

COLLECTIVE AGREEMENT

BETWEEN

**HIS MAJESTY THE KING IN RIGHT OF NEWFOUNDLAND
(REPRESENTED HEREIN BY THE TREASURY BOARD)**

AND

**THE NEWFOUNDLAND AND LABRADOR
ASSOCIATION OF PUBLIC AND PRIVATE EMPLOYEES
(HEALTH PROFESSIONALS)**

Effective: November 1, 2022

Expires: March 31, 2026

THIS AGREEMENT made this 1st day of November, Anno Domino Two Thousand and Twenty-two

BETWEEN

HIS MAJESTY THE KING IN RIGHT OF NEWFOUNDLAND represented by the Treasury Board;

AND

THE NEWFOUNDLAND AND LABRADOR ASSOCIATION OF PUBLIC AND PRIVATE EMPLOYEES, and its locals.

INDEX

ARTICLE NUMBER	TITLE	PAGE NUMBER
1	Definitions & Interpretations	1
2	Purpose of Agreement	3
3	Recognition & Check Off	4
4	Management Rights	4
5	Employee Rights	6
6	Union & Management Committee	6
7	Leave for Union Business	7
8	Grievance Procedure	9
9	Arbitration	11
10	Probation, Discharge, Suspension & Discipline	13
11	Strikes & Lockouts	15
12	Statutory Holidays	15
13	Vacation	17
14	Sick Leave	21
15	Maternity/Adoption/Parental Leave	24
16	Bereavement Leave	26
17	Special Paid Leave	26
18	Special Leave Without Pay	28
19	Hours of Work	29
20	Overtime	30
21	State of Emergency Due to Weather Conditions	32
22	Standby & Call-Back	32
23	Part-Time and Temporary Employees and Benefits	34
24	Seniority, Layoff, Bumping and Recall	34
25	Promotion & Staff Changes	42
26	Staff Health Service	46
27	General Benefits	47
28	Workers' Compensation	49
29	Portability	50
30	Escort Duty	51
31	Contracting Out	53
32	Malpractice Insurance	53
33	Use of Automobile	54
34	Labrador Benefits	55
35	Educational Opportunities	55
36	Duration of Agreement	56
37	Staff Development	57
38	Shift Work	57
39	Effect of Legislation	58
40	Personal Loss	58
41	Relocation Expenses	58

ARTICLE NUMBER	TITLE	PAGE NUMBER
42	Termination of Employment	58
43	Experience Credits	59
44	Reappointment	59
45	No Private Agreement	59
Schedule A	Salaries & Classifications	61
Schedule B	Employers Party to this Agreement	81
Schedule C	Summary of Group Insurance	82
Schedule D	Vacation Leave	92
Schedule E	Classification Review & Appeal Process	93
Schedule F	Labrador Benefits Agreement	99
Schedule G	Deferred Salary Leave Plan	111
Schedule H	Number of Weeks of Pay In Lieu of Notice	119
Schedule I	Job Sharing	120
Letters of Intent:		
	Protective Clothing	122
	Death of an Employee	123
	Early and Safe Return to Work	124
	Professional Practices Committee	125
	Market Adjustment	126
	Sick Leave	127
	JES Appeal Procedure	128
	Joint Trusteeship for Group Insurance	129
	Commitment re: OPEBs	130
	Recruitment and Retention	131
	Remote Work/Telework	132
	Statutory Holiday Replacement	133
	Health Insurance for Temporary Employees	135
	Job Evaluation System	136
	Public Health Emergency	137
	Travel on Employer's Business – Business Insurance	139
	Severance Pay	140
Memorandum of Understanding:		
	Kilometer Rate Adjustment Formula (NAPE)	141
	Agreement on Pensions	143
	Classification Plan	144
	Health Insurance	145
	OPEB Eligibility	147
	Public Private Partnership (P3) Job Security	150
	Attrition	151

INDEX (Alphabetical)

	ARTICLE NUMBER	PAGE NUMBER
ARBITRATION	9	11
9.01 Composition of Board of Arbitration		11
9.02 Board Procedure		11
9.03 Decision of the Board.....		12
9.04 Decision on Monetary Award		12
9.05 Expenses of the Board.....		12
9.06 Amending of Time Limits.....		12
9.07 Single Arbitrator.....		12
9.08 Witnesses.....		12
9.09 Conflict of Interest.....		12
9.10 Grievance and Arbitration Pay Provision		13
9.11 Disagreement on Decision		13
9.12 Mediation.....		13
BEREAVEMENT LEAVE.....	16	26
CONTRACTING OUT	31	53
31.01 Contracting Out		53
31.02 Period of Notice.....		53
DEFINITIONS AND INTERPRETATIONS	1	1
DURATION OF AGREEMENT	36	56
36.01 Period of Agreement		56
36.02 Copies of Agreement.....		56
36.03 Change in Agreement.....		56
36.04 Notice of Changes		56
36.05 Agreement to Remain in Effect.....		56
36.06		56
EDUCATIONAL OPPORTUNITIES.....	35	55
35.01 Educational Opportunities.....		55
35.02 Period of Protection.....		55
35.03 Posting of Opportunities.....		56
EFFECT OF LEGISLATION	39	58
39.01 Future Legislation.....		58
39.02 Continuation of Acquired Rights		58
EMPLOYEE RIGHTS	5	6
5.01 Personal Complaints.....		6
5.02 The Employer Shall Not Discriminate.....		6
5.03 Rules and Regulations		6
5.04 Work of the Bargaining Unit.....		6

ESCORT DUTY.....	30.....	51
30.01 Flexible Hours of Work.....		51
30.02 Eight Hour Shifts.....		51
30.03 Twelve Hour Shifts		52
30.04 Return to Work Following Escort.....		52
30.05 Travel Allowance		53
30.06 Travel Time Defined		53
EXPERIENCE CREDITS.....	43.....	59
GENERAL BENEFITS	27.....	47
27.01 Pension.....		47
27.02 Availability of Salary Cheques		47
27.03 Sexual and Personal Harassment		47
27.04 Parking Facilities		48
27.05 Protective Clothing and Uniforms		48
27.06 Bulletin Boards.....		48
27.07 Classification Reviews		49
27.08 Workplace Abuse		49
27.09 False Accusations re: Harassment/Abuse		49
GRIEVANCE PROCEDURE.....	8.....	9
8.01 Types of Grievances.....		9
8.02 Prompt Procedure.....		9
8.03 Processing of Grievances		9
8.04 Permission to Leave Work		9
8.05 Settlement of Grievances.....		10
8.06 Technical Objections to Grievances.....		10
8.07 Amending of Time Limits.....		10
8.08 May Omit Grievance Steps		10
8.09 Mutually Agreed Changes.....		10
8.10 Replies in Writing.....		11
8.11 Facilities for Grievance Meetings		11
8.12 Time Limits		11
8.13 Local Presidents.....		11
8.14 Policy Grievance		11
HOURS OF WORK.....	19.....	29
19.01 Hours of Work.....		29
19.02 Meal Period		30
19.03 Days of Rest		30
LABRADOR BENEFITS	34.....	55
LEAVE FOR UNION BUSINESS.....	7.....	7
7.01 Names of Representatives		7
7.02 Leave for Union Business		7
7.03 Permission to Hold Meetings		8

7.04	Leave of Absence for Full Time Union Representatives.....	8
7.05	Shop Stewards	8
MALPRACTICE INSURANCE		32..... 53
32.01	Liability Protection.....	53
32.02	Criminal Liability: Indemnity for Legal Fees	53
MANAGEMENT RIGHTS		4..... 5
MATERNITY/ADOPTION/PARENTAL LEAVE.....		15..... 24
15.01	Commencement of Maternity/Adoption/Parental Leave.....	24
15.02	Vacation Before or After Maternity Leave	25
15.03	Retention of Accumulated Benefits	25
15.04	Service While on Maternity/Adoption/Parental Leave.....	25
15.05	Maternity Leave – Job Posting.....	25
15.06	Protection of Pregnant Employees	25
15.07	Return to Work.....	25
NO PRIVATE AGREEMENT		45..... 59
OVERTIME		20..... 30
20.01	Overtime	30
20.02	Approval of Overtime	31
20.03	Calculating of Overtime Rates	31
20.04	Consecutive Work Premium	31
20.05	Change of Days of Rest.....	31
20.06	Daylight Savings Time.....	32
20.07	Overtime Calculation	32
PART-TIME AND TEMPORARY EMPLOYEES AND BENEFITS .		23..... 34
23.01	Awarding of Benefits to Part-time Employees	34
23.02	Payment for Part-time Employees – Statutory Holidays	34
PERSONAL LOSS		40..... 58
PORTABILITY		29..... 50
29.01	Portable Benefits	50
29.02	New Salary Rate.....	51
PROBATION, DISCHARGE, SUSPENSION AND DISCIPLINE		10..... 13
10.01	Probationary Employee	13
10.02	Suspension and Discharge.....	13
10.03	Discipline Procedure	13
10.04	Adverse Report.....	14
10.05	Signing Performance Evaluations.....	14
10.06	Personal Files.....	15
10.07	Right to be Represented	15
10.08	Justice and Dignity Provision.....	15

PROMOTION AND STAFF CHANGES.....	25	42
25.01 Posting of Vacancies		42
25.02 Temporary Assignment		43
25.03 Notification of Successful Applicant		43
25.04 Staff Changes.....		43
25.05 Trial Period		43
25.06 Demotion		44
25.07 Change of Rate of Pay upon Promotion.....		44
25.08 Incapacitated Worker Provision		44
25.09 Changes in Pay on Promotion		45
25.10 Permanent Employees to Temporary Positions		46
25.11 Procedure for Filling Vacancies/Job Competitions		46
PURPOSE OF AGREEMENT	2	3
2.01 Relationship – Employee/Employer		3
2.02 Provision of Quality Care.....		4
REAPPOINTMENT	44	59
RECOGNITION AND CHECK OFF	3	4
3.01 Recognition of Union		4
3.02 New Classifications		4
3.03 Check Off Payments.....		4
3.04 Deductions		4
3.05 T4 Slips.....		4
3.06 Membership Requirement		4
3.07 Union Access.....		5
3.08 Bulletin Boards.....		5
3.09 Interviewing Opportunity		5
3.10 Deductions to be Made.....		5
3.11 Agreement Overrides Employer Policy		5
RELOCATION EXPENSES	41	58
SENIORITY, LAYOFF, BUMPING AND RECALL.....	24	34
24.01 Seniority for Temporary Employees.....		34
24.02 Probation for Newly Hired Employees.....		34
24.03 Transfer of Service to Another Employer Covered by the Agreement		34
24.04 Loss of Seniority.....		35
24.05 Layoff, Bumping and Recall Procedure.....		36
24.06 No New Employees.....		40
24.07 Seniority Lists.....		40
24.08 Notice of Layoff		40
24.09 Redundancy		40
24.10 Service Outside the Bargaining Unit.....		40

SHIFT WORK.....	38.....	57
38.01 Hourly Differential		57
38.02 Rest Between Shifts.....		57
38.03 Rotation of Shifts.....		58
38.04 Temporary Employees		58
SICK LEAVE.....	14.....	21
14.01 Sick Leave Defined		21
14.02 Annual Paid Sick Leave		21
14.03 Proof of Illness.....		22
14.04 Sick Leave Credit During Paid Leave of Absence		22
14.05 Extension of Sick Leave.....		22
14.06 Illness Associated with Pregnancy		23
14.07 Deductions from Sick Leave		23
14.08 Medical Care Leave.....		23
14.09 Sick Leave Credits for the First and Last Month of Employment.		23
14.10 Disability Retirement		23
14.11 Sick Leave During Special Leave Without Pay.....		23
14.12 Sick Leave for Temporary Employees.....		23
SPECIAL LEAVE WITHOUT PAY	18.....	28
18.01 General Leave.....		28
18.02 Educational Leave		28
18.03 Extended Unpaid Leave		28
SPECIAL PAID LEAVE	17.....	26
17.01 Paid Witness, Jury Duty or Jury Selection Leave		26
17.02 Family Leave		27
17.03 Family Violence Leave		27
17.04 Educational Leave		28
17.05 Leave for Professional Union Business		28
STAFF DEVELOPMENT	37.....	57
37.01 Orientation Program		57
37.02 Training Courses		57
37.03 In-Service Program.....		57
37.04 List of Duties and Responsibilities.....		57
STAFF HEALTH SERVICE	26.....	46
26.01 Immunization.....		46
26.02 Group Life and Extended Health Benefits Plan.....		46
STANDBY AND CALLBACK	22.....	32
22.01 Compensation for Standby		32
22.02 Failure to Report for Standby Duty.....		33
22.03 Callback		33
22.04 No Pyramiding		33
22.05 Rest Period Following Callback.....		33

22.06	Standby, Callback and Overtime – Pregnant Employees	34
STATE OF EMERGENCY DUE TO WEATHER CONDITIONS 21		
21.01	Adverse Weather Conditions	32
STATUTORY HOLIDAYS 12.....		
12.01	Statutory Holidays	15
12.02	Work on Designated Holiday	16
12.03	Holiday Falling on a Day of Rest.....	16
12.04	Payment for Holidays While on Leave of Absence Without Pay	17
12.05	Statutory Holiday During Sick Leave	17
12.06	Christmas and New Year’s Leave.....	17
12.07	New Holiday.....	17
12.08	Compensation for Work Performed on a Holiday Falling on Scheduled Day off	17
12.09	Statutory Holiday Replacement	17
STRIKES AND LOCKOUTS 11		
TERMINATION OF EMPLOYMENT..... 42.....		
UNION AND MANAGEMENT COMMITTEE..... 6.....		
USE OF AUTOMOBILE..... 33.....		
33.01	Mileage Rate.....	54
33.02	Business Insurance	54
33.03	Long Distance Phone Call.....	54
33.04	Meal Rates	54
33.05	Automobile Allowance	54
33.06	Private Accommodations	55
33.07	Incidental Expense.....	55
33.08	Parking Meter Expenses.....	55
VACATION 13.....		
13.01	Vacation.....	17
13.02	Vacation Period	18
13.03	Vacation Pay.....	18
13.04	Anticipated Vacation.....	19
13.05	Refund of Overdrawn Vacation Pay	19
13.06	Selection of Vacation Dates	19
13.07	Carry Forward of Vacation	19
13.08	Substitution for Vacation.....	19
13.09	Compensation for Holidays Falling in Vacation Schedule.....	20
13.10	Calculation of Vacation Pay.....	20
13.11	Vacation Credits for the First and Last Month of Employment	20
13.12	Overtime Vacation Rate	20
13.13	Unused Vacation Paid to Estate	20
13.14	Transferring Vacation Leave.....	20

13.15	Vacation Leave of Short Duration	20
13.16	Payment in Lieu of Vacation Leave	20
13.17	Vacation Leave Entitlement.....	20
13.18	Accumulation of Vacation Leave While on Sick Leave, etc.	21
13.19	Vacation Leave During Special Leave Without Pay	21
13.20	Vacation Leave Following Re-Employment	21
13.21	Service for Vacation Leave.....	21

WORKERS' COMPENSATION	28	49
28.01	Scope of Workplace Health, Safety and Compensation Commission Act.....	49
28.02	Pending Settlement.....	49
28.03	Retention of Benefits	49
28.04	Reporting of Injury	49
28.05	Filing a Claim with the Commission	49
28.06	Workers' Compensation.....	50

Schedule A	Salaries & Classifications	61
Schedule B	Employers Party to this Agreement.....	81
Schedule C	Summary of Group Insurance	82
Schedule D	Vacation Leave	92
Schedule E	Classification Review & Appeal Process	93
Schedule F	Labrador Benefits Agreement.....	99
Schedule G	Deferred Salary Leave Plan	111
Schedule H	Number of Weeks of Pay In Lieu of Notice.....	119
Schedule I	Job Sharing.....	120

LETTERS

Protective Clothing	122
Death of an Employee	123
Early and Safe Return to Work	124
Professional Practice Committee.....	125
Market Adjustment.....	126
Sick Leave	127
JES Appeal Procedure	128
Joint Trusteeship for Group Insurance	129
Commitment re: OPEBs.....	130
Recruitment and Retention	131
Remote Work/Telework.....	132
Statutory Holiday Replacement	133
Health Insurance for Temporary Employees	135
Job Evaluation System	136
Public Health Emergency	137
Travel on Employer's Business – Business Insurance	139
Severance Pay.....	140

MEMORANDUM OF UNDERSTANDING

Kilometer Rate Adjustment Formula (NAPE).....	141
Agreement on Pensions	143
Classification Plan	144
Health Insurance	145
OPEB Eligibility	147
Public Private Partnership (P3) Job Security	150
Attrition	151

Article 1 - Definitions and Interpretations

1.01 For the purpose of this Agreement:

- (a) **"Bargaining Unit"** means the bargaining unit recognized in accordance with Article 3.
- (b) **"Classification"** means the identification of a position by reference to a class title and pay range number.
- (c) **"Day"** means a working day unless otherwise stipulated in this agreement.
- (d) **"Day of Rest"** means a calendar day on which an employee is not ordinarily required to perform the duties of their position other than:
 - (i) a designated holiday,
 - (ii) a calendar day on which the employee is on leave of absence, or
 - (iii) a day on which the part-time employee is not scheduled to work as part of their normal schedule including (i) and (ii) above.
- (e) **"Demotion"** means an action which causes the movement of an employee from their existing classification to a classification carrying a lower pay range number.
- (f) **"Director/Manager"** refers to the head of a distinct program area or department.
- (g) **"Employee or employees"** means any person employed in a position which falls within the bargaining unit.
- (h) **"Employer"** means Treasury Board or an Employer as listed in Schedule "B".
- (i) **"Experience"** means years worked in one's profession with:
 - (i) a health care facility or office,
 - (ii) other health care institution and/or,
 - (iii) any other organization that is recognized by the Employer which such recognition shall not be unreasonably withheld. Employees shall make every reasonable effort to provide written verification of their experience, including the length and type of experience from their previous Employer.
- (j) **"Holiday"** means the twenty-four (24) hour period commencing at 0001 hours of a calendar day designated as a holiday in this agreement.
- (k) **"Layoff"** means the cessation of employment of an employee because of lack of work or because of the abolition of a post, but retaining all recall rights in accordance with article 24.05. Permanent employees who have a reduction of their hours of work shall have access to the layoff provision of clause 24.05.

- (l) **"Leave of Absence"** means absence from duty with the permission of the Employer.
- (m) **"Month"** is a calendar month, e.g. January, February, etc.
- (n) **"Month of service"** means a calendar month in which an employee is in receipt of full salary or wages in respect of the prescribed number of working hours in each working day in the month and includes a calendar month in which an employee is absent on special leave without pay not in excess of twenty (20) working days.
- (o) **"Notice"** means notice in writing which is hand delivered or delivered by registered mail.
- (p) **"Part-time Employee"** means an employee who is regularly scheduled to work less than the full number of working hours in each working day or less than the full number of working days in each work week.
- (q) **"Permanent Employee"** means a person who has completed their probationary period and is employed on a permanent basis.
- (r) **"Probationary Period"** means a period of continuous employment of nine hundred and seventy-five (975) working hours, with a full caseload if applicable, from the date of employment except for employees who are required to undertake training on employment whose probationary period shall commence immediately following such training.
- (s) **"Promotion"** means an action, other than reclassification resulting from the correction of a classification error, which causes the movement of an employee from their existing classification to a classification carrying a higher pay range number.
- (t) **"Reclassification"** means any change in the current classification of an existing position.
- (u) **"Seniority"** subject to clause 24.04, seniority is defined as the length of service (excluding overtime) with the Employer in a bargaining unit position and shall date from the last entry into employment with the Employer. Part-time employees shall earn seniority based on the above and based on the actual number of hours worked.
- (v) **"Service"** means any period of employment either before or after the date of signing of this Agreement in respect of which an employee is in receipt of salary or wages from the Employer and includes periods of special leave without pay not exceeding twenty (20) working days in the aggregate in any year unless otherwise specified in this Agreement.
- (w) **"Shift"** means the normal daily working hours scheduled for each employee as specified in Article 19 "Hours of Work".
- (x) **"Standby"** means any period of time during which, on the instructions of the Employer, an employee is required to be available for recall to work.

- (y) **"Temporary Appointment"** means a voluntary action on the part of an employee to accept an offer of employment in another position, either inside or outside the bargaining unit, on a temporary basis.
- (z) **"Temporary assignment"** means the explicit assignment of an employee by the Employer to fill a position temporarily.
- (aa) **"Temporary employee"** means an employee who occupies a position on a temporary basis for a specified period of time or for the purpose of performing specific work and whose employment may be terminated at the end of such period, or upon completion of such work, or within fourteen (14) calendar days notice of layoff.
- (bb) **"Termination"** means the final severance of employment of an employee because:
 - (i) the employee resigns;
 - (ii) is dismissed for just cause and is not re-instated; or
 - (iii) the employee is on continuous layoff status in excess of twenty-four (24) consecutive months.
- (cc) **"Union"** means Newfoundland and Labrador Association of Public and Private Employees
- (dd) **"Vacancy"** means an opening which is either permanent, part-time or of a temporary nature (for more than 13 weeks) as outlined in clause 25.01(a).
- (ee) **"Week"** means the period from 0001 hours Monday to 2400 hours the following Sunday inclusive.
- (ff) **"Year"** means a calendar year or a fiscal year as defined by the employer. Once established, the Employer will advise the union of its decision and agrees that the defined year will not change during the life of this agreement.
- (gg) **"Redundant Position"** means a position declared redundant by the Employer.
- 1.02 For the purpose of this Agreement, the singular shall be deemed to include the plural and vice versa.

Article 2 - Purpose of Agreement

2.01 Relationship - Employee/Employer

The purpose of this Agreement is to maintain a harmonious and mutually beneficial relationship between the Employer and its employees and between the Employer and the Union, and to set forth certain terms and conditions of employment relating to remuneration, hours of work, benefits, and general working conditions affecting the employees covered by this Agreement.

2.02 **Provision of Quality Care**

The parties to this Agreement share a desire to provide quality client care, to maintain professional standards, to promote the well-being and increased efficiency of employees so that the people of Newfoundland and Labrador will be well and effectively served and to establish within the framework provided by law, an effective and professional working relationship.

Article 3 - Recognition and Check Off

3.01 **Recognition of Union**

The Employer recognizes the Union as the sole bargaining agent for those employees employed by the Employer in the categories specified in Schedule "A".

3.02 **New Classifications**

(a) When new classifications are developed, the Employer will immediately notify the Union as to whether such classifications should be included in or excluded from the bargaining unit and provide reasons for its exclusions. Should the parties be unable to agree, the matter shall be referred to the Labour Relations Board for adjudication.

(b) Pending the agreement between the parties or a decision from the Labour Relations Board as to whether a position should be included in the bargaining unit, the Union dues deducted from the employee shall be held in trust by the Employer.

3.03 **Check Off Payments**

The Employer shall deduct from every employee coming within the bargaining unit, the monthly dues of the Union.

3.04 **Deductions**

Deductions shall be forwarded to the President of the Union not later than the 15th day of the month. The Employer will forward to the Union with the first dues deduction cheque following signing of the Agreement, a list which shows the employee's full name and classification title or number. Each month thereafter a list showing additions and deletions will be forwarded with the dues deduction cheque.

3.05 **T4 Slips**

The Employer agrees that when issuing T4 slips, the amount of membership dues paid by an employee to the Union during the previous taxation year will be recorded on their T4 statement.

3.06 **Membership Requirement**

(a) All employees of the Employer as a condition of continued employment shall become and remain members in good standing of the Union according to the constitution and by-laws of the Union.

(b) **New Members**

All new employees shall, as a condition of employment, become and remain members in good standing of the Union from the date of hiring.

3.07 **Union Access**

Employees shall have the right at any time to have the assistance of a full-time representative(s) of the Union on all matters relating to employer-employee relations. Union representative(s) shall have access to the Employer's premises in order to provide the required assistance. Employees involved in such discussions or investigation of grievances shall not absent themselves from work except with permission from their supervisor, and such permission will not be unreasonably withheld.

3.08 **Bulletin Boards**

Suitable bulletin board space shall be provided for the posting of notices by the Union. Notices are to be restricted to Union business.

3.09 **Interviewing Opportunity**

- (a) The Employer shall provide the Union local secretary with the names of all new hires within fourteen (14) calendar days of the appointment.
- (b) A representative of the Union shall be given an opportunity to interview new employees within regular working hours without loss of pay for a maximum of thirty (30) minutes during the first month of employment for the purpose of acquainting new employees with the benefits and responsibilities of Union membership. Such interviewing may take place on a group basis. The steward or representative will provide the new employee with a copy of the collective agreement.

3.10 **Deductions to be Made**

The Union shall inform the Employer of the authorized deduction to be made.

3.11 **Agreement Overrides Employer Policy**

The provisions of this collective agreement shall take precedence over any and all policies, rules and regulations made by the Employer concerning wages, benefits, or working conditions affecting employees within the scope of this collective agreement.

Article 4 - Management Rights

4.01 **Management Rights**

The Union recognizes and agrees that all the rights, powers and authority both to operate and manage the workplace under the Employer's control and to direct the working forces is vested exclusively with the Employer except as specifically abridged or modified by the express provisions of this Agreement.

Should a question arise as to the exercise of management's rights in conflict with the specific provisions of this Agreement, failing agreement by the parties, the matter shall be determined by the grievance and arbitration procedure.

Article 5 - Employee Rights

5.01 Personal Complaints

Notwithstanding anything contained in this Agreement, any employee may present a personal complaint to the Employer.

***5.02 The Employer Shall Not Discriminate**

The Employer agrees that in accordance with the provisions of the *Newfoundland and Labrador Human Rights Act*, there shall be no discrimination with respect to any-matter of hiring, wage rates, training, upgrading, promotion, transfer, layoff, recall, discipline, classification, discharge, assignment of work, or otherwise because of race, color, nationality, ethnic origin, social origin, religious creed, religion, age, disability, disfigurement, sex, sexual orientation, gender identity, gender expression, marital status, family status, source of income, and political opinion or activity in the union.

5.03 Rules and Regulations

All rules, policies and regulations of the Employer which directly affect employees in the bargaining unit, required for proper management of health services being provided, shall be made available to employees.

5.04 Work of the Bargaining Unit

- (a) Persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except for the purpose of instruction, experimenting, emergencies or when regular employees are not available or when employees on layoff are not available for recall, provided that the performing of the aforementioned operations in itself does not reduce the hours of work or pay of any employee.
- (b) Notwithstanding clause 5.04 (a), the parties agree that no employee shall suffer a reduction in the hours of work, pay, or benefits as a result of work performed by individuals working as: (1) volunteers; (2) working under the scope of Provincial or Federal funded grants or projects; (3) working on projects funded by charitable organizations; and (4) working as on-the-job trainees. Additionally, the Employer agrees that no employee who is on layoff status will lose work, pay or benefits.

Article 6 - Union and Management Committee

6.01 (a) Committee of Union and Management

The Employer and the Union shall form a Committee of Union and Management in all organizations employing more than three (3) employees.

(b) **Composition of Committee**

This Committee shall be composed of three (3) employees designated by the Union and three (3) persons designated by the Employer. The numbers may be reduced by mutual agreement between the parties. An officer or representative(s) of the Union may attend the meetings as a consultant. The Employer may also appoint a person(s) as a consultant(s).

(c) **Meetings of the Committee**

The Committee shall meet at the request of either one of the parties but, in any case, at least once a month, unless mutually agreed otherwise. Meetings of the Committee shall be chaired alternately by the Employer's representative and the representative of the Union. Minutes of each meeting of the Committee shall be prepared and signed by the Chairperson of that meeting as promptly as possible at the close of the meeting.

(d) **Jurisdiction of Committee**

The parties hereto acknowledge the mutual benefits to be derived from joint consultation between employees and the Employer on all aspects of the working conditions of the professional workers. The Committee, however, shall not supersede the activities of any other Committee of the Union or of Management and does not have the power to bind either the Union or its members or the Management to any decisions or conclusions reached in its discussions. The Committee shall have the power to make recommendations to the Union and to Management with respect to its discussions and conclusions.

Article 7 - Leave for Union Business

7.01 **Names of Representatives**

The Union shall provide the Employer with a list of the officers of the Union. The Union shall notify the Employer of the name of their steward, in writing, to the chief executive officer or designate before the Employer shall be required to recognize that individual.

7.02 **Leave for Union Business**

Upon written request by the Union to the chief executive officer or designate at least seven (7) days prior to commencement of leave and with the approval, in writing, of the chief executive officer or designate, leave with pay shall be awarded as follows:

(a) **Union's Negotiating Team**

With the approval of the Employer, leave with pay shall be awarded to employees who are members of negotiating committees while they are attending negotiating sessions on the understanding that the number of employees in attendance at negotiations shall be kept to reasonable limit. The Union shall notify the Employer of the employees affected prior to the commencement of negotiations and employees shall in all instances give prior notice of absences from work to their immediate supervisors and such notice shall be given as far in advance as possible.

(b) **Leave for Provincial Executive Meetings**

For an employee who is a member of the Provincial Executive of the Union and who is required to attend executive meetings of the Provincial Executive, leave with pay not exceeding thirty-seven point five (37.5) hours in any one (1) year.

(c) **Union Meetings**

For an employee elected to the Provincial Executive of the Union and who is required to attend the meetings of the Union, leave with pay not exceeding twenty-two point five (22.5) working hours in any one (1) year.

(d) **National Meetings**

For an employee who is a member of the Provincial Executive of the Union and who is required to attend national meetings of Health Professional bargaining units, leave with pay not exceeding thirty-seven point five (37.5) hours in any one (1) year; no more than one (1) employee at one (1) time for each hospital.

7.03 **Permission to Hold Meetings**

Permission to hold meetings on the premises shall in each case be obtained from the chief executive officer or designate and such meetings shall not interfere with the operation of the employer.

7.04 **Leave of Absence for Full Time Union Representatives**

(a) An employee who is elected or selected for a full time position with the Union shall be granted a leave of absence without pay for a period of one (1) year. Such leave shall be renewed for a maximum of one (1) year upon request during their term of office. Leave under this Clause shall only be provided if a suitable employee, as assessed by the Employer, is available.

(b) During the period of such leave of absence, provided the insurance and pension plans permit, the employee shall be permitted to participate in these plans at no cost to the Employer.

(c) During this period of leave of absence, the employee shall retain all accrued benefits but shall not earn any benefits during such leave.

7.05 **Shop Stewards**

(a) The Union shall be permitted to appoint one (1) shop steward per Employer for every fifty (50) employees or part thereof. The number of shop stewards may be amended with the mutual consent of the Employer and the Union.

