

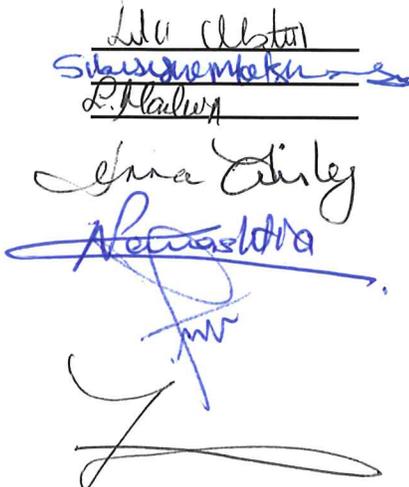
Memorandum of Settlement

**Between Mackenzie Health Service
and
Ontario Public Service Employees Union
On behalf of its Local 374 Service**

1. The parties hereto agree to the terms of this memorandum as constituting full settlement of all matters in dispute.
2. The undersigned representatives of the parties agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The parties agree that the term of the collective agreement shall be from **October 1, 2024** to **September 30, 2027**.
4. The parties further agree that the collective agreement shall incorporate all the terms of the previous collective agreement which expired on **September 30, 2024**, together with the following amendments:
 - (a) All matters settled and agreed to by the parties prior to the date of this memorandum of settlement and attached hereto as **Appendix A**.
 - (b) All matters settled and agreed to by the parties today, including **Appendix B and Wage Scales**.
5. The parties further agree that the amendments to the collective agreement shall be effective on the date of ratification except as provided otherwise in these terms of settlement. Wage increases shall be retroactive to, **October 1, 2024 except those specified as Date of ratification in Appendix B. For the purpose of clarity, unless otherwise agreed to in this Memorandum, wage rates shall be rounded to two decimals.**
6. Retroactive pay adjustments shall be paid no later than **90** days from the date of ratification by both parties.
7. The parties agree to meet within 60 days from ratification for the purpose of proofreading a draft revised Collective Agreement incorporating the terms of this Memorandum.

Signed at Vaughan this **21st day of August, 2025**.

For The Union:


The Union section contains five handwritten signatures in blue ink. The first signature is 'Lili Alister' with a horizontal line underneath. The second is 'Sibuswembekun' with a horizontal line underneath. The third is 'D. Kludun' with a horizontal line underneath. The fourth is 'Shirley' with a horizontal line underneath. The fifth is a signature that appears to be 'A. ...' with a horizontal line underneath.

For The Employer:


The Employer section contains three handwritten signatures in blue ink. The first signature is 'James' with a horizontal line underneath. The second is a signature that appears to be 'G. ...' with a horizontal line underneath. The third is a signature that appears to be 'H. ...' with a horizontal line underneath.

APPENDIX A

ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on April 28, 2025 and April 29, 2025 are as attached:

Housekeeping:

- Item #2: Articles will be amended to reference: “**Director, Employee Relations and Central Staffing**”

Article 7.03 amended as follows:

The Hospital will provide the Union with a list, monthly of all new hires, lay-offs, recalls, status changes and positions which have been vacated within the bargaining unit where such information is available or becomes readily available ~~through the Hospital's payroll system.~~

Article 12.02(b) amended as follows:

A seniority list shall be submitted to the Union ~~and posted on the Union bulletin board~~ by January 31st and July 31st of each year.

Article 8.01 amended as follows:

A **Chief Lead** Steward or designate may assist in the presentation of any grievance or with any steward function.

Article 8.05 amended as follows:

The OPSEU Local President agrees to provide and maintain an up-to-date list of all Union Representatives including the Local Executive Team and the individuals who represent the Union in various committees (including Union Stewards, Union Executive, Grievance Committee, Labour/Management Committee, Joint Health and Safety Committee, and Negotiating Committee) to the Director of Human Resources or designate. **For clarity, any OPSEU/SEFPO Union Steward, Union Executive member, and Union Committee member will be recognized as representatives for all OPSEU/SEFPO bargaining units (Service, Clerical, Sedexo).** The Local President shall notify the Hospital in writing of any changes to the list as they occur.

Article 9.06 amended as follows:

Any representative appointed or selected in accordance with Article 9.02 hereof, shall serve for a term of at least ~~one (1)~~ **two (2)** calendar years from the date of appointment. Time off for such representative(s) to attend meetings of the Accident Prevention Health and Safety Committee in accordance with the foregoing, shall be granted.

