

MEMORANDUM OF SETTLEMENT**between****Guelph General Hospital****AND****The Canadian Union of Public Employees
and Local 57**

1. The parties herein agree to the terms of this memorandum as constituting full settlement of all matters in dispute for the renewal of the collective agreement.
2. The undersigned representatives of the parties do hereby agree to recommend the ratification of all terms of this memorandum to their respective principals.
3. Unless specified otherwise, all amendments to the Collective Agreement become effective on the date of ratification.
4. The parties agree that the renewal collective agreement shall include the term of the previous collective agreement, which expired September 28th, 2021, all agreed to and awarded terms of the central agreement, and all local items previously agreed to.

**AMEND K-5 Service Full Time and Part Time and Clerical Part Time Agreements
& AMEND K-6 Clerical Full Time Agreement**

An employee who is requested to work four (4) or more hours immediately following their seven and one half (7.5) hour or eleven and one quarter (11.25) hour scheduled shift will be paid a meal allowance of **ten dollars (\$10.00)** on the bi-weekly pay.

AMEND J-1 Service and Clerical Full Time and Part Time Agreements

An employee required to wear a uniform and not provided with a uniform issued by the Hospital (i.e. scrubs), will be paid a uniform allowance of **seven and one half cents (\$0.075) per hour** worked. Such employee shall be in a uniform that complies with hospital standards of appearance, cleanliness and condition.

AMEND ARTICLE P RPN PRECEPTORSHIP/STUDENT SUPERVISION

Nurses may be required, as part of their regular duties, to supervise activities of students in accordance with the current College of Nurses of Ontario Practice Guidelines – Supporting Learners. Nurse will be informed in writing of their responsibilities in relation to these students and will be provided with what the Hospital determines to be appropriate training. Any information that is provided to the Hospital by the education institution with respect to the skill level of the students will be made available to the nurses recruited to supervise the

students. Upon request, the Hospital will review the nurses' workload with the nurse and the student to facilitate successful completion of the assignment.

Where a nurse is assigned nursing student supervision duties, the Hospital will pay the nurse a premium of **fifty-eight cents (\$0.58)** per hour for all hours spent supervising nursing students.

The Hospital will provide, on a semi-annual basis, all nurses an opportunity to indicate their interest in assuming the preceptorship role. Nurses are expected, as part of their regular duties, to provide guidance and advice to members of the health care team.

AMEND ARTICLE F13-D

An employee shall not be required to work a 12-hour or 8-hour shift immediately following three consecutive 12-hour shifts. The Hospital will provide premium payment to the employee in accordance with Article 15.03 for each consecutive 12-hour or 8-hour shift immediately following three consecutive 12-hour shifts.

Premium payment in accordance with Article 15.03 shall not apply where:

- i. An employee works less than the full shift(s) offered or scheduled by the Hospital, or
- ii. The shift(s) has been worked by the employee to satisfy specific days off requested by the employee, or
- iii. Such shift(s) is worked as a result of an exchange of shift(s) with another employee

AMEND Wage Grid Clerical Full Time and Part Time Agreement

Effective date of ratification, adjust rates in band by 1%, as set out below.

23.36 23.75 24.12

CIS Clerk
Diagnostic Imaging Clerk
Facilities Clerk
Laboratory Clerk
Operating Room Clerk
Pharmacy Clerk
Pre-Op Clinic Clerk
Registration Clerk
Switchboard Operator

NEW

MEMORANDUM OF AGREEMENT

between

GUELPH GENERAL HOSPITAL

(herein referred to as the "Hospital")

and

CANADIAN UNION OF PUBLIC EMPLOYEES

Local 57

(herein referred to as the "Union")

PSW PRECEPTORSHIP/STUDENT SUPERVISION

WHEREAS the Hospital intends to give educational, clinical and/or practical experiences to PSW clinical program students (hereinafter referred to as the "students");

AND WHEREAS the Hospital and Union agree to the following conditions of PSW preceptorship where the educational institution providing PSW clinical program students requires preceptors by contract:

1. A PSW's regular duties will include the supervision of the student's activities.
2. PSWs will be informed in writing of their responsibilities in relation to these students and will be provided with what the Hospital determines to be appropriate training.
3. Any information that is provided to the Hospital by the education institution with respect to the skill level of the students will be made available to the PSWs recruited to supervise the students.
4. Upon request, the Hospital will review the PSW's workload with the PSW and the student to facilitate successful completion of the assignment.
5. Where a PSW is assigned supervision duties, the Hospital will pay the PSW a premium of thirty-five cents (\$0.35) per hour for all hours spent supervision PSW students.
6. The Hospital will provide, on a semi-annual basis, all PSW's an opportunity to indicate their interest in assuming the preceptorship role. PSW's are expected, as part of their regular duties, to provide guidance and advice to members of the health care team.
7. This agreement is made on a without precedent or prejudice basis, and will not be raised nor utilized with respect to any other matter between the parties.