(b) With the prior written approval of the administrator, special leave with pay not exceeding seven and one-half (7.5) hours in each year, shall be awarded to each shop steward for the purpose of attending educational seminars. Leave in accordance with this clause is not transferable.

Article 8 - Grievance Procedure

8.01 Types of Grievances

Grievances arising out of the interpretation, application, administration or alleged violation of this Agreement shall be subject to the Grievance and Arbitration Procedure set out hereunder. The following types of grievances concerning the application of Article 8 are recognized:

(a) **Employee Grievance**

Which shall be defined as the grievance of an individual employee.

(b) **Group Grievance**

Which shall be defined as the grievance of a group of employees.

(c) **Policy Grievance**

Which shall be defined as the grievance of the Employer or of the Union.

All grievance forms must be signed by a shop steward or another recognized representative of the union as agent for the employee, group or union, as the case may be.

8.02 Prompt Procedure

It is of mutual interest to both the Employer and the Union that any grievance arising over the application, interpretation, administration or alleged violation of any of the terms of this Agreement be settled as expeditiously as possible in accordance with the procedure set forth hereunder.

8.03 Processing of Grievances

(a) Shop stewards shall suffer no loss in pay for the time spent processing grievances or attending meetings with the Employer's representative.

(b) The Union and its representatives shall have a 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. A representative of the Employer shall have the right to initiate a grievance which shall be filed with the provincial president of the Newfoundland Association of Public and Private employees. The provincial NAPE president shall render their decision within ten (10) calendar days of the receipt of the Employer's grievance. If the matter is not settled, either party may refer the dispute to arbitration within fifteen (15) calendar days of the provincial NAPE president's decision. Referral to mediation may be used as an alternative to arbitration with the parties' agreement.

8.04 Permission to Leave Work

It is agreed that the Union's shop stewards shall not absent themselves from their departments for the purpose of handling grievances without first obtaining permission from their Director/Manager or designate and that permission will not be unreasonably withheld.

8.05 **Settlement of Grievances**

Grievances shall be processed without stoppage of work according to the following procedure:

- Step 1 An employee who has a grievance shall within seven (7) calendar days of the occurrence or discovery of the grievance, submit their grievance to the Union's shop steward.

- Step 2 If the Union's shop steward considers the grievance justified, the employee concerned, together with the representative may, within seven (7) calendar days, submit the grievance in writing to the employee's immediate manager, who shall respond within fourteen (14) calendar days of receipt of the grievance.

- Step 3 Failing satisfactory settlement of the grievance at Step 2, the employee assisted by the shop steward shall, within fourteen (14) calendar days of the Manager's response in Step 2, submit the grievance to the Chief Executive Officer or designate. The Chief Executive Officer or designate shall meet with the employee and shop steward within fourteen (14) calendar days after receipt of the grievance.

- Step 4 Failing satisfactory settlement at Step 3, the Union may, by giving notice in writing within fourteen (14) calendar days of receipt of the Chief Executive Officer's or designates decision, declare its intention to refer the grievance to arbitration.

8.06 **Technical Objections to Grievances**

No grievance shall be defeated or denied by any technical objection occasioned by a clerical, typographical or similar technical error, or by the inadvertent omission of a step in the grievance procedure.

8.07 **Amending of Time Limits**

The time limits fixed in both the Grievance and Arbitration Procedure may be extended by mutual agreement between the parties.

8.08 **May Omit Grievance Steps**

An employee considered by the Union to be wrongfully or unjustly discharged or suspended shall be entitled to a hearing under Article 8 - Grievance Procedure. Steps 1 and 2 of the Grievance Procedure shall be omitted in such cases.

8.09 **Mutually Agreed Changes**

Any mutually agreed changes to this Collective Agreement made in accordance with Clause 31.01 shall form part of this Collective Agreement and are subject to the Grievance and Arbitration Procedure.

8.10 **Replies in Writing**

Replies to grievances stating reasons shall be in writing at all steps, except step 1.

8.11 **Facilities for Grievance Meetings**

The Employer shall supply the necessary facilities for the grievance meetings.

8.12 **Time Limits**

When a grievance is processed through the mail, all correspondence shall be by registered or certified mail. The time while the mail is moving from one destination to another shall not be considered in the grievance procedure time limits.

8.13 **Local Presidents**

Where reference is made throughout the Grievance Procedure to Shop Steward, it is agreed that the Local President may process a grievance, if deemed desirable by the Union.

8.14 **Policy Grievance**

Where a dispute arises involving a question of general application or interpretation of this Agreement, the Union may initiate a grievance and the parties may mutually agree to bypass steps 1, 2 and 3 of this article.

Article 9 – Arbitration

9.01 (a) **Composition of Board of Arbitration**

When either party requests that a grievance be submitted to arbitration, the request shall be made by registered mail addressed to the other party of the Agreement, indicating the name of its nominee on an arbitration board. Within fifteen (15) calendar days thereafter, the other party shall answer by registered mail indicating the name and address of its nominee to the arbitration board. The two (2) nominees shall then meet to select an impartial chairperson.

(b) **Failure to Appoint**

If the party receiving the notice fails to appoint a nominee, or if the two (2) nominees fail to agree upon a chairperson within thirty (30) calendar days of their appointment, the appointment shall be made by the Minister of Employment and Labour Relations upon the request of either party.

9.02 **Board Procedure**

The Board shall determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations. In its attempts at justice, the board shall, as much as possible, follow a layperson's procedure and shall avoid legalistic or formal procedure. It shall hear and determine the difference or allegation and render a decision within sixty (60) calendar days from the arbitration hearing.

9.03 **Decision of the Board**

The decision of the majority shall be the decision of the Board. Where there is no majority decision, the decision of the chairperson shall be the decision of the Board. The decision of the Board of Arbitration shall be final, binding, and enforceable on all parties, and may not be changed. The Board of Arbitration shall not have the power to change this agreement or to alter, modify or amend any of its provisions. However, the Board shall have the power to dispose of a grievance by any arrangement, which it deems just and equitable.

9.04 **Decision on Monetary Award**

If following an arbitration award involving the payment of a sum of money not determined by the award, and agreement cannot be reached between the parties regarding the amount to be paid, the matter shall be referred to the Arbitration Board who heard the grievance for settlement of the matter.

9.05 (a) **Expenses of the Board**

Each party shall pay:

- (i) the fees and expenses of the nominee it appoints;
- (ii) one-half (1/2) the fees and expenses of the chairperson.

- (b) If a scheduled arbitration hearing is canceled which causes a cancellation fee to be charged by the arbitrator, the party responsible for canceling the hearing shall pay the arbitrator's fee. The parties may mutually agree to postpone or cancel the hearing and share the cancellation fee. Notwithstanding the above, either party reserves the right to argue before the arbitrator that the hearing should continue.

9.06 **Amending of Time Limits**

The time limits fixed in both the grievance and arbitration procedure may be extended by mutual agreement between the parties.

9.07 **Single Arbitrator**

The parties may mutually agree to the substitution of a single arbitrator for an Arbitration Board in which event the foregoing provisions in Article 9.02, 9.03, 9.04, 9.05, and 9.06 shall apply equally to a single arbitrator where reference is made to an Arbitration Board.

9.08 **Witnesses**

At any stage of the Arbitration Procedure, the parties shall have the assistance of any employee(s) concerned as witnesses and any other witnesses. Subject to the approval of the Employer, time off with pay shall be provided.

9.09 **Conflict of Interest**

No person

- (a) who has pecuniary interest in the matters referred to the Arbitration Board; or

- (b) who is acting or has within a period of six (6) months preceding the date of their appointment acted in the capacity of solicitor, legal advisor, counsel or paid agent of either of the parties;
shall be appointed to or act as a member of an Arbitration Board.

9.10 **Grievance and Arbitration Pay Provision**

Representatives of the Union shall not suffer any loss of pay or accumulative benefits for total time spent in grievance and arbitration procedure.

9.11 **Disagreement on Decision**

Should the parties disagree as to the meaning of the Board's decision, either party may apply to the chairperson of the Board of Arbitration to reconvene the board to clarify the decision, which it shall do within thirty (30) calendar days.

9.12 **Mediation**

By mutual agreement, prior to proceeding to arbitration, the parties may avail of the services of a mediator to attempt to resolve the grievance. Additionally, the arbitrator may act as a mediator prior to commencing a hearing with the agreement of the parties. Both parties will equally share the cost of the mediator.

Article 10 - Probation, Discharge, Suspension and Discipline

10.01 **Probationary Employee**

- (a) **Interview** - Probationary employees shall be interviewed at least once regarding their work performance.
- (b) **Termination** - The termination of probationary employees for reasons of unsuitability or incompetence, as assessed by the employer, is not subject to the grievance and arbitration procedure.
- (c) **Extension of Probationary Period** - The Employer and the Union may mutually agree to extend the probationary period.

10.02 **Suspension and Discharge**

In the event of suspension or discharge, the employee concerned shall have the right to representation by a member of the Union during any meeting or investigation of grievance as a result of the suspension or discharge.

10.03 **Discipline Procedure**

- (a) An employee who has completed their probationary period may be dismissed, but only for just cause.
- (b) Where it is determined that an employee has been suspended or discharged in violation of Clause 10.03(a), that employee shall be immediately reinstated to their former position without loss of seniority, and shall be compensated for all time lost

in an amount equal to their normal earnings during the pay period next preceding such suspension or discharge.

- (c) Where an employee is required to attend a meeting with the Employer which concerns an oral reprimand or which precedes a written warning, the Employer shall advise the employee that they have a right to be accompanied by a shop steward and the general purpose of the meeting.

10.04 **Adverse Report**

- (a) The Employer shall notify an employee of any event or complaint giving rise to concerns with respect to their employment within seven (7) calendar days of becoming aware of the event or complaint. Within a further fourteen (14) calendar days the Employer will investigate the matter and notify the employee, in writing, of any determination of dissatisfaction with their employment. If this procedure is not followed, such expression of dissatisfaction shall not become a part of their record for use against them at any time.
- (b) Further, whenever the Employer advises an employee of concerns about their work and that failure to bring their work up to a required standard by a given date, the Employer will provide the employee with the particulars of the concern, in writing, within fourteen (14) calendar days thereafter. If this procedure is not followed, such expression of dissatisfaction shall not become a part of their record for use against them at any time.
- (c) Such written reports as referenced above shall not be used against an employee after eighteen (18) months have elapsed, provided another warning or reprimand relating to the same or similar offence has not been given within that period. The employee's written reply to such notification of dissatisfaction shall become part of their record.
- (d) This article shall apply in respect of any expression of dissatisfaction relating to their work/employment or otherwise which may be detrimental to an employee's advancement or standing with the Employer. All correspondence pertaining to the adverse report, including the report itself, shall be disregarded and subsequently removed from the personal file after eighteen (18) months. The employee shall be responsible to see that any such documents are removed.

10.05 **Signing Performance Evaluations**

- (a) An employee shall be given an opportunity to sign all evaluations and assessments of their work performance. The employee's signature on these evaluations and assessments shall not be construed to mean agreement with the evaluations or assessments but merely receipt of same. If the employee refuses to sign any evaluations or assessments, it shall be indicated on the evaluation or assessment that it was presented to them and they refused to sign it.
- (b) Performance evaluations shall not be considered an adverse report.

10.06 **Personal Files**

(a) There shall be one (1) official recognized personal file and this file shall be maintained by the Employer. An employee shall, after making an appointment, be allowed to inspect their personal file and may be accompanied by a representative of the union if they so desire. A copy of any document placed in an employee's official personal file, which might at any time be the basis of disciplinary action, shall be supplied concurrently to the employee who shall acknowledge having received the same document by signing the file copy.

(b) **Consultation of File**

An employee who has been terminated may consult their personal file within twenty-one (21) days of the date of their termination after making an appointment and during regular working hours. Any employee involved in an arbitration hearing shall have the right to copy all documents contained in their personal file.

10.07 **Right to be Represented**

An employee who is required to attend a meeting with Employer representatives dealing with warnings, adverse reports, suspension or discharge shall be advised that they have a right to be accompanied by a Union representative.

10.08 **Justice and Dignity Provision**

If, upon investigation, the Employer feels that disciplinary action is necessary, such action shall be taken based on the collective agreement. In situations where the Employer is unable to investigate the matter to its satisfaction, but feels the employee should be removed from their place of employment, it shall be with pay.

Article 11 - Strikes and Lockouts

11.01 **Strikes and Lockouts**

The Union agrees that during the life of this Agreement, there shall be no strikes, suspensions or slowdowns of work, picketing by members of the Union on the premises of the Employer or any other interference with the Employer's business. The Employer agrees that there shall be no lockout during the term of this Agreement.

Article 12 - Statutory Holidays

12.01 **Statutory Holidays**

(a) **Designation of Holidays**

Employees shall receive seven point five (7.5) hours paid leave for each of the nine (9) holidays as follows:

- (i) New Year's Day
- (ii) Good Friday
- (iii) Commonwealth Day
- (iv) Memorial Day
- (v) Labour Day

(vi) Armistice Day

(vii) Christmas Day

(viii) Boxing Day

One (1) additional day as mutually agreed, within each board, by the parties.

(b) Pro-ration of Statutory Holiday

Employees working less than equivalent full-time hours shall receive this benefit on a prorated basis in accordance with clause 23.01 and 23.02.

(c) Compensation for Holidays Falling on Saturday

For the purpose of this agreement when any of the aforementioned holidays falls on a Saturday and is not proclaimed as being observed on some other day, shift workers shall observe the day proclaimed as a holiday for calculation of benefits under Article 12 - Holidays. All other employees shall observe the following Monday as the holiday.

(d) Compensation for Holidays Falling on a Sunday

For the purpose of this agreement when any of the above noted holidays falls on a Sunday and is not proclaimed as being observed on some other day, shift workers shall observe the day proclaimed as a holiday for calculation of benefits under Article 12 – Statutory Holidays. All other employees shall observe the following Monday (or Tuesday, where the preceding clause already applied to Monday) as the holiday.

12.02 Work on Designated Holiday

In addition to the holiday pay outlined in clause 12.01, when an employee is required to work on a holiday, they shall be paid at the rate of time and one-half (1 ½) for each hour worked, or they may elect to take time off on the basis of one and one-half (1 ½) hours for each hour worked, at the request of the employee and at a time to be mutually agreed by the employee and their supervisor. The employee's decision to receive time off must be conveyed to the supervisor within seventy-two (72) hours of working on the holiday. If such time off is not granted within ninety (90) days of the scheduled holiday, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 ½) their regular rate of pay for all hours worked on the holiday. For employees working a flexible work schedule as per 19.01(a) the actual hours worked on that day shall be credited as hours worked for the purpose of determining the one hundred and fifty (150) hours for the calculation of the normal hours of work.

12.03 Holiday Falling on a Day of Rest

When a calendar day designated as a holiday under Clause 12.01 coincides with an employee's day of rest, the employee shall receive seven point five (7.5) hours off in lieu of the holiday at a later date approved by the Employer. If such time off is not granted within sixty (60) days of the scheduled holiday, the employee shall receive pay at the applicable rate of pay.

12.04 Payment for Holidays While on Leave of Absence Without Pay

No payment shall be paid for a statutory holiday while an employee is on a leave of absence without pay unless the employee has worked thirty-seven and one-half (37 1/2) hours or more in the pay period.

12.05 Statutory Holiday During Sick Leave

If an employee is sick on a day that has been designated by the Employer as a statutory holiday in accordance with Clause 12.01, the employee shall be charged for the statutory holiday and there shall be no deduction from the employee's sick leave credits.

12.06 Christmas and New Year's Leave

An employee scheduled to work on Christmas Day shall not be scheduled to work on New Year's Day and shall receive New Year's Eve as a scheduled day off. An employee scheduled to work on New Year's Day shall not be scheduled to work on Christmas Day and Boxing Day and shall receive Christmas Eve as a scheduled day off unless otherwise mutually agreed between the employee and the supervisor.

The Employer agrees whenever possible, employees who work Christmas of one (1) year shall have Christmas off the following year and employees who work New Year's one (1) year shall have New Year's off the following year unless otherwise mutually agreed between the employee and their supervisor.

***12.07 New Holiday**

Should any new statutory holiday be proclaimed by the Provincial authorities, it shall be added to the above list and granted to employees within the scope of this Agreement.

12.08 Compensation for Work Performed on a Holiday Falling on Scheduled Day Off

When a holiday falls on an employee's day off and they are required to work on such a holiday, they shall receive two (2) hours pay for each hour worked on such a holiday in addition to holiday pay. The time off is to be scheduled at a time to be mutually agreed by the employee and their supervisor. If at the request of the employee, time off in lieu is granted, it shall be on the basis of two (2) hours off for each hour worked in addition to the holiday pay.

***12.09 Statutory Holiday Replacement**

An employee may designate replacement statutory holiday(s) per the conditions outlined in Letter of Understanding re. Statutory Holiday Replacement.

Article 13 – Vacation

13.01 Vacation

(a) Length of Vacation

- (i) An employee shall receive an annual vacation with pay in accordance with their years of employment as follows:

- (1) less than one (1) year at the rate of one and two thirds (1 2/3) days for each month of service;
- (2) one year or more but less than ten (10) years - four (4) weeks;
- (3) more than ten (10) years but less than twenty-five (25) years of service - five (5) weeks;
- (4) for more than twenty-five (25) years of service - six (6) weeks;
- (5) the minimum of vacation leave that can be taken is one (1) hour.

(ii) Twelve Hour Shifts

An employee shall receive an annual vacation in accordance with their hours of employment as follows:

- (1) less than 1,950 hours - 12.5 working hours for each 162.5 hours of service;
- (2) 1,950 hours up to 19,500 hours - 150 working hours;
- (3) 19,500 but less than 48,750 hours - 187.5 working hours;
- (4) more than 48,750 hours - 225 working hours;
- (5) the minimum of vacation leave that can be taken is one (1) hour.

(b) Calculation of Length of Vacation

- (i) For the purpose of calculation of length of annual vacation with pay, an employee's service will be that service performed in the twelve (12) month period currently used for such calculation. This period may vary between employers (e.g. January 1 - December 31: April 1 - March 31: July 1 - June 30) and that no employer will change its currently accepted accumulation period without prior discussion with the Union.
- (ii) When an employee becomes eligible for a greater amount of annual vacation, they may be allowed in the year in which the change occurs, a portion of the additional leave for which they have become eligible based on the ratio of the unexpired portion of the year to twelve (12) months, computed to full working days.

13.02 **Vacation Period**

An employee shall be entitled to request annual vacation throughout the calendar year and such requests shall not be unreasonably denied.

13.03 **Vacation Pay**

An employee who has earned at least two (2) weeks' annual leave, upon giving at least two (2) weeks' notice prior to the pay day preceding the day on which they wish to receive their advance payment, shall receive prior to commencement of their annual vacation any regular pay cheque(s) which may fall due during their vacation.

13.04 Anticipated Vacation

Subject to Clause 13.05, any employee with more than four hundred and fifty (450) working hours may anticipate their vacation in accordance with Clause 13.01 to the end of the vacation year.

13.05 Refund of Overdrawn Vacation Pay

An employee who leaves the employ of the Employer before the end of the vacation year in which they have taken their vacation, shall have the applicable proportion of their salary recovered from them in accordance with Schedule "D".

13.06 Selection of Vacation Dates

Employees in a department or program, in consultation with their Director/Manager or designate, shall determine the method of selecting vacation dates. In the event that majority agreement cannot be reached, preference in vacations shall be regulated according to a rotation plan. The initial placing of employees in the rotation plan will be in accordance with seniority; thereafter, the rotation will proceed without regard to seniority.

13.07 Carry Forward of Vacation

- (a) Subject to 13.01(a) an employee may carry forward to another year any proportion of vacation leave not taken by them in previous year to a maximum of one (1) year's entitlement.
- (b) An employee who has exceeded the carry forward limit in 13.07 (a) will be notified in writing three (3) months in advance of the end of the vacation year, outlining the balance in excess of the carry forward limit. Only those employees who are prohibited from utilizing the excess balance due to requirements of the Employer will be permitted to carry forward the excess balance.

13.08 Substitution for Vacation

- (a) An employee who qualified for sick leave under Article 14 while on vacation shall provide the employer with a medical certificate which states the period during which the employee qualifies for sick leave. The sick leave will be approved effective from the date the medical certificate is written and signed by the physician.
- (b) In the case of an employee who is admitted to hospital while on vacation, they may change the status of their leave to sick leave with effect from the date they were admitted to hospital.
- (c) An employee who, while on vacation, qualified for bereavement leave, shall be credited the appropriate number of days to vacation leave.
- (d) The period of vacation so displaced in Clause 13.08(a), (b) and (c) shall be reinstated for use at a later date to be mutually agreed.

13.09 **Compensation for Holidays Falling in Vacation Schedule**

If a paid holiday falls or is observed during an employee's vacation period, the employee shall be allowed those additional vacation hours with pay at a time to be mutually agreed between the employee and the supervisor.

13.10 **Calculation of Vacation Pay**

Vacation pay shall be at the rate effective immediately prior to the vacation period. However, should any salary increase become effective during the employee's vacation period, they shall receive the benefit of such increase from the effective date.

13.11 **Vacation Credits for the First and Last Month of Employment**

For the purpose of this article, an employee who is paid full salary or wages in respect of fifty (50) percent or more of the days in the first or last calendar month of their service shall, in each case, be deemed to have had a month of service.

13.12 **Overtime Vacation Rate**

When an employee is required to work during their vacation, they shall receive pay at the rate of double (2) time. Hours worked while on vacation shall not be deducted from the employee's vacation credits.

The Employer will make every reasonable effort not to require the employee to return to work from their vacation leave.

13.13 **Unused Vacation Paid to Estate**

Any earned but unused vacation of a deceased employee shall be paid to such employee's estate.

13.14 **Transferring Vacation Leave**

Subject to clause 29.01, employees transferring or accepting employment under the transfer and portability article, may upon termination, transfer up to a maximum of one hundred and fifty (150) hours of vacation leave and shall receive pay for the balance of their accumulated vacation leave.

13.15 **Vacation Leave of Short Duration**

If vacation leave of short duration is requested, the supervisor shall not unreasonably deny such leave. Where such request is made within two (2) weeks of the requested vacation leave, the employee will be given a decision within forty-eight (48) hours of such request.

13.16 **Payment in Lieu of Vacation Leave**

An employee who requests and receives payment in lieu of vacation leave shall not accumulate seniority for the hours paid.

13.17 **Vacation Leave Entitlement**

The following provisions respecting annual leave shall apply:

- (a) An employee may be permitted to avail of annual leave earned during the first sixty (60) days of service on a pro-rata basis.
- (b) Part-time employees shall be entitled to annual leave in accordance with this clause on a pro-rata basis.

13.18 **Accumulation of Vacation Leave While on Sick Leave, etc.**

Except in the case of extended illness immediately prior to the usual retirement period, an employee shall be eligible to accumulate vacation credit(s) while on sick leave or any other paid leave.

13.19 **Vacation Leave During Special Leave Without Pay**

An employee on special leave without pay in excess of twenty working (20) days in total in the calendar year shall not accumulate vacation leave during such period of special leave without pay.

13.20 **Vacation Leave Following Re-Employment**

For the purpose of this Article, employees who are re-employed by the Employer after layoff or termination may have service prior to layoff or termination credited to them for annual leave purposes.

13.21 **Service for Vacation Leave**

Military service shall be recognized for annual leave purposes in accordance with the *War Service Pensions Act*, and service as a teacher recognized as pensionable service in accordance with the *Public Service Pensions Act* shall be recognized for annual leave purposes.

In addition, service with a Government or quasi-governmental Board, Commission or Agency created by statute or established by the Lieutenant Governor in Council, or with a hospital not operated by Government accepted as pensionable service in accordance with the *Public Service Pensions Act* shall also be recognized as service for annual leave purposes.

Article 14 - Sick Leave

14.01 **Sick Leave Defined**

Sick leave means a period of time that an employee has been permitted to be absent from work without loss of pay by virtue of being sick, disabled, quarantined or because of an accident for which compensation is not payable under the *Workplace Health, Safety and Compensation Act*.

14.02 **Annual Paid Sick Leave**

- (a) (i) An employee is eligible to accumulate sick leave with full pay at a rate of fifteen (15) working hours for each one hundred sixty-two point five (162.5) hours of service.

- (ii) Notwithstanding Clause 14.02 (a)(i), an employee hired after May 4, 2004 is eligible to accumulate sick leave with full pay at the rate of one (1) day for each month of service.
- (b)
 - (i) The maximum amount of sick leave which may be awarded to an employee during any consecutive twenty (20) year period of service shall not exceed thirty-six hundred (3,600) working hours.
 - (ii) Notwithstanding Clause 14.02 (b)(i), the maximum number of days of sick leave which may be awarded to an employee hired after May 4, 2004 during any consecutive twenty (20) year period of service shall not exceed eighteen hundred (1800) hours.

***14.03 Proof of Illness**

Sick leave with full pay in excess of three (3) consecutive days shall not be awarded to an employee unless they have submitted in respect thereof, a medical certificate. The sick leave will be approved effective from the date the medical certificate is written and signed by the physician. In cases of an established pattern of sickness, the employer reserves the right to request a medical certificate for any period of sickness.

There may be cases where an employee has an ongoing medical condition where they foresee a use of sick days beyond the number of days allowed before a medical certificate is required. In an effort to minimize the number of medical certificates required, employees with an ongoing medical condition are permitted to submit a medical certificate at the beginning of each calendar year outlining that they have an ongoing medical condition to the Employer. If the employer is satisfied with the medical certificate, then the employee does not have to provide a medical certificate for each subsequent day of illness for the remainder of the calendar year.

14.04 Sick Leave Credit During Paid Leave of Absence

When an employee is given paid vacation or special paid leave of absence, or while on Workers' Compensation, they shall receive sick leave credit for the period of such absence on their return to work.

14.05 Extension of Sick Leave

- (a) An employee with more than five (5) years of service who has exhausted their sick leave credits may be allowed in the event of illness, an extension of their sick leave to a maximum of fifteen (15) working days. This sick leave extension shall be repaid by the employee upon their return to duty from their normal monthly accumulation.
- (b) When an employee has used the maximum of sick leave which may be awarded to them in accordance with this agreement, they may elect, if they are still unfit to return to duty, to proceed on annual leave, including current and accumulated leave, if they are eligible to receive such leave and if not, on special leave without pay to a maximum of one (1) year unless a longer period is mutually agreed upon

between the employee and the Employer. Medical certificates shall be submitted as required by the Employer.

14.06 Illness Associated with Pregnancy

An employee may be awarded sick leave for illness that is a result of or may be associated with pregnancy up to the commencement of her maternity leave or date of delivery provided that they have sick leave to their credit and is not already on other leave, except annual leave.

14.07 Deductions from Sick Leave

A deduction shall be made from accumulated sick leave for all working hours absent for sick leave.

14.08 Medical Care Leave

Employees may be allowed to take sick leave in order to engage in personal medical and dental care. Employees may be required to show proof of having received such care. The employee must endeavor to a reasonable extent to schedule such medical and dental care during off duty hours. Employees shall, where possible, provide a minimum of forty-eight (48) hours advance notice of their appointment.

14.09 Sick Leave Credits for the First and Last Month of Employment

For the purpose of this article, an employee who receives full salary or wages in respect of fifty (50) percent or more of the working days in the first or last calendar month of their service computed in full or half (1/2) days shall, in each case, be deemed to have had a month of service.

14.10 Disability Retirement

- (a) If it appears, in the opinion of a medical doctor, that it is unlikely that the employee will be able to return to duty after the expiration of their accumulated sick leave, the employee may be retired effective when their accumulative sick leave has expired or at retirement age, and paid such pension award as they may be eligible to receive.
- (b) Employees unable to perform their duty because of medical reasons will be entitled to use all their accumulated sick leave as per (a) above and may proceed on an unpaid leave of absence for a period of one (1) year before being pensioned or terminated.

14.11 Sick Leave During Special Leave Without Pay

An employee on special leave without pay in excess of twenty (20) working days in total in the calendar year shall not accumulate sick leave during such period of special leave without pay.

14.12 Sick Leave for Temporary Employees

Employees hired from the Temp List shall not receive sick leave if the employee declines employment due to illness, but the employee shall earn service for seniority purposes

only for the time that they did not report to work because of illness. Sick leave may be awarded to an employee who after commencing a period of temporary employment qualifies for sick leave under this article. The employee who declined employment due to illness shall report to work in accordance with Article 25 after their illness providing work is still available and providing the temporary employee gives the Employer reasonable notice.

Temporary employees shall be eligible for sick leave benefits for periods of employment the employee declines due to hospitalization upon proof of admission and discharge.

Article 15 - Maternity/Adoption/Parental Leave

***15.01 Commencement of Maternity/Adoption/Parental Leave**

- *(a) An employee shall be eligible for and shall be permitted to commence maternity leave at the beginning of the sixth (6th) month of pregnancy. Permission to commence maternity leave shall not be unreasonably denied. Employees on leave will have the option of continuing to pay their portion of the group insurance plan premiums to a maximum of seventy-eight (78) weeks. Where the employee opts to continue to pay premiums, the Employer will also pay its share of the premiums.
- (b) An employee shall notify their employer when an adoption is imminent. The employee shall be eligible for and shall be permitted to commence adoption leave immediately following the adoption.
- (c) An employee shall be eligible for and shall be permitted to take parental leave for up to thirty-five (35) weeks in combination with maternity or adoption leave or at some other time by either parent. In any event, such leave shall commence by the beginning of the fortieth (40th) week following the birth or adoption and, where possible, the employee shall provide the employer with at least two (2) weeks' notice prior to the commencement of parental leave.
- *(d) The maximum leave allowed under this clause shall be seventy-eight (78) weeks in total. However, the Employer may grant leave without pay when an employee is unable to return to duty after the expiration of leave under this clause, during which the employee shall earn service for seniority purposes.
- (e) An employee returning from maternity leave may be exempt from standby and callback until the child is two (2) years old provided that other qualified employees in the work area are available.
- (f) Upon return to work following maternity leave, an employee shall return to their previous position subject to operational requirements. Employees who were in rotational positions upon commencing maternity leave will continue to have their

name listed on the rotational positions and will be placed in the appropriate rotation positions upon return to work.

15.02 Vacation Before or After Maternity Leave

At their request, an employee may be awarded vacation immediately before or immediately following maternity leave.

15.03 Retention of Accumulated Benefits

The benefits under this Agreement accrued by an employee up to the commencement of maternity/adoption/parental leave, shall be retained by the employee provided that they return to work within the time limits specified.

