
- if her service is greater than ten (10) years: ten (10) weeks notice;
- if her service is greater than eleven (11) years: eleven (11) weeks notice;
- if her service is greater than twelve (12) years: twelve (12) weeks notice.

18.03 Lay- off Procedure

a) In the event of lay-off, the Employer shall lay-off employees in the reverse order of their seniority within their classification, provided that there remain on the job employees who have the ability and qualifications as required by law to perform the work;

b) An employee who is subject to lay-off shall have the right to either:

- (i) accept the lay-off; or
- (ii) displace an employee who has lesser bargaining unit seniority and who is a less senior employee in a lower or identical classification in the bargaining unit if the employee originally subject to lay-off is qualified, and can perform the duties of the lower or identical paying classification without training other than orientation. Such employee so displaced shall be laid off.

NOTE: An identical paying classification shall include any classification where the straight time hourly wage rate at the level of service corresponds to that of the laid off employee's straight time hourly wage rate.

In the event that there are no employees with lesser seniority in lower or identical paying classifications as defined in this Article, a laid off employee will have the right to displace an employee with lesser seniority, who is a less senior employee in a classification where the straight time hourly rate at the level of service corresponding to that of the laid off employee is within 5% of the laid off employee's straight time hourly rate provided he is qualified for and can perform the duties without training other than orientation. Such employee so displaced shall be laid off.

The decision of the employee to choose (i) or (ii) above shall be given in writing to the Administrator within one calendar week following the notification of lay-off. Employees failing to do so will be deemed to have accepted the lay-off.

18.04 Recall Rights

- a) An employee shall have opportunity of recall from a lay-off to an available opening, in order of seniority, provided she has the ability and qualifications to perform the work before such opening is filled on a regular basis under a job posting procedure. Vacant positions that become available will first be offered to the most senior person on reduced hours, if such position will bring them to their pre laid off hours, once this is done, the person on total layoff will be recalled. The posting procedure in the Collective Agreement shall not apply until the recall process has been completed. In determining the ability and qualifications as agreed between the parties of an employee to perform the work for the purposes of the paragraph above, the Employer shall not act in an arbitrary manner or unfair manner;
- b) An employee recalled to work in a different classification from which she was laid off shall have the privilege of returning to the position she held prior to the lay-off should it become vacant within six (6) months of being recalled;
- c) An employee who has been displaced into a different classification shall have the privilege of returning to the position she held prior to the displacement should it become vacant within six (6) months of being displaced if there is not a qualified employee on lay-off to be recalled;
- d) No new employee shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provision, or have been found unable to perform the work available;

- e) It is the sole responsibility of the employee who has been laid off to notify the Employer of his intention to return to work within three (3) working days (exclusive of Saturday's, Sundays and Paid Holidays), after being notified to do so by priority post, addressed to the last address on record with the Employer (which notification shall be deemed to have been received on the second date of mailing) and return to work within ten (10) working days after being notified. The notification shall state the job to which the employee is eligible to be recalled and the date and time at which the employee shall report for work. The employee is solely responsible for his proper address being on record with the Employer;
- f) Employees on lay-off or notice of lay-off shall be given preference for temporary vacancies which are expected to exceed ten (10) days of work. An employee who has been recalled to such temporary vacancy shall not be required to accept such recall and may instead remain on lay-off. This provision supersedes the job posting provision.

18.05 Benefits of Layoff

- a) In the event of a lay-off, provided the employee deposits with the Home her share of insured benefits for the succeeding month, the Employer shall pay its share of the insured benefit premium for a period up to one (1) month from the end of the month in which the lay-off occurs, or until the laid off employee is employed elsewhere, whichever comes first.

18.06 Grievance on Layoffs and Recalls

Grievances concerning layoffs and recalls shall be initiated at Step 2 of the Grievance Procedure.

ARTICLE 19 - HOURS OF WORK

- 19.01** The following is intended to define the normal hours of work for the full-time and part-time employees but shall not be interpreted as a guarantee of hours of work per day, or per week, or days of work per week.

19.02 Full-time

The normal hours of work shall be seven and one-half (7 1/2) hours per day, exclusive of one-half (1/2) hour meal break, seventy-five (75) hours bi-weekly.

The Residence will use its best efforts to ensure that an uninterrupted one-half (1/2) hour for lunch is provided. It is recognized that emergency situations do arise, and at such times the employees may be requested to interrupt their lunch period.

Should any part of this meal period be interrupted, the employee shall be given a further meal period equal to the length of the interrupted portion thereof.

Part-time

It is understood that part-time employees can be scheduled to work less than the normal full-time hours described above, however, part-time shifts must be at least four (4) hours in duration.

19.03 Rest Periods

The Employer shall grant two (2) paid rest periods of fifteen (15) minutes each for employees working seven and one-half (7 1/2) hour shift. Employees scheduled to work three and three quarter hours shall receive one fifteen (15) minute paid rest period.

