

Collective Agreement

between

**Ontario Public Service Employees Union
Syndicat des employés de la fonction publique de l'Ontario**

on behalf of its Local 250

and

Bruce County Paramedics

DURATION: April 1, 2022 – March 31, 2025



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COLLECTIVE AGREEMENT

**BETWEEN:
CORPORATION OF THE COUNTY OF BRUCE
(Hereinafter called the "Corporation")**

- and -

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION
and its Local 250
(hereinafter called the "Union")**

PREAMBLE

It is the general purpose of this Agreement to establish and maintain collective bargaining relations between the Corporation and its employees, and to provide the machinery for the prompt and equitable disposition of grievances and to establish working conditions, hours of work and wage rates for all employees who are subject to the provisions of this Agreement.

It is recognized that the employees wish to work efficiently together with the County to secure the best possible care and health protection for patients requiring Ambulance Services.

ARTICLE 1 – RECOGNITION

- 1.01 The Corporation recognizes the Ontario Public Service Employees Union as the sole bargaining agent for all employees employed in its Land Ambulance Service operations in the County of Bruce save and except Shift Superintendents and persons above the rank of Shift Superintendents, clerical staff, and students employed during the school vacation period.
- 1.02 Where the singular he/she or her/him is used in this Agreement, it shall be considered as if the plural has been used where the context of the party or parties hereto so require.

ARTICLE 2 – MANAGEMENT RIGHTS

- 2.01 The Union acknowledges that the management of the operations and the direction of the work force is fixed exclusively in the Corporation, therefore all rights are retained by the Corporation except those specifically and expressly abridged, delegated, granted, or modified by this Agreement and without limiting the generality of the foregoing the Union acknowledges that it is the exclusive function of the Corporation to:

- a) maintain order, discipline and efficiency and in connection therewith; to make, alter and enforce from time to time reasonable rules and regulations, policies and practices to be observed by its employees; relieve employees from duty because of lack of work or other legitimate reasons; discipline or discharge employees, provided that a claim by an employee who has acquired seniority that s/he has been unjustly laid off or has not been recalled from layoff or has been unjustly disciplined or discharged may be the subject matter of a grievance and dealt with as hereinafter provided;
- b) select, hire, test, transfer, assign to shifts, promote, demote, classify, lay-off, recall or retire employees and select employees for positions excluded from the bargaining unit;
- c) operate and manage the business in all respects in accordance with the Corporation's commitments, obligations and responsibilities including the right to determine: the number and location of the Corporation's establishments and their expansion or curtailment in whole or in part, direction of the workforce, schedules of operations, services to be rendered, methods, tools, techniques, work procedures, introduce labour-saving devices, new and improved methods, procedures, equipment and facilities; purchase supplies, equipment, materials, merchandise and services from any source acceptable to the Corporation; set quality and quantity standards, selection and use of materials required by the Corporation; determine job content, establishment of work or job assignments, change, combine or abolish job classification or departments, determine the standards of performance required, qualifications of an employee to perform any particular job; require employees to have medical examinations; decide the number and type of employee needed by the Corporation at any time; to reduce the work force, number of hours to be worked including reduction of working hours within the County, department or job by day or week or any other periods, starting and quitting times, when overtime shall be worked; determine financial policies, including general accounting procedures and customer relations.

2.02 An employee who has not completed his probationary period may be discharged at the sole discretion of the Corporation. The discharge of a probationary employee shall not be the subject matter of a grievance or arbitration pursuant to this Agreement subject to arbitrary, discriminatory or bad faith.

2.03 The Corporation agrees that it will not exercise its function in Article 2 - Management Rights, in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 3 – DEFINITIONS

3.01 Full-time Employee

For the purposes of interpretation and clarification, full-time employees shall mean any employee who regularly works shifts amounting to an average of eighty-four (84) hours or ninety (90) hours in a two (2) week period or 180 hours in a four (4) week period. This includes full time flex floats (if applicable) who are frequently assigned to different stations.

3.02 Part-time Employee

A “Regular Part-Time Employee” is an employee who is hired to fill a part-time position for an indefinite time and is scheduled in advance as required. RPT employees will not normally be scheduled for more than thirty-six (36) hours per week. However, in times of peak demand, as defined in Article 14 – Hours of Work and Overtime of this agreement, the Employer may schedule part-time employees for up to forty-two (42) hours per week.