***15.04 Service While on Maternity/Adoption/Parental Leave**

*(a) Employees who avail of seventy-eight (78) weeks of unpaid parental leave shall continue to accumulate service for seniority, annual leave, sick leave, and step progression to a maximum of 2925 hours and shall be credited to the employee upon their return to work.

The Employer will also pay 50% of the group insurance premiums for seventy-eight (78) weeks for those employees who opt to remain in the group insurance plan.

*(b) Should an employee change employment status at the employee's request (i.e. full time to part time or part time to full time) prior to or during the period of leave under this Article, the benefits outlined above will be credited on the basis of the new hours of work effective the date of the change in status.

15.05 Maternity Leave - Job Posting

(a) An employee who applies for a position in accordance with Clause 25.01 while on maternity or adoption leave shall be considered for that job posting in accordance with the provision of Clause 25.04. If the employee on maternity or adoption leave is successful, their trial period shall start upon her return to work.

(b) Upon written request to the Employer from the employee who is on maternity or adoption leave, job postings shall be forwarded to the employee.

15.06 Protection of Pregnant Employees

Pregnant employees shall not be required by the Employer to be in contact with patients who have a contagious disease which may put her unborn child at risk.

***15.07 Return to Work**

An employee may return to duty provided they have given the Employer two (2) weeks notice of their intention to do so and that they submit to their Employer a certificate of fitness from their physician on the date of their return. Subject to 24.05 upon return to work

following maternity leave, an employee shall return to their previous position subject to operational requirements.

Article 16 - Bereavement Leave

*16.01 An employee shall be entitled to bereavement leave with pay as follows:

- *(a) In the case of the death of an employee's parents, siblings, child(ren), spouse, legal guardian, common-law spouse, children of common-law spouse, grandparents, grandchild, children-in-law, parents-in-law, or near relative living in the same household, three (3) consecutive days; and
- *(b) In the case of their siblings-in-law, one (1) day.
- (c) If the death of a relative referred to in Clause 16.01(a) occurs outside the Province the employee may be granted leave with pay not exceeding thirty (30) hours for the purpose of attending the funeral.
- (d) In cases where extraordinary circumstances prevail, the Employer at their discretion may grant special leave with pay for bereavement up to a maximum of fifteen (15) hours in addition to that provided in Clauses 16.01(a), and (c).

Article 17 - Special Paid Leave

17.01 **Paid Witness, Jury Duty or Jury Selection Leave**

- (a) The Employer shall grant leave of absence without loss of pay, seniority, or accumulated benefits to an employee who serves as a juror, witness in any court, or who is required to attend jury selection. The employee will present proof that they attended as a juror, witness in court or for the purpose of jury selection. Any remuneration the employee receives from the courts will be over and above their pay and benefits from the Employer.
- (b) If an employee is required to be in court in any matter arising out of their employment with the Employer, during their regular shift, on their scheduled day off or after their regular shift, they shall be considered as working for the Employer. This clause will not apply if an employee is charged with an offence.
- (c) Employees shall be entitled to leave with pay when subpoenaed by a Board or Authority legislatively entitled to issue a subpoena to appear as a witness in any matter related to their employment. If the matter is not related to the employees' employment, the leave shall be without pay.

17.02 Family Leave

- (a) Subject to clause 17.02 (b), (c) and (d), an employee who is required to:
 - (i) Attend to the temporary care of a sick family member living in the same household, or the employee's mother, father or dependent child not necessarily living in the same household;
 - (ii) Attend to the needs relating to the birth of an employee's child;
 - (iii) Accompany a dependent family member living in the same household on a dental or medical appointment;
 - (iv) Attend meetings with school authorities;
 - (v) Attend to the needs relating to the adoption of a child; and
 - (vi) Attend to the needs related to home or family emergencies:

Shall be awarded up to three (3) days paid family leave in any year.
- (b) In order to qualify for family leave, the employee shall:
 - (i) Provide as much notice to the Employer as reasonably possible;
 - (ii) Provide to the Employer valid reasons why such leave is required; and
 - (iii) Where appropriate, and in particular with respect to (iii), (iv) and (v) of 17.02 (a), have endeavored to a reasonable extent, to schedule such event during off duty hours.
- (c) Employees shall not be permitted to change any other leave to family leave but shall be entitled to change family leave to bereavement leave.
- (d) A temporary employee shall be granted family leave if the temporary employee provides documented proof, to the satisfaction of the Employer, of the circumstances as set out in 17.02 (a) and (b).

***17.03 Family Violence Leave**

An employee shall be granted leave with pay, not exceeding three (3) days in the aggregate in a calendar year, where the employee or a person to whom the employee is a parent or caregiver has been directly or indirectly subjected to, a victim of, impacted or seriously affected by family violence or witnessed family violence by:

- (i) a person who is or has been a family member;
- (ii) a person who is or has been in an intimate relationship or who is living or has lived with the employee;
- (iii) a person who is the parent of a child with the employee; or
- (iv) a person who is or has been a caregiver to the employee.

Confidentiality

All personal information concerning domestic violence will be kept confidential in compliance with relevant Legislation.

An employee who wishes to take a leave of absence under this Clause may be required to provide the employer with reasonable verification of the necessity of the leave.

17.04 Educational Leave

- (a) With the approval of the chief executive officer or designate, special paid leave and expenses may be granted for attendance at educational programs.
- (b) An employee who is upgrading their employment qualifications through an Employer approved upgrading course shall be entitled to a leave of absence without loss of pay and benefits to write examinations required by such course.

17.05 Leave for Professional Union Business

An employee who is a member of the executive of their professional Union, either Provincial or National, may be granted leave with pay as agreed upon between the Employer and the employee. It is expressly agreed that encouragement of such involvement by the Employer is beneficial both to the employee and the Employer.

Article 18 - Special Leave Without Pay

18.01 General Leave

- (a) With the approval of the Employer, an employee may be granted leave of absence without pay and without loss of seniority in exceptional circumstances, provided that the employee has no current or accumulated annual leave available to them.
- (b) Subject to the operational requirements and the availability of qualified replacement staff, where required, employees may be permitted one (1) month of unpaid leave during which they shall earn service for seniority only, provided that the employee would not have been laid off during the period of unpaid leave. The month of unpaid leave does not necessarily have to be taken consecutively, but cannot be taken in increments of less than two (2) days at a time.

18.02 Educational Leave

Subject to operational requirements and availability of qualified replacement staff, an employee with two (2) or more years of service (unless the Employer requires less service) shall be granted unpaid educational leave in the amount requested not exceeding two (2) years unless mutually agreed between the employee and the Employer. The employee shall not accrue any benefits of the Collective Agreement except service for seniority. Employees shall have their positions protected for the duration of such leave, subject to operational requirements.

18.03 Extended Unpaid Leave

With the approval of the Employer, a permanent employee who has completed 3900 hours of service shall be granted leave up to an initial maximum of twelve (12) months without pay. This leave is without pay and without loss of accumulated seniority and accumulated leave. An employee shall be entitled up to a maximum of twelve (12) months unpaid leave for each 3900 hours of service with the understanding that an

employee with an additional 3900 hours of service may request up to an additional twelve (12) months of leave (maximum of twenty-four (24) consecutive months leave) without the necessity of having to return to work. Such an extension must be by mutual agreement between the employee and the Employer. Employees shall not be subject to any benefits of this agreement during this period, except that while on such leave employees shall continue to accumulate service for seniority purposes only. The minimum amount of unpaid leave an employee may request under this clause is eight (8) weeks.

Article 19 - Hours of Work

19.01 Hours of Work

(a) **Flexible Work Schedule – By Mutual Agreement Between the Employer and the Employee**

- (i) The normal hours of work for full time health professionals shall be flexible to a maximum of one hundred and fifty (150) hours within a designated four (4) week period. This shall be prorated for part-time employees. The employer will identify each designated four (4) week period in advance.
- (ii) It is intended that the base workday to which the flexibility applies shall be a seven and one-half (7 1/2) hours.
- (iii) The workday referred to in 19.01(a)(ii) above may be altered in the interest of client services and/or efficiency or to complete work due to exceptional circumstances. Subject to 20.01(a), the workday for health professionals will not exceed twelve (12) hours per day.
- (iv) The employee shall keep an accurate record of their activities in a manner prescribed by the employer. This record shall be available for viewing by the Director/Manager and/or submitted to the Director/Manager on a regular basis as defined by the employer.
- (v) The employer shall make every reasonable effort to notify an employee of any anticipated changes to the length of their workday.
- (vi) In order to provide the flexibility necessary to enable the completion of the required hours of work in each designated four (4) week period, it is agreed that no overtime shall apply where it results from an employee working a flexible work arrangement as outlined in this clause.
- (vii) Subject to clause 19.02, a thirty (30) minute meal period may be taken at the employee's discretion in the interest of client service and/or efficiency.

(b) **Eight (8) Hour Shift**

The normal hours of work for employees working a eight (8) hour shift schedule shall be comprised of seven and one-half (7 1/2) hour shifts using seventy-five (75) hours bi-weekly as the base hours distributed over a work schedule as determined by the employer exclusive of a thirty (30) minute meal break but including a rest period of fifteen (15) consecutive minutes in the first half and second half of the shift.

(c) Twelve (12) Hour Shift

The normal hours of work for employees working a twelve (12) hour shift schedule shall be comprised of eleven and one quarter (11 1/4) hour shifts, or a combination of seven and one-half (7 1/2) hour shifts and eleven and one quarter (11 1/4) hour shifts using seventy-five (75) hours bi-weekly as the base hours of work distributed over a work schedule as determined by the employer. The seven and one-half (7 1/2) hour shift excludes a thirty (30) minute unpaid meal period but includes a rest period of fifteen (15) consecutive minutes in the first and second half of the shift. The eleven and one quarter (11 1/4) hour shift excludes a forty-five (45) minute unpaid meal period but included a rest period of fifteen (15) consecutive minutes during each third of the shift.

19.02 Meal Period

Meal periods cannot be scheduled to allow for delayed start times or early departure times from work.

19.03 Days of Rest

Days of rest shall be allocated at the rate of the minimum of two (2) consecutive days of rest except where mutually agreed by the employee and their Director/Manager.

Article 20 – Overtime*20.01 Overtime*(a) Flexible Work Schedule

Subject to clause 20.05, when a full-time or part-time employee works on their scheduled day off or in excess of twelve (12) hours in a day or in excess of one hundred and fifty (150) hours in a designated four (4) week period, they shall be granted, at their option, compensatory time off at the rate of one and one-half (1 1/2) for the overtime hours worked or pay at the rate of one and one-half for the overtime hours worked. The employee's decision to receive compensatory time off for the overtime must be conveyed to the director/manager within seventy-two (72) hours of the conclusion of working the overtime. The maximum amount of overtime that can be accumulated as compensatory time off is seventy-five (75) hours. The scheduling of the time off is to be at a time mutually agreeable to the employee and their director/manager. If such time off is not granted within sixty (60) days of the overtime worked, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 1/2) their regular rate of pay for the overtime hours worked.

*(b) Eight (8) and Twelve (12) Hour Shifts Work Schedule

When an employee is required to work in excess of their normal hours of work, they shall be granted, at their option, compensatory time off at the rate of one and one-half (1 1/2) for the overtime hours worked or pay at the rate of one and one-half for the overtime hours worked. The employee's decision to receive

compensatory time off for the overtime must be conveyed to the director/manager within seventy-two (72) hours of the conclusion of working the overtime. The maximum amount of overtime that can be accumulated as compensatory time off is seventy-five (75) hours. The scheduling of the time off is to be at a time mutually agreeable to the employee and their director/manager. If such time off is not granted within sixty (60) days of the overtime worked, the employee shall receive pay in lieu of time off at the rate of time and one-half (1 1/2) their regular rate of pay for the overtime hours worked.

20.02 **Approval of Overtime**

All overtime must be authorized by the Director/Manager, or their designated representative, except in cases of emergency.

20.03 **Calculating of Overtime Rates**

An employee who is absent on approved time off during their scheduled work week because of sickness, bereavement, holidays, vacation or other approved leave of absence, shall for the purpose of computing overtime pay, be considered as if they had worked during their regular hours during such absence.

20.04 **Consecutive Work Premium**

(a) **Flexible Work Schedule**

No employee shall be compelled to work more than seven (7) consecutive shifts. All work performed by an employee on the eighth (8th) and subsequent consecutive shift shall be paid for at a rate of double time. This clause shall not apply if any of the consecutive shifts were requested by the employee

(b) **Eight (8) Hour Work Schedule**

All work performed on the eighth (8th) and subsequent consecutive shifts shall be paid for at the rate of double time. This clause shall not apply if any of the consecutive shifts were requested by the employee.

(c) **Twelve (12) Hour Work Schedule**

All work performed on the fourth (4th) consecutive shift, following three consecutive twelve (12) hour shifts, shall be paid for at the rate of time and one half (1 1/2) and double time for the fifth (5th) and subsequent shift. This clause shall not apply if any of the consecutive shifts were requested by the employee.

20.05 **Change of Days of Rest**

When an employee's days of rest are changed within twenty-four (24) hours of the originally scheduled days of rest, they shall be paid double time for the hours worked on the originally scheduled days of rest. This clause shall not apply if the days of rest are changed at the request of the employee.

20.06 **Daylight Savings Time**

The changing of daylight savings time to standard time, or vice versa, shall not result in employees being paid less than normal daily hours and no overtime shall accrue.

20.07 **Overtime Calculation**

Effective date of signing of this collective agreement, overtime shall be calculated in fifteen (15) minute units.

Article 21 - State of Emergency Due to Weather Conditions

21.01 **Adverse Weather Conditions**

The following provisions shall apply to employees during adverse weather conditions necessitating a state of emergency declared by either the Employer or the appropriate provincial or municipal authority:

- (a) All employees are required to report for duty as scheduled.
- (b) When an employee through no fault of their own is unable to report for work because of a declared state of emergency, such employee shall suffer no loss of pay or other benefits, nor shall they be required to make up, in any way, for the time lost due to not reporting for work.
- (c) Notwithstanding clause 21.01 (a) above, the Employer reserves the right to close down or reduce staffing levels in any department(s) in which event employees so affected will not be required to report for duty and shall be paid in accordance with the terms of clause 21.01 (b) above.
- (d) An employee who worked during the emergency will be paid at the rate of time and one-half (1 ½) for all hours worked.
- (e) Subject to operational requirements, when an employee through no fault of their own is unable to report for work due to adverse weather conditions other than those referred to in (b) above, they may be allowed the opportunity to proceed on annual leave or time owed to their credit. In the event an employee has no leave to their credit then they may be allowed the opportunity to borrow from next years annual leave entitlement.

Article 22 - Standby and Call-Back

22.01 **Compensation for Standby**

Effective date of signing and subject to Clause 22.02, an employee required to perform standby shall be compensated as follows:

- (a) An employee required to perform standby duty shall be paid twenty dollars and forty cents (\$20.40) for each eight (8) hour shift of standby.
- (b) When a standby is required on statutory holiday, the rate of compensation shall be twenty two dollars and sixty cents (\$22.60) for each eight (8) hour shift of standby.

- (c) An employee required to perform standby duty shall be paid thirty dollars and sixty cents (\$30.60) for each twelve (12) hour shift of standby.
- (d) When standby is required on a statutory holiday, the rate of compensation shall be thirty-three dollars and ninety cents (\$33.90) for each twelve (12) hour shift of standby.

22.02 (a) **Failure to Report for Standby Duty**

No payment shall be granted for the total period of standby duty if the employee does not report for work when required.

(b) **Authorization and Distribution of Standby**

All standby duty shall be authorized and scheduled by the Employer and the Employer will endeavour to share standby equally among all qualified employees.

22.03 **Callback**

- (a) When an employee has left their place of work and is subsequently recalled to work outside their normal working hours, they shall be paid a minimum of three (3) hours at the applicable overtime rate.
- (b) An employee shall not receive any payment for transportation expenses where:
 - (1) they live in subsidized hospital accommodation adjacent to the hospital or
 - (2) transportation is provided by the Employer
- (c) Subject to (b) above, when an employee is recalled to work under the conditions described in (a) above, they shall be paid the cost of transportation to and from their place of work to a maximum of eight dollars and fifty cents (\$8.50) or the appropriate mileage for each callback.

22.04 **No Pyramiding**

There shall be no pyramiding. An employee who is called to work and completes the work in less than the minimum three (3) hours and is subsequently recalled within the three (3) hour minimum, shall receive only the benefit of the three (3) hour minimum once. However, should the total time on calls exceed the three (3) hour minimum, the employee will be compensated for the actual time worked at the applicable overtime rate.

22.05 **Rest Period Following Callback**

In cases where an employee is required to perform callback work beyond 2:00 am, that employee shall be entitled to, for the duration of time they worked after 2:00 am, delay the start of their next scheduled shift by the same length of time provided that the next scheduled shift was to begin before 11:00 am on the same day and provided there are sufficient qualified staff to do the work required.

22.06 **Standby, Callback and Overtime - Pregnant Employees**

Pregnant employees may obtain, upon request, an exemption from the performance of standby, callback or overtime provided a sufficient number of employees in the work area agree to share the necessary standby, callback and overtime.

Article 23 - Part-Time and Temporary Employees and Benefits

23.01 (a) **Awarding of Benefits to Part-time Employees**

The benefits awarded to part-time employees shall be pro-rated to those of full-time employees.

(b) **Awarding of Benefits to Temporary Employees**

Temporary employees shall be entitled to the wages and benefits of this agreement for the duration of their employment. Earned benefits shall be pro-rated and employees will be allowed to carry forward these benefits from one period of employment to the next.

23.02 **Payment for Part-time Employees - Statutory Holidays**

Part-time employees shall be paid on a pro-rated basis for statutory holidays in the pay period in which the statutory holiday occurs.

Article 24 – Seniority, Layoff, Bumping and Recall

24.01 **Seniority for Temporary Employees**

Temporary employees shall earn seniority based on the actual number of hours (excluding overtime) worked in the bargaining unit position. Seniority accrued in this manner shall be retained for a period of twenty-four (24) months from the date of the last shift worked.

24.02 **Probation for Newly Hired Employees**

Newly hired employee(s) shall be on a probationary period as indicated in clause 1.01(r) and subject to clause 10.01(b) shall be entitled to all rights and benefits of this agreement. After completion of the probationary period, seniority shall be effective from the original date of employment.

24.03 **Transfer of Seniority to Another Employer Covered by this Agreement**

(a) In the event an employee is hired by another employer covered by this collective agreement (the “New Employer”), the employee shall receive credit for the NAPE Health Professionals (“NAPE HP”) bargaining unit seniority they held as of their last day of employment with previous employer(s) covered by this collective agreement, to a maximum of nineteen hundred fifty (1,950) hours, per year if all the following criteria are met:

1. The employee is successful on a job competition with the New Employer.
 2. The employee begins working with the New Employer within twenty-four (24) calendar months of their last day worked with another employer covered by this collective agreement;
 3. The employee submits a written request to the New Employer and submits proof, acceptable to the New Employer, of NAPE HP bargaining unit seniority hours with all previous employers covered by this collective agreement from whom seniority transfer is being sought within thirty six (36) calendar months of the employee's start date in a NAPE HP bargaining unit position with the New Employer.
 4. The employee has completed their probationary/trial period, as applicable, with the new employer in a NAPE Health Professionals bargaining unit.
 5. The employee has not lost seniority with a previous employer for reasons as set out in Article 24.04 (ii), (iii), (iv), (v) or (vi).
 6. The employee has resigned from all previous employers from whom seniority transfer is being sought at the time of the request.
- (b) For the purposes of Article 24.03, the 2 HP bargaining units under Eastern Health shall be considered to fall under two (2) different employers.
- (c) This article shall not provide any employee with the ability to retroactively apply the combined seniority with the New Employer for purposes of Article 24 and 25 or for any purpose.
- (d) Transitional Provision
 If, on the date of signature of this Agreement, a current employee who has earned seniority with another employer covered by this agreement has not yet requested the transfer of that seniority, they shall have thirty-six (36) months from the date of signing of this agreement to apply for transfer of this seniority in accordance with this article. In the event, this does not cover all possible scenarios, the employer and the Union agree to meet to discuss the matter and negotiate a resolution.

24.04 **Loss of Seniority**

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

- (i) they resign in writing;
- (ii) they are discharged for just cause;
- (iii) they are laid off for a period of two (2) years or more;
- (iv) they are absent from work in excess of five (5) working days without sufficient cause or without notifying the employer unless such notice was not reasonably possible;

- (v) they fail to return to work upon recall under the provisions of Clause 24.05;
- (vi) they are a temporary employee who:
 - (a) has refused to report for work at least three (3) times when called or,
 - (b) twenty-four (24) months have elapsed from the last shift worked.

24.05 **Layoff, Bumping and Recall**

- (1) General
 - I. Employees who have passed their probationary period as set out in Article 1.01 (r) and who are under notice of layoff or displacement, shall exercise their rights in accordance with this article.
 - II. In order to bump into another position, an employee must be qualified and able to perform the work required.
 - III. In order to bump into a permanent position, the employee must be senior to the employee who owns that permanent position. In order to bump into a temporary position, the employee must be senior to the employee working in the temporary position.
 - IV. For the purposes of this article, permanent employees shall be considered senior to temporary employees. Permanent employees who bump into temporary positions shall maintain their permanent status.
 - V. For Purposes of this Article, Regions shall be defined as follows:

NL North Region: The NL North Region of the province covers the area north of Bartlett's Harbour on the Northern Peninsula and all of Labrador.

NL West Region: The NL West Region of the province covers Port aux Basques in the south to Francois in the east, north to Jackson's Arm and northwest to Bartlett's Harbour on the Northern Pensinsula.

NL Centre Region: The NL Centre Region of the province covers the area from Charlottetown in the east, Fogo Island in the north, Harbour Breton in the south to Baie Verte in the west.

NL East Region: The NL East Region of the province covers the area of the island from Port Blanford east including the entire Avalon, Burin, and Bonavista Peninsulas as well as Bell Island.

For purposes of this article, Community shall be defined as follows:

The individual city, town or municipality in which the employee's primary worksite is located, save and except that in the NL East Region, St. John's, Mount Pearl, CBS and Bell Island shall be considered one community.

- VI. For the purpose of this article, distance between communities shall be determined using the Community to Community Distance Finder on the GovNL website (<http://www.stats.gov.nl.ca/datatools/roaddb/distance>). When calculating distance

to or from St. John's, the St. John's (Confederation Building) option shall be used. Where there is more than one option for other communities, the community without reference to any street/site shall be used. Only permanent employees shall bump into an equivalent or lower classification.

- VII. All employees who bump in accordance this article, shall be required to complete a trial period equivalent in length to that prescribed in Article 25.05. If, in the opinion of the Employer, the employee proves unsatisfactory in the position during the aforementioned trial period, they shall be entitled to continue to bump in accordance with this article and will be subject to another trial period. If the employee exhausts all bumping options and proves to be unsatisfactory in each of the positions, they shall be eligible to exercise their recall rights in accordance with this article.
- VIII. Only those positions with a minimum of greater than thirteen (13) weeks remaining, as per the letter of appointment, from the effective date of layoff are eligible to be targeted for bumping. No employee shall be extended in a position obtained without competition while there are senior permanent employees on layoff; the employee on layoff shall be offered recall into the extension.

2) Permanent Employees

- a) Layoff
 - (i) The Employer shall notify a permanent employee who is to be laid off thirty (30) calendar days prior to the date of layoff.
 - (ii) No permanent employee shall be laid off by virtue of being displaced by a more senior permanent employee without receiving at least forty-eight (48) hours' notice.
- b) Bumping
 - (i) A permanent employee whose position is affected by the Employer's decision to layoff shall have the right to accept layoff and exercise recall rights, or exercise their bumping rights, in accordance with this Article, within seven (7) calendar days of the notice of layoff. Each subsequent displacement shall exercise his or her bumping rights, in accordance with this article within 48 hours of being notified of layoff. Employees who choose to exercise their bumping rights shall bump using the following steps in this order:
 - (1) Bump the most junior permanent employee in a position in the same classification, within their community;
 - (2) Bump the most junior permanent employee in a position within their classification within 100 km of their community;

- (3) Bump the most junior temporary employee within their classification within the community and 100 km of their community;
- (4) Bump the most junior permanent employee within their classification within the Region;
- (5) Bump the most junior temporary employee within their classification within the Region; and
- (6) Bump the most junior permanent employee in an equivalent or lower classification of their choice within the Region. If the employee has the option to bump into an equivalent classification but chooses to bump at a lower level, Article 25.06 (b), Voluntary Demotion shall apply.
- (7) If an employee has no bumping options available, they shall be eligible to exercise their recall rights in accordance with this article.
- (8) If any of the above steps require an employee to bump into a position that would add a ferry ride or require air transportation to their commute, the employee may proceed to the next bumping option.
- (9) If any of the above steps require an employee to bump into a position of less than equivalent hours, the employee may proceed to the next bumping option. If the employee chooses to bump into a position of less than equivalent hours, they shall maintain recall rights to a position of equivalent hours as per 24.05(c)(1).

- ii. A permanent employee whose scheduled hours of work are reduced shall be entitled to exercise their bumping rights as if they were laid off.

c) Recall

1. Recall to Positions of Equivalent Hours

- i. Permanent employees shall be recalled in order of their seniority to permanent positions within their classification of equivalent hours within their Region provided they are qualified and suitable to do the work required.
- ii. Permanent employees in NL North refusing recall to a permanent position within their classification of equivalent hours in their community, shall lose all recall rights.
- iii. Permanent employees in NL East, NL Central and NL West refusing recall to a permanent position within their classification of equivalent hours within their community or 100 km driving distance of their community, shall lose all recall rights.

2. Recall to Positions of Less than Equivalent Hours

- i. Permanent employees shall be recalled in order of their seniority to permanent positions of less than equivalent hours within their classification within their Region provided they are qualified and suitable to do the work required.
- ii. Permanent employees refusing recall to permanent positions of less than equivalent hours within their classification within their Region may do so without penalty.
- iii. Permanent employees who choose to accept recall to positions of less than equivalent hours shall maintain recall rights to positions of equivalent hours.

3. Recall rights to Classification

Permanent employees who bump into another classification in accordance with Article 24.05(c) above shall maintain recall rights to their original classification within the Region for twenty-four months. If a permanent employee refuses recall to their original classification within their original community or within 100kms of their original community, they lose all recall rights to that classification.

3) Temporary Employees – Layoff, Bumping and Recall

a) Layoff

- (i) The Employer shall notify a temporary employee who is to be laid off fourteen (14) calendar days prior to the date of layoff.
- (ii) No temporary employee shall be laid off by virtue of being bumped by a more senior employee without receiving at least 48 hours' notice.

b) Bumping

- (i) A temporary employee whose position is affected by the Employer's decision to layoff shall have the right to accept layoff and revert to the temp list or exercise their bumping rights, in accordance with this article, within seven (7) calendar days of the notice of layoff. Each subsequent displacement shall exercise their bumping rights in accordance with this article within 48 hours of being notified of layoff. Employees who choose to exercise their bumping rights shall bump using the following steps in the following order:

1. the most junior temporary employee in the same classification in the community;
2. the most junior temporary employee in the same classification within 100 km of the community;
3. the most junior temporary employee in the same classification within the region;
4. If an employee has no bumping options available, they shall revert to the Temp List.

Recall

The Employer will utilize the Temp List for the purposes of filling positions of thirteen (13) weeks or less in duration given that those on the list are qualified and suitable to perform the work required. No temporary employees shall be offered work in accordance with this article before all permanent employees on the Recall list have been offered available temporary work.

24.06 No New Employees

No new employees shall be hired until all permanent employees who have completed their probationary period and who are on layoff status or under notice of layoff have been given an opportunity of recall or reassignment, provided that employees on layoff status or notice of layoff have sufficient qualifications and are able to perform the work required.

24.07 Seniority Lists

The Employer shall maintain a seniority list showing the date upon which each employee's service commenced and the actual seniority earned by the employee in the bargaining unit. An up-to-date seniority list shall be sent to the Union and posted on all bulletin boards in January of each year and the list will show status (t/p).

24.08 Notice of Layoff

The Employer shall notify the permanent employee who is to be laid off thirty (30) calendar days prior to the date of layoff. Temporary employees who are to be laid off prior to their date of termination shall receive fourteen (14) calendar days notice of layoff.

24.09 Redundancy

Permanent employees whose positions are declared redundant, and who are unable to bump into another position and who are unable to be placed in other employment shall be given notice as per Schedule H.

24.10 Service Outside the Bargaining Unit**(a) Service Outside the Bargaining Unit**

- (i) An employee who works in one or more positions outside of the bargaining unit with the same employer shall have service in that position credited to the employee based on actual hours worked, excluding overtime, up to a lifetime maximum of thirty-nine hundred (3900) hours.
- (ii) Individuals who do not return to their bargaining unit position immediately following the end of the work in a position in which a consecutive twenty-four (24) month period outside the bargaining unit have elapsed shall not be credited with any seniority for time worked in that position and shall forfeit all rights to the bargaining unit position.

- (iii) For the purposes of this article, “return to their bargaining unit position” means returning to work in the bargaining unit for at least thirty (30) calendar days.
- (iv) Upon independent return to the bargaining unit, they shall be credited with the seniority they held as of the first day outside the bargaining unit.
- (v) Independent return to the bargaining unit indicates that the employee has obtained a bargaining unit position through competition as an external applicant and therefore has obtained the position without seniority.
- (vi) Subject to Article 24.10(a)(ii), an employee who applies for and is accepted for a position outside of the bargaining unit may revert to their former position upon completion of the work, subject to the approval of the Employer. Such approval shall not be unreasonably denied. The employer shall notify the employee of its decision before the employee commences the temporary work. If the employer does not approve such a request and the employee accepts the temporary position outside the bargaining unit, they shall forfeit their right to both the permanent position and permanent status.

(b) Inclusion of Positions into the Bargaining Unit

An employee whose position is outside the bargaining unit and whose position is negotiated into the bargaining unit by the parties or whose position is included in the bargaining unit by the Labour Relations Board, shall upon inclusion, be credited with seniority equivalent to the employee's length of service (either inside or outside the bargaining unit) (excluding overtime) with the Employer.

- (c) Employees who are permanently appointed to a position outside the bargaining unit, with their consent, shall not continue to accumulate seniority or have access to any provisions of the collective agreement but shall upon independent return to the bargaining unit, have access to their seniority accumulated up to the time of leaving the bargaining unit.