19.04 Reporting Pay

An employee who reports for work on her regularly shift, and for whom work is not available, shall be provided with four (4) hours pay at her regular straight time hourly rate provided that:

- a) the employee has not been notified in advance advising her not to report to work;
- b) if requested by the employer, the employee shall perform a minimum of four hours of such available work as the employer may assign.

19.05 Scheduling

- a) Work schedules covering a four (4) week period will be posted one week in advance. Employee requests for specific days off must be submitted to their supervisor one (1) week in advance of the posting, in writing;
- b) Employee requests for change in the posted schedule may be made in writing provided they are co-signed by the employee willing to exchange days off and approved by their supervisor. An employee who wishes to arrange for an approved day off after the posting of the schedule, may seek

to cover their shift using the procedure in Article 19.05 (c), and shall include the call-in list used when submitting their written request. Such coverage shall not be unreasonably denied. However, such requests shall not result in overtime compensation payment to any employee affected;

c) Additional shifts which may become available due to any approved leave of absence or temporary vacancy shall be offered in the following order:

i) To Full-time and Part-time employees in the classification, by seniority, up to a maximum of seventy-five (75) hours bi-weekly

ii) To Casual employees in the classification, in order of seniority. Casual employees include Full-time and Part-time employees who have been designated as Casual as per Article 3.06.

iii) All qualified employees, in order of seniority, up to a maximum of seventy-five (75) hours bi-weekly.

d) Additional shifts in blocks of ten (10) or more days shall be offered in order of seniority to all qualified staff. Staff wishing to accept the complete blocks of shifts may elect to do so on the temporary basis, and have their regular shifts filled subject to Article 19.05 (c).

e) **Turn Around Time**

An employee required to start a new shift within sixteen (16) hours of completing her previous shift including overtime, shall be paid at the rate of time and one and one-half (1 1/2) for all hours which fall within the sixteen hours turn around time, except in cases where the employee working with less than sixteen (16) hours turn around time has co-signed or requested a change of the posted work schedule, or has requested additional hours (ie. short notice call in) and has the right to refuse.

f) There will be no split shifts unless an employee was hired specifically to work a split shift;

g) The Employer shall endeavour to provide full-time employees with every other weekend off but guarantees two out of four (4) weekends off and part-time employees will be scheduled on a rotating basis to be off one (1) weekend in three (3) unless hired for weekend work only. Two (2) or more employees who exchange shifts resulting in a conflict with the provision herein shall not be a violation;

- h) Except where mutually agreed otherwise between the Residence and an employee, shift schedules shall be arranged so that an employee is not scheduled to work more than five (5) consecutive days.
- i) A casual employee who is not on an approved leave of absence and has refused work for a period of six (6) months shall be deemed terminated.

19.06 Christmas and New Year Scheduling

All requests for time off during the Christmas and New Years period (December 15th to January 15th) shall be submitted to the Employer by October 1st of any year. The Employer will post the work schedule of the upcoming Christmas and New Year's period by November 1st. Employees may request vacation during the Christmas and New Years period. Approval of vacation and other time off will be based on seniority, the requirements of articles 21.09, 22.07 and the operational requirements of the residence.

19.07 Notification to Employer

An employee who is unable to report for duty on her scheduled shift shall notify the Residence of this fact four (4) hours in advance of the commencement of her scheduled evening and night shifts and two (2) hours in advance of the day shift, provided that this requirement shall be waived by the Lodge where the employee was unable to give such notice due to circumstances beyond her control.

19.08

- a) Effective January 1, 2016, the Employer agrees to pay a shift premium of \$0.25 (twenty-five cents) per hour to employees who's shift has the majority hours between the hours of 3:00 p.m. and 7:00 a.m.
- b) Effective January 1, 2016, the Employer agrees to pay a shift premium of \$0.20 (twenty cents) per hour for each hour worked between 2300 on Friday and 2300 on Sunday.

ARTICLE 20 - OVERTIME

- 20.01** Overtime shall be paid for all hours worked over seven and one-half (7 1/2) hours in a day or seventy five (75) hours in a bi-weekly period at the rate of time and one-half the employee's regular rate of pay. All overtime must be approved, in advance by the Manager.

20.02 An employee shall not be required to take time off in regular hours to equalize any overtime worked. Time off in lieu of overtime rate by mutual consent between the employee and the Residence may be arranged.

20.03 Sharing of Overtime

Overtime shall be assigned as equitably as possible among the employees who are willing and qualified to perform the available work.

20.04 Supply of Meals

Employees required to work more than two (2) hours overtime during the hours when the kitchen is functioning will be provided with a meal.

20.05 Compensation for Overtime Work on Paid Holidays

Overtime worked on a paid holiday shall be paid for at the rate of double time (2X), except in cases where the employee has co-signed or requested a change in the posted work schedule.

20.06 Overtime Assignment While Employees on Lay-Off

Overtime shall not be assigned on a regular basis while there are employees on lay-off who are capable and willing to perform the work available.