A regular part-time employee is an employee who makes a commitment to be available at any station, one weekend (0700 Friday to 0800 Monday) in four (4), to be available for eight (8) shifts per month, work three (3) shifts per month and available to work either Christmas or New Years. A day shift is identified from 0700 to 2000 and a night shift is identified from 1900 to 0800. Part-time employees must be available to work all shifts assigned.

Effective January 1, 2017 part time staff is required to work a minimum of twenty-four (24) operational shifts from January 1st through December 31st annually. By July 1st of each year, employees will be advised how many shifts they have worked and the remainder needed to meet the 24 shift obligation. In the event that the employee does not work the twenty-four (24) operational shifts by December 31st of the calendar year, the employee will be deemed to have abandoned his/her employment and will be dismissed immediately. The twenty-four (24) operational shift requirement does not constitute a guarantee of work. Notwithstanding the above, should the employee fail to meet the requirements due to unforeseen circumstances such as illness or injury, consideration will be given on a case by case basis.

Effective January 1, 2025 part time staff is required to work a minimum of thirty-six (36) operational shifts from January 1st through December 31st annually. By July 1st of each year, employees will be advised how many shifts they have worked and the remainder needed to meet the thirty-six (36) shift obligation. In the event that the employee does not work the thirty-six operational shifts by December 31st of the calendar year, the employee will be deemed to have abandoned his/her employment and will be dismissed immediately. The thirty-six (36) operational shift requirement does not constitute a guarantee of work. Notwithstanding the above, should the

employee fail to meet the requirements due to unforeseen circumstances such as illness or injury, consideration will be given on a case by case basis.

- 3.03 For the purposes of this agreement an employee shall mean any Paramedic as defined under the Ambulance Act.

ARTICLE 4 – UNION SECURITY

- 4.01 a) Commencing with the first pay period after hire, the Corporation agrees to deduct, from the wages of all employees in the bargaining unit, the regular bi-weekly Union dues for the term of this Agreement, and to remit same to the Union's Head Office, not later than the 15th of the month following collection.
- b) The Corporation agrees to submit a list indicating the names of those employees for which deductions have been made as well as the names and dates of hire of those employees hired or terminated in the preceding month to the head office in Toronto, attention of the Director of Financial Administration, and a copy will be provided to the local Union secretary.
- c) The Corporation agrees to allow union representatives the opportunity to address any new hires at their orientation session.
- 4.02 The Union shall advise the Corporation in writing of the amount of the regular bi-weekly Union dues. Any changes in the amount of the regular monthly Union dues shall be communicated to the Corporation in writing signed by an authorized official of the Union, and shall become effective in the month following receipt of such notice by the Corporation.
- 4.03 The Union shall indemnify and save harmless the Corporation, its agents and/or employees acting on behalf of the Corporation from any and all claims or liabilities, arising out of the collection or attempted collection of such authorized dues.
- 4.04 The County will electronically provide each employee with a T-4 slip showing the dues deducted in the previous year for income tax purposes where such information is available or becomes readily available through the County's payroll system.
- 4.05 No Other Agreements
No employee shall be required or permitted to make any written or verbal agreement with the County or its representative(s) which conflicts with the terms of this Agreement.

ARTICLE 5 – STRIKES AND LOCKOUTS

- 5.01 The Union agrees that there shall be no strikes and the Corporation agrees there shall be no lockouts so long as this agreement continues to operate. The terms “strike” and “lockout” shall bear the meaning given them in the Ontario Labour Relations Act.

ARTICLE 6 – UNION REPRESENTATION

- 6.01 Stewards
In order to provide an orderly and speedy procedure for the settling of grievances, the Corporation acknowledges the right of the Union to select up to one (1) steward in each station plus one part-time steward. One of the stewards will be appointed by the Union as the ranking unit steward. The Corporation will only recognize alternate stewards if the steward is absent.
- 6.02 It is agreed that Union stewards have their regular duties and responsibilities to perform for the Corporation and shall not leave their regular duties without first obtaining permission from their immediate supervisor. The parties agree that the steward shall keep the time away from the work place to a minimum. It is further understood that the processing of grievances shall not interfere with the regular conduct of business including the servicing of clients. When resuming his/her regular duties and responsibilities, the steward shall report to his/her immediate supervisor.
- A Union steward shall suffer no loss of earnings for time spent in performing the above duties during his/her scheduled working hours.
- Nothing in this article shall preclude full-time stewards from representing part time employees and vice versa.
- 6.03 Negotiating Committee
The Union local shall elect a negotiating committee consisting of four (4) employees. The Union will advise the Corporation in writing of the names of the committee appointees prior to the first negotiating meeting. Employees on the Negotiating Committee shall suffer no loss of straight time earnings for time spent negotiating with the Employer during their regularly scheduled working hours up to and including conciliation.
- Nothing in this provision precludes the Negotiating Committee from having the assistance of representatives of the Union.
- 6.04 Labour-Management Committee
- a) A Labour-Management Committee shall be appointed consisting of up to four (4) employee representatives and up to four (4) representatives of the