(d) Temporary Assignments

- (i) Employees assigned to positions outside of the bargaining unit shall continue to accumulate seniority and subject Article 24.10(a)(i), have access to the grievance procedure as if they were covered by the collective agreement and shall continue to pay union dues.
- (ii) No employee shall be assigned to a position outside of the bargaining unit without their consent. An employee who holds a bargaining unit position shall return to their bargaining unit position with two (2) weeks' notice.
- (iii) When an employee is assigned to a position paying a lower rate, their rate shall not be reduced.

(e) Appointments

Employees appointed to positions outside of the bargaining unit shall not continue to pay union dues, shall be considered non-bargaining, and shall, in the case of

Temporary Appointments only, have access to the grievance procedure for the purposes of termination from the bargaining unit position only.

For the purposes of this article, an appointment requires the awarding of a position through a posted competition and subsequent application.

An employee who holds a bargaining unit position shall return to their position with thirty (30) days' notice.

(f) Transitional Provision

If, on the date of signature of this Agreement, an employee is currently in a position outside the bargaining unit with the same employer covered by this agreement:

- (i) More than 24 consecutive months, they shall have 120 days in which to decide if they wish to return to the bargaining unit and secure credit for their service while in the non-bargaining unit position as per 24.10(a). Employees who decide to remain outside the bargaining unit forfeit all rights to their bargaining unit position.
- (ii) Less than 24 consecutive months, they shall have 120 days in which to decide if they wish to return to the bargaining unit and secure credit for their service while in a non-bargaining unit position as per 24.10(a) or until the end of the 24 months, whichever is longer. Employees who decide to remain outside the bargaining unit forfeit all rights to their bargaining unit position.
- (iii) In the event the above scenarios do not cover all possible situations that would be affected by the new parameters for getting credit for service within a position outside of the bargaining unit as outlined above, the employer and the Union agree to meet to discuss the matter and negotiate a resolution.

Article 25 - Promotion and Staff Changes

25.01 (a) **Posting of Vacancies**

- (i) When a vacancy is to be filled, within the bargaining unit, the Employer shall post notice of the position electronically (where possible) and/or in accessible places in the organization for a period of not less than seven (7) calendar days. The posting of any positions may be waived or reduced upon the written consent of the union.
- (ii) When a position exceeds thirteen (13) continuous weeks, such a position shall be posted in accordance with clause 25.01(a) provided no permanent employee who is qualified and suitable to do the work is on layoff status and is eligible for recall to the position in accordance with Article (Layoff and Recall article)

(b) **Information on Postings**

Notice of job competitions shall contain the following information

- (i) the classification title and, where applicable and required, the organization title;
- (ii) description of position;
- (iii) required qualifications;
- (iv) currently assigned work location;
- (v) closing date;
- (vi) hours of work;
- (vii) pay level; and
- (viii) estimated duration

- (c) No position will be filled from outside the bargaining unit until the applications of present employees have been fully processed.

25.02 **Temporary Assignment**

When an employee is temporarily assigned by the Employer to a position for which a higher rate of pay is applicable, they will receive the salary rate for the assigned position in accordance with the promotional procedure as outlined in clause 25.07, provided that they fill that position for a period of at least one (1) day.

25.03 **Notification of Successful Applicant**

The name of the successful applicant shall be posted in the most appropriate manner possible, as determined by the Employer, following the date of appointment to the vacant position.

25.04 **Staff Changes**

In making staff changes, where qualifications and ability are relatively equal, seniority shall prevail.

25.05 **Trial Period**

The employee who accepts a promotion or another position in a different program/service/department with the Employer shall be placed on a trial period of up to four hundred and fifty (450) working hours.

If, in the opinion of the Employer, the successful applicant proves unsatisfactory in the position during the aforementioned trial period, they shall be returned to their former position and salary without loss of seniority and any other employees promoted or transferred because of the rearrangement of the position shall be returned to their former position and salary without loss of seniority. An employee may be returned to their former position at any time up to the completion of the trial period.

25.06 **Demotion**

(a) **Involuntary Demotion**

If an employee is involuntarily demoted, their rate of pay shall be established in the following manner:

- (i) if their present salary is above the maximum, it shall be retained;
- (ii) if their present rate falls between two (2) steps, the employee shall retain the old salary until they would have been entitled to an increment at which they shall move to the next higher step.

(b) **Voluntary Demotion**

When an employee is voluntarily demoted, their salary will be established at a step in the new pay range equivalent to their existing salary. If their present salary falls between two (2) steps, they will be adjusted to the lower of the two. If their current salary exceeds the top of the salary range, they shall be adjusted to the highest step in the pay range.

25.07 **Change of Rate of Pay upon Promotion**

The rate of pay of an employee promoted shall be established in the new pay range at the nearest step which exceeds the existing rate by at least five (5) percent, but shall not exceed the maximum of that pay range except that wherever the rate of pay prior to promotion is above the maximum of the pay range established for the position to which the employee is being promoted, the present rate shall be retained.

25.08 **Incapacitated Worker Provision**

Al An employee who is confirmed as being incapacitated by injury, illness, or age such that they cannot perform the duties of their position and who is not receiving full benefits from the Workplace Health, Safety, and Compensation Commission:

- (i) Will displace the most junior employee in another position within the same bargaining unit classification in the work site, provided that they are qualified and able to perform the work required and provided that the employee being displaced is less senior;
- (ii) If there is no other position within the same bargaining unit classification in the work site, then the employee will displace the most junior employee in another position within the same bargaining unit classification in another work site operated by the Employer, provided that they are qualified and able to perform the work required and provided that the employee being displaced is less senior;
- (iii) If the employee is unable to perform the duties of the position in (i) or (ii) above, then they will displace the most junior employee in another bargaining unit classification in the work site, provided that they are qualified and able to perform the work required and provided that the employee displaced is less senior. Should the employee be unable to displace into another bargaining unit classification in the facility, they shall displace the most junior employee in another bargaining unit classification in another work site operated by the Employer;

Note: If (ii) results in the employee having to leave their community of employment then the employee may choose to proceed to (iii).

- (iv) Should the incapacitated worker be unable to perform the work of the most junior employee, they shall displace in the reverse order of seniority.
 - (v) Prior to an incapacitated worker displacing under (i), (ii), (iii) above, the Union will be consulted.
- A2 The employee who is displaced by the incapacitated employee shall displace the most junior employee in a bargaining unit classification in the work site provided that they are qualified to perform the work required; provided that the employee being displaced is less senior; and provided that the hours of work are not less than that which they were working before unless mutually agreed.
 - A3 The most junior employee in the classification in the work site who is displaced shall displace the most junior employee in the work site provided that they are qualified to do the work required, provided that the employee being displaced is less senior, and provided that the hours of work are not changed unless mutually agreed.
 - A4 If the individual being displaced in 3 above, is not the most junior employee in the Bargaining Unit, they will displace the most junior employee in the Bargaining Unit, providing they are qualified to do the work required and provided that the hours of work are not changed unless mutually agreed.
 - B Permanent employees may displace permanent full time, permanent part time, or temporary employees. A permanent employee who displaces a temporary employee shall maintain their permanent status.
 - C Temporary employees may only displace temporary employees.
 - D For all displacements under this clause, there shall be a three hundred and twenty-five (325) working hours trial period in accordance with clause 25.05.
 - E An employee who is displaced by another employee under this clause, shall be given at least forty-eight (48) hours notice by the employer, that they are being displaced.
 - F An employee who is required to displace into a lower paying position under this clause shall be red-circled, provided the employee did not have the option of displacing into another position within their own classification.

25.09 **Changes in Pay on Promotion**

Changes in pay rates as a result of promotion shall be effective from the date of promotion as specified in the letter of appointment.

25.10 Permanent Employees to Temporary Positions

- (a) A permanent employee who applies for and is accepted for a temporary position may revert to their former position upon completion of the temporary work subject to the approval of the Employer, where such approval shall not be unreasonably denied. The Employer shall notify the employee of its decision before the employee commences the temporary work. If the Employer does not approve such a request and the employee chooses to accept the temporary position, they shall forfeit their right to both the permanent position and permanent status.
- (b) Unless an extension has been mutually agreed upon, should a permanent employee occupy the temporary position for a period greater than twenty-four (24) consecutive months, they shall forfeit all rights to their permanent position but shall retain permanent status.
- (c) No position will be filled from outside the bargaining unit until the applications of present employees have been fully processed. The employer will give an employee thirty (30) calendar days' notice if requiring them to return to their permanent position.

25.11 Procedure for Filling Vacancies/Job Competitions

An employee who is requested to attend an interview for a job competition with their employer shall be awarded such time off with pay as is required for the purpose of attending the interview, with the prior approval of their supervisor.

Article 26 - Staff Health Service

26.01 Immunizations

Immunizations which are determined to be required by the Employer shall be provided free of charge to such employees.

***26.02 Group Life and Extended Health Benefits Plan**

- (a) The Employer shall pay fifty (50) percent of the premium of an extended Health and Group Life Insurance Plan and the employee shall pay fifty (50) percent.
- (b) When an employee is on extended leave without pay, then the employee may pay the full premium in order to maintain coverage while on such leave.
- *(c) Employees on maternity/adoption leave will have the option of continuing to pay their portion of the group insurance plan premiums to a maximum of seventy-eight (78) weeks. Where the employee opts to continue to pay these premiums, the Employer will pay its share of the premiums.

- (d) A summary of the general provisions and benefits of the plan is appended to this agreement.

Article 27 - General Benefits

27.01 Pension

- (a) The Public Service Pension Plan will apply to those employees covered by this agreement who are eligible to participate in such a Plan.
- (b) The Employer shall make available a Money Purchase Pension Plan for employees covered by this Agreement who are eligible to participate in such a plan.

27.02 Availability of Salary Cheques

Employees shall be paid every two (2) weeks by cheque or direct deposit where such banking arrangements are available. Direct deposit or pay cheques will be accompanied by a statement containing the following information:

- (a) gross pay
- (b) overtime
- (c) shift premium
- (d) special allowances
- (e) miscellaneous deductions
- (f) net pay

27.03 Sexual and Personal Harassment

- (a) Both the Employer and the Union consider sexual and personal harassment to be reprehensible and are committed to maintaining an environment in which such harassment does not exist.
- (b) The Employer and the Union recognize the right of employees to work in an environment free from sexual or personal harassment and the parties shall undertake to investigate alleged occurrences with all possible dispatch. If sexual or personal harassment of a bargaining unit member has taken place, the Employer shall take appropriate action to ensure that such harassment ceases. The victim shall be protected from repercussions which may result from their complaint.
- (c) **Definition of Sexual Harassment**
Sexual harassment is comprised of sexual comments, gestures or physical contact that the individual knows or ought reasonably to know, to be unwelcome, objectionable or offensive. The behaviour may be on a one (1) time basis or a series of incidents, however, minor. It is unsolicited, one-sided and/or coercive. Both males and females may be the victim of sexual harassment.

Sexual harassment may involve favours or promises of favours or advantages in return for submission to sexual advances or, alternatively, the threat of reprisal for refusing.

Sexual harassment can be expressed in a number of ways which may include:

- unnecessary touching or patting
- suggestive remarks or other sexually aggressive remarks
- leering (suggestive staring) at a person's body
- demand for sexual favours
- compromising invitations
- physical assaults

(d) **Definition of Personal Harassment**

Personal harassment is any behaviour by any person in the workplace that is directed at and is offensive to an employee, endangers an employee's job, undermines the performance of that job or threatens the economic livelihood of the employee.

Personal harassment occurs when an individual uses their authority or position, with its implicit power, to undermine, sabotage or otherwise interfere with the career of another employee.

Personal harassment may be defined as repeated, intentional, offensive comments or actions deliberately designed to demean an individual or to cause personal humiliation.

The definition includes such blatant acts of misuse of power as intimidation, threats, blackmail and/or coercion.

Personal harassment of a bargaining unit member shall be investigated.

27.04 **Parking Facilities**

Where practical, the Employer shall provide adequate facilities for employees to park their vehicles during the working hours.

*27.05 **Protective Clothing and Uniforms**

Employees who are required to wear safety boots (or safety shoes) in accordance with safety regulations will be provided with an allowance of up to two hundred dollars (\$200.00) for the purpose of purchasing such footwear. This allowance will be paid for each twelve (12) months of service. Seasonal employees shall receive the allowance for each twelve (12) months of service, or every third season, whichever is earlier.

27.06 **Bulletin Boards**

The Employer shall provide suitable bulletin boards for the exclusive use of the Union, placed so that all employees will have access to them and upon which the Union shall have the right to post notices of Union business. Other notices shall be subject to approval of the Employer.

27.07 **Classification Reviews**

Classification reviews shall be conducted in the manner as outlined in the Treasury Board Procedures for Classification Reviews and Appeals.

27.08 **Workplace Abuse**

The parties recognize that an employee may be subject to abuse in the course of their duties.

Where an employee makes a written complaint of abuse to the Employer, the Employer shall conduct an investigation. Should the Employer determine that the complaint is justified, the Employer shall take such reasonable steps as it considers necessary in the circumstances. The Union shall give all reasonable cooperation with an investigation where the complaint is made against a member of the bargaining unit.

27.09 **False Accusations re: Harassment/Abuse**

The Employer agrees that it will take appropriate steps to deal with an employee, whether inside or outside the bargaining unit, who is alleged to have made a false accusation of harassment or abuse against another employee (including non-bargaining unit employees). The Union agrees that it will give all reasonable cooperation with an investigation where the complaint is made against a member of the bargaining unit.

Article 28 - Workers' Compensation

28.01 **Scope of Workplace Health, Safety and Compensation Act**

All employees shall be covered by the *Workplace Health, Safety and Compensation Act*.

28.02 **Pending Settlement**

Pending a settlement of an insurable claim, the employee shall be paid by the Employer, the amount they would be entitled to under the *Workplace Health, Safety and Compensation Act*.

28.03 **Retention of Benefits**

An employee who is unable to work due to injury received on duty shall not lose vacation or sick leave credits accumulated up to the date of injury.

28.04 **Reporting of Injury**

When an incident or injury occurs while an employee is working, the employee shall notify their supervisor, if possible, before the employee leaves their place of work or before the end of their shift. The appropriate incident or injury report form shall be completed no later than forty-eight (48) hours after the occurrence of the injury or incident.

28.05 **Filing a Claim with the Commission**

If it is determined that the injury may result in any claim, the employee with the assistance of the supervisor, shall complete the Workers' Compensation Form 6. This form shall be

completed and forwarded to the Commission within forty-eight (48) hours of the injury, subject to any extenuating circumstances. The Employer shall forward the Workers' Compensation Form 7 to the Commission within three (3) working days of the injury.

28.06 Workers' Compensation

- (a) The Employer and the Union shall make every reasonable effort to have an employee who is on Workers' Compensation return to work in their former position, or if the Workplace Health, Safety and Compensation Commission determines that the employee cannot work in their former position, to another position in the bargaining unit.
- (b) An employee who cannot work in their regular position on account of an occupational accident or occupational disease that is covered by the *Workplace Health, Safety and Compensation Act*, but who can work in another position in the bargaining unit will be encouraged by the Employer and the union to accept a position under the terms of clause 25.07.
- (c) If the person fails to obtain employment under (a) - (b) above, a Joint Committee, comprised of an equal number of Employer and Union representatives shall be established, as required, to facilitate the person returning to employment elsewhere.
- (d) The employee shall provide the Employer all information pertaining to their compensable injury.
- (e) It is understood and agreed by the parties to this collective agreement that an employee who is approved for full extended earnings loss (EEL) benefits from the Workplace Health, Safety and Compensation Commission, after the date of signing of this agreement, shall no longer accumulate benefits under this agreement but shall have their position with the Employer protected for two (2) calendar years following the date of such approval, immediately following which their employment shall be terminated, subject to the *Human Rights Act*

Article 29 – Portability

29.01 Portable Benefits

Employees who are accepted for employment in another or the same health care board covered by this Agreement within one hundred and twenty (120) calendar days of resignation shall retain portability respecting:

- (1) accumulated vacation leave to a maximum of one hundred and fifty (150) hours
- (2) accumulated sick leave credits
- (3) pensionable service
- (4) health and insurance plan
- (5) service for step progression

For an employee to transfer the above benefits and retain portability in accordance with this article, all benefits in (2) to (6) above must be transferred. Otherwise, an employee

may request payment for, where applicable, remaining benefits as outlined in (1) to (6) above will not be transferred.

29.02 New Salary Rate

Employees who receive portability or benefits under Clause 29.01 shall be placed on the appropriate salary scale at their new place of employment in accordance with the following:

- (1) If the new position carries a pay range higher than that of the position just vacated, the employee shall be placed on the appropriate step of the new pay range in accordance with the promotion procedures as outlined in Clause 25.06.
- (2) If the new position carries a pay range equivalent to that of the position just vacated, the employee shall be placed on the same step of the equivalent pay range.
- (3) If the new position carries a pay range lower than that of the position just vacated, the employee shall be placed on the appropriate pay range of the new position in accordance with Schedule A - Reappointment.

Article 30 - Escort Duty

30.01 Flexible Hours of Work

- (a) When an employee on duty is required to attend to a client as an escort and the time involved on a trip exceeds twelve (12) hours in a day, they shall receive time off or pay at their option at the applicable overtime rates for all time in excess of twelve (12) hours which the employee spends with the client or attending to the needs of the client. Any overtime not taken as time off within sixty (60) days of the event giving rise to the overtime shall be paid to the employee.
- (b) Subject to Article 30.06, employees traveling to and from an escort duty shall be compensated at the applicable overtime rate for all hours spent traveling outside their normal work period. The employee shall receive compensation as time off or pay at their option. Any travel time claimed not taken as time off within sixty (60) days of the travel giving rise to the claim shall be paid to the employee.
- (c) If an employee is detained following relief of escort duty due to weather or other transportation difficulties, they shall not lose their day(s) of rest. The time they are so detained and the time spent traveling to their place of employment, or place of residence, shall be deemed to be time worked to a maximum of twelve (12) hours at straight time in a twenty-four hour period. Such time worked shall not be used for the purposes of determining eligibility for consecutive work premium.

30.02 Eight (8) Hour Shifts

- (a) When an employee on duty is required to attend to a client as an escort and the time involved on a trip exceeds seven and one-half (7 1/2) hours in a day, they shall receive time off or pay at their option at the applicable overtime rates for all time in excess of seven and one-half (7 1/2) hours which the employee spends with the client or attending to the needs of the client. Any overtime not taken as

time off within sixty (60) days of the event giving rise to the overtime shall be paid to the employee.

- (b) Subject to Article 30.06, employees traveling to and from an escort duty shall be compensated at the applicable overtime rate for all hours spent traveling outside their normal work period. The employee shall receive compensation as time off or pay at their option. Any travel time claimed not taken as time off within sixty (60) days of the travel giving rise to the claim shall be paid to the employee.
- (c) If an employee is detained following relief of escort duty due to weather or other transportation difficulties, they shall not lose their day(s) of rest. The time they are so detained and the time spent travelling to their place of employment, or place of residence, shall be deemed to be time worked to a maximum of seven and one-half (7 1/2) hours at straight time in a twenty-four hour period. Such time worked shall not be used for the purposes of determining eligibility for consecutive work premium.

30.03 **Twelve (12) Hour Shifts**

- (a) When an employee on duty is required to attend to a client as an escort and the time involved on a trip exceeds eleven and one-quarter (11 1/4) hours in a day, they shall receive time off or pay at their option at the applicable overtime rates for all time in excess of eleven and one-quarter (11 1/4) hours which the employee spends with the client or attending to the needs of the client. Any overtime not taken as time off within sixty (60) days of the event giving rise to the overtime shall be paid to the employee.
- (b) Subject to Article 30.06, employees traveling to and from an escort duty shall be compensated at the applicable overtime rate for all hours spent traveling outside their normal work period. The employee shall receive compensation as time off or pay at their option. Any travel time claimed not taken as time off within sixty (60) days of the travel giving rise to the claim shall be paid to the employee.
- (c) If an employee is detained following relief of escort duty due to weather or other transportation difficulties, they shall not lose their day(s) of rest. The time they are so detained and the time spent travelling to their place of employment, or place of residence, shall be deemed to be time worked to a maximum of eleven and one-quarter (11 1/4) hours at straight time in a twenty-four hour period. Such time worked shall not be used for the purposes of determining eligibility for consecutive work premium.

30.04 **Return to Work Following Escort**

In cases where an employee is required to perform escort work beyond 0200 hours, that employee shall be entitled to, for the duration of time they worked after 0200 hours, delay the start of their next scheduled shift by the same length of time provided that the

next scheduled shift was to begin before 1100 hours on the same day and provided there are sufficient qualified staff to do the work required.

30.05 **Travel Allowance**

An employee shall, with forty-eight (48) hours written notice to the employer, (except in cases of emergency), be given a travel allowance advance for all anticipated travel expenses before commencing escort duty. A subsequent travel claim shall be submitted in accordance with normal travel procedures and regulations.

30.06 **Travel Time Defined**

For the purposes of Article 30.01(b), 30.02(b) and 30.03(b), travel means travel on the employer's business, by land, sea or air and authorized by the director/manager, to perform duties assigned to them by the director/manager and during which the employee is required to travel outside their normal work period. Exemptions from travel time include, but are not limited to, sleep time, meal breaks and rest periods.

Article 31 - Contracting Out

31.01 **Contracting Out**

Should the Employer contract out work, the Employer agrees to provide other positions for any staff that would normally be laid off by the decision to contract out work and the employee's salary at the time of contracting out shall be maintained during the duration of this contract. No employee affected by the Employer's decision to contract out work shall suffer a reduction in their annual salary, benefits, or hours of work as a result of the Employer's decision to contract out work.

31.02 **Period of Notice**

No contract services will be finalized without the Union being given sixty (60) calendar days notice of the Employer's intention to contract out the service.

Article 32 - Malpractice Insurance

32.01 **Liability Protection**

Employees covered by this agreement shall be covered by the Employer's general liability insurance in the performance of their assigned duties.

32.02 **Criminal Liability: Indemnity for Legal Fees**

An employee who is charged in a criminal matter arising out of their employment and who is subsequently found not guilty, the charges are withdrawn, they are discharged at the preliminary hearing, or the prosecution is stayed, shall have their reasonable legal fees paid by the Employer even if they are no longer in the employ of the Employer. This does not apply where the person no longer in the Employer's employ has been justly disciplined for a wilful act or omission leading to the criminal charge.

Article 33 - Use of Automobile

***33.01 Mileage Rate**

When in the course of their duty, an employee is required to travel on the Employer's business, transportation shall be provided by the Employer or with the approval of the chief executive officer or designate, they may be permitted to use their own vehicle and be reimbursed at the rate of thirty one point five (31.5)* cents per kilometer.

If Government increases the mileage rate paid non-bargaining unit and management employees during the life of this agreement, those rates will also apply to those employees covered by this agreement.

*See Memorandum of Understanding re. Kilometer Rate Adjustment Formula (NAPE).

33.02 Business Insurance

On receipt of invoice, employees will be reimbursed for the difference between private and business insurance.

33.03 Long Distance Phone Call

After each night of overnight travel, the employee shall be entitled to one five (5) minute person-to-person telephone call.

***33.04 Meal Rates**

Effective the date of signing, for each day or part thereof, on travel status, the maximum rate allowable for meals, inclusive of taxes and gratuities, shall be as follows:

	Breakfast	Lunch	Dinner	Total
NL	\$9.60	\$16.80	\$26.04	\$52.44
Other Provinces	\$12.18	\$19.68	\$28.38	\$60.24
USA (USD\$)	\$12.18	\$19.68	\$28.38	\$60.24
Other	\$13.50	\$21.54	\$31.20	\$66.24

If Government increases the meal rates paid non-bargaining unit and management employees during the life of this agreement, those rates will also apply to those employees covered by this agreement.

***33.05 Automobile Allowance**

When an employee is required as a condition of employment to have an automobile at their disposal, they shall be paid an automobile allowance of eight-five dollars (\$85) per month, effective date of signing. This allowance shall be pro-rated for part-time employees based on their hours of work as outlined in clause 23.01. The kilometer rate of thirty-one point five (31.5)* cents per kilometer will be applied.

When an employee is required as a condition of employment to have an automobile at their disposal, effective January 1, 2005 they shall be reimbursed as follows in lieu of the automobile allowance:

45.4¢ per kilometer for the first 9,000 km per annum*

31.5¢ per kilometer for kilometers in excess of 9,000 km per annum*

*See Memorandum of Understanding re. Kilometer Rate Adjustment Formula (NAPE).

33.06 **Private Accommodations**

When an employee provides their own accommodations while travelling on the Employer's business, the employee will be compensated at the rate of twenty-five (25) dollars per night.

33.07 **Incidental Expense**

An employee is entitled to claim an incidental expense for each night in overnight travel at five dollars (\$5) per night.

33.08 **Parking Meter Expenses**

Employees who agree to use their own vehicles on Employer business shall be reimbursed ten dollars (\$10) per week for parking meter expenses upon presentation of either receipts where available or a written statement of cost incurred.

Article 34 - Labrador Benefits

34.01 **Labrador Benefits**

The Labrador benefits shall be paid to employees covered by this agreement who are eligible to receive such benefits as outlined in Schedule F.

Article 35 - Educational Opportunities

35.01 **Educational Opportunities**

The Employer endorses the provision of opportunities for continuing professional advancement. With the approval of the Employer, such professional advancement may be attained through orientation programs, regular staff meetings, attendance at professional conferences and workshops and by granting leave for professional education.

35.02 **Period of Protection**

Employees who have been granted leave of absence with the approval of the Employer under clause 35.01 and who return to work within twelve (12) months will have their position protected. Employees who are granted leave in accordance with this Article for periods in excess of twelve (12) months will have their position protected for the extended period if mutually agreed by the Employer and the employee.

35.03 **Posting of Opportunities**

Opportunities for professional advancement shall be posted in the most appropriate manner, as determined by the Employer.

Article 36 - Duration of Agreement

*36.01 **Period of Agreement**

Except as otherwise provided in specific clauses, this agreement shall be effective from date of signing and remain in full force and effect until March 31, 2026. Either party to this Agreement may issue notice to the other party of its desire to terminate or amend the agreement not more than seven (7) months and not less than thirty (30) calendar days prior to the date of expiration.

36.02 **Copies of Agreement**

The Employer shall have the Collective Agreement printed and the cost shall be shared equally between the Employer and the Union.

*36.03 **Change in Agreement**

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

*36.04 **Notice of Changes**

Either party desiring to propose changes to this agreement shall within thirty (30) calendar days following receipt of notice under 36.01, give notice in writing to the other party of the changes proposed. Within thirty (30) calendar days of receipt of such proposed changes by one party, the other party is required to enter into negotiations for a new agreement.

*36.05 **Agreement to Remain in Effect**

This Agreement shall remain in full force and effect during negotiations for a revision or renewal of the terms of this Agreement, and until such time as it is replaced by a new or revised Collective Agreement. Notwithstanding the above, the parties shall retain their legal right to lock out or strike in accordance with the *Public Service Collective Bargaining Act*.

*36.06 Notwithstanding the no strike and no lockout provisions of the agreement, notice to reopen negotiations may be issued by either party in the event that the Provincial Government passes legislation to amend any provision of the agreement. Failing agreement, the parties may exercise the right to strike or lockout. Negotiations are to be conducted in accordance with the applicable legislation.

Article 37 - Staff Development

37.01 Orientation Program

The employer shall provide an orientation program to include essential information such as agency policies, procedures, routines, location of supplies, equipment, fire and disaster plans, and job description upon request by employee, etc.

37.02 Training Courses

The employer shall distribute by a method of its choice, a list of all in-service courses for a period of not less than ten (10) days. The notice shall contain the name and dates of the courses and where further information can be obtained.

37.03 In-Service Program

When employees are required to attend compulsory in-service programs outside of the employees' normal hours of work, all such time in attendance shall be paid at the applicable overtime rate.

37.04 List of Duties and Responsibilities

The Employer shall endeavor to provide each new employee with a listing of duties and responsibilities for their position within four (4) weeks of their date of hire.

Article 38 – Shift Work

38.01 (a) Hourly Differential

Effective date of signing, an hourly differential of two dollars and thirty cents (\$2.30) per hour shall be paid for each hour the employee works between the hours of 1600 hours on one (1) day and 0800 hours the following day. This clause does not apply to employees working a flexible work arrangement as per Article 19.

(b) Saturday and Sunday Differential

Effective date of signing, a Saturday and Sunday differential of two dollars and fifty-five cents (\$2.55) per hour shall be paid for each hour worked by an employee between the hours of 0001 Saturday and 2400 hours Sunday. This clause does not apply to employees working a flexible work arrangement as per Article 19.

If an employee qualifies for both differentials under (a) and (b) above, they shall receive both.

38.02 Rest Between Shifts

There shall be at least ten (10) hours between scheduled shifts (excluding overtime) unless otherwise agreed between the employee and their supervisor. Where ten (10) hours of rest (excluding overtime) are not provided the employee shall receive pay at time and one-half for each hour of the scheduled shift which infringes on the ten (10) hour rest period.

38.03 **Rotation of Shifts**

Where there is more than one employee in a work area and shift rotation is involved, all employees must rotate in an equitable manner through the various shifts.

38.04 **Temporary Employees**

Temporary employees shall not be scheduled to work less than three (3) hours per shift.

Article 39 - Effect Of Legislation

39.01 **Future Legislation**

In the event that any future legislation renders null and void any provision of this Agreement, the remaining provisions shall remain in effect during the term of this Agreement.

39.02 **Continuation of Acquired Rights**

All provisions of this Agreement are subject to applicable laws now or hereafter in effect. If any law now existing or hereafter enacted or proclamation or regulation shall invalidate any portion of this Agreement, the entire Agreement shall not be invalidated and the existing rights, privileges and obligations of the parties shall remain in existence, and either party upon notice to the other, may re-open the pertinent parts of the Agreement so that the portions thus invalidated may be amended as required by law.

Article 40 - Personal Loss

40.01 Subject to Clauses 40.02 and 40.03, where an employee in the performance of their duty, suffers any personal loss, and where such loss was not due to the employee's negligence, the Employer shall compensate the employee for any loss suffered to a maximum of six hundred (\$600).

40.02 All incidents of loss suffered by an employee shall be reported in writing by the employee within five (5) days of the incident to the permanent head or their designated representative. Employees on travel status shall have up to five (5) additional days in which to report the personal loss.

40.03 This provision shall only apply in respect of personal effects which the employee would reasonably have in their possession during the normal performance of their duty.