20.07 An employee called back to work outside of her regular working hours shall be paid at the rate of one and one-half (1 1/2) of her regular hourly rate for all such hours worked, with a minimum payment equivalent to three (3) hours paid at one and one-half (1 1/2) of her regular hourly rate.

ARTICLE 21 - PAID HOLIDAYS

21.01 Employees who have completed their probationary period shall receive the following paid holidays:

- | | |
|---|---------------------|
| New Year's Day | Labour Day |
| Family Day (<i>effective February 2018</i>) | Thanksgiving Day |
| Good Friday | Christmas Day |
| Victoria Day | Boxing Day |
| July 1 st | Employee's Birthday |
| Civic Day | |

Effective January 2004, employees who would otherwise qualify for a paid holiday shall receive a paid holiday on their birthday, or whatever other day is mutually agreed with their supervisor, instead of Remembrance Day.

21.02 In addition to the holidays in Article 21.01, there shall be one (1) floating holiday to be taken prior to December of each calendar year. Such floating holiday shall be taken after mutual agreement between the employee and the supervisor.

21.03 In order to qualify for paid holidays, an employee must work her full scheduled shift immediately preceding and immediately following all paid holidays, including designated holidays, except where absence on one or both of the said qualifying days is due to a satisfactory reason.

21.04 All Employees

An employee who is required to work on any of the above-mentioned holidays will be paid at the rate of one and one-half (1 1/2) time her regular rate of pay and shall be given an additional day off with pay within sixty (60) days following the holiday unless otherwise arranged between the employee and the administrator, or the employee shall receive one day's pay.

Calculation of payment for the Lieu Day for Part-time Employees shall be in accordance with the Employment Standards Act.

21.05 Holiday pay shall be equivalent to the employee's straight time hourly wage rate times the employee's normal daily hours of work.

21.06 When any of the above-noted holidays fall on an employee's scheduled day off, the employee shall receive another day off with pay at a time mutually agreed upon between the employee and the Residence, or by mutual agreement, a day's pay in lieu thereof.

21.07 If one of the above-named holidays occurs during an employee's vacation, one extra day with holiday pay will be added to the vacation.

21.08 Employees will alternate between Christmas Day and New Year's Day off each year. In the event there are too many requests for either holiday the deciding factors shall be:

- (a) which holiday the employee worked the previous year;
- (b) seniority.

21.09 An employee scheduled to work on a statutory holiday or who agreed to work on a statutory holiday who does not report for work shall not be entitled to statutory holiday pay or a lieu day as the case may be unless he provides a valid reason for his absence.

ARTICLE 22 - VACATIONS

22.01 The parties agree that employees will not be allowed to draw current and past vacation bank. An employee shall receive an annual vacation and vacation pay in accordance with her length of service as follows:

- (a) After one (1) year of service - two (2) weeks vacation with vacation pay calculated at (4%) of annual wages;
- (b) After four (4) years of service - three (3) weeks vacation with vacation pay calculated at (6%) of annual wages;
- (c) After eight (8) years of service - four (4) weeks vacation with vacation pay calculated at (8%) of annual wages.
- (d) After fourteen (14) years of service – five (5) weeks vacation with vacation pay calculated at ten (10) percent of annual wages.
- (e) After twenty-three (23) years of service – six (6) weeks' vacation with vacation pay calculated at twelve (12) percent of annual wages.

"Annual wages" is defined as total wages paid since the last payment of vacation pay.

Vacation accrual - Vacation entitlements shall be determined on the basis of an employee's service accrued as of the employee's anniversary date. Increases in vacation pay and entitlement shall be effective on the employees anniversary date.

22.02 Vacation Schedules

Vacation schedules for each year shall be posted by May 1 of each year and shall not be changed without consent of the affected employees, provided, however, that the employees shall deliver applications for their scheduled vacation to their supervisor no later than April 1 of the year in which the vacations are sought. The Employer shall advise employees regarding their applications for scheduled vacations within two (2) weeks of the receipt thereof, provided, however, that vacations will be scheduled by the

Employer on the basis that should any difficulties or conflicts arise over the scheduling of vacations between two (2) or more employees, the employee with the greatest seniority shall be given preference, and if the employees have equal seniority, the Employer will schedule the vacations on a first to apply, first to schedule basis.

22.03 Carry Over

Employees with three weeks or more vacation, may carry over one (1) week or five (5) working days only. Such requests must be in writing and signed by the supervisor. It is understood that payment for such days will be also carried over from previous years accrual.

22.04 Vacation pay shall be paid out on the regular payroll during the employees scheduled vacation and automatically deposited into the employees bank account. Vacation pay shall only be paid for the period of the requested vacation.

22.05 Illness during Vacation

Where an employee's scheduled vacation is interrupted due to a serious illness the period of such illness shall be considered sick leave provided the employee provides satisfactory documentation of the illness. The portion of the employee's vacation, which is deemed to be sick leave under the above provisions, will not be counted against the employee's vacation credits.