Electronically signed this 8th day of June 2023

For the UnionLinda Pellegrini

Linda Pellegrini (Jun 8, 2023 16:16 EDT)

Mark Z

Mark Zinger (Jun 8, 2023 15:13 EDT)

CABrodie-Campbell

CABrodie-Campbell (Jun 14, 2023 09:08 EDT)

T. Tremelling

T. Tremelling (Jun 11, 2023 20:43 EDT)

Kathy Carpino

Kathy Carpino (Jun 8, 2023 17:54 EDT)

For the HospitalKristie Allan

Kristie Allan (Jun 12, 2023 09:28 EDT)

Jessie

Previous Agreed to Documents

Agreed to Items

Guelph General Hospital and CUPE Local 57

**(from February 4, 2022, March 24, 2022, March 25, 2022, November 28, 2022,
December 1, 2022)**

**ADD Letter of Intent Addressing Combination of Collective Agreements to All
Collective Agreements**

LETTER OF INTENT

between

GUELPH GENERAL HOSPITAL
(herein referred to as the Hospital)

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES UNION – LOCAL 57
(herein referred to as the Union)

Combination of Service FT and PT and Clerical FT and PT Collective Agreements

Within a year of the signing of this Letter of Intent, the Parties agree to create of a Letter of Understanding addressing how they will implement the combining of Service full-time and part-time and Clerical full-time and part-time collective agreements.

Agreed and Dated this 1st day of December 2022

For the Union

Francesca Pellegrini
Leanne Jan
Christie Campbell
Theresa (Tina)

Sharron

AFL

J. Zamelli

For the Employer

Alison Adamson
Rachelle Miller
Karen
Olivia

ADD Article FXX to All Collective Agreements

Where the offer of additional shifts is required at straight time or at premium, the Hospital will maintain records tracking call-ins.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Dolores Jones
DeBord-Campbell
Debra Cooper

Lead Shop.

JKL

J. Giemellijo

For the Employer

Alison Adamson
Michelle Miller
Kyra Lee
LLD

ADD APPENDIX V Letter of Understanding to Clerical FT and PT Collective Agreements

LETTER OF UNDERSTANDING

between

GUELPH GENERAL HOSPITAL
(herein referred to as the Hospital)

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES UNION – LOCAL 57
(herein referred to as the Union)

Extended Two Day / Two Night Tour Schedules – Clerical

The purpose of this Letter of Understanding is to vary certain terms of the Collective Agreement for the implementation, scheduling and discontinuation of extended two days / two night tour schedules. With the exception of specific variations set forth in this Letter of Understanding, all other conditions and terms of the Collective Agreement shall remain in force and in effect.

The Hospital and Union agree that with respect to Article 14.04 of the Collective Agreement, an extended two day / two night tour schedule, herein referred to as 2D2N, may be trialed up to thirty-six (36) weeks, then implemented within a unit as follows:

- a) A 2D2N schedule will be trialed in a unit where
 - i. the Director of the unit agrees, and
 - ii. where full-time staff have expressed an interest to participate, and such participation will be on the basis of seniority. The Director will determine the number of full-time positions to be scheduled for the 2D2N trial.
- b) Following the trial, if the Director agrees to implement a 2D2N on the unit, the Director will determine the number of full-time positions to be scheduled. In order of seniority, full-time staff who had participated in the trial will be scheduled to the 2D2N up to the number of available positions. If there are any remaining positions, in order of seniority, any remaining full-time staff who had expressed an interest, will be scheduled up to the number of available positions. It will be understood that the 2D2N will not be implemented unless the number of full-time staff is equal to or greater than the number of available positions.
- c) With the exceptions of Articles F-1, 3, 4, 5, 8, 9, 10 and 11, Article F of the Collective Agreement will not be applicable to a 2D2N. In addition to the above, the following provisions will be applicable to the 2D2N.
 - i. A staff member shall not be required to work more than four (4) consecutive extended tours. If a staff member is required to work more than four (4) consecutive extended tours, the Hospital will pay the premium payment in accordance with Article 15.03 of the Collective Agreement for the fifth (5th) and subsequent consecutive extended tour worked.
 - ii. A staff member shall be scheduled a minimum of six (6) weekends off in an eighteen (18) week cycle. A weekend off shall consist of five (5) consecutive days inclusive of a Friday. If a staff member is required to work more than twelve (12) weekends in an eighteen (18) week cycle, the

