

## CUPE LOCAL 5167 LODGES INTEREST ARB AWARD

### Wages

2% increase effective April 1, 2011 - Retroactive

1.9% increase effective April 1, 2012 - Retroactive

### Premium

Weekend Premium increased to \$0.25 from \$0.15

### Uniform Allowance

Regular Part time employees \$50.00

### Employer Proposal 4.7

The following provisions apply to **scheduling** part-time employees only:

- (a) No part-time employee shall be employed for less than four (4) hours on the day and afternoon shifts, and seven and one-half (7-½) hours on the night shift.
- (b) In order that employees will have as much advance notice as possible, the Administrator or Designates will post schedules two (2) weeks in advance. This will be done, however, on the understanding that adjustments to the schedule may be required in response to the attendance of regular staff.
- (c) Every reasonable effort will be made to **call schedule** "on-call part-time employees" on an equitable basis provided that this procedure does not adversely affect the staffing requirements of the Lodge. In the event the Lodge's staffing requirements cannot be met from this group, the "regularly scheduled part-time" staff will be **contacted scheduled** for additional shifts.
- (d) Actual hours worked shall be recognized on the occasions when length of shifts are varied due to changes arising out of Daylight Saving Time.

### NEW Employer Proposal 4.9

Order of which employees are called in for work as follows:

1. On- call part time are called to fill staffing needs as required.
2. Regularly scheduled part time employees are contacted for additional shifts.
3. Concurrent part-time employees are contact for additional shifts (i.e. on call shifts)  
Concurrent employees are those who hold a position secondary to their "home" position and are administered in accordance with Lodge Policy.

### **Previously agreed to Language**

When reporting to work for a shift in response to an emergency or late call-in, employees shall be paid from time of call to a maximum of one-half (1/2) hour over and above time worked.

For clarity, it is understood that all call-in shifts **resulting in overtime** shall be awarded based on seniority in the classification.

### **Physiotherapy Cap**

Introduce a cap on physiotherapy at eight hundred and fifty (850) dollars per annum. The collective agreement shall contain the additional language: 'These services are limited to a \$850 maximum and must be authorized in writing by the patients attending physician with diagnosis. All questionnaires must be completed if requested by the insurance provider.'