

**ESSENTIAL SERVICES AGREEMENT** made this 26<sup>th</sup> Day of June 2019

between

**LAMONT HEALTH CARE CENTRE**  
(hereinafter referred to as the "Employer")

and

**THE ALBERTA UNION OF PROVINCIAL EMPLOYEES**  
on behalf of the General Support Services bargaining unit  
(hereinafter referred to as the "Union")

**PART I: MASTER AGREEMENT**

**ACCEPTED**  
 As a corrected ESA replacing the ESA filed & approved on July 5, 2019.  
 Commissioner [Redacted] Date Aug. 13, 2019  
 EA No. ESA5-2019

**1. PREAMBLE AND PURPOSE**

- 1.01 The parties, in accordance with the Alberta *Labour Relations Code* (the "Code"), acknowledge the requirement of an Essential Services Agreement (ESA) to ensure the continued provision of essential services in the event of a strike or lockout.
- 1.02 The Employer acknowledges the right of employees in the bargaining unit to withhold their labour and strike in accordance with the ESA and applicable law.
- 1.03 The Union acknowledges the right of the Employer to lockout employees in the bargaining unit in accordance with the ESA and applicable law.
- 1.04 In recognition of this, the parties agree as follows:

**2. PARTIES**

- 2.01 The parties to this Agreement are Lamont Health Care Centre ("the Employer") and the Alberta Union of Provincial Employees ("the Union").

**3. TERM OF THE ESSENTIAL SERVICES AGREEMENT**

- 3.01 This ESA shall be in effect until the parties have ratified a new collective agreement.

**4. DEFINITIONS**

- 4.01 "Essential Services" are those services
  - (a) the interruption of which would endanger the life, personal safety or health of the public, or

(b) that are necessary to the maintenance and administration of the rule of law or public security.

- 4.02 "Designated Essential Services Worker" (DESW) means a member of the bargaining unit who is required to perform Essential Services under this Agreement.
- 4.03 "Non-Union Exempt Employee" (NUEE) means an individual identified in Section 1(l)(i) of the Code: "a person who in the opinion of the Board performs managerial functions or is employed in a confidential capacity in matters relating to labour relations" who may be available to perform some essential services under this Agreement.

## 5. STRIKE OR LOCKOUT NOTICES

- 5.01 The parties agree that notice of the date, time and initial location(s) to commence a strike or lockout under Section 78 of the Code shall be at least seventy-two (72) hours.

## 6. UMPIRES

- 6.01 The parties agree to select Mia Norrie as the lead umpire. The role of the lead umpire is to:
- (a) assist the parties in concluding the ESA;
  - (b) settle the terms of the ESA in the event the parties cannot agree;
  - (c) rule on interpretation disputes of the master agreement ESA; and
  - (d) be available during a strike or lockout for a timely resolution of master agreement ESA disputes.

The foregoing does not limit the utilization of the lead umpire to act as a deputy umpire as outlined in 6.02.

- 6.02 The parties agree to create a roster of deputy umpires (see Appendix A). The role of the deputy umpire is to:
- (a) assist the parties in reaching agreement on essential services staffing plans;
  - (b) rule on any application and implementation disputes of the ESA; and
  - (c) be available during a strike or lockout for a timely resolution of disputes.

By mutual agreement, a deputy umpire may act as the lead umpire when the lead umpire is unavailable to hear disputes outlined in 6.01.

## 7. PROCESS FOR NEGOTIATING STAFFING PLANS

- 7.01 The parties agree to develop staffing plans that set out the classifications of employees, and the total number of positions in each classification, required to perform the essential services over a seven-day period (see Appendix B).

7.02 The parties agree to exchange information related to who has authority to negotiate the staffing plans and who has final signing authority.