Hospital will pay the premium payment in accordance with Article 15.03 of the Collective Agreement for all hours worked on any additional weekend. For purposes of such premium payment, a weekend shall be defined as those shifts in which the majority of hours fall on a Saturday or Sunday.

- iii. The 2D2N will not affect schedules of other staff in such a way as to cause a scheduling violation under the provisions of the Collective Agreement.
 - iv. A staff member scheduled to a 2D2N will be scheduled additional hours if such staff member's normal work schedule over a calendar year would not provide opportunity to work one thousand nine hundred and fifty (1950) hours. It is understood that such additional hours scheduled shall be paid at the staff member's regular straight time hourly rate, not used for purposes of any premium payments and not be construed as a guarantee of hours of work.
- d)
- i. If at any time a staff member scheduled to a 2D2N leaves the unit for a reason such as a permanent transfer, retirement or termination of employment, the resulting permanent vacancy, if required, will be posted in accordance with the Collective Agreement. Prior to the vacancy being posted, in order of seniority, a full-time staff in the unit who expresses an interest, will be scheduled to the vacant 2D2N schedule. If the vacancy is not posted, or if there is no successful candidate to fill the posted vacancy, the Director of the unit and the Union will meet to discuss a potential solution. If no mutually agreed to solution is determined, the Hospital has the right to discontinue the 2D2N within the unit.
 - ii. If at any time a staff member scheduled to a 2D2N is unable to continue to be scheduled to a 2D2N for a reason such as medical, family emergency and so on, the staff member will promptly bring such to the attention of the Director of the unit and the Union. The Director, Union and the staff member will then meet to discuss the staff member's withdrawal from the 2D2N and a potential solution. If no mutually agreed to solution is determined, the Hospital has the right to discontinue the 2D2N within the unit.
- e) Notwithstanding paragraph (d) above, the Hospital may discontinue a 2D2N on a unit because of:
- i. adverse effect on patient care, or
 - ii. inability to provide a workable staffing schedule, or
 - iii. where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary. Prior to discontinuing a 2D2N on a unit, the Hospital will meet with the Union to discuss the reason(s) for such discontinuation.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Kathy Jason
Brooke Campbell
Misty Capon
Scott Shipp
AFL
J. Iannelli

For the Employer

Alison Adamow
Kathelle Deale
Loriay
Oleay

ADD L5 Early and Safe Return to Work to Section L of all Collective Agreements

L5 Early and Safe Return to Work

- a) The Hospital and the Union are committed to a consistent and fair approach to meeting the needs of a disabled staff member with respect to reasonably accommodating without undue hardship her/his early and safe return to work in accordance with the parties' responsibilities under the law. To that end, the Hospital and the Union agree that ongoing and timely communications by all participants, including the staff member, is essential to the success of the process.
- b) The Union will designate and notify the Hospital in writing of a Union return to work representative. The return to work representative will actively participate in the process with respect to the early and safe return.
- c) By the fifteenth (15th) of each month, the Hospital will provide the Union's return to work representative with a list that includes:
 - i. The names and last day worked of those staff members absent from work because of disability and who are in receipt of Workplace Safety Insurance Board benefits.
 - ii. The names and last day worked in those staff members absent from work because of disability and who are in receipt of long term disability benefits.
 - iii. The names of staff members currently participating on a temporary return to work program.
 - iv. The names of staff members permanently accommodated.
- d) Prior to a staff member returning to work on a temporary return to work program or a staff member being permanently accommodated, the Hospital will meet with a committee consisting of, the staff member, the Union's return to work representative, the staff member's Manager, a Hospital Occupational health representative and others if required, to discuss and implement the staff member's temporary return to work program or the staff member's permanent accommodation. When considering return to work from occupational injuries and/or a WSIB claim, the scheduling of this meeting will not impede the offer of and acceptance of modified work.

