

WRH-RT Bargaining - Summary of Changes

Following provisions reflect the negotiated changes to the agreement. All other provisions of collective agreement remain in force.

Item	Existing Agreement	New Agreement
Pay	No pay increase since 2019	<p>Effective October 1, 2019: Increase Rates of Pay 1.75%</p> <p>Effective October 1, 2020: Increase Rates of Pay 1.75%</p> <p>Effective October 1, 2021: Increase Rates of Pay 1.75%</p> <p>Effective October 1, 2022: Increase Rates of Pay 4.75%</p> <p>Effective September 1, 2023: Increase Rates of Pay 1.75%</p> <p>Effective October 1, 2023: Increase Rates of Pay 3.50%</p> <p>Effective October 1, 2024: Increase Rates of Pay 3.00%</p> <p>For a total compounded pay increase of: 19.69%</p>
Lump Sum Payment		A one time lump sum payment of \$1750 for all active full time employees who were employed as of August 13, 2020. This amount will be pro-rated for part time employees.
Benefits		<p>Reduce the deductible from \$3.00 per prescription to \$1.00</p> <p>Reduce the dispensing fee cap from \$12.00 to \$9.00</p> <p>Increase in chiropractic coverage to \$400.00, as well as bundling this coverage with massage.</p> <p>Increase of healthcare spending account</p>

		<p>from \$20 to \$300</p> <p>Vision coverage to increase to \$450 plus eye exam</p>
Article 23.01 Conferences and Workshops	<p>Employer had the ability to cancel leave for attending conferences and workshops for any reason.</p> <p>No requirement to schedule time for projects.</p> <p>No fixed professional development amount.</p>	<p>An Employee will be given as much notice as a is practicable of approval or denial of a request for attendance at such gatherings. Once approved, requests under this Article will not be cancelled except where patient needs cannot be met in any other way. Such requests will not be unreasonably denied.</p> <p>When assigned to projects, within their employment, the Employer will schedule the employee with time to work on the project.</p> <p>Each employee will be provided with a fixed amount of professional development funding for each fiscal year, which will be no less than two hundred dollars (\$200.00), to be budgeted for requests under this Article. Where this amount is not used by the employee in any given year, it shall be forfeited. Prior approval for use of these funds is required and shall not be unreasonably withheld.</p>
Article 18.03 Responsibility Pay	No pay for acting as a preceptor	When an employee is assigned to supervise students, they shall be entitled to an allowance of sixty cents (\$0.60) for each hour of the shift(s) they are assigned to provide such supervision. Only one employee may be paid this allowance in respect of a student for any given hour.
Article 15.04/15.05 Pregnancy Leave SUB Payment/Parental Leave SUB Payment	Only applicable to Full-Time members.	Now applicable to part-time and full-time members.
Article 17.02 Hours of work	Flexible schedules were only at the employer request.	Due to operational requirements, it is recognized that flexible scheduling of an Employee's daily hours of work or weekly hours of work may be required, as

		<p>determined by the Employer, in consultation with the Employee.</p> <p>Employees who do not provide direct patient care may also request flexible scheduling of their daily hours of work or weekly hours of work. Such scheduling request will not be unreasonably denied.</p>
Article 12.06 Contracting Out	Contracting out was only prohibited if it would lead to layoff.	<p>The Employer shall not contract out any work usually performed by members of the bargaining unit if, as a result of such contracting out, the layoff of any Employees other than casual Employees follows. In any case, the Employer will endeavour to have duties of the bargaining unit performed by members of the bargaining unit prior to contracting out. In the event of machine downtime, efforts shall be made to minimize the impacts on bargaining unit members prior to assigning the work to other facilities.</p>
Article 15.01 Leave of Absence	Written requests for a personal leave of absence without pay will be considered on an individual basis by the Employer's designated representative. Such requests are to be made in writing to the Manager as far in advance as possible and in any event not less than fourteen (14) calendar days prior to the date of leave except in cases of an emergency. Such leave shall not be unreasonably withheld.	<p>Written requests for a personal leave of absence without pay will be considered on an individual basis by the Employer's designated representative. Such requests are to be made in writing to the Manager as far in advance as possible and in any event not less than fourteen (14) calendar days prior to the date of leave except in cases of an emergency. Such request shall also indicate the reason for the request. Such leave shall not be unreasonably withheld. Personal leaves of absence will not be granted for vacation or for reasons covered by other leaves of absence provisions. Requests for paid time off, including vacation and lieu time, shall be given precedence over requests for personal leaves of absence.</p>
Article 15.07 Education Leave		Leave of absence, with or without pay and without loss of seniority, may be granted