**8. PROCESS FOR ASSIGNING DESIGNATED ESSENTIAL SERVICES WORKERS AND NON-UNION EXEMPT EMPLOYEES**

8.01 The parties shall meet upon receipt of notice of a strike or lockout and thereafter, as often as necessary. Such meetings will occur at a local level for the purposes including and not limited to the following:

- (a) sharing of information to help coordinate the assignment of capable and qualified employees required to perform the essential services;
- (b) notification by the Employer to the Union on the number of capable and qualified non-union exempt employees who are available to fill a position for a specific shift;
- (c) confirmation by the Union to the Employer of which employees are designated essential services workers and for which shifts they are assigned to work;
- (d) notification by the Employer to the Union of any acuity level changes at the site and/or department that would change the required level of essential general support services;
- (e) Determining whether any changes are required, such as whether the number of positions in each classification required to perform the essential services should be increased or decreased.

8.02 The Employer shall utilize the services of its NUEEs, provided they are qualified, to the fullest extent possible. Where an issue arises with respect to the Employer's use of NUEEs they will provide detailed information to the Union upon request. The Employer shall utilize the services of its management and excluded personnel, who are capable and qualified, to the fullest extent possible. Management and excluded personnel shall work extended hours of one hundred and fifty (150) per cent of their regularly scheduled hours per week unless otherwise agreed by the Parties. The Employer shall, if requested by the Union, record the daily number of hours worked and duties of work performed by each manager and excluded employee and forward a written record thereof to the Union every three (3) days.

8.03 The Employer shall be responsible for assigning NUEEs to fill positions for specific shifts. The Employer shall inform the Union of the number of NUEEs assigned to any particular shift. These NUEEs shall be counted towards the number of positions in each classification in accordance with the staffing plans. For example, if the parties agree that three positions in a specific classification are essential for a specific shift, and there are two capable, qualified and available non-union exempt employees, the Union shall be responsible for assigning one designated essential services worker.

- 8.04 Where the Employer has previously advised the Union that a NUÉE is assigned to a particular shift, and that NUÉE is unable to report for their assigned shift, the Employer will make every reasonable effort to fill the shift with an alternate NUÉE. If no alternate NUÉE is available, the Employer shall inform the Union and the Union will assign a Designated Essential Services Worker to fill the shift.
- 8.05 The Union shall be responsible for assigning capable and qualified designated essential services workers and ensuring that those employees report for all shift requirements in accordance with the staffing plans. This includes having adequate capable and qualified employees available to report to duty if required. The Union shall only assign an employee to work a specific shift who normally works in the unit/area, department and program and has been oriented to the unit/area.
- 8.06 If an employee is unable to report for their shift during a strike or lockout, the Union will have a designated process for the employee to follow in order to notify the Union so that arrangements can be made for an alternative employee to be assigned to work the shift in question. The Union will inform the Employer of any such changes.
- 8.07 Both parties acknowledge the benefits of having workspace in near proximity to the impacted site(s) that will help facilitate ongoing communication between site leadership and union representatives who are responsible for assigning designated essential services workers. In the event of a strike or lockout, the Employer shall provide the Union with an exclusive-use, furnished workspace with a telephone line for the duration of the dispute
- 8.08 In the event of a strike or lockout, the Union shall be responsible for the cost and procurement of any equipment, supplies or additional items that may be required to perform its staffing / scheduling responsibilities under this ESA.
- 8.09 During a strike or lockout, a Union representative shall only access the workspace for the purposes of assigning designated essential services workers and other responsibilities as outlined in the ESA. The site may require that the Union representative be accompanied by an Employer official at all times.
- 9. TERMS & CONDITIONS OF EMPLOYEES**
- 9.01 Unless otherwise provided for in this agreement, the terms and conditions of employment contained in the Collective Agreement apply to Designated Essential Service Workers performing Essential Services.