Agreed and Dated this 1st day of December 2022

For the Union

Zinda Pellegrini
Kathleen Jansen
Monica Campbell
Kathy Capu
Scott Chayh
HFL
J. Romelling

For the Employer

Alison Adanson
Paehelle Pellegrini
Kristin Cuy
Allet

ADD to F-9 Clerical FT, F-9 Clerical PT, F-11 Service FT, F-11 Service PT

Following any long-term leave, the employer will determine orientation and training requirements.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Patricia Juspica
Abigail Campbell
Judy Capen
Sue Shp.
AFL
J. Norelling

For the Employer

Alison Adamsen
Kathleen Peacock
Karen Cee
Allee OT

ADD F-15 XX to All Collective Agreements

The employee may request 4 weeks in advance of the posted schedule to change their star and stat day on the master rotation. The requested change is to be taken within that posted schedule, pending approval where operationally feasible.

Agreed and Dated this 1st day of December 2022

For the Union

For the Employer

Linda Pellegrini

Alison Adams

Dorothy Jespersen

Lehelle Leekale

Brody Campbell

Karen Clegg

Dalby Caputo

Alison

Scott Shy

HL

J. Domelling

AMEND Article L -1 j) in Service FT and PT Collective Agreements

With Reference to Article 19.01 where the hospital or the Ministry of Labour mandates the member to wear safety and or safety non-slip footwear including but not limited to:

1. Maintenance
2. Stores
3. MDRD
4. Food Services
5. As determined by the Hospital; Environmental Services

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Doris Jasper
Kaitie Campbell
Holly Casper
Kathy Shry
JFL
J. Romelling

For the Employer

Alison Adamson
Lachelle Blaale
Kaitie Cuy
Ellen

AMEND "Housekeeping Attendant" in Service FT and PT Collective Agreements

"Housekeeping Attendant" will be replaced by "Environmental Services Worker"

Agreed and Dated this 1st day of December 2022

For the Union

Zoia Pellegrini
Kathy Jasewicz
Cameron Campbell
Milly Capra
Scott Shy.
JFL
J. Sonnelling

For the Employer

Alison Adanson
Rehelle Mellee
Zorni Clyn
Allan

**RENEW FT Service (Local) APPENDIX IV - LOU – Extended Two Day/Two Night
Tour Schedules – RPN**

Agreed and Dated this 1st day of December 2022

For the Union

Lynda Pellegrini
Christy Jasperson
Connie Campbell
Dolly Capo
Leanne
JKL
T. Somelby

For the Employer

Alison Adams
Kathleen Ollie
Karen Clegg
Oliver

RENEW – PT SERVICE & CLERICAL (Central) Appendix IV LOU – OT for Part Time Employees

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Kathy Jones
Connie Campbell
Ally Capen
Scott Shy
JK
J. Romelliz

For the Employer

Olivia Adamson
Lashelle Middle
Zosia Cope
Chloe

ADD APPENDIX V Letter of Understanding – Remote Work to Clerical FT and PT Collective Agreements

LETTER OF UNDERSTANDING

between

GUELPH GENERAL HOSPITAL
(herein referred to as the Hospital)

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES UNION – LOCAL 57
(herein referred to as the Union)