22.06 Bereavement during Vacation

Where an employee's schedule vacation is interrupted due to bereavement, the employee shall be entitled to bereavement leave. The portion of the employee's vacation which is deemed to be bereavement leave, will not be counted against the employee's vacation credits.

22.07 No employee shall be required to work during the scheduled vacation period. However, should an employee agree to work when requested during her scheduled vacation, she shall be paid at one and one-half (1 1/2) time the regular rate of pay plus one vacation lieu day off for each day in which work was performed.

22.08 Employees shall not be entitled to take more than fifteen (15) days of unbroken vacation between the dates of June 15th and September 15th or between the dates of December 15th and January 15th unless extended by mutual agreement between the employee and the supervisor.

- 22.09** For the purpose of vacation, one-week vacation shall equal seven calendar days.
- 22.10** Vacation entitlement for part time and casual employees will be based on 1725 hours paid by the employer being equal to one year of full time entitlement.
- 22.11** If a paid holiday falls or is observed during a full time employees vacation, she shall be granted a lieu day, which may be taken in conjunction with the vacation or as per Article 21.05.

ARTICLE 23 - SICK LEAVE

23.01 Sick Leave Defined

Sick leave means the period of time an employee is absent from work with pay as per Article 23.02, by virtue of being sick or disabled, exposed to a contagious disease, or because of an accident for which compensation is not payable under the Workers' Compensation Act.

23.02 Amount of Paid Sick Leave

Sick leave shall be earned at the rate of one (1) day for every month an employee is employed.

23.03 Accumulation of Sick Leave

The unused portion of an employee's sick leave shall accrue for his future benefits. The maximum accumulation of sick leave shall be one hundred and thirty (120) days. Any sick leave credits remaining in the employee's bank at termination shall be paid out to the employee, or to the employee's estate in the case of death of the employee.

23.04 Illness in the Family

Where no one at home other than the employee can provide for the needs during illness of an immediate member of her family, an employee shall be entitled after notifying her supervisor, to use a maximum of five (5) accumulated sick leave days per illness to care for the member of the family who is ill.

23.05 Sick Leave Bank

The employer will notify employees of their accumulation of sick leave on request. In addition, once yearly, the Employer will provide each with written confirmation of the accumulated sick leave in the employee's sick bank.

23.06 Days lost on Worker's Compensation shall not be counted against accumulated sick days. Salary will be paid for the day of injury.

23.07 The employee shall be required to provide proof of illness by medical certificate if the absence is longer than three (3) working days. It is understood that the Employer will pay for the reasonable cost of the medical certificate.

23.08 An employee who will be absent for the afternoon or night shift due to personal illness must notify the Employer at least four hours in advance if possible. An employee who will be absent on the day shift due to personal illness must notify the Employer at least two hours prior to the commencement of the shift if possible.

ARTICLE 24 - LEAVES OF ABSENCE

24.01 Personal Leave of Absence

The Residence shall have the discretion to grant a leave of absence without pay for personal reasons, provided that the Administrator receives at least one month's advance notice in writing, unless impossible, and provided that such leave may be arranged without undue inconvenience to the normal operations of the Residence. This discretion shall not be unreasonably exercised. Applicants when applying must indicate the date of departure and specify the date of return.

24.02 No employee will accumulate seniority, vacation allowance, be paid for holidays, nor will any other benefits in this Agreement accrue or be paid while the employee is on a leave of unpaid absence in excess of thirty (30) days, but seniority and other accumulative credits established at the point of leave will be reinstated on return to work. Benefit coverage may be continued by the employee, while on leave of absence, provided the employee reimburses to the Residence the total cost of the premiums of any benefits for each leave of absence that the employee takes. Said employee's share of benefit premiums must be paid in full prior to the commencement of the leave.

24.03 It is understood that employees who are on approved leaves of absence with pay shall retain and accumulate seniority.

24.04 Leave of Absence for Union Functions

Upon request to the Residence, an employee elected or appointed may be granted an unpaid leave of absence without loss of seniority to attend Union conventions or seminars provided the Lodge receives at least three (3) weeks prior notice.

It is understood that the total aggregate of Union Leave will be to a maximum of forty (40) days per calendar year.

The Residence may, but shall not be required, to grant such a leave on less than twenty-one (21) calendar days notice. It is understood that the Union will not request leave of absence for more than two (2) employees from the bargaining unit.

24.05 Pay During Leave of Absence for Union Functions

An employee shall receive the pay and benefits provided for in this Agreement when on such unpaid leave of absence for union functions. However, the Union shall reimburse the Residence for all pay and benefits during the period of absence.