Corporation. The Committee shall meet at least once every four (4) months at a mutually satisfactory time and place. Either party may request a meeting in writing at least fourteen (14) days prior to the proposed date of the meeting. Said request shall be accompanied by an agenda of matters to be discussed. Union representatives shall suffer no loss of pay for all scheduled working hours lost due to attendance at such meeting.

It is agreed that the Labour Management Committee shall not be authorized to discuss matters that are the subject of a grievance nor enter into negotiations to amend the terms of the Collective Agreement.

- b) The Labour-Management Committee will also function as a Return to Work Committee. The purpose and mandate of the Return to Work Committee is to develop and oversee a standardized return to work program that identifies meaningful opportunities within the service that will facilitate and assist with the reintegration of employees returning to work following serious injuries or illnesses. It is understood that the priority is to return employees back to his or her role, routines, workplace and co-workers in a productive, timely and safe manner.

The committee shall operate in a manner consistent with the terms of the Collective Agreement and the intent and requirements of legislation such as the Occupational Health and Safety Act, the Employment Standards Act, the Workplace Safety and Insurance Act, the Ontario Human Rights Code and Privacy Legislation.

The Return to Work Committee if requested to meet outside of regularly scheduled Labour-Management Committee Meetings will meet within five (5) calendar days excluding Saturday and Sunday. The Return to Work Committee understands that the Human Resources Department will continue as per normal practice to manage and place employees in transitional work assignments as per their medically directed precautions. When possible, the Human Resources Department will place bargaining staff with meaningful work within the Services as identified by the Committee through this process.

Human Resources will make available on-line training to the Return to Work Committee.

- c) The Corporation shall consult with the Labour-Management Committee reasonably in advance of any shift cycle changes.

6.05 All committee members, stewards and members of the Union executive must have completed their probationary period.

6.06 The Union shall notify the Corporation in writing of the names of the stewards, including the ranking unit steward, and committee members. The Corporation shall not be required to recognize any steward or committee member until it has received such notification from the Union.

- 6.07 The Employer agrees to notify the Local Union President (or designate) and Chief Steward as soon as possible of a pending investigation involving a member.

ARTICLE 7 – NO DISCRIMINATION

- 7.01 The parties agree that there shall be no discrimination within the meaning of the *Ontario Human Rights Code and Regulations* and amendments pursuant thereto against any employee by the Union or the County by reason of race, creed, colour, age, sex, marital status, nationality, ancestry or place of origin, family status, handicap, sexual orientation, political or union affiliation or activity.
- 7.02 The parties further agree that there will be no intimidation, discrimination, interference, restraint or coercion exercised or practiced by either of them or their representatives or members because of an employee's membership or non-membership in the Union or because of the employee's activity or lack of activity in the Union.

ARTICLE 8 – GRIEVANCE PROCEDURE

- 8.01 A grievance shall be defined as a complaint regarding the meaning, interpretation, application or alleged violation of this Agreement, or in the case of an employee who has acquired seniority under this Agreement, a complaint that s/he has been unjustly laid off or has not been recalled from layoff or has been unjustly discharged without cause.
- 8.02 An employee with a complaint shall:

STEP 1

It is understood that a permanent employee has no grievance until s/he has first given his/her immediate supervisor an opportunity to adjust his/her complaint. In order to be considered a grievance, such discussion must take place within fifteen (15) calendar days after the circumstances giving rise to the complaint first occurred or originated. The supervisor shall communicate his/her reply to the complaint within seven (7) calendar days.