Article 12.05(a) amended as follows:

Effect of Absence - Applicable to Full-Time Employees

(a)(i) ~~WCB WSIB~~ or LTD benefits

Article 13.05 amended as follows:

13.05 Separation Allowances

- a) **Article 9.08 change to 13.01(a)**
- b) **Article 9.08 change to 13.01(a)**

Article 16.02(a) amended as follows:

(a) Local Union Business Leave

The Hospital agrees to grant leaves of absence without pay to local bargaining unit members for the purpose of attending Union seminars and/or attending to Union business, provided such leave does not interfere with the efficient operation of the Hospital. There can be no more than two (2) persons off within a department at any one time **within the same hospital/site** and the cumulative total leaves of absence shall not exceed ~~fifty (50)~~ **seventy-five (75)** days per year.

Article 16.03 amended as follows:

All language referring to **seven (7)** days to change to **eight (8)** days

Article 16.05(b) amended as follows:

Parental Leave - SUB

A full-time or regular part-time employee who is on parental leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance parental benefits pursuant to Section 12 of the *Employment Insurance Act*, shall be paid a supplemental unemployment benefit for a period not exceeding ~~ten (10)~~ **eleven (11)** weeks. That benefit shall be equivalent to the difference between ninety-three percent (93%) of the employee's normal weekly earnings and the sum of their weekly Employment Insurance benefits and any other earnings. Receipt by the Hospital of the employee's employment insurance cheque stub will serve as proof that the employee is in receipt of unemployment parental benefits.

Article 18.06(b) amended as follows:

Part-time Scheduling RPN and PCA

- (i) Where extra shifts become available, they will first be offered on the basis of ~~seniority and availability~~ **availability and seniority** to regular part-time employees on the Unit up to their commitment.

Article 30.03 amended as follows:

Bulletin Boards

The Hospital shall provide a **digital/virtual** bulletin boards **at each site of the Hospital** for posting of Union notices in the agreed to locations. Notices of Union activity may be placed on the Union bulletin board by the Union. Notices will be forwarded to the Director of Human Resource Services for approval prior to being posted.

LETTERS OF UNDERSTANDING

- Part time Conversion for Service and Seniority – **to renew**
- Job Sharing – **to renew**
- Local Health Integration Networks – **to renew**
- Code of Conduct – **to renew**
- RPN Wage Rates – **to renew**
- Gender Neutral Language – **to renew**
- Bill 124 – **to remove**
- Staff Scheduling – **to renew**

NEW LETTERS OF UNDERSTANDING

LOU: New Graduate Guarantee

1. The Hospital may introduce supernumerary positions to newly graduated or internationally educated nurses in compliance with the government's 2023-24 Guidelines for Participation in the Nursing Graduate Guarantee Program. If these guidelines are amended in a way that directly impacts the terms and conditions of this LOU, the parties will meet centrally to renegotiate this letter of understanding.

2. Newly graduated nurses are defined as those nurses who have graduated from a nursing program or refresher program within the last year. Internationally educated nurses are defined as those nurses who received their basic nursing education in a country other than Canada.

3. The applicable mentorship premium in the local appendix will apply.

4. Such supernumerary positions will not be subject to Internal postings as per Article 15.

5. Such nurses will be full-time and covered by the full-time Collective Agreement.

6. The duration of such supernumerary appointments will be for the period of funding or such other period as the local parties may agree, provided such period is not less than twelve (12) weeks.
7. Such nurses can apply for posted positions during the supernumerary appointment but may not transfer to a permanent position before the end of the supernumerary appointment.
8. For the purpose of job posting, supernumerary nurses will be deemed to have no seniority within the bargaining unit. If they are the successful applicant in a job competition they will then be credited with service and seniority credits equal to all hours worked in their supernumerary position.
9. If the nurse has not successfully posted into a permanent position by the end of the supernumerary appointment, they will be reclassified as casual and this will not be considered a layoff.
10. The Hospital bears the onus of demonstrating that such positions are supernumerary.
11. Only so many positions will be created as are covered by government funding for supernumerary positions.
12. The Hospital will consult with the Union with regards to supernumerary positions in accordance with the 2023-2024 Nursing Graduate Guarantee Program Guidelines.