- 9.02 Upon commencement of a strike or lockout, the Employer agrees to maintain coverage for all Employees enrolled in Employees Benefit as per Article 27 of the Collective Agreement. The Union will reimburse the Employer for health plan premiums cost prorated to account for any hours worked on Essential Services. The Employer is responsible for the Employer portion of the premiums prorated to the hours worked by each Designated Essential Service Worker during a work stoppage.
- 9.03 The Employer's associated cost under Article 27.03 will be billed to the Union no later than sixty (60) days following the conclusion of the strike or lockout. The Union shall submit payment no later than sixty (60) days following receipt of the invoice.
- 9.04 For the purposes of this Agreement, an Employee is a Designated Essential Services Worker for only the period of time the Employee is assigned an essential shift as per Article 8.05 of this Agreement.
- 9.05 The Collective Agreement shall remain in full force and effect for Designated Essential Services Workers, with the exception of Article 14 (Hours of Work) (except Article 14.06 (a-b) and Article 14.06 a-b). Designated Essential Services Workers will be paid based on the Employee's classification and rate of pay in effect at the commencement of the strike or lockout
- 9.06 Should a DESW work in excess of their regular hours of work (7.75, or 11.25 hrs.) they shall be entitled to the Overtime provisions as set out in Article 15. The Parties agree that Overtime will only be worked in the event of emergency or unforeseen circumstances and following consultation with the Employer.

## **10. PROHIBITION ON REPLACEMENT WORKERS**

- 10.01 During a strike or lockout at a site, the Employer shall not:
- (a) increase the scope of work performed by volunteers or contracted out services;
  - (b) assign work that would normally be performed by an employee in the bargaining unit that is on strike or lockout to employees in other bargaining units; or
  - (c) hire additional persons to perform work normally performed by an employee in the bargaining unit that is on strike or lockout.

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10.02 In accordance with Appendix B, only Designated Essential Services Workers (DESWs) and Non-Union Exempt Employees (NUEEs) will be allowed to work during a strike or lockout.

## 11. RESPONDING TO EMERGENCIES, UNANTICIPATED OR FORESEEABLE CHANGES

11.01 Where an emergency, unanticipated or foreseeable change to the essential services arises that cannot be responded to safely by the number of essential services employees available as per Appendix B, the Employer will immediately contact the Union to advise of the number of additional designated essential services workers that are required to appropriately respond to the situation.

11.02 The Employer shall provide the Union with a verbal summary of the situation; in response, the Union shall comply with the request to ensure that the Designated Essential Services Workers arrive as soon as reasonably possible and within any time limits as prescribed on the staffing plan. Within 24 hours of the request, the Employer will provide the Union with a written documentation to support the request.

11.03 In the event of a dispute between the Employer and the Union as to the number of requested staff required to respond to the emergency, unanticipated or foreseeable situation, the Designated Essential Service Worker(s) will perform the work in question immediately and without delay. If such a dispute arises the dispute will be addressed in accordance with Section 13 of this Agreement.

11.04 Following the end of the emergency, unanticipated or foreseeable change to the essential services, the total number of essential services employees will return to the agreed upon essential services staffing numbers as indicated in the essential services staffing plan in Appendix B.

## 12. RESPONDING TO STATES OF EMERGENCY

12.01 Where a "state of emergency" is declared under the *Emergency Management Act*, or a "state of public health emergency" is declared under the *Public Health Act*, the parties will immediately suspend the strike or lockout and all employees will return to work as scheduled.

12.02 Following the end of the state of emergency, the strike or lockout will resume unless mutually agreed otherwise.

## 13. RESOLVING DISPUTES

- 13.01 In the event a dispute arises during the application or implementation of the ESA during a strike or lockout, the dispute will be referred to the Umpire identified in Section 6 of this Agreement for resolution.
- 13.02 Such disputes shall be initiated, in writing, by either or both parties, to the Umpire. The Umpire shall hear the dispute within twenty-four (24) hours of the referral. The Umpire will render his or her decision as quickly as possible, but in no event longer than forty-eight (48) hours after hearing the dispute unless the parties agree otherwise.
- 13.03 If the dispute is not resolved by the Umpire to the satisfaction of either the Employer or the Union, the parties may, together or separately, apply to the Commissioner for a review of the decision within ten (10) calendar days pursuant to section 95.7 of the Code.