If such complaint is not settled to the satisfaction of the employee concerned, the complainant may file a grievance in the following manner and sequence:

STEP 2

Within seven (7) calendar days following the decision of the immediate supervisor, a permanent employee with the assistance of his/her steward and/or the Staff Representative, if s/he desires, may present a signed, dated, written statement of such grievance to the the department head or designate. The nature of the grievance, the Article(s) of the Agreement that has been allegedly misapplied or misinterpreted and the relief or remedy sought shall

be clearly set out in the grievance. Management shall hold a meeting within fifteen (15) calendar days with the grievor, and a steward to discuss the grievance. Either party may request the assistance of a staff representative of the Union to attend at said meeting. Management shall deliver its decision in writing within ten (10) calendar days following the day on which the meeting was held.

- 8.03 It is expressly understood that a permanent employee who has a complaint or a grievance shall follow the procedures as outlined in this Article, and pending the investigation and determination of the validity of such claim, shall continue to perform the duties assigned to him by management (unless s/he has been suspended or discharged), provided such duties do not jeopardize the life, health or safety of the employee.
- 8.04 The issue upon which written grievances have been filed shall not be subject to change except by mutual agreement of the parties.
- 8.05 Group Grievance
A group grievance may be filed at Step 2. A group grievance is defined as a complaint that affects more than one (1) employee in the same fact situation.
- 8.06 Policy Grievance
The Union may file a Policy Grievance defined as one which alleges a misinterpretation or violation of a provision of this Agreement and which, because of the nature or scope of the subject matter the interests of the bargaining unit as a whole are affected. Such policy grievance shall be filed in writing within fifteen (15) calendar days of the initial incident giving rise to the complaint. The grievance must be signed by an authorized officer of the Union and shall be heard at Step 2 of the Grievance Procedure.
- 8.07 The Corporation shall have the right to lodge a grievance with the Union concerning the meaning, application or interpretation of any provision of this Agreement. The grievance shall be filed in writing with the Union by management within fifteen (15) calendar days of the incident giving rise to the complaint. A meeting shall be held between representatives of the Corporation and the Union within fifteen (15) calendar days of filing of the grievance. The grievance shall be answered in writing by the Union within ten (10) calendar days of such meeting.
- 8.08 Subject to 8.09, a permanent employee claiming that s/he has been laid off, not recalled or discharged from employment without just cause shall file a signed dated written statement of such grievance setting out the nature of the grievance and the specific remedy sought at Step 2 of the grievance procedure, within seven (7) calendar days of the layoff, failure to recall or discharge.

- 8.09 The parties expressly agree that the grievance procedure does not apply in the event of the layoff, failure to recall from layoff, or the discharge of a probationary employee.
- 8.10 All time limits in this Article shall be deemed to be mandatory. If, at any step in the grievance procedure up to and including submission to Arbitration in paragraph 8.11, the grievance has not been processed by the grieving party in accordance with the time limits prescribed, the grievance shall be deemed to have been settled and/or abandoned or withdrawn and may not be reopened. If at any step of the grievance procedure, the grievance has not been processed by the Corporation within the prescribed time limits, the grievance may be advanced to the next step by the grievor within the time limits as prescribed. Time limits may be extended by mutual agreement of the parties in writing.
- 8.11 Decisions arrived at between the Corporation and the Union on the disposition of any specific employee, Union or Corporation grievance shall be final and binding upon the Corporation, the Union and the employee or employees concerned.
- 8.12 If final settlement of the grievance is not reached the grievance may be referred in writing by either party to arbitration as provided in Article 8 - Arbitration, at any time within twenty-one (21) calendar days after the final decision. If no such written request for arbitration is received within the time limits then the grievance shall be deemed to have been abandoned.

ARTICLE 9 – ARBITRATION

- 9.01 Both parties to this Agreement agree that a properly constituted grievance as defined in Article 8 - Grievance Procedure which has been properly carried through all the requisite steps of the Grievance Procedure outlined in Article 8, and which has not been settled or abandoned, may be referred to a single Arbitrator or by mutual agreement to a Board of Arbitration, at the written request of either of the parties hereto.
- 9.02 a) The Board of Arbitration shall be composed of one (1) person appointed by the Corporation, one (1) person appointed by the Union and the third person to act as Chair chosen by the other two (2) members of the Board.
- b) Within fourteen (14) calendar days of the written request by either party for a single arbitrator or Board of Arbitration, the other party shall nominate an Arbitrator or its nominee to the Board if it agrees to a Board of Arbitration. The parties or nominees shall endeavour to agree as soon as possible to the single Arbitrator or Chair respectively.
- 9.03 Should the parties fail to agree on a single Arbitrator, or the nominees fail to agree on a Chair, the Ministry of Labour of the Province of Ontario shall be

asked to nominate a person to act as a single Arbitrator, or Chair in the event of an agreement to a Board of Arbitration by the parties, in accordance with the provisions of the Ontario Labour Relations Act.