24.06 Pregnancy Leave

- a) Pregnancy Leave will be granted in accordance with the provisions of the Employment Standards Act except where amended in this provision;
- b) The employee shall give written notification three (3) weeks prior to the commencement of the leave of her request for leave together with her expected date of return. At such time she shall also furnish the Residence with her doctor's certificate as to pregnancy and expected date of delivery;
- c) Credit for service for purposes of salary increment, vacation, sick leave, or any other benefits under any provisions of the Collective Agreement or elsewhere shall continue to accrue during the entire period of the pregnancy leave;
- d) Credit for seniority for purposes of promotion, demotion, transfer or layoff shall continue to accrue during the entire period of the pregnancy leave;

- e) The Residence will continue to pay its share of the premiums of the subsidized employee benefits, including pensions, in which the employee is participating during the entire period of the pregnancy leave;
- f) The employee shall reconfirm her intention to return to work on the date originally provided to the Residence by written notification to be received by the Residence at least two (2) weeks in advance thereof;
- g) The employee shall be reinstated to her former duties, on the same shift, in the same department and at the same rate of pay;
- h) Seniority for all purposes continues to accrue during pregnancy and parental leaves and, following the leave, the employee must be reinstated to the same position if it still exists, or to a comparable position if it does not. On reinstatement, the employee must be paid at the rate paid when the leave commenced or, if it is higher, at the rate the employee would be earning if she had worked through the leave.

The Residence will continue its benefit contribution during a pregnancy, adoption or parental leave. Employees must pay their portion if any of benefit coverage to the Employer on the first day of each calendar month, in advance.

24.07 Parental Leave

- a) Parental leave will be granted in accordance with the provisions of the Employment Standards Act, except where amended in this provision;
- b) For the purposes of this Article, parent shall be defined to include 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 intends to treat the child as his or her own;
- c) The employee will give written notification three (3) weeks prior to the commencement of the leave together with the expected date of return;
- d) The employee has the right to extend the parental leave to twelve (12) months in total. Written notice by the employee to extend the parental leave will be given at least (2) weeks prior to the termination of the initially approved leave;
- e) Credit for service for purposes of salary increment, vacation, sick leave or any other benefits under any provisions of the Collective Agreement or elsewhere shall continue to accrue during the entire period of the parental leave.

- f) In addition, credit for seniority for purposes of promotion, demotion, transfer or layoff shall continue to accrue the entire period of the parental leave;
- g) The Residence will continue to pay its share of the premiums of the subsidized employee benefits, including pensions, in which the employee is participating during the entire period of the parental leave;
- h) The employee's intention to return to work on the date originally provided to the Residence shall be reconfirmed by written notification at least two (2) weeks in advance thereof;
- i) The employee shall be reinstated to her former duties, on the same department, and at the same rate of pay;
- j) Seniority for all purposes continues to accrue during pregnancy and parental leaves and, following the leave, the employee must be reinstated to the same position if it still exists or to a comparable position if it does not. On reinstatement, the employee must be paid at the rate paid when the leave commenced or, if it is higher, at the rate the employee would be earning if he or she had worked through the leave.

The Residence will continue its benefit contribution during a pregnancy, adoption or parental leave. Employees must pay their portion if any of benefit coverage to the Employer on the first day of each calendar month, in advance.

24.08 Jury/Court Witness Duty

The Employer shall grant leave of absence without loss of regular pay to an employee who serves as a juror or is required by subpoena to attend a court of law (or Coroner's Inquest related to their employment at Rideau Place Retirement Residence) providing the employee:

- (a) notifies the Employer as soon as she becomes aware that she will be subpoenaed or receives the subpoena whichever comes first;
- (b) presents to the Employer proof of service requiring the employee's attendance;
- (c) deposits with the Employer the full amount of compensation excluding mileage or travel and meal allowances and an official receipt;
- (d) if not selected to sit on a jury or released as a witness, the employee shall forthwith contact his supervisor and inform him of same and the

supervisor will endeavour to reschedule the employee's return to work as soon as possible.

24.09 Bereavement Leave

When a death occurs in the immediate family of an employee or her spouse, the employee shall be granted leave of absence of up to five (5) consecutive scheduled days. The employee shall be paid for shifts during the leave which she otherwise would have worked.

24.10 In recognition of the fact that circumstances which call for bereavement leave are based on individual circumstances, the Employer, on request, may grant additional bereavement leave.

24.11 "Immediate family" shall be defined as father, mother, spouse or common law spouse, same sex spouse, child, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, guardian or former guardian.

24.12 In the event of the death of a son-in-law, daughter-in-law, sister-in-law, brother-in-law, ward, or fiancé(e), pay for the bereavement leave specified in Article 24.09 shall be limited to three (3) day.

24.13 In the event of a death of an aunt, uncle, niece or nephew, employees shall be granted one (1) day of bereavement leave.

24.14 In the event of delayed or memorial service, or when required to perform duties related to administering to the estate of the deceased, the employee shall be entitled to save one of the days identified above, for leave without loss of pay, to attend the interment or memorial service. Additional leave, paid or unpaid, may be granted by the Employer in the event the death occurs more than three hundred (300) kilometers outside the City of Ottawa.

Employees shall be entitled to unpaid leave or utilize in lieu of or vacation days to extend bereavement leave as required.