#### 14. INFORMATION SHARING

- 14.01 The Employer shall provide the Union relevant information including, but not limited to:
- (a) staffing for each Unit / Area and Department, (e.g. normal hours of operation, schedule rotations, whether staff are normally replaced during absences);
  - (b) process for assigning NUEEs;
  - (c) process for replacing NUEEs;
  - (d) list of all Employees including their contact information on file, classification, and status (actively working, LOA, restrictions);
  - (e) list of all NUEEs, including their work location and whether they are capable and/or qualified to perform the work of an Employee on strike or lockout;
  - (f) number of volunteers by site and a list of their usual responsibilities and schedules (if available)
  - (g) name(s) and contact information of the Employer representative responsible for:
    - i. assigning capable and qualified NUEEs;
    - ii. reviewing, discussing, and resolving staffing related issues with the Union counterpart;
    - iii. communicating with the Union counterpart to resolve picketing issues;
    - iv. discussing and resolving issues with the Union counterpart that are unrelated to staffing or picketing.

The information in (a) shall be provided in advance of any local staffing plan discussions, (b) shall be provided upon request, b, c, e, f, and g, shall be provided upon request, but no sooner than the appointment of a mediator and no later than the commencement of the cooling-off period.

- 14.02 The Union shall provide the Employer all relevant information regarding, including, but not limited to:

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- (a) process for assigning designated essential services workers;
- (b) process for replacing designated essential services workers;
- (c) names and contact information of the Union representative(s) responsible for:
  - i. assigning and contacting designated essential services workers;
  - ii. reviewing, discussing, and resolving staffing related issues with the Employer counterpart;
  - iii. managing the picket line and communicating with the Employer counterpart to resolve picketing issues;
  - iv. discussing and resolving issues with the Employer counterpart that are unrelated to staffing or picketing.

The information in (a and (b) shall be provided upon request, and (c) shall be provided upon request, but no sooner than the appointment of a mediator and no later than the commencement of the cooling-off period.

## 15. COMMUNICATION

15.01 The parties shall make all reasonable efforts to ensure the public is aware of the impact on services as a result of the strike or lockout.

15.02 The parties agree to develop a joint communication for the purpose of informing employees in the bargaining unit of their obligations during a strike or lockout, including but not limited to:

- (a) reporting for assigned shifts;
- (b) reporting to work on time;
- (c) completion of essential services when on duty;
- (d) protocol for calling in sick;
- (e) protocol for leaves of absence;
- (f) protocol for reporting to work when responding to emergencies, unanticipated or foreseeable changes to the essential services;
- (g) protocol for discussing the strike or lockout while on site.

## 16. AMENDING THE ESSENTIAL SERVICES AGREEMENT

16.01 Any terms, including the terms of the staffing plans (i.e. Appendix B), may be amended by agreement of the parties. In the event the parties do not agree on an amendment, the dispute shall be resolved as per Section 13 of this Agreement.





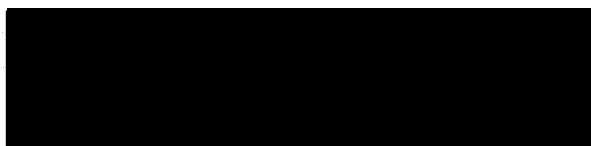
This Agreement has been executed by the Employer and Union by their respective duly authorized representatives.