LOU: Shift Reassignment

The Hospital and the Union recognize that it is a management right to reassign an employee who is scheduled to work for a period of time in accordance with the provisions of the Collective Agreement. This reassignment will be based on safe patient care being the first priority, and will be from the employee's home unit to any other unit as required by the Hospital. When it is necessary to reassign staff from one (1) unit to another, the reassignment will first be offered on a voluntary basis, subject to maintaining operational requirements, and provided the nurse is qualified to perform the work in question.

1. In the event that there are no volunteers, nurses and PCA's will be reassigned in the following order:
 - a) Agency nurses
 - b) Float Nurse (NRT)
 - c) Nurses at overtime
 - d) Casual part-time by order of reverse seniority
 - e) Other nurses on the unit on the basis of rotating seniority starting with the most junior and in ascending order (with a 2 week pay period)
2. For the purposes of reassignment under this provision a combined seniority list shall be used.
3. However the above order may be altered by Management based on an evaluation of the qualifications required, skill mix required, clinical needs, client acuity and the staffing complement on the sending and receiving units.
4. It is agreed that nurses who are reassigned will meet with the MRN on the receiving unit to ensure that adequate supports are available during

the shift.

5. It is understood that nurses will not be reassigned during their probationary period.
6. When the Hospital reassigns employees from one site to another the Hospital will endeavour to provide orientation to the general functioning of the unit before reassigning an employee to work on the unit. When an employee is reassigned to another site the Hospital will reimburse the employee for transportation costs that the Hospital requires the employee to incur. The Hospital reserves the right to determine the most efficient method of transportation.
7. A nurse cannot decline a reassignment to a unit for which they are qualified for or when paired with another nurse from the same unit.

APPENDIX A:

- Workload Review Form – to renew

DATED at Vaughan, Ontario, this 29th day of April ,2025.

FOR THE EMPLOYER

Armen Kekorian
Suzanne Lemay
Raman Rai
[Signature]
[Signature]
[Signature]
[Signature]

FOR THE UNION

[Signature]
Sibusiswe Mlotshwa
Lucille Adewa R. R. R.
JANNA FAIRLEY
ALEXANDER M. MLOTA
NARINDER PANASHIA
Chantal Gray
[Signature]

ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on May 14, 2025 as attached:

Housekeeping:

- Item #3: Articles will be amended to reference “**Joint Occupational Health and Safety Committee**”

Article 29.03 amended as follows:

A copy of the current job description for a bargaining unit position shall be made available to the union **upon request**. If a job description is changed or modified, the Union will be informed and provided with a copy of the revised job description.

Article 8.03 amended as follows (agreed to April 29/25):

Labour/Management Committee

The parties mutually agree that there are matters that would be beneficial if discussed at a Labour-Management Committee Meeting during the term of this Agreement. The Committee shall be comprised of ~~three (3) five (5)~~ **four (4)** Union representatives and ~~three (3) five (5)~~ **four (4)** Hospital representatives. The Committee shall meet at a time and place mutually satisfactory. The Committee shall meet once every two (2) months, unless agreed otherwise.

Article 9.10 move to Article 17.08 Early Return to Work/Modified Work (agreed to April 29/25)

Article 8.04 amended as follows:

Negotiating Committee

The Negotiating Committee shall have the right to attend meetings held within working hours in order to prepare amendments for the next Agreement up to a maximum of ~~three (3) five (5)~~ **four (4)** days per member ~~without loss of pay or credits~~. Reasonable notice is to be provided to the Hospital and approval will be conditional on operational needs. This time is to be paid by the

Union.

Article 16.02(c) amended as follows:

Where an individual of the bargaining unit represented by OPSEU/SEFPO is elected or appointed as an Executive Board Member or appointed to a temporary full-time position with OPSEU/SEFPO (Provincially), for a minimum period of six (6) months and a period not to exceed twelve (12) months maximum, such individual shall be granted leave of absence for the time off required to exercise the duties of such appointment. The Hospital will maintain the employee's salary and applicable benefits and the Union will reimburse the Hospital for the cost of salary and benefits. In addition, there will be no loss of seniority during such leaves of absence.

