

**AMENDMENTS TO UNIFIED BARGAINING UNIT
COLLECTIVE AGREEMENT**

1. ADM9.2, IHC9.2, OAD9.2, OPM9.2, TEC9.2 (New):

“Where an employee is contacted by the Employer outside the workplace prior to the starting time of his or her next scheduled shift, in circumstances where such contact is considered to be a “call back to work” but the employee is not required to physically attend at the workplace, the employee shall be paid a minimum of four (4) hours of pay at one and one-half (1 ½) times his or her basic hourly rate. The initial call and any subsequent calls during that same four hour period, will be treated as a single “call back to work” for pay purposes”.

2. Delete ADM6.1.1 and 6.1.2 and replace with:

ADM6.1 Effective on {date of ratification}, an employee shall receive a shift premium of seventy-eight cents (\$0.78) per hour for all hours worked between 5:00 p.m. and 7:00 a.m. Where more than fifty percent (50%) of the hours worked fall within this period, the premium shall be paid for all hours worked.

IHC6.1, OAD6.1, OPM6.1, TEC6.1 to be the same language.

3. Article ADM 8, IHC 8, OAD 8, OPM 8, TEC 8 (New):

ADM 8.4.1, 8.4.2, 8.4.3

ADM8.4.1 Employees in Schedule 6 who perform authorized work in excess of 7.25 hours on a regularly scheduled work day shall receive:

- (a) compensating leave of one-half (.5) hour for each hour worked between 36.25 and 48 hours per work week, in respect of the total hours worked during the week on regularly scheduled work days; and
- (b) compensating leave of one (1) hour for each hour worked in excess of 48 hours per work week, in respect of the total hours worked during the week on regularly scheduled work days.

The compensating leave shall be taken at a time mutually agreed upon. Failing agreement, the ministry shall reasonably determine the time of the compensating leave.

ADM 8.4.2 Notwithstanding ADM 8.6, where at the end of the calendar year an employee has remaining accumulated compensating leave under ADM 8.4.1, the employee and Employer shall endeavour to agree on the scheduling of such compensating leave in an effort to utilize the compensating leave by June 30, and neither the Employer nor employee will unreasonably withhold agreement. Failing agreement, the Employer shall reasonably determine the time of the compensating leave.

ADM 8.4.3 Notwithstanding ADM 8.6, compensating leave accumulated under ADM 8.4.1 in a calendar year which is not used before June 30 of the following year, shall be paid on a lump sum basis, at the rate it was earned. An employee may be paid, on a lump sum basis, for compensating leave prior to June 30, where the employee and Employer agree. On termination of employment, or on an employee assuming a permanent position outside the bargaining unit, an employee who has not used all of his or her compensating leave earned under ADM 8.4.1 shall be paid, on a lump sum basis, for all remaining compensating leave hours.

IHC 8.4.1, 8.4.2, 8.4.3; OAD 8.4.1, 8.4.2, 8.4.3; OPM 8.4.1, 8.4.2, 8.4.3; TEC 8.4.1, 8.4.2, 8.4.3 to be the same language.

4. CLASSIFICATION ADJUSTMENTS

New - Appendix 15

Classification Adjustments

1. Effective January 1, 2002, an increase of 10% to each step in the range for the following nurses classes:

Nurse, Occupational Health & Safety

Nurse, Outpatient Clinics

Nurse 1, 2, 3 Clinic

Nurse 1, 2, 3 General

Nurse 1, 2, 3 Nursing Education

Nurse 1, 2, 3 Public Health

Nurse 2, 3 Special Schools

Nursing Home Officer, Dietary

Residential Health Nurse, Facility for the Developmentally Handicapped

2. Effective January 1 2002, an increase of 8% to each step in the range for the Scientist 1, 2, 3 and 4 classes.

The Employer shall undertake a review of scientist related class standards. Any potential wage adjustments would be negotiated in the next round of collective bargaining.

3. Effective January 1, 2002, an increase of 8% to each step in the range for the Communications Operator 1, 2 and 3 classes.
4. Establishment of a set of hourly salary notes for employees in the Ontario Clean Water Agency who complete and maintain facility operator's licenses. Employees would receive an hourly salary note for each license acquired and maintained, as follows

Certification Level	Water Treatment License	Water Distribution	Wastewater Treatment	Wastewater Collection	Water Quality Analyst
I	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
II	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
III	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
IV	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
					\$0.15

Employees shall be compensated for each individual license acquired and maintained, based on the highest certification level attained for that license.

For example, an employee with a Level I Water Treatment License and a Level II Water Distribution License would receive an hourly salary note for each, i.e. \$0.10 and \$0.15, for a total of \$0.25.

5. Delete K8 Salary Allowance.
6. Effective January 1, 2002, a 4% increase to the Resource Technician 4 - Conservation Officer class.

The Employer will develop and implement a new class of Resource Technician 5 - Conservation Officer, effective January 1, 2002, with the following salary range:

01/01/2002: 946.18 989.51 1034.36 1081.67 1136.24

7. Effective January 1, 2002, a 4% increase to the Transportation Enforcement Officer class series.

8. Effective January 1, 2002, a 4% increase to each step in the range for the following classes:

Technologist 1, 2 and 3 Medical Laboratory (16061, 16063, 16065)
Technologist 1, 2, 3 and 4 Chemical Laboratory (16051, 16053, 16055, 16057)
Laboratory Attendant 1 and 2 (15500, 15502)

9. Effective January 1 2002, an increase of 4% to each step in the range for the Classroom Assistant (U0114) and School Aide (U0115) classes.

Note: These classification adjustments shall not be challenged by either party under the *Pay Equity Act*, because they reflect adjustments to address skills shortages as contemplated by Section 8 (1) (e) of the *Pay Equity Act*.

5. WAGE RATES

All wage rates to be increased across the board as follows:

January 1, 2002	-	1.95%
January 1, 2002	-	.55% special adjustment across the board
January 1, 2002	-	1.0% (for productivity and efficiency gains)
January 1, 2003	-	1.95%
January 1, 2003	-	.5% special adjustment across the-board
January 1, 2004	-	2.5%

6. ADM 16.1.1, IHC 16.1.1, OAD 16.1.1, OPM 16.1.1, TEC 16.1.1, (NEW)

16.1.1.1 Effective January 1, 2002, an employee who is at the maximum of the salary range for his or her classification shall be eligible for an increase to his or her rate of pay of 1% over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For employees who have been at the maximum of the range for twelve (12) months or more on January 1, 2002, the increase shall be effective on January 1, 2002. For employees who have been at

the maximum of the range for less than twelve (12) months on January 1, 2002, the increase shall be effective twelve (12) months after the employee achieves the maximum of the range.

16.1.1.2 Effective January 1, 2003, an employee who is at the maximum of the salary range for his or her classification shall be eligible for an increase to his or her rate of pay of 2% over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For greater certainty, this increase is in lieu of, and not in addition to, the amount provided for in 16.1.1.1. An employee shall receive the increase twelve (12) months after he or she received the increase provided for under 16.1.1.1.

16.1.1.3 Effective January 1, 2004, an employee who is at the maximum of the salary range for his or her classification shall be eligible for an increase to his or her rate of pay of 3% over the maximum rate of the classification. Such increase shall be based on satisfactory performance. For greater certainty, this increase is in lieu of, and not in addition to, the amounts provided for in 16.1.1.1 and/or 16.1.1.2. An employee shall receive the increase twelve (12) months after he or she received the increase provided for under 16.1.1.2.