**LAMONT HEALTH CARE CENTRE**

**THE ALBERTA UNION OF PROVINCIAL EMPLOYEES**

**Per:**

**Per:**



*Signature*

*Signature*

Harold James  
*Harold James*  
Print Name

Gary Smith  
*Gary Smith*  
Print Name

EXECUTIVE DIRECTOR / CEO  
*EXECUTIVE DIRECTOR / CEO*  
Title

President  
*President*  
Title

JUNE 28, 2019  
*JUNE 28, 2019*  
Date signed

28 June 2019  
*28 June 2019*  
Date signed



**PART II: APPENDICES**

- APPENDIX A: ROSTER OF DEPUTY UMPIRES**
- APPENDIX B: STAFFING PLANS**
- APPENDIX C: ESSENTIAL SERVICES LIST**

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## **APPENDIX A: LIST OF DEPUTY UMPIRES**

A list of Deputy Umpires is to be determined upon the commencement of the 14 day cooling-off period.

## **APPENDIX B: STAFFING PLANS**

The Parties agree to the Staffing Plans attached, setting out the classification of Employees and the total number of positions in each classification required to perform the essential services. The Parties further agree that non-union exempt employees (NUEEs) shall be counted towards the number of positions in each classification in accordance with the staffing plans. For example, if the Parties agree that three positions in a specific classification are essential for a specific shift, and there are two capable, qualified and available non-union-exempt employees, the Union shall be responsible for assigning one designated essential services worker (DESW).

## **APPENDIX C: LIST OF ESSENTIAL SERVICES FOR GENERAL SUPPORT SERVICES (GSS)**

### **Housekeeping**

#### **Long Term Care:**

- Remove garbage from patient rooms and washrooms
- .Clean patient washrooms and spot clean patient rooms only
- . Clean patient tables in dining room after breakfast, lunch and supper only
- . Spot clean public and staff washrooms and hallways

#### **Acute Care/Emergency, Morley Young Manor:**

- .Clean emergency rooms and washrooms
- .Clean all occupied acute care rooms and washrooms
- .Spot wash acute hallway and main entrance hallway
- .Deliver meals to Morley Young Manor as required
- .Spot clean only Morley Young Manor suites as required
- .Spot clean Morley Young public washrooms

### **Laundry**

Launder only bed linens, soakers, towels, face cloths, dish cloths, tea towels, and aprons.

### **Food Services**

- Cafeteria to close during work stoppage
- All catering to be cancelled
- Use of paper plates and disposable utensils
- Use canned soups

Minced sandwiches/soup every lunch  
Serve supper casseroles and vegetables  
No extra baking  
Serve pre-portioned desserts

### **Cook**

- . Prepare and cook meals for residents including medically required therapeutic/specialty diets however, Employer should be using prepared and pre-cooked foods, paper service unless therapeutically counter indicated, prepared desserts and individually packaged beverages.
- . Complete daily temperature audits of fridges, freezers, store rooms, and record findings as required,

### **Food Service Worker**

- . Serve food and beverages to residents at set times and location,
- . Setting and cleaning tables, washing and putting away dishes used- dishes should be reduced substantially when using paper service,
- . Cleans equipment used for the service of meals, including pots,
- . Cleans food preparation area and kitchen,
- . Assists in food preparation as required- this task should be substantially reduced if paper service is used,
- . Properly stores food and beverages and ensures they are labeled and stored in coolers and freezers.

**Business Office.**

- Operates switchboard
- .Transfer calls
- .Register emergency/outpatients
- .Inpatient diagnostic services
- .Register inpatients (Acute and Long Term Care)

**Maintenance**

- .Check Honeywell computer – all roof top units and hot water heating pumps
- . Conduct rounds- boiler checks, water temp checks, and pick up requisitions and attend to all requisitioned safety-related and urgent issues
- . Check, replace and fill all O2 bottles
- .Pick up garbage in all areas- check and change bio boxes
- .Clean snow and de-ice sidewalks, main entrances, fire exits and helipad.

