

## **Memorandum of Settlement**

**Between**

**HAMILTON HEALTH SCIENCES CORPORATION  
("HHSC")**

**And**

**THE PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA  
(RADIATION THERAPISTS) Bargaining Unit  
(the "Union")**

**WHEREAS** HHSC and the Union (each a "Party" and together, the "Parties") have engaged in collective bargaining toward a renewal collective agreement;

**NOW THEREFORE** the Parties do hereby agree as follows:

1. The terms of this Memorandum shall constitute full settlement of all matters;
2. The Parties have agreed to a Tentative Agreement as follows:
  - a. Duration of **one year** expiring **September 30, 2022**;
  - b. Wage rate increase of **one percent (1%) effective October 1, 2021**;
  - c. **Effective October 1, 2021**, Physiotherapist or qualified sports therapist up to a combined maximum of **\$575** per calendar year. Psychologist Benefits (includes Masters of Social Work and Counsellor, Non Psychologist) up to a maximum of **\$950** per calendar year. Support Stockings, up to a maximum of **\$450** per person, per calendar year ; and
  - d. All existing provisions of the collective agreement including all appendices and letters of understanding are renewed and extended for the duration of the renewal Collective Agreement.
3. The Parties agree that retroactivity shall be paid within four (4) full pay periods from the date of ratification of the settlement. Current employees on staff, from the date of ratification, will be paid retroactivity within four (4) full pay periods, from the date of the ratification, on the basis of hours paid.

Retroactivity shall be paid on wage increases, including any payments based on the wage rate (for example , the percentage in lieu of benefits, vacation pay and SUB).

The Hospital will contact former employees at their last known address on record with the Hospital , within four (4) full pay periods, from the date of ratification, to advise them of their entitlement to retroactivity.

Former employees will have four (4) full pay periods from the date of notification to claim such retroactivity and, if they fail to make a claim within the four (4) full pay periods, their claim will be deemed to be abandoned.

4. The Parties agree that these amendments will be incorporated in the renewal Collective Agreement subject to and upon ratification by the parties.
5. The Parties agree to recommend the ratification of the Tentative Agreement to their respective principals and to confirm such ratification with the other in writing as soon as possible
6. The Parties agree to withdraw all remaining items not modified by mutual agreement.
7. The Collective Agreement shall be binding on the Parties only upon ratification by both Parties and shall have an effective date as set out therein.

The Parties' respective bargaining teams have caused this Memorandum to be executed in the City of Hamilton, Ontario, this \_\_\_\_ day of \_\_\_\_\_, 2022.

For the Union

For HHSC