Article 41 - Relocation Expenses

41.01 The employer will compensate relocation expenses as per the employer policy.

Article 42 - Termination of Employment

42.01 (a) Permanent employees shall provide the Employer with thirty (30) calendar days' written notice of termination of employment and temporary employees shall provide

the Employer with fourteen (14) calendar days' written notice of termination of employment.

- (b) Upon termination of service for any cause, an employee will receive vacation pay for all their current annual vacation on a proportionate basis taking into account the actual number of months worked since the beginning of the vacation year as per Schedule "D" less any previous vacation taken in the period plus pay for their accumulated vacation carried forward from a previous year.

Article 43 - Experience Credits

43.01 Subject to (d) below, an employee on appointment shall be paid for experience as follows:

- (a) Less than two (2) years experience, Step 1 of the appropriate salary scale;
- (b) Two (2) years experience but less than four (4) years experience, Step 2 of the appropriate salary scale;
- (c) Four (4) years experience or more, Step 3 of the appropriate salary scale;
- (d) Any employee who has not attained the salary level outlined in paragraphs (a), (b) and (c) but who during the term of the agreement, qualified with these experience requirements, shall receive the benefits of the step movement effective the date of qualification.

Article 44 – Reappointment

44.01 Employees being re-employed after termination shall be placed on their respective salary scales on a step not lower than the step they were on at the date of termination.

***Article 45 - No Private Agreement**

45.01 There shall be no written or verbal agreement between the employee and the Employer which may conflict with the terms of the Collective Agreement except where mutually agreed between the employee, the Union and the Employer.

The provisions of this Collective Agreement shall take precedence over any or all policies made by the Employer concerning wages, benefits, or working conditions affecting employees within the scope of this Collective Agreement.

IN WITNESS WHEREOF the parties hereto have executed this Agreement on this 1st day of November, 2022

SIGNED on behalf of Treasury Board representing His Majesty the King in Right of Newfoundland and Labrador by the Honourable Siobhan Coady, President of Treasury Board, and the Honourable Tom Osborne, Minister of Health and Community Services, in the presence of the witness hereto subscribing:

Jim Cunniff
Witness

Siobhan Coady
Tom Osborne

SIGNED on behalf of the Newfoundland and Labrador Association of Public and Private Employees by its proper officers in the presence of the witness hereto subscribing:

Hail Quinlan
Witness

James Earl
Paul King
Boued
Elaine Price
RF

***SCHEDULE A**
SALARIES

Step Progression

Employees shall advance one (1) step on their respective salary scales on the date when one thousand nine hundred and fifty (1950) hours of work is accumulated and thereafter when each additional one thousand nine hundred and fifty (1950) hours is accumulated.

Employees currently covered by NAPE Health Professionals Collective Agreement

Effective the date of signing of this agreement, employees who are paid in accordance with the salary scales as contained in Schedule A of the NAPE Health Professionals collective agreement (expiry March 31, 2008) will continue to be paid in accordance with this scale, adjusted for salary increases as follows:

***Salary Implementation Formula**

Effective April 1, 2022 -	2% + Recognition Bonus
Effective April 1, 2023 -	2%
Effective April 1, 2024 -	2%
Effective April 1, 2025 -	2%

Effective date of signing, each bargaining unit employee will receive a one time recognition bonus payment of \$2,000 pro-rated based on regular full time hours for the hours worked during the previous twelve (12) months.

Employees currently covered by AAHP Collective Agreement

The salary scale as contained in Schedule A of the Association of Allied Health Professionals collective agreement (expiry June 30, 2008) shall be included in the NAPE Health Professional agreement, adjusted for salary increases and entitled Schedule A-1 Salaries. Only the salary scale portion of Schedule A of the Association of Allied Health Professionals will be included in the new Schedule A-1 (appended as Appendix A here).

Effective the date of signing of this agreement, employees who are paid in accordance with the Association of Allied Health Professionals salary scales will continue to be paid in accordance with the new Schedule A-1 (Appended) adjusted for salary increases as follows:

Salary Implementation Formula:

Effective April 1, 2022 -	2% + Recognition Bonus
Effective April 1, 2023 -	2%
Effective April 1, 2024 -	2%
Effective April 1, 2025 -	2%

Effective date of signing, each bargaining unit employee will receive a one time recognition bonus payment of \$2,000 pro-rated based on regular full time hours for the works worked during the previous twelve (12) months.

A listing of employees paid under Schedule A-1 shall be included in this agreement as a new Schedule A-2

New Employees

All new employees hired after the date of signing of this agreement shall be paid in accordance with Schedule A of the NAPE Health Professionals collective agreement. No employees hired after the date of signing of this agreement shall be paid in accordance with the Schedule A-1 scales.

NAPE Health Professionals

Effective April 1, 2022

		STEP 1	STEP 2	STEP 3
CG-08	Hourly	\$17.42	\$17.98	\$18.55
	Bi-Weekly	\$1,306.50	\$1,348.50	\$1,391.25
	Annual	\$33,969.00	\$35,061.00	\$36,172.50
CG-09	Hourly	\$17.56	\$18.14	\$18.66
	Bi-Weekly	\$1,317.00	\$1,360.50	\$1,399.50
	Annual	\$34,242.00	\$35,373.00	\$36,387.00
CG-10	Hourly	\$17.69	\$18.24	\$18.81
	Bi-Weekly	\$1,326.75	\$1,368.00	\$1,410.75
	Annual	\$34,495.50	\$35,568.00	\$36,679.50
CG-11	Hourly	\$17.79	\$18.39	\$18.97
	Bi-Weekly	\$1,334.25	\$1,379.25	\$1,422.75
	Annual	\$34,690.50	\$35,860.50	\$36,991.50
CG-12	Hourly	\$17.97	\$18.57	\$19.11
	Bi-Weekly	\$1,347.75	\$1,392.75	\$1,433.25
	Annual	\$35,041.50	\$36,211.50	\$37,264.50
CG-13	Hourly	\$18.14	\$18.73	\$19.36
	Bi-Weekly	\$1,360.50	\$1,404.75	\$1,452.00
	Annual	\$35,373.00	\$36,523.50	\$37,752.00
CG-14	Hourly	\$18.32	\$18.94	\$19.58
	Bi-Weekly	\$1,374.00	\$1,420.50	\$1,468.50
	Annual	\$35,724.00	\$36,933.00	\$38,181.00
CG-15	Hourly	\$18.55	\$19.19	\$19.83
	Bi-Weekly	\$1,391.25	\$1,439.25	\$1,487.25
	Annual	\$36,172.50	\$37,420.50	\$38,668.50
CG-16	Hourly	\$18.75	\$19.46	\$20.09
	Bi-Weekly	\$1,406.25	\$1,459.50	\$1,506.75
	Annual	\$36,562.50	\$37,947.00	\$39,175.50

CG-17	Hourly	\$19.06	\$19.79	\$20.50
	Bi-Weekly	\$1,429.50	\$1,484.25	\$1,537.50
	Annual	\$37,167.00	\$38,590.50	\$39,975.00
CG-18	Hourly	\$19.27	\$20.00	\$20.76
	Bi-Weekly	\$1,445.25	\$1,500.00	\$1,557.00
	Annual	\$37,576.50	\$39,000.00	\$40,482.00
CG-19	Hourly	\$19.66	\$20.46	\$21.22
	Bi-Weekly	\$1,474.50	\$1,534.50	\$1,591.50
	Annual	\$38,337.00	\$39,897.00	\$41,379.00
CG-20	Hourly	\$20.03	\$20.88	\$21.74
	Bi-Weekly	\$1,502.25	\$1,566.00	\$1,630.50
	Annual	\$39,058.50	\$40,716.00	\$42,393.00
CG-21	Hourly	\$20.40	\$21.29	\$22.23
	Bi-Weekly	\$1,530.00	\$1,596.75	\$1,667.25
	Annual	\$39,780.00	\$41,515.50	\$43,348.50
CG-22	Hourly	\$20.78	\$21.75	\$22.79
	Bi-Weekly	\$1,558.50	\$1,631.25	\$1,709.25
	Annual	\$40,521.00	\$42,412.50	\$44,440.50
CG-23	Hourly	\$21.21	\$22.24	\$23.30
	Bi-Weekly	\$1,590.75	\$1,668.00	\$1,747.50
	Annual	\$41,359.50	\$43,368.00	\$45,435.00
CG-24	Hourly	\$21.97	\$23.08	\$24.21
	Bi-Weekly	\$1,647.75	\$1,731.00	\$1,815.75
	Annual	\$42,841.50	\$45,006.00	\$47,209.50
CG-25	Hourly	\$22.85	\$24.00	\$25.18
	Bi-Weekly	\$1,713.75	\$1,800.00	\$1,888.50
	Annual	\$44,557.50	\$46,800.00	\$49,101.00
CG-26	Hourly	\$23.59	\$24.87	\$26.11
	Bi-Weekly	\$1,769.25	\$1,865.25	\$1,958.25
	Annual	\$46,000.50	\$48,496.50	\$50,914.50

CG-27	Hourly	\$24.49	\$25.78	\$27.09
	Bi-Weekly	\$1,836.75	\$1,933.50	\$2,031.75
	Annual	\$47,755.50	\$50,271.00	\$52,825.50
CG-28	Hourly	\$25.36	\$26.71	\$28.09
	Bi-Weekly	\$1,902.00	\$2,003.25	\$2,106.75
	Annual	\$49,452.00	\$52,084.50	\$54,775.50
CG-29	Hourly	\$26.02	\$27.43	\$28.90
	Bi-Weekly	\$1,951.50	\$2,057.25	\$2,167.50
	Annual	\$50,739.00	\$53,488.50	\$56,355.00
CG-30	Hourly	\$26.72	\$28.22	\$29.68
	Bi-Weekly	\$2,004.00	\$2,116.50	\$2,226.00
	Annual	\$52,104.00	\$55,029.00	\$57,876.00
CG-31	Hourly	\$27.74	\$29.24	\$30.82
	Bi-Weekly	\$2,080.50	\$2,193.00	\$2,311.50
	Annual	\$54,093.00	\$57,018.00	\$60,099.00
CG-32	Hourly	\$28.63	\$30.22	\$31.82
	Bi-Weekly	\$2,147.25	\$2,266.50	\$2,386.50
	Annual	\$55,828.50	\$58,929.00	\$62,049.00
CG-33	Hourly	\$29.56	\$31.19	\$32.88
	Bi-Weekly	\$2,217.00	\$2,339.25	\$2,466.00
	Annual	\$57,642.00	\$60,820.50	\$64,116.00
CG-34	Hourly	\$30.55	\$32.27	\$34.03
	Bi-Weekly	\$2,291.25	\$2,420.25	\$2,552.25
	Annual	\$59,572.50	\$62,926.50	\$66,358.50
CG-35	Hourly	\$31.66	\$33.51	\$35.32
	Bi-Weekly	\$2,374.50	\$2,513.25	\$2,649.00
	Annual	\$61,737.00	\$65,344.50	\$68,874.00
CG-36	Hourly	\$32.88	\$34.79	\$36.70
	Bi-Weekly	\$2,466.00	\$2,609.25	\$2,752.50
	Annual	\$64,116.00	\$67,840.50	\$71,565.00

CG-37	Hourly	\$34.05	\$36.05	\$38.04
	Bi-Weekly	\$2,553.75	\$2,703.75	\$2,853.00
	Annual	\$66,397.50	\$70,297.50	\$74,178.00
CG-38	Hourly	\$35.29	\$37.32	\$39.37
	Bi-Weekly	\$2,646.75	\$2,799.00	\$2,952.75
	Annual	\$68,815.50	\$72,774.00	\$76,771.50
CG-39	Hourly	\$36.47	\$38.62	\$40.81
	Bi-Weekly	\$2,735.25	\$2,896.50	\$3,060.75
	Annual	\$71,116.50	\$75,309.00	\$79,579.50
CG-40	Hourly	\$37.65	\$39.91	\$42.12
	Bi-Weekly	\$2,823.75	\$2,993.25	\$3,159.00
	Annual	\$73,417.50	\$77,824.50	\$82,134.00
CG-41	Hourly	\$38.55	\$42.00	\$45.46
	Bi-Weekly	\$2,891.25	\$3,150.00	\$3,409.50
	Annual	\$75,172.50	\$81,900.00	\$88,647.00
CG-42	Hourly	\$39.55	\$43.05	\$46.60
	Bi-Weekly	\$2,966.25	\$3,228.75	\$3,495.00
	Annual	\$77,122.50	\$83,947.50	\$90,870.00
CG-43	Hourly	\$41.03	\$44.70	\$48.39
	Bi-Weekly	\$3,077.25	\$3,352.50	\$3,629.25
	Annual	\$80,008.50	\$87,165.00	\$94,360.50
CG-44	Hourly	\$42.51	\$46.37	\$50.16
	Bi-Weekly	\$3,188.25	\$3,477.75	\$3,762.00
	Annual	\$82,894.50	\$90,421.50	\$97,812.00
CG-45	Hourly	\$44.01	\$48.04	\$51.98
	Bi-Weekly	\$3,300.75	\$3,603.00	\$3,898.50
	Annual	\$85,819.50	\$93,678.00	\$101,361.00
CG-46	Hourly	\$45.91	\$50.09	\$54.25
	Bi-Weekly	\$3,443.25	\$3,756.75	\$4,068.75
	Annual	\$89,524.50	\$97,675.50	\$105,787.50

NAPE Health Professionals

Effective April 1, 2023

		STEP 1	STEP 2	STEP 3
CG-08	Hourly	\$17.77	\$18.34	\$18.92
	Bi-Weekly	\$1,332.75	\$1,375.50	\$1,419.00
	Annual	\$34,651.50	\$35,763.00	\$36,894.00
CG-09	Hourly	\$17.91	\$18.50	\$19.03
	Bi-Weekly	\$1,343.25	\$1,387.50	\$1,427.25
	Annual	\$34,924.50	\$36,075.00	\$37,108.50
CG-10	Hourly	\$18.04	\$18.60	\$19.19
	Bi-Weekly	\$1,353.00	\$1,395.00	\$1,439.25
	Annual	\$35,178.00	\$36,270.00	\$37,420.50
CG-11	Hourly	\$18.15	\$18.76	\$19.35
	Bi-Weekly	\$1,361.25	\$1,407.00	\$1,451.25
	Annual	\$35,392.50	\$36,582.00	\$37,732.50
CG-12	Hourly	\$18.33	\$18.94	\$19.49
	Bi-Weekly	\$1,374.75	\$1,420.50	\$1,461.75
	Annual	\$35,743.50	\$36,933.00	\$38,005.50
CG-13	Hourly	\$18.50	\$19.10	\$19.75
	Bi-Weekly	\$1,387.50	\$1,432.50	\$1,481.25
	Annual	\$36,075.00	\$37,245.00	\$38,512.50
CG-14	Hourly	\$18.69	\$19.32	\$19.97
	Bi-Weekly	\$1,401.75	\$1,449.00	\$1,497.75
	Annual	\$36,445.50	\$37,674.00	\$38,941.50
CG-15	Hourly	\$18.92	\$19.57	\$20.23
	Bi-Weekly	\$1,419.00	\$1,467.75	\$1,517.25
	Annual	\$36,894.00	\$38,161.50	\$39,448.50
CG-16	Hourly	\$19.13	\$19.85	\$20.49
	Bi-Weekly	\$1,434.75	\$1,488.75	\$1,536.75
	Annual	\$37,303.50	\$38,707.50	\$39,955.50

CG-17	Hourly	\$19.44	\$20.19	\$20.91
	Bi-Weekly	\$1,458.00	\$1,514.25	\$1,568.25
	Annual	\$37,908.00	\$39,370.50	\$40,774.50
CG-18	Hourly	\$19.66	\$20.40	\$21.18
	Bi-Weekly	\$1,474.50	\$1,530.00	\$1,588.50
	Annual	\$38,337.00	\$39,780.00	\$41,301.00
CG-19	Hourly	\$20.05	\$20.87	\$21.64
	Bi-Weekly	\$1,503.75	\$1,565.25	\$1,623.00
	Annual	\$39,097.50	\$40,696.50	\$42,198.00
CG-20	Hourly	\$20.43	\$21.30	\$22.17
	Bi-Weekly	\$1,532.25	\$1,597.50	\$1,662.75
	Annual	\$39,838.50	\$41,535.00	\$43,231.50
CG-21	Hourly	\$20.81	\$21.72	\$22.67
	Bi-Weekly	\$1,560.75	\$1,629.00	\$1,700.25
	Annual	\$40,579.50	\$42,354.00	\$44,206.50
CG-22	Hourly	\$21.20	\$22.19	\$23.25
	Bi-Weekly	\$1,590.00	\$1,664.25	\$1,743.75
	Annual	\$41,340.00	\$43,270.50	\$45,337.50
CG-23	Hourly	\$21.63	\$22.68	\$23.77
	Bi-Weekly	\$1,622.25	\$1,701.00	\$1,782.75
	Annual	\$42,178.50	\$44,226.00	\$46,351.50
CG-24	Hourly	\$22.41	\$23.54	\$24.69
	Bi-Weekly	\$1,680.75	\$1,765.50	\$1,851.75
	Annual	\$43,699.50	\$45,903.00	\$48,145.50
CG-25	Hourly	\$23.31	\$24.48	\$25.68
	Bi-Weekly	\$1,748.25	\$1,836.00	\$1,926.00
	Annual	\$45,454.50	\$47,736.00	\$50,076.00
CG-26	Hourly	\$24.06	\$25.37	\$26.63
	Bi-Weekly	\$1,804.50	\$1,902.75	\$1,997.25
	Annual	\$46,917.00	\$49,471.50	\$51,928.50

CG-27	Hourly	\$24.98	\$26.30	\$27.63
	Bi-Weekly	\$1,873.50	\$1,972.50	\$2,072.25
	Annual	\$48,711.00	\$51,285.00	\$53,878.50
CG-28	Hourly	\$25.87	\$27.24	\$28.65
	Bi-Weekly	\$1,940.25	\$2,043.00	\$2,148.75
	Annual	\$50,446.50	\$53,118.00	\$55,867.50
CG-29	Hourly	\$26.54	\$27.98	\$29.48
	Bi-Weekly	\$1,990.50	\$2,098.50	\$2,211.00
	Annual	\$51,753.00	\$54,561.00	\$57,486.00
CG-30	Hourly	\$27.25	\$28.78	\$30.27
	Bi-Weekly	\$2,043.75	\$2,158.50	\$2,270.25
	Annual	\$53,137.50	\$56,121.00	\$59,026.50
CG-31	Hourly	\$28.29	\$29.82	\$31.44
	Bi-Weekly	\$2,121.75	\$2,236.50	\$2,358.00
	Annual	\$55,165.50	\$58,149.00	\$61,308.00
CG-32	Hourly	\$29.20	\$30.82	\$32.46
	Bi-Weekly	\$2,190.00	\$2,311.50	\$2,434.50
	Annual	\$56,940.00	\$60,099.00	\$63,297.00
CG-33	Hourly	\$30.15	\$31.81	\$33.54
	Bi-Weekly	\$2,261.25	\$2,385.75	\$2,515.50
	Annual	\$58,792.50	\$62,029.50	\$65,403.00
CG-34	Hourly	\$31.16	\$32.92	\$34.71
	Bi-Weekly	\$2,337.00	\$2,469.00	\$2,603.25
	Annual	\$60,762.00	\$64,194.00	\$67,684.50
CG-35	Hourly	\$32.29	\$34.18	\$36.03
	Bi-Weekly	\$2,421.75	\$2,563.50	\$2,702.25
	Annual	\$62,965.50	\$66,651.00	\$70,258.50
CG-36	Hourly	\$33.54	\$35.49	\$37.43
	Bi-Weekly	\$2,515.50	\$2,661.75	\$2,807.25
	Annual	\$65,403.00	\$69,205.50	\$72,988.50

CG-37	Hourly	\$34.73	\$36.77	\$38.80
	Bi-Weekly	\$2,604.75	\$2,757.75	\$2,910.00
	Annual	\$67,723.50	\$71,701.50	\$75,660.00
CG-38	Hourly	\$36.00	\$38.07	\$40.16
	Bi-Weekly	\$2,700.00	\$2,855.25	\$3,012.00
	Annual	\$70,200.00	\$74,236.50	\$78,312.00
CG-39	Hourly	\$37.20	\$39.39	\$41.63
	Bi-Weekly	\$2,790.00	\$2,954.25	\$3,122.25
	Annual	\$72,540.00	\$76,810.50	\$81,178.50
CG-40	Hourly	\$38.40	\$40.71	\$42.96
	Bi-Weekly	\$2,880.00	\$3,053.25	\$3,222.00
	Annual	\$74,880.00	\$79,384.50	\$83,772.00
CG-41	Hourly	\$39.32	\$42.84	\$46.37
	Bi-Weekly	\$2,949.00	\$3,213.00	\$3,477.75
	Annual	\$76,674.00	\$83,538.00	\$90,421.50
CG-42	Hourly	\$40.34	\$43.91	\$47.53
	Bi-Weekly	\$3,025.50	\$3,293.25	\$3,564.75
	Annual	\$78,663.00	\$85,624.50	\$92,683.50
CG-43	Hourly	\$41.85	\$45.59	\$49.36
	Bi-Weekly	\$3,138.75	\$3,419.25	\$3,702.00
	Annual	\$81,607.50	\$88,900.50	\$96,252.00
CG-44	Hourly	\$43.36	\$47.30	\$51.16
	Bi-Weekly	\$3,252.00	\$3,547.50	\$3,837.00
	Annual	\$84,552.00	\$92,235.00	\$99,762.00
CG-45	Hourly	\$44.89	\$49.00	\$53.02
	Bi-Weekly	\$3,366.75	\$3,675.00	\$3,976.50
	Annual	\$87,535.50	\$95,550.00	\$103,389.00
CG-46	Hourly	\$46.83	\$51.09	\$55.34
	Bi-Weekly	\$3,512.25	\$3,831.75	\$4,150.50
	Annual	\$91,318.50	\$99,625.50	\$107,913.00

NAPE Health Professionals

Effective April 1, 2024

		STEP 1	STEP 2	STEP 3
CG-08	Hourly	\$18.13	\$18.71	\$19.30
	Bi-Weekly	\$1,359.75	\$1,403.25	\$1,447.50
	Annual	\$35,353.50	\$36,484.50	\$37,635.00
CG-09	Hourly	\$18.27	\$18.87	\$19.41
	Bi-Weekly	\$1,370.25	\$1,415.25	\$1,455.75
	Annual	\$35,626.50	\$36,796.50	\$37,849.50
CG-10	Hourly	\$18.40	\$18.97	\$19.57
	Bi-Weekly	\$1,380.00	\$1,422.75	\$1,467.75
	Annual	\$35,880.00	\$36,991.50	\$38,161.50
CG-11	Hourly	\$18.51	\$19.14	\$19.74
	Bi-Weekly	\$1,388.25	\$1,435.50	\$1,480.50
	Annual	\$36,094.50	\$37,323.00	\$38,493.00
CG-12	Hourly	\$18.70	\$19.32	\$19.88
	Bi-Weekly	\$1,402.50	\$1,449.00	\$1,491.00
	Annual	\$36,465.00	\$37,674.00	\$38,766.00
CG-13	Hourly	\$18.87	\$19.48	\$20.15
	Bi-Weekly	\$1,415.25	\$1,461.00	\$1,511.25
	Annual	\$36,796.50	\$37,986.00	\$39,292.50
CG-14	Hourly	\$19.06	\$19.71	\$20.37
	Bi-Weekly	\$1,429.50	\$1,478.25	\$1,527.75
	Annual	\$37,167.00	\$38,434.50	\$39,721.50
CG-15	Hourly	\$19.30	\$19.96	\$20.63
	Bi-Weekly	\$1,447.50	\$1,497.00	\$1,547.25
	Annual	\$37,635.00	\$38,922.00	\$40,228.50
CG-16	Hourly	\$19.51	\$20.25	\$20.90
	Bi-Weekly	\$1,463.25	\$1,518.75	\$1,567.50
	Annual	\$38,044.50	\$39,487.50	\$40,755.00

CG-17	Hourly	\$19.83	\$20.59	\$21.33
	Bi-Weekly	\$1,487.25	\$1,544.25	\$1,599.75
	Annual	\$38,668.50	\$40,150.50	\$41,593.50
CG-18	Hourly	\$20.05	\$20.81	\$21.60
	Bi-Weekly	\$1,503.75	\$1,560.75	\$1,620.00
	Annual	\$39,097.50	\$40,579.50	\$42,120.00
CG-19	Hourly	\$20.45	\$21.29	\$22.07
	Bi-Weekly	\$1,533.75	\$1,596.75	\$1,655.25
	Annual	\$39,877.50	\$41,515.50	\$43,036.50
CG-20	Hourly	\$20.84	\$21.73	\$22.61
	Bi-Weekly	\$1,563.00	\$1,629.75	\$1,695.75
	Annual	\$40,638.00	\$42,373.50	\$44,089.50
CG-21	Hourly	\$21.23	\$22.15	\$23.12
	Bi-Weekly	\$1,592.25	\$1,661.25	\$1,734.00
	Annual	\$41,398.50	\$43,192.50	\$45,084.00
CG-22	Hourly	\$21.62	\$22.63	\$23.72
	Bi-Weekly	\$1,621.50	\$1,697.25	\$1,779.00
	Annual	\$42,159.00	\$44,128.50	\$46,254.00
CG-23	Hourly	\$22.06	\$23.13	\$24.25
	Bi-Weekly	\$1,654.50	\$1,734.75	\$1,818.75
	Annual	\$43,017.00	\$45,103.50	\$47,287.50
CG-24	Hourly	\$22.86	\$24.01	\$25.18
	Bi-Weekly	\$1,714.50	\$1,800.75	\$1,888.50
	Annual	\$44,577.00	\$46,819.50	\$49,101.00
CG-25	Hourly	\$23.78	\$24.97	\$26.19
	Bi-Weekly	\$1,783.50	\$1,872.75	\$1,964.25
	Annual	\$46,371.00	\$48,691.50	\$51,070.50
CG-26	Hourly	\$24.54	\$25.88	\$27.16
	Bi-Weekly	\$1,840.50	\$1,941.00	\$2,037.00
	Annual	\$47,853.00	\$50,466.00	\$52,962.00

CG-27	Hourly	\$25.48	\$26.83	\$28.18
	Bi-Weekly	\$1,911.00	\$2,012.25	\$2,113.50
	Annual	\$49,686.00	\$52,318.50	\$54,951.00
CG-28	Hourly	\$26.39	\$27.78	\$29.22
	Bi-Weekly	\$1,979.25	\$2,083.50	\$2,191.50
	Annual	\$51,460.50	\$54,171.00	\$56,979.00
CG-29	Hourly	\$27.07	\$28.54	\$30.07
	Bi-Weekly	\$2,030.25	\$2,140.50	\$2,255.25
	Annual	\$52,786.50	\$55,653.00	\$58,636.50
CG-30	Hourly	\$27.80	\$29.36	\$30.88
	Bi-Weekly	\$2,085.00	\$2,202.00	\$2,316.00
	Annual	\$54,210.00	\$57,252.00	\$60,216.00
CG-31	Hourly	\$28.86	\$30.42	\$32.07
	Bi-Weekly	\$2,164.50	\$2,281.50	\$2,405.25
	Annual	\$56,277.00	\$59,319.00	\$62,536.50
CG-32	Hourly	\$29.78	\$31.44	\$33.11
	Bi-Weekly	\$2,233.50	\$2,358.00	\$2,483.25
	Annual	\$58,071.00	\$61,308.00	\$64,564.50
CG-33	Hourly	\$30.75	\$32.45	\$34.21
	Bi-Weekly	\$2,306.25	\$2,433.75	\$2,565.75
	Annual	\$59,962.50	\$63,277.50	\$66,709.50
CG-34	Hourly	\$31.78	\$33.58	\$35.40
	Bi-Weekly	\$2,383.50	\$2,518.50	\$2,655.00
	Annual	\$61,971.00	\$65,481.00	\$69,030.00
CG-35	Hourly	\$32.94	\$34.86	\$36.75
	Bi-Weekly	\$2,470.50	\$2,614.50	\$2,756.25
	Annual	\$64,233.00	\$67,977.00	\$71,662.50
CG-36	Hourly	\$34.21	\$36.20	\$38.18
	Bi-Weekly	\$2,565.75	\$2,715.00	\$2,863.50
	Annual	\$66,709.50	\$70,590.00	\$74,451.00

CG-37	Hourly	\$35.42	\$37.51	\$39.58
	Bi-Weekly	\$2,656.50	\$2,813.25	\$2,968.50
	Annual	\$69,069.00	\$73,144.50	\$77,181.00
CG-38	Hourly	\$36.72	\$38.83	\$40.96
	Bi-Weekly	\$2,754.00	\$2,912.25	\$3,072.00
	Annual	\$71,604.00	\$75,718.50	\$79,872.00
CG-39	Hourly	\$37.94	\$40.18	\$42.46
	Bi-Weekly	\$2,845.50	\$3,013.50	\$3,184.50
	Annual	\$73,983.00	\$78,351.00	\$82,797.00
CG-40	Hourly	\$39.17	\$41.52	\$43.82
	Bi-Weekly	\$2,937.75	\$3,114.00	\$3,286.50
	Annual	\$76,381.50	\$80,964.00	\$85,449.00
CG-41	Hourly	\$40.11	\$43.70	\$47.30
	Bi-Weekly	\$3,008.25	\$3,277.50	\$3,547.50
	Annual	\$78,214.50	\$85,215.00	\$92,235.00
CG-42	Hourly	\$41.15	\$44.79	\$48.48
	Bi-Weekly	\$3,086.25	\$3,359.25	\$3,636.00
	Annual	\$80,242.50	\$87,340.50	\$94,536.00
CG-43	Hourly	\$42.69	\$46.50	\$50.35
	Bi-Weekly	\$3,201.75	\$3,487.50	\$3,776.25
	Annual	\$83,245.50	\$90,675.00	\$98,182.50
CG-44	Hourly	\$44.23	\$48.25	\$52.18
	Bi-Weekly	\$3,317.25	\$3,618.75	\$3,913.50
	Annual	\$86,248.50	\$94,087.50	\$101,751.00
CG-45	Hourly	\$45.79	\$49.98	\$54.08
	Bi-Weekly	\$3,434.25	\$3,748.50	\$4,056.00
	Annual	\$89,290.50	\$97,461.00	\$105,456.00
CG-46	Hourly	\$47.77	\$52.11	\$56.45
	Bi-Weekly	\$3,582.75	\$3,908.25	\$4,233.75
	Annual	\$93,151.50	\$101,614.50	\$110,077.50