If the temporary position ceases, OPSEU/SEFPO must notify the Employer a minimum of thirty (30) days in advance of the end of the temporary contract. Subsequent to this, the Employer will terminate the contract of the successful applicant to the temporary position providing notice of two weeks. The employee will then either be terminated with two weeks notice or returned to their former position. This process will be repeated until all impacted employees are either terminated or returned to their former positions. Further, it is understood that layoff provisions as per the Collective Agreement do not apply.

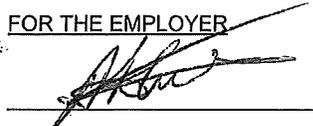
Article 30.06 amended as follows:

Travel

Employees required to travel for the Hospital shall be compensated ~~at the corporate kilometric rate seventy-two cents (\$0.72) per kilometre and all parking expenses (receipts required).~~ at the corporate kilometric rate. In addition, all parking expenses will be reimbursed (receipts required).

DATED at Vaughan, Ontario, this 14th day of May, 2025.

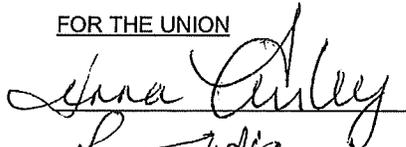
FOR THE EMPLOYER

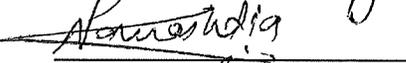


Raman Rai

Inghem

FOR THE UNION

 JENNA FAIRLEY





L. Headman

Schwartz



ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on June 17, 2025 are as attached:

Add Article 8.08 as follows:

Employee Right to Representation

The Employer shall endeavor to give 24 hours' notice to the employee of date, time and nature of meeting if possible.

Article 15.01 amended as follows:

Where a permanent vacancy occurs in a classification within the bargaining unit or a new position within the bargaining unit is established by the Hospital, such vacancy shall be posted for a period of seven (7) consecutive calendar days. Applications for such vacancy shall be made in writing within the seven (7) day period referred to herein.

The posting shall occur within one (1) month of the position becoming established. The Hospital is to notify the Local President if the position is being filled in any other manner or if not being filled at this time.

The postings shall stipulate the qualifications, classifications, rate of pay, department or program and shift(s) and a copy shall be provided to the Local President of the Union.

Where the skill, ability, experience and qualifications are relatively equal amongst the employees considered, seniority shall govern providing the successful applicant, if any, is qualified to perform the normal requirements of the job.

Any employees who applied for the job posting and participated in the interview process shall be notified of the status of their application within a reasonable amount of time following completion of the job competition.

Successful employees shall not be considered for other vacancies within a six (6) month period unless an opportunity arises which allows the employee to change their permanent status.

Add to 16.02(d) as follows:

The Hospital will grant a leave of absence with pay and without loss of seniority or service for the term of this agreement to the Local Union President or designate. This leave of absence will be paid for by the Union including an additional percentage for benefits.

Add Article 18.04(b) as follows:

Applies to Part Time Employees only - Employees shall be entitled to payment of time and one-half (1 ½) the employee's basic straight time hourly rate for all authorized overtime work in excess of their regular scheduled shift.

Article 20.01 amended as follows:

An employee who is called to work after leaving the Hospital premises and outside of their regular scheduled hours shall be paid a minimum of no less than four (4) hours' pay at double time (x2) their regular straight time hourly rate for work performed on each call-in. In the event that such four (4) hour period overlaps and extends into their regular shift they will receive the four (4) hour guarantee payment at double time (x2) and their regular hourly rate for the remaining hours of their regular shift. The reference to leaving the Hospital premises referred to above will not be applicable where an employee remains in the Hospital on standby arrangement with the Hospital.

For purposes of clarification, Article 20.01 does not apply to pre-scheduled hours of work. Article 20.01 does not apply where the employee elects to work additional unscheduled hours made available by the Hospital.

ER and Union agree to create LOU regarding process for workloads

Article 12.01 amended as follows:

Newly hired employees shall be considered to be on probation for a period seventy (70) tours worked from date of last hire (525 hours of work for employees whose regular hours of work are other than the standard work day). If retained after the probationary period, the employee shall be credited with seniority from date of last hire. Where it is determined that an extension to probation may be required, such recommended extension shall be discussed with the Local President and the worker.

It is understood and agreed that any extension to the probationary period will not exceed an additional sixty (60) tours, (450 hours of work for employees whose regular hours of work are other than the standard work day) worked or such lesser period as may be agreed by the parties. The release of a probationary employee shall not be the subject of a grievance or arbitration.