		<p>for the purpose of further education directly related to the Employee's employment upon written application by the Employee. Such leave will not be unreasonably denied.</p> <p>An Employee shall be entitled to a leave of absence without loss of earnings from her regularly scheduled working hours for the purpose of writing any examinations required by the Employer, in a registered course, approved by the Supervisor, in which an Employee is enrolled to upgrade her work related qualifications.</p> <p>Leave of absence without loss of regular earnings, service, and seniority, from regularly scheduled hours for the purpose of attending short courses, workshops or seminars directly related to the Employee's employment may be granted at the discretion of the Employer upon written application by the Employee.</p> <p>The Employer shall pay the cost of an academic or technical course approved and/or required by the Employer in accordance with its policy. The Employer will endeavour to provide all employees with opportunities for training, with costs paid, should an employee so desire.</p>
Article 15.08 Bereavement Leave		Addition of grandparents-in-law, stillborn or miscarried child or fetus (including stillborn or miscarried child or fetus of the common law partner) to the list of losses eligible for bereavement leave.
Article 16.05 Sick Leave		Except in circumstances beyond her control, an Employee must give notice to the Manager no later than one-half hour four hours prior to the start of the first scheduled shift on the day that she will not be reporting for duty by reason of illness.
Article 17.01 Hours of Work	Normal hours of work in the collective agreement did not	The standard work day for full-time Employees shall be seven and one-half (7

	define which days of the week were "normal."	½) hours (exclusive of an unpaid meal break) and the standard work week for full-time Employees shall be thirty seven and one-half (37 ½) hours (exclusive of unpaid meal breaks) Monday to Friday . It is understood that the Employer may require Employees to work overtime hours subject to operational requirements.
Article 18.05 On Call/Callback		In the event that there are not sufficient volunteers to be on call, it will be assigned in the order of reverse seniority, on a rotating basis.
Article 24.08 New Job Classifications		In the event that there are changes in bargaining unit roles, or new roles within the bargaining unit introduced by the Employer, the Employer will consult with the Union and provide details of the changes.
Article 26.05 General	Bedbugs not included in the list of communicable diseases.	In the event that a regular permanent or contract employee contracts scabies, pink eye, ring worm or other communicable diseases, or acquires lice, or is exposed to bed bugs while performing their regular work duties, and such condition requires treatment or medications for themselves or their immediate family, the Employer shall reimburse the employee for the prescribed medical treatments that are not covered under the Collective Agreement's benefit plans, upon submission of receipts and confirmation the expenses are ineligible under the benefit plans. Expenses related to laundry and dry cleaning required to eradicate the communicable disease, bed bugs or lice will be reimbursed with submission of original receipts up to \$75.00.
Letter of Understanding on Professional Practice	No forum to discuss professional practice matters.	Create a committee to discuss matters pertaining to the professional practice of Radiation Therapists

Other Facts About Your New Deal:

Various editorial changes have been made to your collective agreement including:

Changes to the parental and pregnancy leave language to reflect legislative changes

Clarification around process for notification of shift changes

Continuation of the .8 and .9 Letter of Understanding

Clarification around the scope of members in the bargaining unit

Updating the name of CMRITO in the collective agreement

Confirmation that CPR training or appropriate costs for it are covered

Confirmation the employer will endeavour to keep a casual list

Removal of redundant language in bereavement

Correction of various typos, spelling and grammatical errors