CLINICAL INFORMATION SERVICES - REMOTE WORK

1. The purpose of this Letter of Understanding is to vary certain terms of the Collective Agreement to provide employees in Clinical Information Services with the opportunity to voluntarily perform assigned duties remotely. All other provisions of the Collective Agreement remain in effect.
2. The Hospital has the undisputed right to designate, increase or decrease the number of remote work opportunities. However, in the exercise of said right, the Hospital will not act in an unreasonable or arbitrary manner. It is understood that it would not be deemed unreasonable or arbitrary to decline an opportunity for remote work to an employee who is regularly scheduled less than 37.5 hours per week. If necessary, remote work opportunities shall be offered in order of seniority.
3. This Letter of Understanding may be terminated for any of the following reasons:
 - a. the employee ceases employment, or
 - b. the employee's incumbent position changes, or
 - c. by mutual agreement of the Hospital, Union and employee, or
 - d. upon either the Hospital, Union or employee providing 30 calendar days' written notice to the other parties.
4. Employee participation in the Remote Work agreement is voluntary. A CUPE local 57 Member who participates in such an agreement will continue to be a bargaining unit member and an employee of the Hospital. There will be no change to an employees' rate of pay or benefits. The performance standards applicable to the Hospital's workplace will continue to apply.
5. It is the joint responsibility of the Hospital, the Union, and the employee participating in the Remote Work agreement to ensure said agreement does not contravene any applicable employment statutes. Employees who work remotely under this agreement would qualify for any "home office" tax benefits. Upon employee request, the Hospital will complete a Form T2200 or similar tax form. Furthermore, it is the responsibility of the employee participating in the Remote

Work agreement to ensure said agreement does not contravene any municipal by-laws.

6.
 - a. The Joint Health and Safety Committee will provide an approved health and safety inspection and attestation form to employees participating in the Remote Work agreement. The employee will be required to submit a completed copy of this form upon entering into the agreement and then on an annual basis going forward. The annual form, along with the Ergonomic Assessment, must be submitted to the Director of Clinical Information Services for review by January 31 of the calendar year.
 - b. The employee will maintain a designated workspace distinct from other areas of the home. The employee will remain entirely responsible for the nature, condition and control of the remote workspace, and be liable for injuries to others, including third parties and/or members of the employee's family, in the employee's premises.
 - c. Any accident or injury to the employee that occurs during the agreed work hours, in a designated workspace, and arises out of the performance of work for the Hospital will be considered as an on-duty accident and so reported in accordance with Guelph General Hospital and WSIB.
7.
 - a. The employee will provide their own workstation which meets ergonomic standards (desk and chair). The Hospital does not assume liability for damage, loss or wear of employee-owned equipment. The employee may purchase workstation equipment through the Hospital's Purchasing Department.
 - b. The Hospital will provide all other equipment and materials that would normally be provided to said employee while working in the Hospital. This equipment and materials will be serviced by the Hospital, remain the property of the Hospital and be returned to the Hospital when the employee's Remote Work agreement terminates. All equipment and materials provided by the Hospital will not be used for any other purpose than in the performance of said employees' assigned duties.
 - c. The employee will be responsible for reporting to the Director, Clinical Information Services (or designate) any problems with Hospital-owned equipment. The Hospital will be responsible for maintenance of equipment. The Hospital will ensure that the Hospital-owned equipment is replaced or repaired within a reasonable amount of time. As needed, the employee shall be responsible for transporting hospital equipment to and from their remote workspace for repair. The Hospital will assume any liability for equipment the employee transports between their remote workspace and the Hospital.
 - d. Where an employee participating in a Remote Work agreement is unable to perform their assigned duties due to equipment failure, said employee will notify the Hospital to make alternate arrangements to ensure that the minimum productivity standards are met. This will include working on site at the Hospital, as needed.

- e. The employee is responsible for the implications and any related costs associated with home insurance policies and ensure the protection and security of all Hospital-owned equipment and materials.
- 8. Scheduled hours are flexible but must be pre-arranged and approved by the Director, Clinical Information Services. Hours must comply with the scheduling provisions of the Collective Agreement.
 - a. The employee will communicate with the Director (or designate), as required and will be responsible for attending Department meetings. Department meetings may be attended through the use of the hospital approved meeting software such as WebEx Zoom etc.
 - b. During scheduled working hours, the Union may communicate with employees working remotely in this agreement.
 - c. Employees participating in the Remote work agreement will continue to follow all departmental and Hospital policies, including reporting illness, requesting vacation days, etc.
 - d. Workstations must be located in a private area, with limited access. The "Confidentiality Agreement", preserving all patient information as private and confidential, remains in effect at all times. In turn, the Hospital and the Union agree to maintain confidentiality concerning employees working remotely.
- 9. Employees participating in the Remote Work agreement will be responsible for performing their assigned duties as per job description.
 - a. Employees working remotely will be responsible for maintaining the productivity standards established by Clinical Information Services.
 - b. Employees may not subcontract out any work.
- 10. The Hospital will ensure that Union job postings will be made available to an employee participating in the Remote Work agreement.
- 11. Upon written request of the Union, the Hospital will provide the Union with an updated list of the names of employees working remotely. It is understood that this request will not be made more than twice per calendar year.
- 12. Employees participating in the Remote Work agreement are expected to make suitable arrangements during work hours to ensure that personal responsibilities do not conflict with work responsibilities.
- 13. When requested by an employee working remotely, the Hospital will provide the employee with a letter confirming the employee works from remotely.