24.15 Where an employee's scheduled vacation is interrupted due to a bereavement, the employee shall be entitled to bereavement leave in accordance with Article 24.09. The portion of the employee's vacation which is deemed to be bereavement leave under the above provisions will not be counted against the employee's vacation credits.

24.16 Education Leave

Where employees are required by the Employer to take courses to upgrade or acquire new employment qualifications, the Employer shall pay the cost of the course including lost time from work upon successful completion of the course and one year's service thereafter. An employee shall be entitled to a leave of absence without pay and without loss of seniority and benefits, for the purpose of taking examinations to voluntarily upgrade her employment qualifications.

ARTICLE 25 - WAGES AND ALLOWANCES

25.01 Pay Days

The Residence agrees that wages will be paid every second Friday during working hours. Employees will be paid wages for each pay period including overtime due to the employee.

25.02 On each pay day each employee shall be provided with an itemized statement of wages, overtime and other supplementary pay and deductions. The employee's hourly rate is to be placed on the cheque stub.

25.03 Pyramiding

Overtime premium will not be duplicated nor pyramided nor shall other premiums be duplicated nor pyramided nor shall be same hours worked be counted as part of the normal work week and also as hours for which the overtime premium is paid.

25.04 Where there is a discrepancy in a pay cheque of more than \$50.00, the employee shall be paid within 4 business days from bringing it to the attention of the manager. In the case of overpayment of an employee, the employee shall either provide the employer with a cheque in the amount of the overpayment or make arrangements (within 7 calendar days of it being brought to the attention of the employee) with the manager to have the overpayment deducted from the employees subsequent pay(s).

ARTICLE 26 - EMPLOYEE BENEFITS PLANS

26.01 The Employer agrees to pay one hundred percent (100%) of the billed premium for coverage of employees under a group life insurance plan in the amount of \$30,000 of term life insurance coverage, effective August 1, 2010.

26.02 The Extended Health Care is maintained at the status quo which is the Employer will pay 100% of the billed premiums on a \$25/\$50 deductible basis and covers semi-private hospital coverage, prescription drugs shall be generic, unless otherwise stipulated by the Physician and convalescent care. The plan shall include a direct billed prescription card at preferred pharmacies, in accordance with the plan. Hearing aids are covered to a maximum of \$500.00 per five (5) years and vision care is \$250.00 per twenty-four (24) months. All employees are entitled to a one eye exam every twenty-four (24) months.

26.03 Effective as soon as practical, Dental coverage will be equivalent to Blue Cross #9 at the current ODA rates. The Employer shall pay 75% of the billed premiums and employees shall pay 25% of the billed premiums.

Effective August 31, 2018 the Dental premiums will be 100% employer paid.

Dental Deductible	\$25/\$50
Coinsurance	100%
Maximum	\$1,500 per calendar year
Coverage	Diagnostic, Preventative, Minor Restorative, Denture relining and rebasing
Recall	1/9 months
Fee guide	Current
Termination	Age 70

26.04 It is understood the Residence may at any time substitute another carrier for any plan (other than OHIP) provided the benefits conferred thereby are not in total decreased. Before making such a substitution, the Residence shall notify the Union to explain the proposed change and to ascertain the views of the employees. Upon a request by the Union, the Residence shall provide to the Union, full specifications of the benefit programs contracted for and in effect for employees covered herein.

26.05 A part-time employee shall receive in lieu of fringe benefits (being those benefits to an employee paid in whole or in part by the Employer including sick time, life insurance, extended health, dental), an amount equal to nine

percent (9%), (effective January 1st, 2018) an amount equal to ten (10%) of her regular straight time hourly rate for all straight time hours paid.

26.06 Nursing Homes and Related Industries Pension Plan

In this Article, the terms used shall have the meanings as defined:

- 01.** "Plan" means the Nursing Homes and Related Industries Pension Plan, being a multi-employer plan.

"Applicable Wages" means the basic straight time wages for all hours worked and in addition:

- i)** the straight time component of hours worked on a holiday;
- ii)** holiday pay, for the hours not worked; and
- iii)** vacation pay.

All other payments, premiums, allowances and similar payments are excluded.

"Eligible Employee" means full-time and part-time employees in the bargaining unit who have completed nine hundred and seventy-five (975) hours of service.

- 02.** Each Eligible Employee covered by this Collective Agreement shall contribute for each pay period an amount equal to four (4%) percent of applicable wages to the Plan. The Employer shall contribute on behalf of each eligible employee for each pay period, an amount equal to four (4%) percent of applicable wages to the Plan.
- 03.** The Employee and Employer contributions shall be remitted to the Plan by the Employer within thirty (30) days after the end of the calendar month in which the pay period ends for which the contributions are attributable.
- 04.** The Union acknowledges and agrees that other than making its contributions to the Plan as set out in this Article, the Employer shall not be obligated to contribute towards the cost of benefits provided by the Plan, or be responsible for providing any such benefits.