Article 18.05 amended as follows:

Schedules shall be posted two (2) weeks in advance of commencement covering a 4 or 6 week period, depending on current department practice, effective the first new posted schedule after date of ratification.

Amend Article 26.04 as follows:

Vacation entitlements for full-time employees are based on continuous service and will be adjusted for unpaid absences in accordance with Article 12.05. Vacation entitlements for part-time and casual employees are based on hours worked. One year equals one thousand seven hundred and twenty five (1725) hours worked.

(Note: See L.O.U. for current employees)

Where an employee's scheduled vacation is interrupted due to bereavement, the employee will be entitled to bereavement leave. The portion of the employee's vacation which is deemed bereavement will not be charged to the employee's vacation credits provided the employee provides supporting evidence at the discretion of the manager.

Where an employee's scheduled vacation is interrupted due to illness, which either commenced prior to or during the scheduled vacation period, the period of such illness shall be considered sick leave.

The portion of the employee's vacation which is deemed to be sick leave under the above provision will not be counted against the employee's vacation credits.

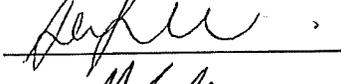
DATED at Vaughan, Ontario, this 17th day of June, 2025.

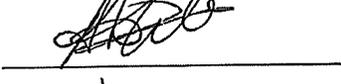
FOR THE EMPLOYER

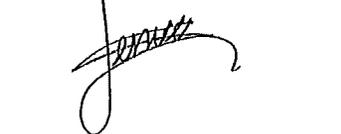


Roman Fai









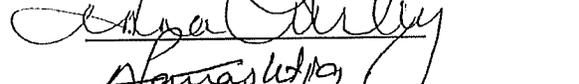
FOR THE UNION



Sibesine Mahua

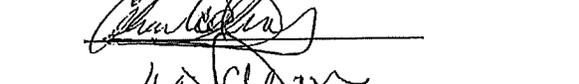


Waik Akon



Anna O'Leary









ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on June 30, 2025 are as attached:

Article 4.04 amended as follows:

A 'casual' employee is an employee who is employed on a relief or replacement basis and is reasonably available for call-ins as circumstances require. Casual staff may not be scheduled on a regular basis for more than twenty-four (24) hours per month unless they are filling a 'temporary' vacancy, as defined in this Article or covering for a vacation leave.

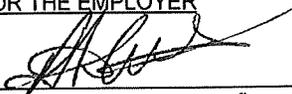
Casual employees who are not available within a three (3) month period or who have refused shifts and have not worked within a three (3) month period, unless on an approved leave of absence, may be terminated at the discretion of the Hospital.

Casual employees must be available for work as required and assigned by the Hospital as follows:

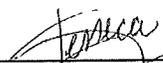
- 1) **Be available for minimum two (2) shifts in every posted schedule as required and assigned by the Hospital**
- 2) **Be available for one (1) weekend in every posted schedule as required and assigned by the Hospital**
- 3) **Be available for work as required and assigned by the Hospital between the period December 15 and January 15 and over the summer vacation period from June 15 to September 15 of each year**
- 4) **A casual part-time employee who declares themselves available for work shall notify the Hospital as soon as a change in circumstances becomes known.**
- 5) **It is understood that the casual part-time employee is responsible for booked shifts as is any other classification**

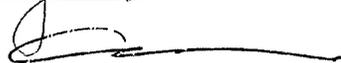
DATED at Vaughan, Ontario, this 30th day of June, 2025.

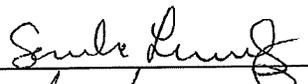
FOR THE EMPLOYER



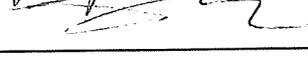










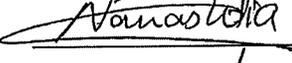


FOR THE UNION

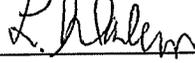
















ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on August 12, 2025 are as attached:

Article 16.03 amended as follows:

Any employee who notifies their immediate Supervisor as soon as possible following bereavement will be granted bereavement leave for four (4) consecutive working days off without loss of regular pay from regularly scheduled hours within the ~~seven (7)~~ **eight (8)** calendar day period following the death of the spouse, child or parent.

