



Changes Specific to the **Hospital Support Staff Tentative Agreement 2022-26**

DISCLAIMER:

If there are any discrepancies between this document and the official tentative agreement or interpretation thereof, the latter shall prevail.

This document is meant for information purposes only. Members should read the entirety of their tentative agreement and ask questions, if necessary, before casting their vote.

The following is an overview of the changes contained in the HS tentative agreement.

Change of Bargaining Unit's Name

The new name, Health Services Staff, will more accurately reflect the nature of the work performed by members of the bargaining unit. It will also more accurately reflect the locations in which this work takes place – not just a hospital setting but also in long-term care and the community.

Temporary Employees Changing Temporary Positions

Members in a temporary position may now only accept a new temporary position if they are in the last 2 months of their current temporary position as determined by the end date specified in their letter of appointment.

Members in a temporary position may also accept a new temporary position under the following conditions:

1. It offers a higher rate of pay
2. It does not include scheduled night shifts
3. It offers a higher number of bi-weekly hours
4. It is more than 50 kilometers from their current worksite
5. It has a later end date than their current position

This will provide for adequate staffing and stability in the workplace.

Overtime (Call Back)

Under the previous contract, there were situations where members working on call-back lost the rest periods they were entitled to take. This change will mean that when a member is required to work on call-back beyond 0200 hours or 1400 hours and does not receive the rest period they are entitled to, they will receive a rest period of up to 8 hours before the start of their regularly scheduled shift – without losing pay or seniority.

Vacation

Members in the same department, in consultation with their supervisor, may agree on a way to select vacation dates. Should it be impossible for the majority of members to agree on a method, selection of vacation dates will be determined using this new rotation system.

The new rotation system allows staff to access their annual entitlement of vacation each year.

NAPE

Sick Leave for Temporary Employees Discharged from Hospital

If a temporary employee is discharged from hospital but cannot return to work and is still under a physician's care for the medical condition they were hospitalized for, they may now access up to 150 hours of sick leave to cover any shifts they would have been recalled for. This is an increase from 90 hours.

Payment of Wages for LPNs Designated in Charge

When an LPN is designated to be in-charge by the employer and is assigned in-charge duties, they will receive an additional \$1.00 for each hour they are designated to be in-charge as long as they work 5 hours of that shift. The employer will determine what in-charge duties are assigned to the LPN.

Article 15 – Pilot Project

This section of the collective agreement currently compensates employees for lost pay due to a delayed release date exceeding 60 days. The new language also compensates employees for any lost hours due to a delayed release date exceeding 60 days. This will be in effect for 1 year from date of signing after which the parties will meet to discuss the effectiveness of the pilot project.

Joint Committee on 24/7 Availability of Temporary Call Ins

NAPE and the employer will establish a committee to discuss concerns regarding the employer's requirement that temporary call-in employees be available 24 hours a day, 7 days a week, 365 days a year. The committee will explore an alternate approach to temporary call-in availability. The committee, made up of an equal number of representatives of the union and the employer, will be established within sixty days of the date the contract is signed. Once established, the committee will make recommendations for consideration and approval within 90 days.

Still have questions about your collective agreement?

Call 1-833-414-1097 or 709-754-9062.

This hotline is staffed:

September 21-25 from 9 am to 8 pm NDT

September 26 from 9 am to noon NDT

NAPE