NAPE Health Professionals

Effective April 1, 2025

		STEP 1	STEP 2	STEP 3
CG-08	Hourly	\$18.49	\$19.08	\$19.69
	Bi-Weekly	\$1,386.75	\$1,431.00	\$1,476.75
	Annual	\$36,055.50	\$37,206.00	\$38,395.50
CG-09	Hourly	\$18.64	\$19.25	\$19.80
	Bi-Weekly	\$1,398.00	\$1,443.75	\$1,485.00
	Annual	\$36,348.00	\$37,537.50	\$38,610.00
CG-10	Hourly	\$18.77	\$19.35	\$19.96
	Bi-Weekly	\$1,407.75	\$1,451.25	\$1,497.00
	Annual	\$36,601.50	\$37,732.50	\$38,922.00
CG-11	Hourly	\$18.88	\$19.52	\$20.13
	Bi-Weekly	\$1,416.00	\$1,464.00	\$1,509.75
	Annual	\$36,816.00	\$38,064.00	\$39,253.50
CG-12	Hourly	\$19.07	\$19.71	\$20.28
	Bi-Weekly	\$1,430.25	\$1,478.25	\$1,521.00
	Annual	\$37,186.50	\$38,434.50	\$39,546.00
CG-13	Hourly	\$19.25	\$19.87	\$20.55
	Bi-Weekly	\$1,443.75	\$1,490.25	\$1,541.25
	Annual	\$37,537.50	\$38,746.50	\$40,072.50
CG-14	Hourly	\$19.44	\$20.10	\$20.78
	Bi-Weekly	\$1,458.00	\$1,507.50	\$1,558.50
	Annual	\$37,908.00	\$39,195.00	\$40,521.00
CG-15	Hourly	\$19.69	\$20.36	\$21.04
	Bi-Weekly	\$1,476.75	\$1,527.00	\$1,578.00
	Annual	\$38,395.50	\$39,702.00	\$41,028.00
CG-16	Hourly	\$19.90	\$20.66	\$21.32
	Bi-Weekly	\$1,492.50	\$1,549.50	\$1,599.00
	Annual	\$38,805.00	\$40,287.00	\$41,574.00

CG-17	Hourly	\$20.23	\$21.00	\$21.76
	Bi-Weekly	\$1,517.25	\$1,575.00	\$1,632.00
	Annual	\$39,448.50	\$40,950.00	\$42,432.00
CG-18	Hourly	\$20.45	\$21.23	\$22.03
	Bi-Weekly	\$1,533.75	\$1,592.25	\$1,652.25
	Annual	\$39,877.50	\$41,398.50	\$42,958.50
CG-19	Hourly	\$20.86	\$21.72	\$22.51
	Bi-Weekly	\$1,564.50	\$1,629.00	\$1,688.25
	Annual	\$40,677.00	\$42,354.00	\$43,894.50
CG-20	Hourly	\$21.26	\$22.16	\$23.06
	Bi-Weekly	\$1,594.50	\$1,662.00	\$1,729.50
	Annual	\$41,457.00	\$43,212.00	\$44,967.00
CG-21	Hourly	\$21.65	\$22.59	\$23.58
	Bi-Weekly	\$1,623.75	\$1,694.25	\$1,768.50
	Annual	\$42,217.50	\$44,050.50	\$45,981.00
CG-22	Hourly	\$22.05	\$23.08	\$24.19
	Bi-Weekly	\$1,653.75	\$1,731.00	\$1,814.25
	Annual	\$42,997.50	\$45,006.00	\$47,170.50
CG-23	Hourly	\$22.50	\$23.59	\$24.74
	Bi-Weekly	\$1,687.50	\$1,769.25	\$1,855.50
	Annual	\$43,875.00	\$46,000.50	\$48,243.00
CG-24	Hourly	\$23.32	\$24.49	\$25.68
	Bi-Weekly	\$1,749.00	\$1,836.75	\$1,926.00
	Annual	\$45,474.00	\$47,755.50	\$50,076.00
CG-25	Hourly	\$24.26	\$25.47	\$26.71
	Bi-Weekly	\$1,819.50	\$1,910.25	\$2,003.25
	Annual	\$47,307.00	\$49,666.50	\$52,084.50
CG-26	Hourly	\$25.03	\$26.40	\$27.70
	Bi-Weekly	\$1,877.25	\$1,980.00	\$2,077.50
	Annual	\$48,808.50	\$51,480.00	\$54,015.00

CG-27	Hourly	\$25.99	\$27.37	\$28.74
	Bi-Weekly	\$1,949.25	\$2,052.75	\$2,155.50
	Annual	\$50,680.50	\$53,371.50	\$56,043.00
CG-28	Hourly	\$26.92	\$28.34	\$29.80
	Bi-Weekly	\$2,019.00	\$2,125.50	\$2,235.00
	Annual	\$52,494.00	\$55,263.00	\$58,110.00
CG-29	Hourly	\$27.61	\$29.11	\$30.67
	Bi-Weekly	\$2,070.75	\$2,183.25	\$2,300.25
	Annual	\$53,839.50	\$56,764.50	\$59,806.50
CG-30	Hourly	\$28.36	\$29.95	\$31.50
	Bi-Weekly	\$2,127.00	\$2,246.25	\$2,362.50
	Annual	\$55,302.00	\$58,402.50	\$61,425.00
CG-31	Hourly	\$29.44	\$31.03	\$32.71
	Bi-Weekly	\$2,208.00	\$2,327.25	\$2,453.25
	Annual	\$57,408.00	\$60,508.50	\$63,784.50
CG-32	Hourly	\$30.38	\$32.07	\$33.77
	Bi-Weekly	\$2,278.50	\$2,405.25	\$2,532.75
	Annual	\$59,241.00	\$62,536.50	\$65,851.50
CG-33	Hourly	\$31.37	\$33.10	\$34.89
	Bi-Weekly	\$2,352.75	\$2,482.50	\$2,616.75
	Annual	\$61,171.50	\$64,545.00	\$68,035.50
CG-34	Hourly	\$32.42	\$34.25	\$36.11
	Bi-Weekly	\$2,431.50	\$2,568.75	\$2,708.25
	Annual	\$63,219.00	\$66,787.50	\$70,414.50
CG-35	Hourly	\$33.60	\$35.56	\$37.49
	Bi-Weekly	\$2,520.00	\$2,667.00	\$2,811.75
	Annual	\$65,520.00	\$69,342.00	\$73,105.50
CG-36	Hourly	\$34.89	\$36.92	\$38.94
	Bi-Weekly	\$2,616.75	\$2,769.00	\$2,920.50
	Annual	\$68,035.50	\$71,994.00	\$75,933.00

CG-37	Hourly	\$36.13	\$38.26	\$40.37
	Bi-Weekly	\$2,709.75	\$2,869.50	\$3,027.75
	Annual	\$70,453.50	\$74,607.00	\$78,721.50
CG-38	Hourly	\$37.45	\$39.61	\$41.78
	Bi-Weekly	\$2,808.75	\$2,970.75	\$3,133.50
	Annual	\$73,027.50	\$77,239.50	\$81,471.00
CG-39	Hourly	\$38.70	\$40.98	\$43.31
	Bi-Weekly	\$2,902.50	\$3,073.50	\$3,248.25
	Annual	\$75,465.00	\$79,911.00	\$84,454.50
CG-40	Hourly	\$39.95	\$42.35	\$44.70
	Bi-Weekly	\$2,996.25	\$3,176.25	\$3,352.50
	Annual	\$77,902.50	\$82,582.50	\$87,165.00
CG-41	Hourly	\$40.91	\$44.57	\$48.25
	Bi-Weekly	\$3,068.25	\$3,342.75	\$3,618.75
	Annual	\$79,774.50	\$86,911.50	\$94,087.50
CG-42	Hourly	\$41.97	\$45.69	\$49.45
	Bi-Weekly	\$3,147.75	\$3,426.75	\$3,708.75
	Annual	\$81,841.50	\$89,095.50	\$96,427.50
CG-43	Hourly	\$43.54	\$47.43	\$51.36
	Bi-Weekly	\$3,265.50	\$3,557.25	\$3,852.00
	Annual	\$84,903.00	\$92,488.50	\$100,152.00
CG-44	Hourly	\$45.11	\$49.22	\$53.22
	Bi-Weekly	\$3,383.25	\$3,691.50	\$3,991.50
	Annual	\$87,964.50	\$95,979.00	\$103,779.00
CG-45	Hourly	\$46.71	\$50.98	\$55.16
	Bi-Weekly	\$3,503.25	\$3,823.50	\$4,137.00
	Annual	\$91,084.50	\$99,411.00	\$107,562.00
CG-46	Hourly	\$48.73	\$53.15	\$57.58
	Bi-Weekly	\$3,654.75	\$3,986.25	\$4,318.50
	Annual	\$95,023.50	\$103,642.50	\$112,281.00

SCHEDULE A (cont'd)**CLASSIFICATIONS**

<u>Classification Title</u>	<u>Spec#</u>	<u>Pay Ranges</u>
Addictions Counsellor I	H001	CG-39
Addictions Counsellor II	H007	CG-45
Addictions Officer	H008	CG-39
Anaesthesia Assistant I	H011	CG-38
Anaesthesia Assistant II	H014	CG-41
Anaesthesia Respiratory Therapist	H015	CG-36
Audiologist I	H016	CG-41
Audiologist II	H021	CG-46
Audiologist IM	H305	CG-40
Auditory-Verbal Therapist	H023	CG-43
Behaviour Management Specialist	H025	CG-37
Child Care Services Consultant	H040	CG-37
Child Management Specialist	H041	CG-38
Clinical Dietitian I	H043	CG-40
Clinical Dietitian II	H045	CG-42
Clinical Dietitian III	H048	CG-45
Clinical Occupational Therapist I	H049	CG-41
Clinical Occupational Therapist II	H051	CG-43
Clinical Occupational Therapist III	H054	CG-46
Clinical Occupational Therapist IIM	H050	CG-42
Clinical Occupational Therapist IM	H332	CG-40
Clinical Pharmacist I	H055	CG-36
Clinical Pharmacist IB	H301	CG-38
Clinical Pharmacist ID	H059	CG-40
Clinical Pharmacist IE	H302	CG-41
Clinical Pharmacist II	H060	CG-42
Clinical Pharmacist IIA	H061	CG-43
Clinical Pharmacist III	H064	CG-46
Clinical Pharmacy Specialist	H065	CG-46
Clinical Physiotherapist I	H066	CG-41
Clinical Physiotherapist IA	H067	CG-42
Clinical Physiotherapist II	H068	CG-43
Clinical Physiotherapist III	H071	CG-46
Clinical Psychologist I	H072	CG-42
Clinical Psychologist II	H073	CG-42
Clinical Psychologist IIA	H074	CG-43
Clinical Psychologist III	H077	CG-46
Clinical Sexologist	H079	CG-43
Community Health Educator	E011	CG-39
Co-ordinator Assessments & Placements	H084	CG-38
Creative Arts Therapist	H085	CG-41

Genetic Counsellor II	H113	CG-41
Genetic Counsellor III	H116	CG-44
Hyperbaric Technical and Safety Coordinator	H123	CG-40
Job Opportunities Officer	B134	CG-29
Kinesiologist	H125	CG-40
Medical Flight Specialist	H147	CG-36
Medical Flight Specialist A	H299	CG-37
Mental Health Counsellor	H151	CG-39
Mental Health Crisis Intervener	H152	CG-35
Mental Health Program Coordinator	H150	CG-40
Orthopist	H185	CG-40
Pastoral Care Clinician	H187	CG-42
Prosthetist/Orthotist I	H203	CG-36
Prosthetist/Orthotist II	H207	CG-40
Prosthetist/Orthotist IIA	H208	CG-41
Prosthetist/Orthotist III	H210	CG-43
Prosthetist/Orthotist IV	H213	CG-46
Psychometrist	H229	CG-33
Psychometrist B	H300	CG-35
Recreation/Development Specialist I	H247	CG-36
Regional Nutritionist	H253	CG-41
Regional Nutritionist A	H324	CG-42
Regional Social Work Co-Ordinator	H254	CG-46
Registered Midwife	H313	CG-44
Respiratory Therapist I	H257	CG-34
Respiratory Therapist II	H261	CG-38
Respiratory Therapist IIA	H306	CG-39
Respiratory Therapist IIB	H263	CG-40
Senior Child/Behaviour Management Specialist	H266	CG-43
Social Assistance Worker B	B280	CG-31
Social Work Program Co-Ordinator	H268	CG-43
Social Worker I	H269	CG-39
Social Worker II	H272	CG-42
Social Worker III	H273	CG-43
Social Worker IIIA	H321	CG-44
Speech Language Pathologist I	H275	CG-41
Speech Language Pathologist II	H277	CG-43
Speech Language Pathologist IIA	H278	CG-44
Speech Language Pathologist III	H280	CG-46
Technology Resource Consultant	H282	CG-39
Transition House Counsellor	H283	CG-33

SCHEDULE B

Employers Party to this Agreement

Entities which are party to this agreement and herein referred to as the Employer:

Eastern Regional Health Authority
Central Regional Health Authority
Western Regional Health Authority
Labrador-Grenfell Regional Health Authority
Government of Newfoundland and Labrador

SCHEDULE C**SUMMARY OF GROUP INSURANCE BENEFITS
FOR MEMBERS OF THE
GOVERNMENT OF NEWFOUNDLAND AND LABRADOR PLAN**

The online “Employee/Retiree Benefits” booklet contains a more detailed description of the benefits and the member’s responsibilities under the Plan. The following summary has been prepared to outline the basic content of the Plan only, as contractual provisions specified within the group insurance policies prevail. You may also refer to the Government website at http://www.exec.gov.nl.ca/exec/tbs/working_with_us/employee_benefits.html for further information.

BENEFITS**BASIC GROUP LIFE INSURANCE**

You are insured for a life insurance benefit equal to two times your current annual salary rounded to the next higher \$1,000, if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

If your insurance ceases on or prior to age 65, you may be entitled to convert the cancelled amount of basic group life insurance to an individual policy of the type then being offered by the insurer to conversion applicants **within 31 days** of the termination and no medical evidence of insurability would be required. The premium rate would be based on your age and class of risk at that time.

DEPENDENT LIFE INSURANCE

In the event of the death of your spouse or dependent child from any cause whatsoever, while you and your dependents are insured under the plan, the insurance company will pay you \$10,000 in respect of your spouse and \$5,000 in respect of each insured dependent child. This applies to those employees with family health coverage only.

BASIC ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

The plan provides accidental death and dismemberment insurance coverage in an amount equal to your basic group life insurance (two times your current annual salary). Coverage is provided 24 hours per day, anywhere in the world, for any accident resulting in death, dismemberment, paralysis, loss of use, or loss of speech or hearing.

If you sustain an injury caused by an accident occurring while the policy is in force which results in one of the following losses, within 365 days of the accident, the benefit shown will be paid to you. In the case of accidental death, the benefit will be paid to the beneficiary you have named

to receive your group life insurance benefits. Benefits are payable in accordance with the following schedule:

Schedule of Benefits

100% of Principal Sum for Loss of or Loss of Use of:

- Life
- Sight of One Eye
- Speech
- One Arm
- One Leg
- One Hand
- One Foot

66 2/3% of Principal Sum for Loss of or Loss of Use of:

- Hearing in One Ear
- Thumb and Index Finger
- Four Fingers of One Hand

33 1/3% of Principal Sum of Loss of:

- All Toes of One Foot

200% of Principal Sum for Loss of Use:

- Quadriplegia (total paralysis of both upper and lower limbs)
- Paraplegia (total paralysis of both lower limbs)
- Hemiplegia (total paralysis of upper and lower limbs of one side of the body)

"Loss" means complete loss by severance except that in the case of loss of sight, speech or hearing, it means loss beyond remedy by surgical or other means.

"Loss of use" means total loss of ability to perform every action and service the arm, hand or leg was able to perform before the accident.

No more than the principal sum will be paid for all losses resulting from one accident.

No benefits are paid for injury or death resulting from:

- suicide while sane or insane;
- intentionally self-inflicted injury or suicide;
- viral or bacterial infections, except pyogenic infections occurring through the injury from which loss is being claimed;
- any form of illness or physical or mental infirmity;
- medical or surgical treatment;
- service, including part-time or temporary service, in the armed forces of any country;

- war, insurrection or voluntary participation in a riot;
- air travel serving as a crew member, or in aircraft owned, leased or rented by your employer, or air travel where the aircraft is not licensed or the pilot is not certified to operate the aircraft.

The following additional benefits are also included; please see your employee booklet for details:

Repatriation Benefit	Occupational Training Benefit	Identification Benefit
Wheelchair Benefit	Seat Belt Benefit	Funeral Expense Benefit
Education Benefit	Hospital Confinement Benefit	Workplace Modification Benefit
Weekly Benefit	Daycare Benefit	Family Transportation Benefit
Business Venture Benefit		

WAIVER OF PREMIUM PROVISION

If an insured member becomes totally disabled before age 65, the group life, dependent life, accidental death and dismemberment, voluntary accidental death and dismemberment, voluntary term life insurance, and critical illness may be continued to age 65 without payment of premiums. To have premiums waived, claims forms must be submitted with 10 months from date of disability and the employee must be totally disabled for at least 119 calendar days.

HEALTH INSURANCE BENEFITS FOR MEMBERS AND DEPENDENTS

Hospital Benefit

If you or any of your insured dependents are confined in a hospital coverage is provided at 100% to a covered maximum of \$85 per day.

Prescription Drug Benefit

The program will pay the ingredient cost of eligible drugs (including oral contraceptives and insulin), you are responsible to pay the co-pay, which will be the equivalent of the pharmacists dispensing fee plus any applicable surcharge over the ingredient cost. The drug plan provides coverage for most drugs which require a prescription by law, however, but does not provide coverage for over-the-counter drugs, cough or cold preparations or nicotine products. The Government of Newfoundland and Labrador, through a consultation process with the insurer and drug experts, determines the drugs that are covered under the plan, and typically follows the recommendations of The Canadian Expert Drug Advisory Committee. There is no guarantee or obligation expressed or implied that all drugs recommended by physicians will be covered by the plan. Some drugs may require special authorization, details of the special authorization process are outlined in the online “Employee/Retiree Benefits” booklet.

Vision Care Benefit

You and your insured dependents are covered for the following vision care expenses:

- a) Charges for eye examinations performed by an Ophthalmologist or Optometrist where the Medicare plan does not cover such services, limited to one such expense in a calendar year for dependent children under age 18, and once in two calendar years for all other insured persons. Coverage is provided at 80% to a covered maximum of \$70.
- b) 100% of the maximum covered expense of \$150 for single vision lenses and frames, \$200 for bifocal lenses and frames and \$250 for trifocal and progressive adaptive lenses and frames every three calendar years. **For dependent children under age 18 expenses are eligible once in a calendar year provided there is a change in the strength of their prescription.** Please note that expenses for contact lenses will be reimbursed at the same level as for eyeglasses. Coverage is not provided for sunglasses, safety glasses, or repairs and maintenance.
- c) 100% of the maximum covered expense of \$250 every two calendar years for the purchase of contact lenses when prescribed for severe corneal scarring, keratoconus or aphakia and if the cornea is impaired so that visual acuity cannot be improved to at least to 20/40 level in the better eye with eyeglasses.
- d) one pair of eyeglasses when prescribed by an Ophthalmologist following non-refractive eye surgery, to 100% of a lifetime covered eligible expense of \$200; and
- e) 50% of the cost of visual training or remedial therapy.

When submitting your claims for reimbursement, please ensure your receipt clearly indicates whether your glasses are single vision, bifocal, trifocal or progressive adaptive lenses so that accurate reimbursement can be made. Also, your receipt indicating that the expense has been paid in full must accompany the Claim Submission Form. Records indicate that costs vary amongst dispensaries throughout the province; therefore, it is suggested that you check with several optical dispensaries before finalizing your purchase.

Extended Health Benefit

Reimbursement is provided for many types of services, such as registered nurse, physiotherapist, wheelchairs, braces, crutches, ambulance service, chiropractors, to name a few. Pre-authorization is required for the rental and/or purchase of all durable equipment and all Nursing Care/Home Care benefits. Certain dollar amounts or time period maximums apply. It is important to note that reimbursement under the extended health care benefit is made at 80% of covered eligible expenses up to \$5,000; expenses over \$5,000 and less than \$10,000 are reimbursed at 90%, and expenses over \$10,000 are reimbursed at 100% in any calendar year. Where no maximum eligible expense is noted, reasonable and customary rates will apply. Please consult your online employee benefit booklet for details.

Services not Covered Under the Supplementary Health Insurance Program

You and/or your dependents are not covered for medical expenses incurred as a result of any of the following:

- Expenses private insurers are not permitted to cover by law
- Services or supplies for which a charge is made only because you have insurance coverage
- The portion of the expense for services or supplies that is payable by the government public health plan in your home province, whether or not you are actually covered under the government public health plan
- Any portion of services or supplies which you are entitled to receive, or for which you are entitled to a benefit or reimbursement, by law or under a plan that is legislated, funded, or administered in whole or in part by a provincial / federal government plan, without regard to whether coverage would have otherwise been available under this plan
- Services or supplies that do not represent reasonable treatment
- Services or supplies associated with:
 - treatment performed only for cosmetic purposes
 - recreation or sports rather than with other daily living activities
 - the diagnosis or treatment of infertility
 - contraception, other than contraceptive drugs and products containing a contraceptive drug
- Services or supplies associated with a covered service or supply, unless specifically listed as a covered service or supply or determined by Great-West Life to be a covered service or supply
- Extra medical supplies that are spares or alternates
- Services or supplies received out-of-province in Canada unless you are covered by the government health plan in your home province and Great-West Life would have paid benefits for the same services or supplies if they had been received in your home province
- Expenses arising from war, insurrection, or voluntary participation in a riot
- Chronic care
- Podiatric treatments for which a portion of the cost is payable under the Ontario Health Insurance Plan (OHIP). Benefits for these services are payable only after the maximum annual OHIP benefit has been paid
- Vision care services and supplies required by an employer as a condition of employment
- Prescription sunglasses and safety glasses

Group Travel Insurance

The group travel plan covers a wide range of benefits which may be required as a result of an accident or unexpected illness incurred outside the province while travelling on business or vacation. The insurer will pay 100% of the reasonable and customary charges (subject to any benefit maximums) for expenses, such as hospital, physician, return home and other expenses as outlined in the employee booklet. Coverage under Group Travel Insurance is limited to a maximum of ninety (90) days per trip for travel within Canada. Coverage commences from the actual date of departure from your province of residence. Coverage under Group Travel

Insurance is limited to thirty (30) days per trip for travel outside Canada. Coverage commences from the actual date of departure from Canada.

A person with an existing medical condition must be stable for 3 months prior to travelling. Stable means there has been no period of hospitalization, no increase or modification in treatment or prescribed medication, or no symptom for which a reasonably prudent person would consult a physician. Stable dosage does not apply to diabetics.

Additional coverage is available from Great-West Life on an optional pay all basis.

OPTIONAL BENEFITS

Optional Group Life Insurance

This plan is available on an optional, employee-pay-all basis and you may apply to purchase additional group life insurance coverage for you and/or your spouse. Coverage is available from a minimum of \$10,000 to a maximum of \$300,000 in increments of \$10,000.

Optional Accidental Death and Dismemberment Insurance

This plan is available on an optional, employee-pay-all basis and enables you to purchase additional amounts of accidental death and dismemberment insurance on an employee and/or family plan basis. Coverage is available from a minimum of \$10,000 to a maximum of \$300,000 in \$10,000 increments.

Optional Long Term Disability Insurance

This plan is available to you on an optional and employee-pay-all basis. Long term disability insurance may provide disability benefits for periods of total disability which exceed 119 days. To be eligible for this benefit, you must be under the age of 65 and be a member of either the Public Service Pension Plan or the Uniformed Services Pension Plan. To be eligible for LTD benefits, claim forms must be submitted with 10 months from date of disability and the employee must be totally disabled for at least 119 calendar days.

Optional Dental Care Insurance

This plan is available to you and your insured dependents on an optional and employee-pay-all basis. Coverage is available for basic and major restorative dental procedures.

Optional Critical Conditions Insurance

This plan is available to you and your dependents on an optional and employee-pay-all basis. Critical Conditions Insurance will provide a lump sum payment to insured employees in the event they and/or dependents are afflicted, while coverage is in force, with a critical condition as defined in the policy.

GENERAL INFORMATION

For the purpose of the group insurance program, the following definition of dependent is applicable:

Spouse

- (a) an individual to whom you are legally married; or
- (b) an individual of the same or opposite sex who has been publicly represented as your spouse for at least one year.

Dependent Children

- your or your spouse's unmarried, natural, adopted, foster or step-children, including a child of an unmarried minor dependent, who are:
 - (a) under 21 years of age and dependent upon you for support and maintenance;
 - or
 - (b) under 25 years of age and in full-time attendance at a university or similar institution and dependent upon you for support and maintenance; or
 - (c) age 21 or over who is incapacitated for a continuous period beginning before age 21 or while a full-time student and before age 25. A child is considered functionally impaired if they are incapable of supporting themselves due to a physical or psychiatric disorder.

Children of your spouse are considered dependents only if:

- they are also your children; or
- your spouse is living with you and has custody of the children

This plan does not cover a spouse or dependent child who is not a resident in Canada nor does it cover any child who is working more than 30 hour per week, unless the child is a full-time student.

Eligibility

- all full-time permanent employees working a regular work week are required to participate on the first day of employment
- all part-time permanent employees working a minimum of 50% of the regular work week are required to participate from the first day of employment
- all full-time temporary employees, if hired for a period of more than three months, are required to participate from the first day of employment. Full-time temporary employees who are hired for a period of less than three months, who have their contract extended for

an additional period of at least three months, are required to participate on the date of notification that their employment was extended.

- all contractual employees, if hired for a period of more than three months, are eligible from the first day of employment. Contractual employees who are hired for a period of less than three months, who have their contract extended for an additional period of at least three months, are eligible to participate on the date of notification that the contract was extended. Contractual employees are not eligible to participate beyond 31 days of their eligibility date.
- all regular seasonal employees are required to participate in the plan from their first day of active employment. During periods of lay-off, provided they do not work for another employer during such lay-off, regular seasonal employees have the option to continue coverage provided the employer is duly notified prior to the commencement of the layoff. **Coverage will not continue unless a “Continuation of Coverage” form is completed, signed, and given to your Group Plan Administrator prior to you leave.**
- all casual employees working a minimum of 50% of the normal working hours for their job classification in the previous calendar year are required to participate in the following policy year (April 1 to March 31). Eligibility for casual employees is reviewed on an annual basis.
- employees who elect early retirement will continue to be insured under the program as if active employees. Group life and accidental death and dismemberment insurance benefits will be calculated on the annual superannuation benefits. Optional Long Term Disability and Critical Illness will terminate. Basic Life and Basic AD&D coverage will be reduced on the first of the month following the date of retirement or age 65, whichever occurs first.
- for retirees, upon attainment of age 65, all basic life and optional life insurance policies terminate. At age 65, if you have been insured for a period of five years immediately prior to your 65th birthday, you may be eligible for a reduced paid-up life insurance policy on the first of the month following attainment of age 65, which will remain in force throughout your lifetime. You may also be eligible to continue your supplementary health and group travel insurance plans on a 50/50 cost-shared basis.
- In the event of your death, your surviving spouse and any insurable dependent children, who on the date of your death was insured under the plan, may have the option of continuing in the group insurance program.

EMPLOYEE AND RETIREE RESPONSIBILITY

You should note that you have responsibilities to fulfill. You are responsible for the following:

- For ensuring that you have applied for the coverage you wish to have for yourself on your enrolment forms and your dependents within the appropriate time frames.
- To change your coverage from single to family within the appropriate time frame. If the coverage is not changed within 31 days of acquiring your first eligible dependent an Evidence of Insurability on Dependents is required for approval.
- To add a spouse to this plan in the event that they lose coverage under another plan within a 31 day period following the loss of coverage to avoid having to provide medical evidence.
- For examining payroll deductions for each pay period for all group insurance benefits. Examples would include family versus single coverage and optional benefit premiums particularly when you have requested changes in coverage and at the annual renewal date when the premiums are adjusted. This will ensure accuracy and allow for corrections on a timely basis. Coverage details can be confirmed through pay stubs, your plan administrator, employers online benefit statements (where available), and the insurance carrier (their website and their toll free number)
- For amending your coverage to delete any coverage you no longer require. Contributions which you have paid are not refundable if they were consistent with the application on file.
- For effecting conversion of the coverage eligible to be converted upon the earlier of termination of employment or at age 65.
- For accurately completing the necessary forms required for continuing benefits while on maternity leave, sick leave, special leave without pay, retirement, etc. It is extremely important these arrangements be made prior to commencing eligible leave. For continuation of group life and health insurance while on temporary lay-off or on unpaid leave you are responsible for the payment of the full premium amount (employer/employee contributions) and failure to remit will result in termination of coverage. You are also responsible for the payment of the full premium amount (employer/employee contributions) if you are a casual/hourly employee and you maintain benefits during a pay period when you have not worked and have not received pay. Failure to remit premiums will result in the termination of coverage.
- For providing appropriate claim information necessary to process LTD and/or Waiver of Premium claims as well as to ensure notice of claim/proof of claim where necessary has been provided within appropriate time frames as required under the contract.

- For providing appropriate medical information necessary to add a dependant as functionally impaired to continue their coverage beyond the age a dependant would otherwise terminate based on contract guidelines
- For completing the appropriate forms accurately, completely, and within applicable timeframes for such things as change of address, addition or deletion of a dependent, and other significant matters that can change or otherwise affect your coverage.
- To register overage student dependents between age 21 and 25 at the beginning of each school year. Failure to do so may impact coverage.
- Reviewing the online employee benefit booklet, contacting the insurance carrier and/or your organization's plan administrator to ensure you have a sound knowledge of the benefits available, extent of coverage, eligibility criteria, exclusions, restrictions, medical underwriting requirements, conversion options, continuation of benefits, predeterminations and other important requirements of the program.
- Providing proof of the purchase of pension service that may reduce LTD premiums. Premiums will only be adjusted when the plan administrator has been notified and received verification despite the date the purchase may have occurred.
- For notifying your plan administrator if the deletion of an overage dependant requires a change in your premiums from family to single coverage.

SCHEDULE D**VACATION LEAVE**

Leave entitlement based on the following number of days per annum.

