

The Parties agree to include the following Articles in the collective agreements from 2019-2021 and 2021-2023 as may be appropriate. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters.

**MONETARY RE-OPENER AGREED TO ITEMS – April 26, 2023
OPSEU (Local 273) and HAMILTON HEALTH SCIENCES CORP.**

**ARTICLE 17 - PREMIUM PAYMENTS AND TRANSPORTATION/MEAL
ALLOWANCE**

17.01 Standby

An employee required to standby or remain available for call-back duty on other than regular scheduled hours shall be paid at the rate of three dollars and thirty cents (\$3.30) per hour of standby time. Where such standby falls on any of the designated holidays listed in the Collective Agreement, the employee shall be paid at the rate of four dollars and ninety cents (\$4.90) per hour of standby time. Hours worked for callback shall be deducted from hours for which the employee receives standby pay. However, an employee shall be entitled to a minimum of five dollars (\$5.00) for each eight-hour period on standby even if called back to work.

Effective April 1, 2021, an employee required to standby or remain available for call-back duty on other than regular scheduled hours shall be paid at the rate of three dollars and forty (\$3.40) per hour of standby time. Where such standby falls on any of the designated holidays listed in the Collective Agreement, the employee shall be paid at the rate of five dollars (\$5.00) per hour of standby time. Hours worked for callback shall be deducted from hours for which the employee receives standby pay. However, an employee shall be entitled to a minimum of five dollars (\$5.00) for each eight-hour period on standby even if called back to work.

17.03 Shift Premium

An employee shall be paid a shift premium of one dollar and ninety-five cents (\$1.95) per hour for each hour worked which falls within the normal hours of the evening shift, and two dollars and thirty-five cents (\$2.35) per hour for each hour worked which falls within the normal hours of the night shift provided that such hours exceed two (2) hours if worked in conjunction with the day shift. For purposes of this provision, the normal or standard evening and night shift each consist of seven and one-half (7½) hours. Shift premium will not form part of the employee's straight time hourly rate.

Effective April 1, 2021, an employee shall be paid a shift premium of two dollars and ten cents (\$2.10) per hour for each hour worked which falls within the normal hours of the evening shift, and two dollars and fifty cents (\$2.50) per hour for each hour worked which falls within the normal hours of the night shift provided

that such hours exceed two (2) hours if worked in conjunction with the day shift. For purposes of this provision, the normal or standard evening and night shift each consist of seven and one-half (7½) hours. Shift premium will not form part of the employee's straight time hourly rate.

17.04 Weekend Premium

An employee shall be paid a weekend premium of two dollars and fifty cents (\$2.50) per hour for each hour worked between 2400 hours Friday to 2400 hours Sunday. If an employee is in receipt of overtime pursuant to consecutive and subsequent weekends worked, they will not receive weekend premium under this provision.

Effective April 1, 2021, an employee shall be paid a weekend premium of two dollars and sixty five cents (\$2.65) per hour for each hour worked between 2400 hours Friday to 2400 hours Sunday. If an employee is in receipt of overtime pursuant to consecutive and subsequent weekends worked, they will not receive weekend premium under this provision.

17.05 Meal Allowance

An employee who continues to work more than two (2) hours of overtime immediately following the scheduled hours of work, will receive a seven dollars (\$7.00) meal allowance.

Effective April 1, 2021, an employee who continues to work more than two (2) hours of overtime immediately following the scheduled hours of work, will receive a nine dollar (\$9.00) meal allowance.

ARTICLE 20 – HEALTH AND WELFARE BENEFITS

20.01 (c) Dental

The Hospital agrees to contribute 75% of the billed premiums towards coverage of eligible employees in the active employ of the hospital under the Green Shield Company Dental Plan #9 or comparable coverage with another carrier; based on the current ODA fee schedule with a one year lag and provide for recall oral examination to be covered once every nine (9) months (adults only); and orthodontics 50/50 co-insurance with \$2000 maximum per insured lifetime provided the balance of the monthly premiums are paid by the employee through payroll deductions.

Effective the date of implementation, ~~C~~ complete and partial dentures at 50/50 co-insurance to \$1000 maximum per person annually; add Blue Cross Rider #4 – (crowns, bridgework, implants and repairs to same) at 50/50 co-insurance to ~~\$1500~~ **\$2000 maximum per person annually.**

Signed on this 26 day of April, 2023

For the Union:

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