

IN THE MATTER OF AN ARBITRATION  
BETWEEN

**PARTICIPATING HOSPITALS**  
("the Hospitals" / "the Employers")  
**QUINTE HEALTHCARE CORPORATION**  
("the Hospital" / "the Employer")

- AND -

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION**  
**ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 480**  
("the Union")

CONCERNING LOCAL ISSUES UNDER THE *HOSPITAL LABOUR DISPUTES*  
*ARBITRATION ACT* FOR COLLECTIVE AGREEMENTS FOR THE PERIOD  
MARCH 31, 2006 TO APRIL 1, 2009

BOARD OF ARBITRATION :

Christopher Albertyn – Chair  
Angelo Pesce – Hospitals' Nominee  
J. Cameron Nelson – Union Nominee

APPEARANCES

For OPSEU, Local 480:

Michèle Dawson Haber, Research Officer  
Martin Sarra, Staff Representative  
Elaine Jeffrey, Local President  
Gerry Molloy, Steward  
Martha Vickers, Vice-President

Gwen Walsh, Chief Steward

For Quinte Healthcare Corporation:

Maureen Houston, Counsel, Templeman Menninga LLP

Sandy Herrington, Acting Manager, Human Resources

Erin Vries, Human Resources Consultant

Karen Smith, Director of Pharmacy

Hearing held on July 5, 2007.

Executive sessions held on July 5 & 12, 2007.

Award issued on July 12, 2007.

**AWARD**

1. This is an interest arbitration under the *Hospital Labour Disputes Arbitration Act*, in respect of a collective agreement effective from March 31, 2006 to April 1, 2009.
  
2. The parties bargain centrally. The parties agree which issues are to be determined centrally. Those issues that are not agreed to be determined centrally are dealt with in local negotiations.
  
3. This award concerns the local issues between Quinte Healthcare Corporation and OPSEU and its Local 480 (“the parties”). All items agreed by the parties themselves are incorporated by this award into their local collective agreement.
  
4. The parties made their submissions at the scheduled hearing, supported by helpful written briefs. We have carefully considered all of the submissions, taking account of all of the relevant statutory and jurisprudential factors, particularly demonstrated need, comparability and replication.

5. We award those proposals which are referred to below. We do not make express mention of the proposals we decline to award.
6. The awards we make are effective from the date of this award.
7. What emerged from the parties' submissions is that there are clearly issues in the pharmacy department concerning staffing levels, the number of part-time shifts in the summer months, and the limited opportunities for taking vacation in the summer. Both parties are aware of these problems which stem from recruitment difficulties. We encourage the parties to take advantage of the existing union-management processes to try to find solutions that address these problems.
8. Article H.01 is amended as follows: "\$10" is substituted by "\$12.50".
9. Article O.01 d) is amended by the deletion of the words, "or voluntarily accepts".

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10. We remain seized with respect to the interpretation or implementation of this award.

DATED at TORONTO on July 12, 2007.



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Christopher J. Albertyn

Chair: board of arbitration

I concur:

“Angelo Pesce”

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Angelo Pesce

Hospitals' Nominee

I concur:

“J. Cameron Nelson”

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J. Cameron Nelson

Union Nominee