The Union and the Employer acknowledge and agree that under current pension legislation, and/or regulations, the Employer has no requirement to fund any deficit in the Plan, but is required to contribute only that amount as required by the Collective Agreement in force between the parties.

It is understood and agreed by the Employer and the Union that should the current pension legislation or regulations be changed so that the Employer's obligation to contribute to the Plan exceeds the amount specified in the Collective Agreement then enforce, the parties will meet directly to finalize methods to relieve the Employer of this increased obligation to the extent that any such obligations exceed that which the Employer would have if the Plan were a defined contribution plan.

- 05.** The Employer agrees to provide to the Administrator of the Plan, on a timely basis, all information required pursuant to the Pension Benefits Act, R.S.O. 1990, Ch. P-8, as amended, which the Administrator may reasonably require in order to properly record and process pension contributions and pension benefits.

For further specificity, the times required for each eligible employee by Article .05 of the agreement are:

i) TO BE PROVIDED ONCE ONLY AT PLAN COMMENCEMENT:

Date of hire;
Date of birth;
Date of first contribution;
Seniority list to include hours from date of hire to Employer's fund entry date (for the purpose of calculating past service credit).

ii) TO BE PROVIDED WITH EACH REMITTANCE:

Name;
Social Insurance Number;
Monthly Remittance;
Pensionable Earnings;
YTD Pension Contributions;
Employer portion of arrears owing due to error, or late enrolment by the Employer.

iii) TO BE PROVIDED ONCE, AND IF STATUS CHANGES:

Full address as provided to the home;
Termination date where applicable (MMDDYY).

v) REQUIRED INFORMATION TO BE PROVIDED IN ELECTRONIC FORMAT:

Gender;
Marital Status.

Any additional information request beyond that noted above may be provided, if possible, by the Employer at the expense of the Plan, unless the Employer is obligated by law to provide the information.

To be provided annually, but not later than December 1st, of each year:

Current complete address listing

Details of all absences of members from the workplace due to an injury for which the member received Workplace Safety and Insurance benefits.

- vi) The Employer agrees to be bound by the terms of the Agreement and Declaration of Trust dated February 13, 1990 and the rules and regulations of the Plan adopted by the Trustees, both as may be amended from time to time.

26.07 Uniforms

- a) Full-time employees who are required to wear uniforms will be issued 2 one (1) uniform upon hire, and one (1) additional uniform upon completion of probation and three (3) replacements annually thereafter. Part-time and casual employees shall receive one (1) uniform upon hire, and one (1) uniform completion of probation and one (1) replacements after each 700 hours worked. For current employees the annual uniform replacement will be issued one (1) year after they received their last uniform. March 1st of each year shall be the annual replacement date.
- b) The Employer will provide on a daily basis clean aprons for kitchen and dining staff.
- c) Should the Employer change the uniform, it shall provide the above uniforms without cost to the employee.
- d) Uniforms shall be provided for each classification.

ARTICLE 27 - HEALTH AND SAFETY

27.01 Health and Safety Committee

- a) The Employer and the Union agree that they mutually desire to maintain standards of safety and health in the workplace in order to prevent accidents, injury and illness;
- b) Recognizing its responsibilities under the applicable legislation, the Employer agrees to accept as a member of its Health and Safety Committee at least one representative selected or appointed by the Union from amongst bargaining unit employees;
- c) Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programs and recommend actions to be taken to improve conditions related to safety and health;
- d) The Employer agrees to cooperate reasonably in providing necessary information to enable the Committee to fulfill its functions;
- e) Meetings shall be held every second month or more frequently at the call of the chair if required. The Committee shall maintain minutes of all meetings and make the same available for review;
- f) Any representative appointed or selected in accordance with (b) hereof shall serve for a term of one calendar year from the date of appointment which may be renewed for the period of one year. Time off for such representative(s) to attend meetings of the Health and Safety Committee in accordance with the foregoing shall be granted and any representative(s) attending such meetings during their regularly scheduled hours of work shall not lose regular earnings as a result of such attendance;
- g) The Union agrees to endeavour to obtain the full cooperation of its membership in the observation of all safety rules and practices.

ARTICLE 28 - GENERAL CONDITIONS

28.01 Accommodation

Accommodation shall be provided for employees to have their meals and store and change their clothes.

28.02 Bulletin Boards

The Residence shall provide one (1) bulletin board which shall be placed so that all employees will have access to it 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. However, any such notices which do not pertain to matters which are set in this Agreement, must first be approved by the Residence prior to their posting. Such agreement will not be unreasonably withheld.

28.03 Standard Time Change

At the time of change from standard to daylight saving time or vice versa, the time change will take place at 2:00 a.m. Each shift will be paid for time worked only at the regular rate of pay.

28.04 Notice

Any notice to any employee under this Agreement may be given personally or by prepaid registered post or by courier addressed to the employee at their last address shown on the Residence's records, or by telegram and such notice shall be deemed to have been given when delivered to the postal or telegraph authorities or courier.