An employee who notifies their immediate Supervisor as soon as possible following a bereavement will be granted bereavement leave for three (3) consecutive working days off without loss of regular pay from regularly scheduled hours within the ~~seven (7)~~ **eight (8)** calendar day period following the death of the sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent, grandchild, brother-in-law, sister-in-law or grandparent of spouse.

An employee who notifies their immediate Supervisor as soon as possible following a bereavement shall be granted one (1) day bereavement leave without loss of regular pay from regularly scheduled hours within the ~~seven (7)~~ **eight (8)** calendar day period following the death of their aunt or uncle, niece or nephew, in order to attend the funeral or attend a memorial service.

Clarity note: "Aunt" and "Uncle" refer to the sibling of one's parent or the spouse of a sibling of one's parent.

The Hospital, in its discretion, may extend such leave with or without pay. Where an employee does not qualify under the above-noted conditions, the Hospital may, nonetheless, grant a leave of absence with or without pay. For the purpose of bereavement leave, the relationships specified in the preceding clause are deemed to include a common-law spouse and a partner of the same sex.

Article 19.01 (Standby) agreed to as follows: **status quo, followed by Me Too CUPE effective October 1, 2025 and October 1, 2026**

Article 21.02 (Weekend Premium) agreed to as follows: **\$3.14/hour effective date of ratification, followed by Me Too CUPE effective October 1, 2025 and October 1, 2026**

Article 23.01 (Responsibility Pay) agreed to as follows: **status quo, followed by Me Too CUPE effective October 1, 2025 and October 1, 2026**

Article 27.05 (Vision Care) agreed to as follows: **status quo, followed by Me Too CUPE effective October 1, 2025 and October 1, 2026**

Article 27.06 (EHC) agreed to as follows:

- Chiropractor, Physiotherapist, Massage Therapist/Orthotherapist (combined) will be covered up to an annual maximum of \$375 for each service. **Effective October 1, 2025, increase to \$450.**

Changes to Benefits Booklet as follows:

- Elastic support stockings 3 pairs and maximum payable amount of \$100 per covered person each calendar year.
- Hearing aids \$450 every 36 consecutive months.
- Major Restorative Services (Dental)- \$1000 Dentures and \$1500 all other major treatments each calendar year
- Orthodontics - Lifetime maximum of \$1500

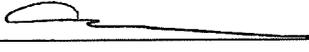
Housekeeping Items:

- Item 1: Articles will be amended to reference: "**Attending Physician Statement**"
- Item 6: Update MDR Technician 1 classification to reflect "**MDR Technician 1/CPD Technician/Instrument Technician**"

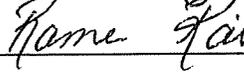
DATED at Vaughan, Ontario, this 12th day of August, 2025.

FOR THE EMPLOYER





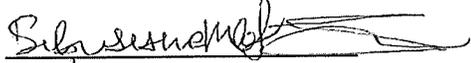




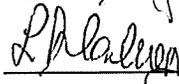




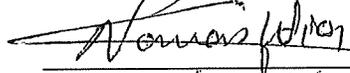
FOR THE UNION

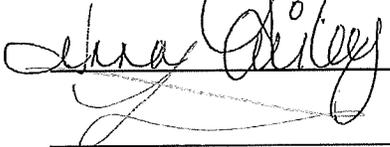












ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on August 13, 2025 are as attached:

Article 18.07 amended as follows:

In the event employees of their own accord wish to exchange scheduled shifts with another employee, the Hospital requires signed acknowledgements from each employee and shall not be responsible or liable for overtime rate claims and non-compliance with the collective agreement provisions that might arise or accrue as a result of the exchange of shifts. The Hospital's approval of such exchanges will not be unreasonably withheld.

The shift exchanges cannot be used by any part-time or casual to circumvent their commitment requirement on the posted schedule or any future schedule. In addition, and to clarify, part-time employees may not give away shifts if this results in reduced commitment.

Article 27.06 (EHC) agreed to as follows:

- There will be an increase to **\$425** per calendar year for each of the following: Osteopathy, Podiatrist/Chiropract (combined), Psychologist/Social Worker (combined), **Speech Language Pathologist/Speech Therapist (combined)**, and Naturopath.

Changes to Benefits Booklet as follows:

- Podiatric Orthosis or arch support **\$300** per covered person each calendar year.