This agreement does not change the employee/employer relationship and is not an employment contract and may not be construed as such. It outlines an agreed "Remote Work" arrangement and the associated responsibilities.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Debra Jasper
Christina Campbell
Rebekah Pen

Lead Supt.
AFL
J. Romelliz

For the Employer

Alison Adamson
Rachelle Peacock
Kristy Ceg
Alissa

AMEND F-12 C (i) Service/F-10 C (i) Clerical

Staff who wish to be considered for additional shifts must indicate their availability.

Once the schedule referred to in Article F-3 has been posted, where the offer of an additional shift will result in overtime or premium payment, the shift will be offered to qualified employees who have made themselves available within the department in the following order:

- i) Full-time on a rotating basis accordingly by seniority

Agreed and Dated this 1st day of December 2022

For the Union

For the Employer

<u>Linda Pellegrini</u>	<u>Alison Adams</u>
<u>John Jasper</u>	<u>Rebecca Miller</u>
<u>Abbie Campbell</u>	<u>Ziggy Gruen</u>
<u>Mary Capu</u>	<u>Willie</u>
<u>Scott Sips</u>	
<u>Al</u>	
<u>J. Domelby</u>	

AMEND I-2 in All Collective Agreements

Following the posting of the vacation schedule May 1st of each year, an employee who wishes to change a vacation period, shall make a request in writing to her/his Supervisor. **If operationally feasible**, such request shall not be unreasonably denied.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Linda Jansen
Brooke Campbell
Tally Capu
Scott Kelly
J. Connell

For the Employer

Alison Adams
Talhelle Delle
Kristen
Sally

AMEND ARTICLE I – 1 e) Vacation in Collective Agreements

During prime time from December 15 to January 5, an employee may request in writing up to one (1) week vacation, which is understood to mean up to seven (7) consecutive calendar days which may include either Christmas Day or New Years Day. In addition, **the employee may request vacation or lieu time on Christmas Eve, Boxing Day or New Year's Eve. The Hospital will endeavour to approve the aforementioned requests; but such approval will be based on operational needs.** Each employee in the department may be granted one (1) vacation request prior to being granted a second (2nd) vacation request. Where there is a conflict in requests, the Hospital will endeavour to alternate Christmas and New Years annually.

Notwithstanding the above, an employee may request in writing either Christmas Day or New Years Day off. An employee who wishes to work Christmas Day, Boxing Day, and / or New Years Day, will indicate their availability prior to the schedule being posted. The Hospital will endeavour to schedule an employee to her/his requests, where there is conflict in requests the hospital will endeavour to alternate Christmas Day and New Years Day, annually. It will be understood if the majority of hours on a shift to be scheduled fall on Christmas Day, such shift belongs to Christmas Day. Similarly, if the majority of hours to be scheduled on a shift fall on New Years Day, such shift belongs to New Years Day.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Karen Jones
CBrook Campbell
Fiona Cope
Scotella
AF
J. Namell

For the Employer

Alison Adams
Shelley Miller
Kristie Cley
Officer

AMEND F-3 in FT Service and Clerical

A schedule of shifts will be posted at least **six (6)** weeks in advance of the week to which it applies.

In the case of a change in the posted shift at the request of the Hospital with less than forty-eight (48) hours notice, the employee affected shall be paid time and one half (1½) their regular straight time rate of pay for all hours worked on the shift that replaced the posted shift previously scheduled. Such premium shall not apply when the change is requested by the employee and agreed to by the Hospital.

Agreed and Dated this 1st day of December 2022

For the Union

Linda Pellegrini
Kathy Jospur
Christodie Campbell
Natalia C. Dunn
Scott Shry.
JFL
Thomally

For the Employer

Aliom Adams
Kathleen Reeder
Kristie Alyn
Gilligan

AMEND F-3 in PT Service and Clerical

A schedule of shifts will be posted at least **six (6)** weeks in advance of the week to which it applies.