28.05 Printing of Agreement

The cost of printing this Collective Agreement will be shared equally by the Union and the Residence.

ARTICLE 29 - GENERAL

29.01 Interpretation

Where the feminine pronoun is used in this Agreement, it shall mean and include the masculine pronoun where the context so applies and vice-versa. Where the singular is used it may also be deemed to mean the plural within the appropriate context.

29.02 Restrictions on Contracting-Out

The Employer shall not contract out any work usually performed by members of the bargaining unit if, as a result of such contracting out, a layoff of any employees other than casual part-time employees results from such

contracting out. Contracting out to an employer who is organized and who will employ the employees of the bargaining unit who would otherwise be laid off with similar terms and conditions of employment is not a breach of this agreement.

ARTICLE 30 - TERM OF AGREEMENT

30.01 Duration

This Agreement shall be binding and remain in effect from September 1, 2015, to August 31, 2018, and shall continue from year to year thereafter unless either party gives to the other party notice in writing as per the Labour Relations Act that it desires termination or amendment.

30.02 Changes in Agreement

Changes to this Agreement may be made by written agreement between the parties hereto at any time during the existence hereof.

30.03 Notice of Changes Upon Termination of Agreement

Either party desiring to propose changes to this Agreement shall, within the last ninety (90) days prior to the termination date hereof, give notice in writing to the other party.

30.04 Agreement to Continue in Force

Where a notice pursuant to Article 30.03 is given, the provisions of the Agreement shall continue in force until a new Collective Agreement is signed.

SIGNED THIS _____ DAY OF _____ 2017.

IN THE REGIONAL MUNICIPALITY OF OTTAWA IN THE PROVINCE OF ONTARIO.

**SIGNED ON BEHALF OF THE
CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 4000-13**

**SIGNED ON BEHALF OF
RIDEAU PLACE RETIREMENT
RESIDENCE**

:lf/cope 491
March 15, 2017

SCHEDULE "A" - WAGES

Classification		01-Sept-2014	01-Sept-2015 (2%)	01-Sept-2016 (2%)	01-Sept-2017 (2%)
R.P.N.	Start	\$22.50	\$22.95	\$23.41	\$23.88
	4 months	\$22.84	\$23.30	\$23.77	\$24.25
Reception	Start	\$13.61	\$13.88	\$14.16	\$14.44
	4 months	\$14.01	\$14.29	\$14.58	\$14.87
	Year 2	\$14.39	\$14.68	\$14.97	\$15.27
	Year 3	\$14.75	\$15.05	\$15.35	\$15.66
Chauffeur / Maintenance	Start	\$14.40	\$14.69	\$14.98	\$15.28
	4 months	\$14.75	\$15.05	\$15.35	\$15.66
	Year 2	\$15.10	\$15.40	\$15.71	\$16.02
	Year 3	\$15.52	\$15.83	\$16.15	\$16.47
Residential Attendant Direct Care	Start	\$14.77	\$15.07	\$15.37	\$15.68
	4 months	\$15.00	\$15.30	\$15.61	\$15.92
	Year 2	\$15.35	\$15.66	\$15.97	\$16.29
	Year 3	\$15.71	\$16.02	\$16.34	\$16.67
Housekeeping Attendant	Start	\$14.01	\$14.29	\$14.58	\$14.87
	4 months	\$14.45	\$14.74	\$15.04	\$15.33
	Year 2	\$14.83	\$15.13	\$15.43	\$15.74
	Year 3	\$15.21	\$15.51	\$15.82	\$16.14

Classification		01-Sept-2014	01-Sept-2015 (2%)	01-Sept-2016 (2%)	01-Sept-2017 (2%)
Head Cook	Start	\$18.95	\$19.33	\$19.72	\$20.11
	4 months	\$19.83	\$20.23	\$20.63	\$21.04
	Year 2	\$20.53	\$20.94	\$21.36	\$21.79
	Year 3	\$21.14	\$21.56	\$21.99	\$22.43
Cook	Start	\$17.57	\$17.92	\$18.28	\$18.65
	4 months	\$18.41	\$18.78	\$19.15	\$19.54
	Year 2	\$19.13	\$19.51	\$19.90	\$20.30
	Year 3	\$19.75	\$20.15	\$20.55	\$20.96
Cook Helper	Start	\$13.12	\$13.38	\$13.65	\$13.92
	4 months	\$14.01	\$14.29	\$14.58	\$14.87
	Year 2	\$14.31	\$14.60	\$14.89	\$15.18
	Year 3	\$14.90	\$15.20	\$15.50	\$15.81
Server	Start	\$13.95	\$14.23	\$14.52	\$14.80
	4 months	\$14.31	\$14.60	\$14.89	\$15.19
	Year 2	\$14.66	\$14.95	\$15.25	\$15.56
	Year 3	\$15.00	\$15.30	\$15.60	\$15.92