Wage Increases:

- **October 1, 2024 – 3% (including retro payment)**

LOU New Graduate Guarantee– Parties agreed to **\$0.60/hr** mentorship premium

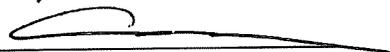
LOU Union Resources – Renew

MOA – With Respect to Extended Tour Arrangements – Renew

DATED at Vaughan, Ontario, this 13th day of August, 2025.

FOR THE EMPLOYER





Sundar

Raman Rai

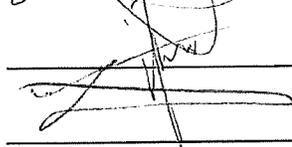
M. Khan

M. R.

FOR THE UNION







Liz. Alton

Narasimha

and Wiley

APPENDIX B

APPENDIX B
(Revised)

ITEMS IN AGREEMENT

Between

MACKENZIE HEALTH

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 374

The following items were agreed to during the course of negotiations held on August 21, 2025 are as attached:

Article 23.02 amended as follows:

Registered Practical Nurses may be required, as part of their regular duties, to supervise activities of students. Nurses will be informed in writing of their responsibilities in relation to these students and will be provided with what the Hospital determines to be appropriate training. Any information that is provided by the Hospital by the educational institution with respect to the skill level of the students will be made available to the nurses recruited to supervise the students. Upon request, the Hospital will review the nurse's workload with the nurse and the student to facilitate the successful completion of the assignment.

When a nurse is assigned nursing student supervision duties, the Hospital will pay the nurse a premium of **one dollar (\$1.00)** per hour for all hours spent supervising nursing students.

Amend 26.05 as follows:

Insert after FT vacation chart:

“Effective October 1, 2025, after completing 28 years of service, full-time employees will be entitled to one additional vacation day each year, up to a lifetime maximum of 5 vacation days earned. (For clarity, employees earn one additional vacation day each year between 28 years of service and 32 years of service).”

Add to Benefits Booklet as follows:

- **Health care spending account for full-time active employees of \$100 annually, effective October 1, 2025.**

Article 21.01 (Shift Premium) agreed to as follows: **\$2.26/hour effective date of ratification, followed by Me Too CUPE effective October 1, 2025 and October 1, 2026**

Add Article 21.03 as follows:

Employees shall be paid both shift and weekend premiums when the majority of hours worked falls between hours eligible for premiums.

Amend 32.01 as follows:

This Agreement shall continue in effect until **September 30, 2027** and shall continue automatically thereafter for annual periods of one year each unless no more than ninety (90) days prior to the expiry date, either party notifies the other in writing that it intends to amend or terminate this Agreement.

Wages agreed-to as follows:

- **October 1, 2024 – 3% (including retro payment)**
- **October 1, 2025 – 2% plus Me Too with CUPE (October 1, 2025)**
- **October 1, 2026 – Me Too with CUPE (October 1, 2026)**

For clarity, the total wage increase outlined above will not exceed the total CUPE wage increase for the combined period of October 1, 2025, and October 1, 2026.

- **If CUPE receives more than a 2% increase effective October 1, 2025, a retroactive adjustment will be applied from that date.**
- **If CUPE receives less than a 2% increase on October 1, 2025, the difference will be deducted from the October 1, 2026 wage increase, ensuring the total increase does not exceed CUPE’s wage adjustment for October 1, 2025 and October 1, 2026.**

LOU: Agency Staff Reporting– New

DATED at Vaughan, Ontario, this 21st day of August, 2025.

FOR THE EMPLOYER

FOR THE UNION

SCHEDULE A

Wages

- October 1, 2024 – 3% (including retro payment)
- October 1, 2025 – 2% plus Me Too with CUPE (October 1, 2025)
- October 1, 2026 – Me Too with CUPE (October 1, 2026)

For clarity, the total wage increase outlined above will not exceed the total CUPE wage increase for the combined period of October 1, 2025, and October 1, 2026.

- **If CUPE receives more than a 2% increase effective October 1, 2025, a retroactive adjustment will be applied from that date.**
- **If CUPE receives less than a 2% increase on October 1, 2025, the difference will be deducted from the October 1, 2026 wage increase, ensuring the total increase does not exceed CUPE's wage adjustment for October 1, 2025 and October 1, 2026.**