	<u>15</u>	<u>20</u>	<u>25</u>	<u>30</u>
1 month	1	2	3	2.5
2 months	2	3	4	5
3 months	4	5	6	7.5
4 months	5	6	7	10
5 months	6	8	10	12.5
6 months	7	10	12	15
7 months	9	12	15	17.5
8 months	10	13	17	20
9 months	11	15	19	22.5
10 months	12	17	21	25
11 months	14	18	23	27.5
12 months	15	20	25	30

SCHEDULE E

THE CLASSIFICATION REVIEW AND APPEAL PROCESS

A. Definitions

1. "Appeal" means a request by an employee to the Classification Appeal Adjudicator to review specific factor allocations determined by the Classification & Organizational Design Division that they considers being incorrect.
2. "Adjudicator" refers to an individual who is appointed to the position of Classification Appeal Adjudicator of the Public Service Commission.
3. "Classification" means the identification of a position by reference to a classification title and pay range number.
4. "Classification Appeal Adjudicator" means the individual appointed to function in accordance with these procedures.
5. "Day" means a working day.
6. "Factor" means a compensable job element that applies to all jobs.
7. "Factor Rating" means the numerical value assigned to a factor.
8. "Permanent Head" means permanent head as defined below, or any official authorized by them to act on their behalf:
 - in respect of persons employed by government departments, the Deputy Minister of the department concerned;
 - in respect of employees of agencies not specifically covered by the definitions in this section, the highest management official in these agencies;
 - in respect of employees of Board operated hospitals and homes the CEO and/or Executive Director.
9. "Review" means a re-appraisal or re-assessment of an employee's position classification by the Classification & Organizational Design Division of the Human Resource Secretariat upon request of an employee or the permanent head on behalf of an organization.
10. "Treasury Board" means Treasury Board as constituted pursuant to *The Financial Administration Act* as now or hereafter amended.
11. "Organization" means the Government of Newfoundland and Labrador, commission, agency, hospital or other entity mentioned in Section A.8.

B. Classification Review Process

1. The process of a classification review shall be available to an organization if the organization considers that a position has been improperly classified by the Classification & Organizational Design Division of the Treasury Board Secretariat.

The process of review and/or appeal pursuant to these procedures shall be available to any employee who considers that their position has been improperly classified by the Classification & Organizational Design Division of the Treasury Board Secretariat.

2. A review shall not be entertained on the grounds:
 - of inadequacy of the pay scale assigned to the pay range number; or
 - that the scope of duties and responsibilities has been improperly assigned to the position by management.
3. Organizations or employees who wish to have a position reviewed are able to do so by submitting a Position Description Questionnaire (PDQ) to the Classification & Organizational Design Division, Treasury Board Secretariat, Confederation Building, St. John's, A1B 4J6. Employees may use the Microsoft Word version of the [PDQ](#) or complete and submit the [PDQ online](#).

Information on access to the necessary documents can be found in the Treasury Board Secretariat's website <http://www.exec.gov.nl.ca/exec/tbs/newjobevaluation.html>

4. A request for review shall be regarded as closed:
 - when a decision is rendered thereon by the Classification & Organizational Design Division;
 - if the employee(s) requests in writing the withdrawal of the request for review;
 - in the event an employee is dismissed with cause. If the employee separates from the organization for a reason other than dismissal for cause, the employee may request the difference in pay as a result of an outstanding classification review but would not be entitled to a further review or appeal; or
 - if the permanent head, in the case of an organization request for review, requests in writing the withdrawal of the request for review.
5. All documents relating to a classification review shall be maintained by the Classification & Organizational Design Division. Copies of such classification review materials shall be provided to the Classification Appeal Adjudicator upon its request.

C. Classification Appeal Process

1. If an employee is dissatisfied with the decision of the Classification & Organizational Design Division, an appeal of the decision may be submitted to the Classification Appeal Adjudicator of the Public Service Commission. The request for an appeal must identify

which factor(s) is/are being challenged and the associated rationale for each factor(s).
The appeal process is restricted to those factors identified as being challenged and sufficient reasoning provided.

2. All such appeals shall be submitted to the Classification Appeal Adjudicator in writing within a period of not more than fourteen (14) days after the receipt by an employee of notification of the Classification & Organizational Design Division's decision as above mentioned.
3. A classification appeal of specific factor(s) shall not be accepted by the Classification Appeal Adjudicator based on job content which differs from that reviewed by the Classification & Organizational Division. In such a case, the employee or group of employees shall first approach the Classification and Organizational Division seeking a further review on the basis of the new circumstances involved.
4. The Classification Appeal Adjudicator shall be an independent position created within the Public Service Commission.
5. The Classification Appeal Adjudicator is hereby empowered to receive, hear and decide upon any appeal consistent with these procedures.
6. Changes in these procedures shall be recommended for approval only after co-ordination with the Public Service Commission, and the Human Resource Secretariat.
7. The Classification Appeal Adjudicator may render decisions based on the information provided or may hold hearings if deemed necessary. The appellant may be required to appear at any time and in any place in the province deemed desirable.
8. The Classification Appeal Adjudicator shall only consider and rule upon the factors challenged by an individual employee, or group of employees having identical classifications, provided that such employee or group shall first have submitted their request in accordance with Section 3 of Part B and shall have been notified in writing of the Classification & Organizational Design Division's decision on the request.
9. The Classification Appeal Adjudicator has the right to refuse to receive or hear an appeal if it considers that the grounds on which the appeal was submitted are irrelevant or not in accordance with Sections 1 and 2 of Part B.
10. The employing organization concerned shall allow time off from regular duties to any employee who is required by the Classification Appeal Adjudicator to appear before them and, in respect of such absence; the employee shall be regarded as being O.H.M.S. It is the responsibility of the employee to obtain the prior approval of the permanent head before absenting themselves from their duties for this purpose.

11. On receipt of an appeal from an employee or a group of employees, the Classification Appeal Adjudicator may request the Classification & Organizational Design Division to assemble all pertinent information prepared as a result of the classification review, a copy of which will be provided to the appellant and the immediate supervisor by the Classification Appeal Adjudicator.
12. Where the appellant requires clarification on any point contained in the classification file or wishes to comment on any aspect of the classification file, they must file with the Classification Appeal Adjudicator within fourteen (14) days of receiving the file, a written statement including any supporting documentation which details their questions or comments.
13. A copy of the appellant's written statement and supporting documentation will be sent by the Classification Appeal Adjudicator, within three (3) days of receipt, to the Classification & Organizational Design Division who may respond or be requested to respond in writing within fourteen (14) days to the questions or observations raised by the appellant. Such response shall be forwarded by the Classification Appeal Adjudicator to the appellant within three (3) days of receipt. This cumulative documentation shall then constitute the entire appeal file to be considered by the Classification Appeal Adjudicator.
14. Where the Classification Appeal Adjudicator is satisfied that all relevant documentation is on file, it shall determine whether a hearing is warranted or if a decision can be rendered on the basis of the written documentation provided.
15. Where in the opinion of the Classification Appeal Adjudicator a group of appellants' position description questionnaires are sufficiently similar, have identical ratings and the appellants are employed in the same classification by the same organization, the Adjudicator may propose the consolidation of individual appeals to those appellants such that the appeals of individuals may be decided upon in a group appeal.
16. Where the Classification Appeal Adjudicator proposes a group review, the individual appellants must indicate their agreement with the group review in writing.
17. Where not all appellants agree to consolidation, the Classification Appeal Adjudicator will first decide on a consolidated basis the appeals of those appellants who are in agreement with consolidation. Those appellants not in agreement shall be provided an opportunity for individual review, as soon as practical following the determination of a consolidated appeal.
18. When the Classification Appeal Adjudicator renders a decision on those factors challenged on the basis of the written documentation, notification of such decision on those factors challenged shall be forwarded to the Classification & Organizational Design Division. The Classification & Organizational Design Division will notify and provide the necessary authority to the employing agency as well as provide a copy of the

Classification Appeal Adjudicators decision and the impact, if any, on the position to the appellant and their designate.

19. If a hearing is warranted, the appellant, a permanent head or management designate and a representative of Classification & Organizational Design Division may be requested to appear before the Classification Appeal Adjudicator.
20. Appellants are to be given two opportunities to postpone appeal hearings after which appeals will then be withdrawn by the Classification Appeal Adjudicator.
21. The hearing will be presided over by the Classification Appeal Adjudicator who will retain control over the conduct of the hearing and who will rule on the relevancy of any questions raised by any of the parties.
22. The Classification Appeal Adjudicator may adjourn the hearing and order the appearance of any person or party who, at the Classification Appeal Adjudicator's discretion, it deems necessary to appear to give information or to clarify any issue raised during the hearing.
23. Following the conclusion of the hearing, the Classification Appeal Adjudicator will deliberate on and consider all relevant evidence and supporting information. Within fifteen (15) working days of reaching a decision, the Classification Appeal Adjudicator shall inform the Classification & Organizational Design Division in writing over the signature of the Classification Appeal Adjudicator of their decision on those factors challenged and a detailed explanation of the rationale of any change from the Classification & Organizational Design Division's original determination. The Classification & Organizational Design Division will notify and provide the necessary authority to the employing agency as well as provide a copy of the Classification Appeal Adjudicator's decision and the impact, if any, on the position to the appellant and their designate.
24. The Classification Appeal Adjudicator is required to submit written reasons to the Classification & Organizational Design Division for those decisions that result in changes in the factors challenged.
25. The impacts of changes in ratings arising from decisions of the Classification Appeal Adjudicator shall be processed by the Classification & Organizational Design Division in accordance with the Human Resource Secretariat's compensation policies.
26. The decision of the Classification Appeal Adjudicator on an appeal is final and binding on the parties to the appeal.
27. An appeal shall be regarded as closed:
 - when a decision is rendered thereon by the Classification Appeal Adjudicator;

- if the appellant requests in writing the withdrawal of the appeal;
- in the event an employee is dismissed with cause; or
- if the appellant postpones a hearing in accordance with Section 20 of Part C.

SCHEDULE F



Labrador Benefits Agreement

Between

Her Majesty The Queen
In Right of Newfoundland
(Represented Herein by the Treasury Board)

College of the North Atlantic

Labrador-Grenfell Regional Health Authority

Municipal Assessment Agency Inc.

Newfoundland and Labrador Housing Corporation

Newfoundland and Labrador School Boards Association

Newfoundland Liquor Corporation

And

Canadian Union of Public Employees

Newfoundland and Labrador Association of Public & Private Employees

Registered Nurses' Union Newfoundland and Labrador

Newfoundland and Labrador Teachers Association

Royal Newfoundland Constabulary Association

Signed: February 10, 2020

Expires: March 31, 2022

ARTICLE 1**SCOPE**

- 1.1 This Agreement is applicable to all employees in Labrador whose Employers are signatory to this agreement, represented by the Canadian Union of Public Employees, the Newfoundland and Labrador Association of Public & Private Employees, the Registered Nurses' Union Newfoundland and Labrador, the Newfoundland and Labrador Teachers Association and the Royal Newfoundland Constabulary Association. The terms of the agreement will be considered to form an integral part of all collective agreements.

ARTICLE 2**DURATION**

- *2.1 This agreement shall be effective from the February 10, 2020, and shall remain in full force and effect until March 31, 2022. It shall be renewed thereafter through the normal process of collective bargaining utilized by each of the employee groups, or, with the consent of the parties, will be renewed through joint negotiations. At the request of either party negotiations shall commence six (6) months prior to the expiry date of this agreement.

ARTICLE 3**LABRADOR ALLOWANCE**

- *3.1 Labrador Allowance for employees covered by this agreement shall be paid in accordance with Schedule "A."

	LABRADOR ALLOWANCE		
	DATE	SINGLE	DEPENDENT
GROUP 1	10-Feb-20	2939	5878
	1-Apr-20	2979	5918
	1-Apr-21	3019	5958
GROUP 2	10-Feb-20	3402	6793
	1-Apr-20	3442	6833
	1-Apr-21	3482	6873
GROUP 3	10-Feb-20	3558	7089
	1-Apr-20	3598	7129
	1-Apr-21	3638	7169

In the case of spouses who are both employed by Her Majesty the Queen in Right of Newfoundland and Labrador as represented by Treasury Board, or a Board, Agency or Commission, the total amount paid to both employees shall not exceed the dependent rate for the allowance contained in this article. This allowance shall be paid to employees on a pro-rated basis in accordance with their hours of work excluding overtime.

- *3.2 Labrador Benefits will be paid to employees for periods of maternity, parental and adoption leave.

ARTICLE 4

TRAVEL ALLOWANCE

- *4.1 Employees covered by this agreement shall receive a travel allowance to help offset the costs of travel to areas outside of Labrador based on the following rates per employee and his/her dependent(s). The travel allowance shall be paid out during the pay period following April 15th at the rate in effect on April 15th of the year in which the allowance is to be paid.

	TRAVEL ALLOWANCE		
	DATE	EMPLOYEE	DEPENDENT
GROUP 1	10-Feb-20	911	702
	1-Apr-20	950	702
GROUP 2	10-Feb-20	962	754
	1-Apr-20	1001	754
GROUP 3	10-Feb-20	1015	806
	1-Apr-20	1054	806

- *4.2 *(a) This allowance shall be paid to employees in the first pay period following April 15th of each year on a pro-rated basis in accordance with their hours of work in the previous twelve (12) month period, excluding overtime. The amount of travel allowance to be paid shall be based on the number of dependents at March 31st of each year.
- *(b) An employee retiring, resigning or otherwise terminating employment shall be entitled to a proportional payment of travel allowance as determined in 4.2 (a) based on the employee's hours of work in the current fiscal year. In the case of death the payment shall be made to the employee's beneficiary or estate.

- 4.3 (a) For the purpose of calculating this benefit the following leaves shall be considered as hours of work:
- (i) Maternity Leave/Parental Leave/Adoption Leave
 - (ii) Injury-on-Duty/Worker's Compensation Leave
 - (iii) Paid Leaves
 - (iv) Any other period of unpaid leave for which the employee is eligible to accrue service under the respective collective agreement
- (b) The provisions of 4.3 (a) will not apply when the employee would otherwise have been laid off.
- (c) The provision of 4.3(a) (iv) will apply only to employees who have worked or have been credited with hours of work under 4.3(a) (i), (ii) or (iii) for a period of 20 days in the aggregate in the qualifying period.
- 4.4 In the case of spouses who are both employed Her Majesty the Queen in Right of Newfoundland and Labrador as represented by Treasury Board, or a Board, Agency or Commission, each spouse shall receive the employee travel allowance, but only one spouse shall claim the benefit for dependents.
- 4.5 The travel benefit available to the Royal Newfoundland Constabulary Association under their Collective Agreement and to teachers under Article 25 of the NLTA Labrador West Collective Agreement shall continue to apply except in cases where Article 4 of this joint agreement provides a greater benefit. E.g. Members of the RNCA would continue to receive the employee travel benefit under their collective agreement unless the employee travel benefit in this joint agreement is greater. In addition to the employee benefit under the RNCA collective agreement, members of the RNCA shall also receive the dependent benefit under the joint agreement.

ARTICLE 5

LEAVE

- 5.1 Employees covered by this agreement shall receive three (3) non-cumulative, paid leave days in the aggregate per year. This leave will only be utilized when the employee is delayed from returning to the community due to interruptions to a transportation service occurring within Labrador. This article shall also apply where there has been an interruption to a transportation service occurring at the last departure point directly to Labrador.

ARTICLE 6

EXISTING GREATER BENEFITS

- 6.1 No provision of this agreement shall have the effect of reducing any benefit for any employee which exists in each applicable employee group collective agreement outlined in Article 1.

ARTICLE 7

DEFINITIONS

- 7.1 **Dependent** - for the purpose of this Agreement, dependent means a spouse, whether of the same or opposite gender, and children under eighteen (18) years of age, or twenty-four (24) years of age if the child is in full time attendance at a school or post-secondary institution or any child that remains in the direct care of the parent in the same household because the dependent is medically verified as disabled and under twenty-four (24) years of age.
- *7.2 **Spouse** – for the purpose of this agreement, spouse means a person to whom an employee is legally married or a person in a common law relationship with whom the employee has lived with for more than one (1) year.

SCHEDULE A

COMMUNITY GROUPING

The employee's community grouping shall be determined by the location of their headquarters.

GROUP 1

Happy Valley/Goose Bay
North West River
Sheshatshiu
Wabush
Labrador City
Churchill Falls

GROUP 2

Red Bay
L'Anse au Loup
L'Anse au Clair
Forteau
Pinware
West St. Modest
Mud Lake
Cartwright
Mary's Harbour
Port Hope Simpson
St. Lewis
Charlottetown
Lodge Bay
Paradise River

GROUP 3

Rigolet
William's Harbour
Norman's Bay
Black Tickle
Pinsent's Arm
Makkovik
Postville
Hopedale
Davis Inlet/Natuashish
Nain

MEMORANDUM OF UNDERSTANDING**Re: Nurses Committee**

The parties acknowledge that the Registered Nurses' Union Newfoundland and Labrador (RNUNL) have indicated that they have issues of concern unique to Nurses who live and work in Labrador and that the RNUNL will attempt to address these concerns through a committee which will be established subsequent to these negotiations.

MEMORANDUM OF UNDERSTANDING**Re: Labrador Benefits Agreement - Interpretation**

In an effort to clarify the interpretation of certain items contained in the Labrador Benefits Agreement the parties agree to the following:

- 1) Article 4.2(b) refers to employees who terminate employment, (i.e. are not on layoff status and do not have recall rights). These employees have their Travel Allowance paid out based on the hours worked in the current year and it shall be paid out at the rate in effect on the date employment is terminated.
- 2) For the purposes of Article 4.4 it is agreed that an employee may refuse to claim the employee benefit if it is to their benefit to have their spouse claim them as a dependant. Employees who exercise this option will not be entitled to any portion of the Employee Travel Allowance. It is incumbent on the employee to communicate this choice to their respective Employer(s).
- 3) Notwithstanding Schedule A, the following employee shall be entitled, on a without prejudice basis, to the rates applicable to Mud Lake as long as they remain within the employ of their current Employer and continue to permanently reside in Mud Lake:
Vyann Kerby, Health Labrador Corporation

This agreement is effective from April 1, 2013 and shall expire upon the renewal of the Labrador Benefits Agreement expiring March 31, 2016.

- 4) For the purposes of clarification and in accordance with Article 3.1 (Labrador Allowance), Article 4.1 (Travel Allowance) and Article 9.1 (Definitions), benefits are applicable for the fiscal year (April 1 to March 31) in which a dependent reaches 18 years of age or 24 years of age, if the dependent is in full time attendance at a school or post-secondary institution. Full time attendance shall be determined by the educational institution in which a dependent is registered.

For example:

If a dependent reaches 18 years of age on January 1, 2011 and is no longer enrolled as a full time student in a post secondary institution, they would be eligible for the travel benefit payable April 15, 2011.

Earl Hann
Earl Hann
On behalf of the Unions

Jan. 16, 2020
Date

Lisa Curran
Lisa Curran
On Behalf of the Employers

February 10, 2020
Date

February 10, 2020

Mr. Steve Brooks
Executive Director
Newfoundland and Labrador
Teachers' Association
3 Kenmount Road
St. John's, NL A1B 1W1

Dear Mr. Brooks:

This letter is to confirm that for teachers in Labrador, the payment of the travel allowance provided under Article 4 - Travel Allowance, of the Joint Agreement on Labrador Benefits shall be calculated for the school year, September to June, but shall be paid in accordance with the provisions of Article 4 of the Joint Agreement.

Yours truly,

A handwritten signature in dark ink, appearing to read "Lisa Curran", written in a cursive style.

Lisa Curran
Chief Negotiator
Collective Bargaining Division

Original letter dated December 20, 1999

February 10, 2020

Mr. Jerry Earle
President
NAPE
330 Portugal Cove Place
St. John's, NL, A1B 3M9

Re: Labrador Benefits Allowance and Travel Allowance for School Board Student Assistants (NAPE) and School Board Support Staff (NAPE and CUPE)

Within three (3) months of the date of signing of the Labrador Benefits Agreements, officials from the Human Resource Secretariat (HRS) of the Government of Newfoundland and Labrador, the Newfoundland and Labrador English School District (NLESD) and Newfoundland and Labrador Association of Public and Private Employees (NAPE) will meet to discuss the application of the Labrador Benefit Allowance and the Travel Allowance for employees who work less than full time hours as outlined in the above respective collective agreements.

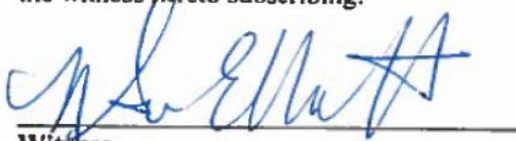
Yours truly,

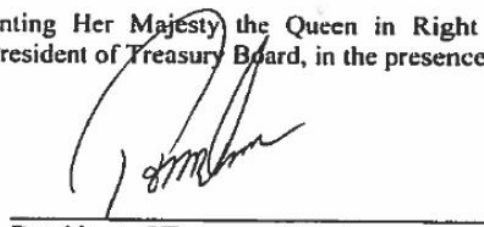
A handwritten signature in dark ink, appearing to read 'Lisa Curran', written in a cursive style.

Lisa Curran
Chief Negotiator
Collective Bargaining Division

IN WITNESS WHEREOF the parties hereto have executed this Agreement the day and year first before written.

SIGNED on behalf of Treasury Board representing Her Majesty the Queen in Right of Newfoundland by the Honourable Tom Osborne, President of Treasury Board, in the presence of the witness hereto subscribing:


Witness


President of Treasury Board

SIGNED on behalf of the College of the North Atlantic


Witness

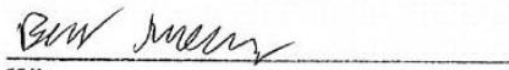

College of the North Atlantic
Bruce Hollett

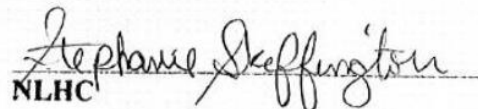
SIGNED on behalf of Labrador-Grenfell Regional Health Authority


Witness


Labrador-Grenfell RHA

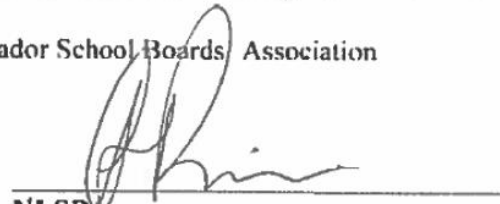
SIGNED on behalf of the Newfoundland and Labrador Housing Corporation


Witness


NLHC

SIGNED on behalf of the Newfoundland and Labrador School Boards Association


Witness


NLSBA

SIGNED on behalf of the Newfoundland Liquor Corporation


Witness

Newfoundland Liquor Corporation

SIGNED on behalf of the Municipal Assessment Agency


Witness



Municipal Assessment Agency

SIGNED on behalf of the Canadian Union of Public Employees

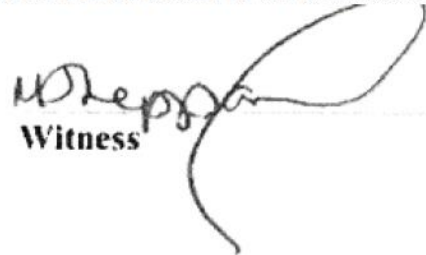
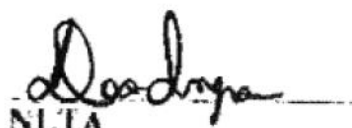

Witness

CUPE

SIGNED on behalf of the Registered Nurses' Union Newfoundland and Labrador


Witness

RNUNL

SIGNED on behalf of the Newfoundland and Labrador Teachers' Association


Witness

NLTA

SCHEDULE G

DEFERRED SALARY LEAVE PLAN HEALTH CARE

1. Definitions
2. Introduction
3. Administration
4. Eligibility
5. Enrolment
6. Salary Benefits During Deferral and Leave Periods
7. Withdrawal from the Plan
8. Returning from Leave

DEFERRED SALARY LEAVE PLAN

It is the Employer's policy that, where possible, all employees have access to a deferred salary leave plan, designed to help plan and finance a leave of absence for periods of 6 - 12 months. The deferral period may not exceed six years.

1. Definitions

Review

Committee: a committee, comprised of members representing the employer and employee groups, which will review issues related to the Plan

Deferral

period: that period of time during which participating employees defer a portion of their salary

Leave Period: that period of time, immediately following the deferral period, during which participating employees are on a leave of absence from work

Taxation year: based on a calendar year January 1 to December 31 (inclusive)

2. Introduction

The Deferred Salary Leave Plan permits employees to finance a leave of absence by deferring a maximum of 33 1/3% of their salary (before deductions) in a taxation year. The period over which employees may defer their salaries may not exceed six years.

The deferred portions of employees' salaries are deposited into an account with the Government of Newfoundland and Labrador. This account accrues interest which must be paid at the end of each calendar year. Because this interest is considered to be income from employment, it is subject to income tax for the year in which it was earned. The interest rate, on the deferred portion of employees' salaries will be the rate of interest earned by Government on its bank accounts.

The minimum leave period is six (6) months, except where the employee is attending a designated educational institution on a full time basis; in this case the minimum period of leave is three months. The maximum period of leave is twelve (12) consecutive months, starting immediately after the salary deferral period.

Revenue Canada regulates all deferred salary leave programs and has the ability to cancel any employer plan if the regulations are violated. For taxation purposes Revenue Canada requires that at the end of the leave period, employees return to the employer under whom they participated in the deferred salary leave program for, at least the same amount of time as the leave period. As such, the Deferred Salary Leave Plan cannot serve as an early retirement program.

3. Administration

The Deferred Salary Leave Plan will be administered by the Government Accounting Division of Treasury Board and the Personnel Department of the Employer. The Administrator will be responsible for approving deferred salary leave for employees who wish to use the plan. Approval forms will be sent to the Payroll Department where employees will be set up on the deferred salary payroll. The system will calculate the deferred portion of employees regular pay cheques. This deferred portion will then be transferred into an interest bearing account.

Employees who wish to opt out of the plan must inform their Administrator in writing. The Administrator will then forward this information to the Review Committee who will review the case and decide if it can be approved. The committee will consist of representation from:

- Government Accounting Division, Treasury Board
- Personnel Policy Division, Treasury Board
- Collective Bargaining Division, Treasury Board
- Debt. Management Division, Finance
- The Employer
- NLHBA
- Union Involved

The Committee will meet on a regular basis to approve requests to withdraw from the plan and/or address any other issues that are not directly dealt with in this policy.

4. Eligibility

Permanent employees with a minimum of twelve (12) months continuous service may apply for enrolment in the Deferred Salary Leave Plan.

5. Enrolment

Employees must make written application to their Administrator, providing as much advance notice as possible (preferably at least three (3) months).

Employees will be informed of their approval to participate in the Plan within three months of their request. Approval of requests is dependent on the operational requirements of the department during the employee's anticipated absence.

Table I demonstrates the various Plan options: the amount of salary an employee would have to defer; the period of time over which the salary is deferred; the year in which the leave of absence is to be taken; and the employee's average wage over the entire period of Plan participation.

TABLE I

PLAN OPTION	PERCENTAGE OF SALARY DEFERRED	DEFERRAL PERIOD	LEAVE PERIOD	% OF NORMAL SALARY DURING PLAN
1 over 1.5	33 1/3%	1 year	2nd year (6 months.)	66 2/3%
2 over 3	33 1/3%	2 years	3rd year	66 2/3%
3 over 4	25%	3 years	4th year	75%
4 over 5	20%	4 years	5th year	80%
5 over 6	16 2/3%	5 years	6th year	83 1/3%
6 over 7	14%	6 years	7th year	86%

Over the period of Plan participation, employees' salaries plus the percentage of salaries deferred must equal 100% of employees' pre-plan salaries. For example, employees who choose the 3 over 4 option must defer 25% of their salaries over a 3 year period resulting in a net salary, over 4 years, of 75% of their pre-plan salaries.

6. Salary And Benefits During Deferral and Leave Periods

During the deferral period, employees continue to receive their normal salary less the amount they have chosen to contribute to the Plan.

During the leave period, employees' gross annual salaries will consist of the sum of the contributions made to the Deferred Salary Leave Plan during the deferral period, plus interest. Salary will be received through the normal payroll procedures.

Income tax information slips (T4) for the completion of participating employees' tax return will reflect that portion of salary actually received in the taxation year.

The interest earned on the deferred portion of employees salaries will be considered to be employment income. This interest amount is taxable as employment income and will be included on T4 slips. Income tax information slips will be issued yearly as the interest is paid.

Employment status will be that of leave without pay. The provisions and cost-sharing arrangements for employee benefits will be consistent with the appropriate sections of the Employer policies and Collective Agreements. Appendix I outlines the effect the Deferred Salary Leave Plan will have on all benefit/deduction programs during both the deferral and leave periods.

While on leave, no payments will be made for:

- overtime;
- call back;
- stand-by;
- automobile allowance;
- Labrador allowance;
- sick leave;
- family responsibility leave;
- annual leave;
- paid leave;
- statutory holidays; or,
- any other monetary compensation provided to employees who are at work.

No annual leave, sick leave or paid leave credits will be issued by the employer while employees are on the leave period portion of the Deferred Salary Leave Plan. This time will not be counted toward the requirements for service to achieve additional annual leave or paid leave credits. The leave period, however, will not be considered a break on service.

Employees may purchase their leave period for pension credits upon their return to work.

7. Withdrawal From The Plan

Once approved for participation in the Deferred Salary Leave Plan, employees may withdraw from the Plan, prior to the leave period, only under exceptional circumstances such as:

- extreme financial hardship;
- death;
- total and permanent disability;
- transfer to another position where Plan participation is not approved; and/or
- lay-off, termination or resignation.

Employees who withdraw from the Plan will receive a refund of their contributions plus the accrued interest on the contributions. Refunds will be made within 50 days of the approval to withdraw from the Plan.

The lump sum payment refunded to the employee is subject to Canada Pension Plan contribution.

Unless specifically requested by the employee, the Employer will apply the lump sum income tax rate to the refund amount.

8. Returning From Leave

Employees returning from their leave periods will be:

assigned to the same or equivalent position held prior to going on leave; and
eligible for the same step in the salary scale that they were paid prior to going on leave.

