

MEMORANDUM OF AGREEMENT

BETWEEN:

NIAGARA HEALTH SYSTEM
(hereinafter referred to as "the Hospital")

And:

ONTARIO PUBLIC SERVICE EMPLOYEES UNION
(hereinafter referred to as "the Union")
and its LOCAL 215

WHEREAS OPSEU/SEFPO and Niagara Health System are parties to central bargaining as per the Memorandum of Joint Terms and Conditions executed by the Ontario Hospital Association and OPSEU/SEFPO on March 30th, 2022.

AND WHEREAS OPSEU/SEFPO and Niagara Health System are parties to a collective agreement with a term April 1, 2022 – March 31, 2025;

AND WHEREAS the collective agreement was subject to Bill 124 (*Protecting a Sustainable Public Sector for Future Generations Act, 2019*);

AND WHEREAS on November 29, 2022 the Ontario Superior Court of Justice issued a decision deeming Bill 124 unconstitutional and therefore void and of no effect;

AND WHEREAS the OPSEU/SEFPO and the Ontario Hospital Association executed an addendum to the Memorandum of Joint Terms and Conditions on March 30, 2023 extending a local issues compensation re-opener to all participating bargaining units and hospitals.

AND WHEREAS the parties met on May 29, 2023, to re-open local negotiations;

NOW THEREFORE the parties agree as follows.

Article 48 – Uniforms

Art. 48.01 Where uniforms are required, the Hospital shall provide a uniform allowance annually as a lump sum payment in December. The applicable uniform allowance is payable to all employees with full-time and part-time status effective December 1 of that year. The uniform allowance is paid out in December as follows:

- a) Full-time to receive **one hundred and fifty (\$150)** dollars annually;
and,
- b) **Regular Part-Time and Casual staff to receive one hundred (\$100)**
dollars annually.

The parties agree this memorandum is without prejudice to any position that OPSEU/SEFPO may take regarding the appropriate remedy for the Government of Ontario's breach of section 2(d) of the Charter.

Signed on this 30th day of May, 2023.

For the Union:

DocuSigned by:
Brenda Allan
A54127C52B404B3...

DocuSigned by:
Lisa Napolski
15101380059E412...

DocuSigned by:
Nancy Johnson-Mandels
CR9E609C85C04BC

DocuSigned by:
Jane Marie Page
4C33F86563844A2...

DocuSigned by:
Leigh Ann Forsey
462D0A6711804E7

For the Employer:

DocuSigned by:
Mike Flook
D72D96A018FF484...

DocuSigned by:
Sarah Barnett
337EA07B25C4484...

DocuSigned by:
Stephanie Holley
BF4AA208AB08499...

DocuSigned by:
Julie Sherk
6C5E47630D444C2...