**Unit Clerk**

Process doctors orders  
Notify admitting, dietary, housekeeping and pharmacy of admissions and discharges

Assembles and discharges charts

Ensure nursing staffing levels are maintained daily

Maintain records of schedule adjustments for nursing

### **Pharmacy Assistant**

Purchasing of all pharmaceuticals and related products for the hospital – to be done as much in advance as possible

Issue and replace ward stock

Replacement of night cupboard and emergency stocks

Check fridge temperatures every morning on the nursing unit

Check narcotic records from nursing units as required

Make daily corrections/ changes to pouch packed medication for Long Term Care

Input medication order entry into computer

Pick daily batches of medication for acute care and fill unit dose bins

Exchange acute care bins on the units and Long Term Care medications after double checked by the pharmacist

Weekly dose bins cleaning



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NO. 2807 P. 26

**Remove expired medications from pharmacy and all nursing units**

AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours:</b>		39	<b>Total Regular Essential Hours:</b>		19.5
<b>Unit/Area: Pharmacy</b>		<b>Total On-call Hours:</b>			<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		50.00%
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Pharmacy Assistant	Days	1	6.5	2	8:30	15:30	13
Pharmacy Assistant	Days	1	6.5	1	8:30	15:30	6.5



AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours:</b>		105.2	<b>Total Regular Essential Hours:</b>		103.75
<b>Unit/Area: Business Office</b>		<b>Total On-call Hours:</b>			<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		98.62%
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Clerk III	Days	1	7.75	3	6:45	15:00	23.25
Clerk II	Days	1	7	5 (M-F)	8:00	15:30	35
Clerk I	Evenings	1	4.5	5 (M-F)	15:30	20:30	22.5
Clerk I	Weekends	1	11.5	S-S	8:00	20:30	23

AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>				<b>Total Regular Current Hours:</b>	73.00	<b>Total Regular Essential Hours:</b>	36.00
<b>Unit/Area: Unit Clerks</b>				<b>Total On-call Hours:</b>		<b>Total On-call Essential Hours:</b>	
<b>Bargaining Unit: Lamont GSS</b>						<b>% of Regular Hours:</b>	49.32%
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Unit Clerk Acute Care	Days	1	3	5 (M-F)	8:00	11:00	15
Unit Clerk LTC	Days	1	3	2	8:00	11:00	6
Unit Clerks Scheduler	Days	1	3	5	8:00	11:00	15

AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours:</b>		114.00	<b>Total Regular Essential Hours:</b>		65.00
<b>Unit/Area: Laundry</b>		<b>Total On-call Hours:</b>			<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		57.02%
<b>Essential Shifts</b>							
<u>Job Classification</u>	<u>Shift Type</u>	<u># of EES</u>	<u>Shift Length</u>	<u>Days of Week</u>	<u>Start Hour</u>	<u>End Hour</u>	<u>Week Hours</u>
Laundry Worker	Days	1	7	5 (M-F)	6:00	13:30	35
Laundry Worker	Days	1	6	5 (M-F)	7:00	13:30	30

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NO. 2807 30

AUPE and Lamont Health Care Centre - GSS  
Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours:</b>		153.25	<b>Total Regular Essential Hours:</b>		98.00
<b>Unit/Area: Housekeeping Aux Nursing Hm</b>		<b>Total On-call Hours:</b>			<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		63.95%
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Housekeeping	Days	1	6.5	5 (M-F)	6:00	13:00	32.5
Housekeeping	Days	1	4.0	5 (M-F)	6:00	10:00	20
Housekeeping	Days	1	6.5	5 (M-F)	11:00	18:00	32.5
Housekeeping	Weekends	1	6.5	2 (S-S)	6:00	13:00	13

AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>				<b>Total Regular Current Hours:</b>	124.25	<b>Total Regular Essential Hours:</b>	0
<b>Unit/Area: Maintenance</b>				<b>Total On-call Hours:</b>	110	<b>Total On-call Essential Hours:</b>	168
<b>Bargaining Unit: Lamont GSS</b>						<b>% of Regular Hours:</b>	0.00%
						<b>% of On call Hours:</b>	152.73%
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Maintenance Worker	Days	1	On-call	7 days per wk	7:00	7:00	168.00
							During a work stoppage the Maintenance Supervisor will be on-site and will perform any essential Maintenance Worker duties which may arise

AUPE and Lamont Health Care Centre - GSS  
Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>			<b>Total Regular Current Hours:</b> 281.75		<b>Total Regular Essential Hours:</b> 146.5		
<b>Unit/Area: Housekeeping Acute/Emergency, OR, CC, FE &amp; MYM</b>			<b>Total On-call Hours:</b>		<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		52.00%
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Housekeeping LTC	Days	1	6.5	5 (M-F)	6:00	13:00	32.5
Housekeeping LTC	Days	1	6.5	2 (S-S)	6:00	13:00	13
Housekeeping Acute	Days	1	4.0	5 (M-F)	7:00	11:00	20
Housekeeping Acute	Days	1	3.0	2 (S-S)	7:00	10:00	6
Housekeeping MYM	Days	1	6.0	5 (M-F)	8:00	14:30	30
Housekeeping MYM	Days	1	6.0	5 (M-F)	13:30	20:00	30
Housekeeping MYM	Days	1	7.5	2 (S-S)	10:00	18:00	15

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NO. 2807 33



AUPE and Lamont Health Care Centre - GSS  
Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours:</b>			378.00	<b>Total Regular Essential Hours:</b>		203.00
<b>Unit/Area: Dietary</b>		<b>Total On-call Hours:</b>				<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>						<b>% of Regular Hours:</b>		53.70%
<b>Essential Shifts</b>								
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>	
Cook	LC	1	6.5	7 days per wk	9:30	16:30	45.5	
Food Services Worker	EC	1	4.5	7 days per wk	5:00	10:00	31.50	
Food Services Worker	E1	1	3.0	7 days per wk	7:30	10:30	21.00	
Food Services Worker	E2	1	3.0	7 days per wk	7:30	10:30	21.00	
Food Services Worker	L1	1	3.0	7 days per wk	10:30	13:30	21.00	
Food Services Worker	L2	1	3.0	7 days per wk	10:30	13:30	21.00	
Food Services Worker	PM	1	2.0	7 days per wk	16:00	18:00	14.00	
Food Services Worker	L1	1	2.0	7 days per wk	16:00	18:00	14.00	
Food Services Worker	L2	1	2.0	7 days per wk	16:00	18:00	14.00	



AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours: 23.25</b>			<b>Total Regular Essential Hours: 0</b>		
<b>Unit/Area: Health Information Management</b>		<b>Total On-call Hours:</b>			<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		<b>0.00%</b>
<b>Essential Shifts</b>							
<b>Job Classification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Medical Transcriptionist							
							The department supervisor will be on-site during a work stoppage and will perform any emergent essential medical transcription work which may arise.

AUPE and Lamont Health Care Centre - GSS  
 Essential Services Staffing Schedules

<b>Site: Lamont Health Care Centre</b>		<b>Total Regular Current Hours:</b> 116.25			<b>Total Regular Essential Hours:</b> 0		
<b>Unit/Area: Operating Room/ MDR</b>		<b>Total On-call Hours:</b>			<b>Total On-call Essential Hours:</b>		
<b>Bargaining Unit: Lamont GSS</b>					<b>% of Regular Hours:</b>		0.00%
<b>Essential Shifts</b>							
<b>Job Clasification</b>	<b>Shift Type</b>	<b># of EES</b>	<b>Shift Length</b>	<b>Days of Week</b>	<b>Start Hour</b>	<b>End Hour</b>	<b>Week Hours</b>
Sterile Processor							
							<b>Notes</b>
							The OR/MDR department will be closed during a work stoppage