In the case of a change in the posted shift at the request of the Hospital with less than twenty-four (24) hours notice, the employee affected shall be paid time and one half (1½) their regular straight time rate of pay for all hours worked on the shift that replaced the posted shift previously scheduled. Such premium shall not apply when the change is requested by the employee and agreed to by the Hospital.

Agreed and Dated this 1st day of December 2022

For the Union

Laura Pellegrini
Dixie Jason
Christie-Campbell
Michele

Scott

AFL

Thomelby

For the Employer

Alison Adamson
LaShelle Kelleher
Kyrrie Cope
Dell

Memorandum of Settlement Guelph General Hospital and CUPE LOCAL 57

Final Audit Report

2023-06-14

Created:	2023-06-08
By:	Edward Harris (eharris@cupe.ca)
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 Signer markzinger9@gmail.com entered name at signing as Mark Zinger

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-  Document e-signed by Mark Zinger (markzinger9@gmail.com)
Signature Date: 2023-06-08 - 7:13:51 PM GMT - Time Source: server- IP address: 72.136.109.94
-  Email viewed by lpellegrini@gghorg.ca
2023-06-08 - 7:42:42 PM GMT- IP address: 99.226.33.217
-  Email viewed by kallan@gghorg.ca
2023-06-08 - 7:48:43 PM GMT- IP address: 72.53.192.112
-  Signer lpellegrini@gghorg.ca entered name at signing as Linda Pellegrini
2023-06-08 - 8:16:22 PM GMT- IP address: 72.142.67.82
-  Document e-signed by Linda Pellegrini (lpellegrini@gghorg.ca)
Signature Date: 2023-06-08 - 8:16:24 PM GMT - Time Source: server- IP address: 72.142.67.82
-  Email viewed by kathycarpino3@gmail.com
2023-06-08 - 9:47:43 PM GMT- IP address: 99.226.32.71
-  Signer kathycarpino3@gmail.com entered name at signing as Kathy Carpino
2023-06-08 - 9:54:22 PM GMT- IP address: 99.226.32.71
-  Document e-signed by Kathy Carpino (kathycarpino3@gmail.com)
Signature Date: 2023-06-08 - 9:54:24 PM GMT - Time Source: server- IP address: 99.226.32.71
-  Email viewed by tinatremelling@gmail.com
2023-06-12 - 0:38:58 AM GMT- IP address: 24.157.70.237
-  Signer tinatremelling@gmail.com entered name at signing as T. Tremelling
2023-06-12 - 0:43:08 AM GMT- IP address: 24.157.70.237
-  Document e-signed by T. Tremelling (tinatremelling@gmail.com)
Signature Date: 2023-06-12 - 0:43:10 AM GMT - Time Source: server- IP address: 24.157.70.237
-  Email viewed by kallan@gghorg.ca
2023-06-12 - 1:11:12 PM GMT- IP address: 72.53.192.112
-  Email viewed by gwood@gghorg.ca
2023-06-12 - 1:16:22 PM GMT- IP address: 24.143.157.11
-  Signer gwood@gghorg.ca entered name at signing as Geoff Wood
2023-06-12 - 1:23:39 PM GMT- IP address: 24.143.157.11
-  Document e-signed by Geoff Wood (gwood@gghorg.ca)
Signature Date: 2023-06-12 - 1:23:41 PM GMT - Time Source: server- IP address: 24.143.157.11
-  Signer kallan@gghorg.ca entered name at signing as Kristie Allan
2023-06-12 - 1:28:38 PM GMT- IP address: 72.53.192.112



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 Document e-signed by Kristie Allan (kallan@gghorg.ca)
Signature Date: 2023-06-12 - 1:28:40 PM GMT - Time Source: server- IP address: 72.53.192.112

 Email viewed by cheryl.cupe57@gmail.com
2023-06-14 - 12:13:38 PM GMT- IP address: 207.35.185.227

 Signer cheryl.cupe57@gmail.com entered name at signing as CABrodie-Campbell
2023-06-14 - 1:08:31 PM GMT- IP address: 207.35.185.227

 Document e-signed by CABrodie-Campbell (cheryl.cupe57@gmail.com)
Signature Date: 2023-06-14 - 1:08:33 PM GMT - Time Source: server- IP address: 207.35.185.227

 Agreement completed.
2023-06-14 - 1:08:33 PM GMT



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