

OPSEU Hospital Professionals

Bargaining news for OPSEU members at Niagara Health



SUMMARY of Local amendments April 1 2019-March 31, 2022:

Art. 39.01 - Scheduling Language:

- **Posting of Schedules:** Revised language: **Work schedules will be posted a minimum of 8 weeks in advance inclusive of the current 2 week period.**
- **New** Change to master rotation:** **Should a master schedule change, twelve (12) weeks notice will be given to the Union and employees.**
- **39.01 (L)-** the definitions of Day, Evening and Night shifts were moved out of the vacation article (41.04) and moved into the scheduling article (39.01 L).
- **39.01 (J)-** *Should there be a change to your schedule, the option to communicate this by email has been removed. **Language allows for communication in person or by phone (conversation, voicemail or text).***

Art. 41-Vacation Requests:

Vacation picks would be submitted twice per year, beginning January 1, 2020 (for June 1 - November 30, 2020)

Vacation Period	Submit Vacation Request by:	Approval of vacation requests will occur by:
June 1- November 30	by January 1st	February 1st
December 1-May 31	by September 1st	October 1st

Preference Lists

Summer Period — (vacation period June 1- November 30 of each year), —the manager will post a vacation request sheet no later than November 30 of the previous year.

—This request sheet will remain posted until January 1.

—The manager will post the approved vacation list by February 1.

Winter Period — (vacation period December 1 to May 31 of each year),

—manager will post a vacation request sheet no later than August 1 of the previous year.

—This request sheet will remain posted until September 1.

—The manager will post the approved vacation list by October 1.

What remains Unchanged:

- Prime time definitions;
- The ability of the manager to approve more than 3 weeks prime time if staffing allows;
- The ability to submit vacation requests after the approvals are made.
- ability to roll over unused vacation into the next vacation year.

Art. 45.01 - Transportation Allowance:

The language reflects the current hospital policy rate of \$.45 per km (members continue to receive the hospital policy rate or the CA rate which ever is higher).

Art. 48 - Uniforms:

For members requiring uniforms, the language is revised to a **monetary amount** on a **yearly basis** (previously every 2 years). This will better support new hires and there is a more significant gain for our part time employees. \$40 per year for full time, \$35 per year for part time employees (regular and casual). Payable in December each year.

Art. 49- Notification of Absence :

An adjustment to the current language such that members provide the current timelines of advance notification when calling in absent ***on the first day absent*** not just subsequent days.

As a reminder:

- 1.5 hours advance notice for the day shift and
- 6 hours notice for an afternoon or night shift.
- When returning to work, notify your manager 6 hours before the start of an evening or night shift; and 1900 before the start of a day shift.

Wage Classifications:

- (i) Infection Prevention and Control Practitioners-a previously unsigned LOU that places uncertified practitioners on a lower pay grid will no longer be relied upon.
- (ii) Anaesthetic Assistants-a revised pay scale with a 1.63% increase.

Renew Letters of Understanding 1-6.

Letters of understanding in the local language were renewed.