APPENDIX I

Benefit/Deduction Program	Benefits During the Deferral Period	Benefits During the Leave Period
Provincial Pension	Contribution will be based on normal gross salary, not salary received	No pension payments will be deducted during the leave period
Group Life Insurance/Health Insurance	Coverage and premiums will be based on normal gross salary not salary received; employer cost sharing will continue	Coverage continuation is optional; employee is required to pay full cost of premiums while on leave
Voluntary Accident Insurance/Dental Insurance	Participation optional.. Employee pays full cost of premium	Participation optional.. employee pays full cost of premium
Long Term Disability Insurance	Coverage and premiums will be based on normal gross salary not salary received	No coverage available during the leave period
Union Dues (Where applicable)	Payable on that portion of Salary actually received or Based on Union Constitution	Payable on that portion of salary actually received or based on union constitution
Income Tax	Payable on that portion of Salary actually received	Payable on that portion of salary actually received
Canada Pension Plan	Payable on that portion of Salary actually received	Payable on that portion of salary actually received

APPENDIX I (con'd)

Benefit/ Deduction Program	Benefits During the Deferral Period	Benefits During the Leave Period
Unemployment Insurance	Payable on normal gross Salary	No deductions are taken as there are no insurable earnings during the leave period
Annual Leave	Normal accrual rates apply	No accrual during leave period. Time accrued prior to the leave period may be taken, subject to approval, before the leave period begins or after the leave period ends.
Sick Leave	Normal accrual rates apply	No accrual during leave period. Sick leave will not be paid during leave period.
Paid Leave (Where Applicable)	Normal accrual rates apply	No accrual during leave period. Time accrued prior to the leave period may be taken, subject to approval, before the leave period begins or after the leave period ends
Pay Increments	Normal application	Step progression delayed by the length of the leave period

**DEFERRED SALARY LEAVE PLAN
APPLICATION AND APPROVAL REQUEST FORM**

1. Name:
SIN:
Phone: _____ (Home) _____ (Work)
2. Work Location:
Department:
Job Title:
Annual Salary: \$
Date of Entry into Employment with the Employer Day Month Year
3. Plan Option (Check One)

	Plan Option	Percentage of Salary Deferred	Deferral Period	Leave Period
	1 over 1.5	33 1/3%	1 year	2 nd year (6 months)
	2 over 3	33 1/3%	2 years	3rd year
	3 over 4	25%	3 years	4th year
	4 over 5	20%	4 years	5th year
	5 over 6	16 2/3%	5 years	6th year
	6 over 7	14%	6 years	7th year

4. Requested Leave Period
- FROM: Day Month Year
- TO: Day Month Year

I hereby request to defer a portion of my salary as indicated in Section 3 and request leave for the period noted above. I have read and understand the Deferred Salary Leave Plan and agree to the terms and conditions as defined by Revenue Canada and my employer.

Employee Signature

Date

5.(a) Approval is hereby granted for the deferral of salary as outlined in Section 3.

Administrator's Signature

Date

Approval cannot be granted as requested for the following reason(s):

Administrator's Signature

Date

b) Approval for salary deferral period:

FROM: _____
 Day Month Year

TO: _____
 Day Month Year

Percentage of salary deferred/year:

Amount Deferred: \$

Percentage of salary maintained:

Amount Maintained: \$

Payroll Deduction: \$

Approval for leave period:

FROM: _____
 Day Month Year

TO: _____
 Day Month Year

c.c. Employee
 Debt Management (Finance)

SCHEDULE H**NO. OF WEEKS OF PAY IN LIEU OF NOTICE**

AGE (YEARS)

Service	<35	35-39	40-44	45-49	50-54	>54
<6 months	2	4	6	8	10	12
>6 months <1 year	4	6	8	10	12	14
>1 year <2 years	7	9	11	13	15	17
>2 years <4 years	11	13	15	17	19	21
>4 years <6 years	15	17	19	21	23	25
>6 years <8 years	19	21	23	25	27	29
>8 years <10 years	23	25	27	29	31	33
>10 years <12 years	27	29	31	33	35	37
>12 years <14 years	31	33	35	37	39	41
>14 years <16 years	35	37	39	41	43	45
>16 years <18 years	39	41	43	45	47	49
>18 years <20 years	43	45	47	49	51	53
>20 years <22 years	47	49	51	53	55	57
>22 years	52	54	56	58	60	62

SCHEDULE I**JOB SHARING GUIDELINES**

The following are guidelines to assist Employers and members of N.A.P.E. in job sharing arrangements. The guidelines in no way obligate either party to enter into a job sharing arrangement, but rather provide guidance where the parties mutually agree to enter into such an arrangement. Nothing in these guidelines shall be interpreted to limit the right of any Employer and the Union to mutually agree to vary these guidelines, and nothing shall be interpreted so as to alter any existing job sharing agreements between the Union and any Employer. It is hoped that job sharing will improve the quality of life for employees who wish to avail of it.

The suggested guidelines are as follows:

- (1) that job sharing be a voluntary employee initiated arrangement;
- (2) that a job sharing arrangement be defined as one normal full-time position shared by two employees, each working 50% of the position;
- (3) that the employees have the ability to self-schedule based on one normal full-time position;
- (4) that all the benefits of the Collective Agreement be shared equally between the employees. These benefits not be any less than the part-time benefits currently outlined in the Collective Agreement, (i.e., all benefits applicable to part-time be extended to job sharing as well).

Employees who occupy a full-time position would initiate a potential job sharing arrangement and would enter into discussion with the Employer to establish the arrangement. Such an arrangement would have to be agreeable to the Employer and the Union, and the Employer would be permitted to limit the number of full-time positions available for job sharing.

Once the job sharing arrangement has been approved by the Employer for a particular full-time position, a job sharing partner would have to be located for the initial incumbent. The selection of a job sharing partner would have to be conducted via an agreed upon mechanism with the Union. Such a mechanism could include job posting as per the Collective Agreement.

Once a job sharing partner has been selected, the full-time position would be shared between the two employees on a 50-50 basis. The employees shall work 50% of the normal regular hours over a 4 to 6 week period. The employee shall be paid each pay period as if they worked 50% of the normal regular hours in that pay period regardless that the employees' self-scheduling may result in one job sharing partner working greater than 50% of the normal regular hours in the pay period being paid. This will ensure

consistency for payroll and benefits. Benefits would be applied as would be for a part-time employee (ie., on a pro-rated basis).

Employees engaged in a job sharing arrangement would be permitted to engage in self-scheduling. The Employer would post the applicable work schedule as they would for a full-time employee, however, the job sharing employees would decide amongst themselves who shall work which particular shifts on a 50-50 basis. Once the work schedule has been decided upon, the employees would seek the approval of the Employer one week in advance of the commencement date of the work outlined, provided the schedule is posted two (2) weeks in advance. Shifts shall be equitably shared, unless mutually agreed (i.e., days/nights).

The employees engaged in a job sharing arrangement may be permitted to have a trial period. The trial period would be a specified period of time agreed upon between the Employer and the employees engaged in the arrangement. For reasons other than an unsuccessful trial period, should the regular incumbent of the position leave, the job should be posted in accordance with the Collective Agreement. If the employee other than the regular incumbent leaves, the regular incumbent in the position will revert back to the full-time position.

NOTE: A notice period to the Employer for the discontinuance of a job sharing arrangement should also be predetermined.

Should there be a need for leave replacement for either of the employees engaged in the job sharing arrangement, the other job sharing partner may be given the first opportunity to fill in as a replacement.

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: Protective Clothing

This will confirm our understanding reached during negotiations that the current practice of Labrador-Grenfell Health Authority regarding protective clothing will not change during the life of this collective agreement

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene Lee', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: Death of an Employee

It is the position of the Employer that the present Group Life and Extended Health Benefits Plan, Clause 26.02, will pay the total costs and expenses involved in the return of remains of an employee who dies while away from home on the Employer's business. In the event the Group Life and Extended Health Benefits Plan does not cover the total costs, the Employer agrees to pay the difference. The remains shall be returned to the place of employment.

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene Lee', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: Early and Safe Return to Work

The parties are encouraged to meet and discuss the opportunity to further explore Early and Safe Return to Work initiatives. Where practical, these discussions should occur within six (6) months of the signing of this agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene Lee', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: Professional Practices Committee

Each employer will agree to meet with the Union local within twelve (12) months of the date of signing of this agreement to discuss the possibility of the establishment of a Professional Practice Committee within each Regional Health Authority.

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene Lee', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: Market Adjustment

This will confirm our understanding reached during negotiations whereby if the Employer (Treasury Board Committee of Cabinet) determines that it is unable to recruit/retain employees in specific positions at a particular geographic site, the Employer (Treasury Board Committee of Cabinet) may provide benefits to employees beyond those outlined in the collective agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene Lee', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: Sick Leave

The parties agree to the establishment of a committee composed of an equal number of union and Government representatives (to a maximum of 8 committee members in total) to explore sick leave utilization of the unionized workforce throughout the public service of Newfoundland Labrador and to make non-binding recommendations to NAPE and Government. The terms of reference for the committee shall be determined within ninety (90) days of signing of the collective agreement

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene Lee', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

March 31, 2018

Amanda Galway
Employee Relations Officer
NAPE
P.O Box 8100
St. John's, NL A1B 3M9

Dear Ms. Galway:

Re: JES Appeal Procedure

The parties agree that the Classification Review and Appeal Procedure in Schedule E will form part of the collective agreement. However the decision of the Adjudicator is binding on both parties and is not subject to the grievance or arbitration process.

Sincerely,

A handwritten signature in black ink, appearing to read 'Raelene', is placed over a light gray rectangular background.

Raelene Lee
Chief Negotiator

April 1, 2020

Mr. Trevor King
Secretary/Treasurer
Newfoundland and Labrador Association
of Public and Private Employees
P.O. Box 8100
St. John's, NL A1B 3M9

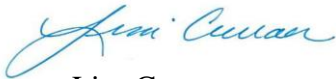
Dear Mr. King:

Re: Joint Trusteeship for Group Insurance

The parties agree to establish a committee to assess the potential viability of establishing a joint trust arrangement for managing group insurance programs.

The committee will be established by December 31, 2020 and will conclude its work by December 31, 2021.

Sincerely,



Lisa Curran
Chief Negotiator

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Letter of Commitment re: Other Post-Employment Benefits ("OPEB")**

The parties recognize the mounting liabilities associated with the Other Post-Employment Benefits (OPEBs), and the resulting potential impact to the future sustainability of the Group Insurance Plan. Therefore, NAPE agrees to engage in a joint collaborative process with the Employer and other interested stakeholders to meet within ninety (90) days of the signing of the Collective Agreement to address those challenges with the Employer and find solutions to ensure the long-term sustainability of benefit plan.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Recruitment and Retention**

The Parties agree to establish a committee, with an equal number of representatives from the Employer and Union, within one hundred and twenty (120) days of signing the agreement in an effort to identify issues with recruitment and retention in all NAPE bargaining units.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Remote Work/Telework**

The parties recognize the benefits of access to E-Work arrangements for Employees and Employers. The parties also recognize the value in conducting a review of the current policies and practices regarding e-work arrangements within the Government, Agencies, Boards and Commissions and Regional Health Authorities.

Within six (6) months of signing the Collective Agreement, the Employer will complete a review of the current E-work arrangements policy to determine necessary updates. The Employer will consult with the Union regarding the details of the review and provide opportunity for feedback via that consultation. The review will include but not be limited to: eligibility and operational requirements, defined hours of work, work performance requirements and evaluation, remote supervision and employee health and safety, equipment, termination of agreement and any other terms as agreed by the parties.

Current e-work arrangements will remain in place subject to the above referenced review.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Statutory Holiday Replacement**

Each year, an employee shall be entitled to designate replacement statutory holiday(s) that are days of cultural or religious significance to the employee in place of any or all of the statutory holidays outlined in the collective agreement. The Employer will endeavor to accommodate such requests and such requests shall not be unreasonably denied.

For the purposes of this letter, cultural or religious significance shall be defined as: *A day in which a religious observation is held or a day that celebrates the culture of a particular nation, people, or other social group.*

The Employee shall inform the Employer of their choice(s), in writing, prior to November 15 in the calendar year before the new designations take effect. Such notice shall state clearly which statutory holiday(s) the employee is replacing and which day(s) of cultural or religious significance, including the dates on which they occur, that they are designating in the stead of the replaced statutory holiday(s).

Where the specific date(s) of cultural or religious significance are not yet confirmed on or before November 15th in the calendar year before the new designations take effect, the Employee will notify the Employer of the day(s) of significance and will provide date(s) as soon as they become available. The Employer will endeavor to accommodate such requests received after November 15th in the calendar year before the new designations take effect, subject to operational requirements and availability of replacement staff. Requests will not be unreasonably be denied.

Such statutory holiday replacement, once designated, will not be amendable for the applicable calendar year. The Employer will grant the newly designated holiday(s) as paid day(s) off. Once designated per the above process, the newly named holiday(s) shall be the day(s) to which all rights which are normally associated with the specific statutory holiday being replaced are now applied:

- (a) The newly designated holiday days will attract all benefits of the collective agreement as if that day were the actual statutory holiday that they are designated to replace.

- (b) The replaced statutory holiday(s) will become a regular day, whether it be a workday or a day of rest, and will not attract any additional benefit previously attributable to it as a statutory holiday: all such benefits will have transferred to the designated replacement day(s).
- (c) Where the Employer does not provide service on a day described under (b) above, and where the employee is scheduled to work on that day of the week, the Employer will make reasonable efforts to provide meaningful work to the employee on that day.
- (d) Where the employer is unable to provide meaningful work on that day, the employee may access vacation, banked overtime, or other like paid banks to cover the missed day of work.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Health Insurance**

The parties agree to apply the *Memorandum of Understanding - 2004 Health Insurance for employees* to participate in the group insurance program as it relates to “**temporary**” employees as follows:

- Employees who qualify to enroll in the group insurance program based on hours worked in the previous calendar year and, subsequent to meeting the eligibility criteria, change employment status or move to a position with an authorized period of employment of less than 3 months.
- Employees who gain eligibility in a temporary or temporary call-in position is to retain eligibility regardless of a change in position.

Eligibility for “**temporary**” employees will remain subject to the annual hours required to maintain their eligibility for future years.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Job Evaluation System**

The parties shall form a Committee, within one hundred and twenty (120) days of contract signing, of equal representatives of NAPE and Government officials in an effort to explore opportunities to improve upon the JES.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Public Health Emergency**

The Employer recognizes that public health emergencies may have an impact on overall government operations and service delivery, individual employees, and the residents of Newfoundland and Labrador.

The Employer further recognizes that not all public health emergencies will require the same emergency response requirements and/or public health directives and will require an evaluation of such response based on the nature of the emergency. Notwithstanding the foregoing, general principles will apply to impacted employees in the event of a public health emergency.

1) Self-Isolation

Employees directed by their Employer or Public Health – Department of Health and Community Services to self-isolate, and who are asymptomatic of a public health illness may (where applicable - this may be dependent on vaccination or other considerations deemed appropriate by the Employer) be placed on special leave with pay for the hours in which they are unable to report to work up to a **maximum of seventy- five (75) hours per year**. Employees who work less than full time hours will receive the benefit on a pro-rata basis. Temporary call-in employees who are not prescheduled, will be permitted to take special leave with pay on shifts they would have received in normal circumstances (compared to next junior temporary call-in).

Employees will not be required to provide medical documentation for this period of hours, unless there is sufficient reason on the part of the Employer to request such documentation. All other absences require employees to utilize their leave entitlements until they return to work.

2) Remote Work

Employees may be required to work remotely where the capability exists and it is operationally feasible. Special leave with pay shall only be utilized in instances where remote work is not an option.

3) Use of Sick Leave

Employees who exhibit symptoms of a public health illness and who cannot work remotely, are required to use their sick leave entitlement until they return to work. Functional Abilities Information related to accommodation requests, extensions, illness unrelated to the current public health emergency, use of long-term sick leave and attendance support planning may still be required.

4) Re-Deployment

The Parties recognize that the Employer may be required to redeploy human resources to ensure adequate and safe staffing levels, and such re-deployment shall be done in consultation with the Union.

The parties further agree to enter into agreements as necessary to address other issues arising from a public health emergency that may not be covered by this letter.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Travel on Employer's Business – Business Insurance**

As per Article 33 relating to travel on Employer's business, upon submission of a receipt, reimbursement of the difference in cost between personal and business insurance for those employees who are required, as a condition of employment, to have access to an automobile for use on government business.

In the event that there is a discrepancy between this letter and Article 33, the conditions outlined in this letter prevail.

Sincerely,



Amy Collins
Director of Collective Bargaining

November 1, 2022

Mr. Trevor King
Secretary/Treasurer
NAPE
P.O. Box 8100
St. John's, NL A1B 3M9

Dear Mr. King:

***Re: Severance Pay**

Effective March 31, 2018, there shall be no further accumulation of service for severance pay purposes.

Employees who qualified for and elected to defer the payment of severance pay beyond March 31, 2018 cannot extend beyond the end of the period of employment and the redemption value shall be frozen as of March 31, 2018, for both accumulated service and weekly salary.

Sincerely,



Amy Collins
Director of Collective Bargaining

***MEMORANDUM OF UNDERSTANDING**

KILOMETER RATE ADJUSTMENT FORMULA (NAPE)

General

1. The purpose of this Memorandum of Agreement (MOA) is to provide a mechanism for the periodic adjustment of the kilometer rate(s) contained in applicable collective agreements for employees who are either required to provide a vehicle as a condition of employment or who may be authorized to use a personal vehicle on Employer's business.
2. The terms of this MOA shall be applicable to employees who are members of the bargaining unit covered by the Health Professionals Collective Agreement.
3. *Adjustments shall be calculated by the Treasury Board Secretariat and posted to the Human Resource Policies section of the Government of Newfoundland and Labrador website: <https://www.gov.nl.ca/exec/tbs/working-with-us/policies>. Should there be any dispute as to the calculated rate; the rate established by the Treasury Board Secretariat shall prevail.

Adjustment Formula

4. Base Fuel Rate
The "base fuel rate" for calculating fuel costs is 79.4 cents per liter.
5. Fuel Price
"Fuel prices" shall be those set by the Petroleum Pricing Office for the Avalon Region (Zone 1).
6. Base Kilometer Rate
The "base kilometer rate(s)" shall be the reimbursement rate(s) contained in an applicable collective agreement.
7. Initial Adjustment – October 1, 2005
 - a) The "base kilometer rate" shall be adjusted effective October 1, 2005 based on the difference in the "fuel price" on October 1, 2005 and the "base fuel rate" multiplied by 1/10.

$$(\text{"fuel price" on October 1, 2005} - \$0.794) \times 0.10 = \text{km rate adjustment}$$

[km rate adjustment is added to the "base kilometer rate"]
 - *b) Kilometer rates shall be rounded to two decimal places after the dollar (\$0.00).
8. *Adjustment Dates (Monthly Adjustments)
Effective July 1, 2022, the kilometer rate shall be adjusted, based on the 'Adjustment Formula', on a monthly basis on the first day of each month.

9. Adjustment Formula

- a) The “base kilometer rate(s)” shall be adjusted (up or down) on each of the “adjustment dates” based on the difference in the “fuel price” on the “adjustment date” and the “base fuel rate” multiplied by 1/10.

*(“fuel price” on “adjustment date - \$0.794) X 0.10 = km rate adjustment
[km rate adjustment is added to the “base kilometer rate”]*

- *b) Kilometer rates shall be rounded to two decimal places after the dollar (\$0.00).

10. Reimbursement Rate

Reimbursement shall be at the rate(s) in effect on the date of travel.

Effective Date

11. *The MOA shall be effective July 1, 2022, and in accordance with Clause #10, shall only be applicable to travel which occurs from that date forward.
12. This MOA may be terminated upon thirty (30) days’ notice from either party.

MEMORANDUM OF UNDERSTANDING
AGREEMENT ON PENSIONS

The Parties agree to the following:

1. Introduction of a formal indexing program for those pensioners and survivors who have reached age 65, as follows:
 - 60% of the annual change in the national CPI as published by Statistics Canada (Catalogue 62-001), in the calendar year immediately preceding the anniversary date, to a maximum annual increase of 1.2%;
 - a) For those pensioners and survivors who have attained age 65 from October 1, 2002; and
 - b) For those pensioners and survivors who are not age 65, from the next anniversary date after the date they reach age 65.
- Cost: 2% of salary to be shared equally by both parties.
Anniversary Date: October 1, 2002 and every October 1 thereafter.
2. Government will pay \$982 Million into the Public Service Pension Plan (PSPP), with \$400 Million being paid on March 15, 2007 and the remaining balance of \$582 Million will be paid by June 30, 2007.
 3. This memorandum of agreement will not take effect unless all participants, The Newfoundland and Labrador Association of Public and Private Employees, The Canadian Union of Public Employees, The Newfoundland and Labrador Nurses' Union, The Association of Allied Health Professionals, The Canadian Merchant Service Guild, The International Brotherhood of Electrical Workers and Her Majesty the Queen in Right of Newfoundland (represented by the Treasury Board) agree to its terms.
 4. It is agreed that the payment outlined in Clause 2 above is full settlement of Government's share of the unfunded liability of the PSPP as established on December 31, 2000 and outlined in section 2 of the Memorandum of Understanding – 2004, Agreement on Pensions and there shall be no further special payments.
 5. A committee of the parties will be established to identify and resolve any matters required to implement joint trusteeship by April 1, 2008.
All reasonable costs of the Committee relating to professional, legal and support services shall be paid from the Pension Fund.
 6. All unions representing Public Service Pension Plan members must indicate, in writing, acceptance of this proposal.
 7. For the duration of the Collective Agreement the Employer agrees to maintain the Public Service Pension Plan as an independent pension plan.

MEMORANDUM OF UNDERSTANDING**CLASSIFICATION PLAN**

It is agreed that a new classification system would be implemented and that the plan used would be gender neutral. It is also agreed that NAPE would have input into the selection and implementation of the system. This will be accomplished through a joint steering committee which would be advisory to Government in nature. It is also agreed that the current classification plan would continue until the new plan is established.

It is agreed that the new plan began implementation on April 1, 2008. However, any wage adjustments necessary for implementation of this plan will not accrue on April 1, 2008. The total cost and the timing of any wage adjustments are to be included in negotiations to commence on Government's finalization of the new classification system.

The Unions require that a Job Evaluation Consultant (as selected by the Unions) would have direct contact with the Plan's consultant and have full access to all relevant information. This individual would also communicate with and have access to all meetings of the Steering Committee. The salary and the expenses of the Advisor would be borne by the Unions.

The ratings of the positions will be conducted by the staff of the Classification, Organization and Management Division of Treasury Board. There will be a Benchmark Committee composed of two-thirds management and one-third union representatives who will review the sampling of the ratings as they are done. The Benchmark Committee would have the authority to refer results back to the raters should they be deemed inconsistent. The final decision making authority rests with Treasury Board.

While the new Job Evaluation system is being implemented, all employees can proceed with individual reviews and appeals under the current plan. However, there will be no further occupational reviews.

MEMORANDUM OF UNDERSTANDING - 2004**HEALTH INSURANCE**

There is agreement to extend the benefits of the current group health and insurance plan to temporary employees effective April 1, 2002. The eligibility criteria at that time was amended as follows:

It is understood and agreed that effective April 1, 2002, eligibility under the group insurance programs, policies 7600 and 3412, is hereby amended to include the following class of employees, subject to the following:

- Employees who have worked 50% or greater of the normal working hours in the previous calendar year will qualify for group insurance benefits as a condition of employment effective April 1, 2002.
- Annual review on January 1st of each year will determine eligibility, continued enrollment or termination of coverage under these programs. Should an employee terminate employment, all coverages under the programs terminate the date of termination.
- For the purpose of determining group life insurance coverage, the amount will be based upon twice their annual salary, subject to a minimum amount of \$10,000.
- Employees determined to be eligible by the Employer for coverage under these group programs, based on the number of hours worked in the previous year, will not be required to produce evidence of insurability as enrollment is mandatory and a condition of employment.

As a result of the 2004 round of negotiations, the following was also agreed:

1. Employees determined to be eligible for coverage under the Desjardin Financial Security Plan shall be continued for the full twelve (12) month period commencing April 1st of each year as long as they remain actively employed and pay the required premiums.
2. Temporary employees covered under this Agreement who are determined to be eligible will access group insurance programs that are currently available.
3. Premiums for these employees must be collected through payroll deductions.
4. Employees who access Maternity, Adoption and/or Parental Leave during the previous calendar year will be allowed to count, for eligibility purposes, the hours worked during such leave by the next senior employee in that period.
5. Premiums for employees who are off payroll for one (1) or more periods will be recovered from the next cheque unless extenuating circumstances exist. This procedure for the

recovery of premiums applies only to health care groups. Existing arrangements for the recovery of premiums in other sectors shall continue for the life of that Agreement.

6. Employees who miss a payroll for reasons other than approved unpaid sick leave are required to pay 100% of the premiums.
7. Employees on unpaid sick leave are required to present supporting medical documentation to the Employer during the current pay period.
8. If necessary, a further review of the premium recovery process will occur within six (6) months of the signing of the relevant Collective Agreements.

This wording reflects amendments to the eligibility guidelines only as a complete terms and policy conditions are set out in actual contracts on file with the Government of Newfoundland and Labrador, the policy holder.

Group Insurance Committee Membership

With respect to the membership of the Group Insurance Committee, it is understood and agreed that the complement of groups represented will remain unchanged throughout the term of this agreement.

LETTER OF UNDERSTANDING
Re: OTHER POST-EMPLOYMENT BENEFITS (“OPEB”) ELIGIBILITY

The parties hereby confirm and acknowledge:

1. Former employees who are deferred pensioners within the meaning of the *Other Post-Employment Benefits Modification Act*, S.N.L. 2014 c.O-9 (the “Act”) shall, as of the coming into force of the Act, only be entitled to OPEB in accordance with the Act.
2. Current employees as of the date of signing of the collective agreement who retire not later than December 31, 2019, with a minimum of five (5) years’ pensionable service shall qualify for OPEB.
3. Current employees as of the date of signing of the collective agreement who retire after December 31, 2019, shall qualify for OPEB only where such employees are:
 - a. Pension eligible;
 - b. Have a minimum of ten (10) years’ pensionable service; and
 - c. Retire and commence receipt of a pension immediately on ceasing active employment in the public service.
4. Employees who are hired subsequent to the date of signing of the collective agreement (“Newly Hired Employees”), shall qualify for OPEB only where such employees are:
 - a. Pension eligible;
 - b. Have a minimum of fifteen (15) years’ pensionable service; and
 - c. Retire and commence receipt of a pension immediately on ceasing active employment in the public service.
5. Former employees who are rehired following loss of seniority subsequent to the date of signing of the collective agreement shall be considered to be Newly Hired Employees for the purpose of this Letter of Understanding.
6. Notwithstanding clause 5 above:
 - a) Employees with service prior to the date of signing of the collective agreement who are hired subsequent to the date of signing of the collective agreement who retain portability of benefits under the collective agreement; or
 - b) Employees with service prior to the date of signing of the Collective Agreement who are employed outside the bargaining unit in the public service and are re-employed in a NAPE Public Service bargaining unit position subsequent to the date of signing of the Collective Agreement without a break in service in the Public Service shall not be considered to be Newly Hired Employees for the purpose of the this Letter of Understanding.

For the purposes of this clause the definition of public service shall be limited to those employers covered by one the following NAPE collective agreements:

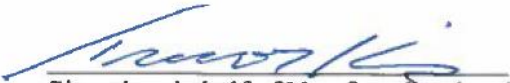
NAPE LX
 NAPE HP
 NAPE HS
 NAPE Group Homes
 NAPE School Boards
 NAPE (CNA Faculty)
 NAPE (CNA Support)
 NAPE Workplace NL
 NAPE NLC
 NAPE MOS
 NAPE Student Assistants
 NAPE Air Services
 NAPE Marine Services
 NAPE Ushers
 NAPE General Service

7. Employees who do not meet the criteria noted in clauses 2, 3 or 4 above shall not be entitled to OPEB on ceasing active employment in the public service.
8. Employees who become entitled to OPEB pursuant to clauses 2 or 3 above shall pay 50% of the premiums of the plan and the employer shall pay 50%.
- *9. Newly Hired Employees who become entitled to OPEB pursuant to clause 4 above shall pay premiums of the plan on the basis of their date of hire as follows:
 - a) employees hired up to March 31, 2020 shall pay 50% of the premiums of the plan and the employer shall pay 50%; and
 - b) employees hired subsequent to March 31, 2020 shall pay 60% of the premiums of the plan and the employer shall pay 40%.
- *10. Former employees who are rehired subsequent to March 31, 2020 and who become entitled to OPEB pursuant to clause 4 above shall be required to pay premiums in accordance with clause 9b) above.
11. This Letter of Understanding, made pursuant to s.3(2) of the Act, shall prevail where any term herein conflicts with a provision of the collective agreement, one of its Schedules, Letters or Memoranda of Agreement, including, without limitation, any practice, settlement of dispute, agreement or arbitration award arising from events prior to the coming into force of the Act.
12. Nothing in this Letter of Understanding shall have the effect of waiving or negating, in whole or in part, any requirement, procedural or substantive, under a Group Health and Life Insurance program or policy sponsored by the employer, e.g., the filing of continuation or other required forms, provision of proof of insurability, etc....

13. This Letter of Understanding may be executed in any number of counterparts, each of which will be considered an original of same, and which together will constitute one and the same instrument. A facsimile signature or an otherwise electronically reproduced signature of any party shall be deemed to be an original.

**MEMORANDUM OF UNDERSTANDING
PUBLIC PRIVATE PARTNERSHIP (P3)
JOB SECURITY**

Notwithstanding any Article or provision of the Collective Agreement, and for the duration of this Collective Agreement, where the Government of Newfoundland and Labrador is building a new structure to expand on an existing service, or replacing or expanding an existing structure, through the utilization of the Public Private Partnership (P3) Model, and Newfoundland and Labrador Association of Public and Private Employees (NAPE) is the recognized bargaining agent, the Employer recognizes the Union as the sole and exclusive bargaining agent. Work that is currently performed by bargaining unit members in the existing structure shall also be performed by bargaining unit members in the new structure, with the exception of building infrastructure maintenance.


Signed on behalf of Newfoundland and
Labrador Association of Public and
Private Employees



Signed on behalf of Treasury Board
Secretariat

November 1, 2022
Date

November 1, 2022
Date

***MEMORANDUM OF UNDERSTANDING
ATTRITION**

The Employer will, where necessary, and for the duration of this Collective Agreement, utilize a strategy of attrition where positions are vacated. The Union shall be provided the details of any attrition strategy the Employer intends to implement. Where positions are vacated through retirement, resignation, termination for cause or otherwise, and the Employer determines that it will not replace or fill the position(s), these position(s) will be identified to the Union on a quarterly basis.


Signed on behalf of Newfoundland and
Labrador Association of Public and
Private Employees


Signed on behalf of Treasury Board
Secretariat

November 1, 2022
Date

November 1, 2022
Date