- 9.04 The decision of the Arbitrator or Board of Arbitration, including any decision as to whether the matter is arbitrable, shall be final and binding upon the parties and upon any employee affected by it. In the absence of a unanimous decision the majority decision shall be accepted as the decision of the Board. In the event there is no majority decision, the decision of the Chair will be final.
- 9.05 a) The Arbitrator or the Board of Arbitration shall have no jurisdiction to amend, alter, modify, or add to, any of the provisions of this Agreement, nor to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms and provision of this Agreement. Further the Arbitrator or Board is not authorized to deal with nor to adjudicate any matters not specifically assigned to it by the written grievance as specified in Article 8, or not covered by this Agreement or arising outside the terms of this Agreement.
- b) The Arbitrator or Board of Arbitration shall have no jurisdiction to hear a layoff, failure to recall from layoff or discharge grievance put forth by or on behalf of a probationary employee.
- 9.06 No monetary adjustments shall be made retroactive prior to the date of the original complaint or event as properly identified in accordance with Article 8. An employee shall be obligated to mitigate damages as fully as possible and any monetary adjustment will be reduced by any employment income received by the grievor for the applicable period.
- 9.07 Each of the parties hereto will bear the fee and expenses of the nominee appointed by it and the parties will equally share the fee and expenses of the single Arbitrator or the Chair of the Board of Arbitration.
- 9.08 Time limits fixed in this Article 8 may be extended by mutual agreement in writing between the Union and the Corporation.

ARTICLE 10 – ACCESS TO FILES

- 10.01 Employees, upon written notice, may have access to their personnel records at reasonable times and provided a representative from management is present. An employee may request the correction of any perceived inaccuracy contained in documents within the employee's file.
- 10.02 Disciplinary letters shall be removed from an employee's file eighteen (18) months from the date of issue. Letters of abuse to a patient will remain permanently in the employee's file.

ARTICLE 11 – SENIORITY

- 11.01 a) Seniority for permanent full time employees shall be based upon the length of continuous full time employment with the Corporation since the employee's last date of hire.
- b) Seniority for permanent part time employees shall be based on the number of hours worked with the Corporation since the employee's last date of hire.
- c) The employee's last date of hire will be identified as his/her first shift worked with the Corporation.
- 11.02 a) A newly hired employee will be considered to be on probation and will not be subject to the provisions of this Agreement nor shall his name be placed on the seniority list until he has worked one thousand (1000) hours or 18 months. Only one probation period will be served. The probationary period may be extended in individual cases upon notification in writing to the Union.
- b) Upon successful completion of such probationary period the employee shall become a permanent employee; the employee's name shall be placed on the respective seniority list with seniority entitlement based on the length of continuous service dating as of the date of the employee's last hiring with the Corporation.
- 11.03 The termination of a temporary or probationary employee shall not be the subject of a grievance nor an arbitration.
- 11.04 a) The Corporation shall keep up to date separate seniority lists for permanent full time and permanent part time employees. Seniority shall operate separately for full time and part time employees. The names of those permanent full time and permanent part time employees having completed their probationary period shall be placed on their respective seniority lists within thirty (30) days after the signing of this Agreement and the Corporation shall prepare and post electronically the seniority lists so that employees may have the opportunity to dispute and settle any inaccuracies in such lists. Thirty (30) days after the publication of such lists the seniority standing so established shall be recognized and shall not be challenged by either the Corporation, the employees or the Union. Such lists shall be revised and brought up to date every twelve (12) months and the Corporation undertakes to supply such lists as they appear from time to time to the Union.
- b) An employee whose status is changed from full time to part-time or part-time to full time shall receive credit for seniority on the basis of 2184 hours worked equals one year of service.
- c) A full-time employee wishing to change his/her status to part-time shall provide six (6) weeks written notice. The full-time position will be posted as

per Article 12.01 a). If a part-time internal candidate is transferred to full-time, this will create a part-time role in order to facilitate the transfer. This part-time vacancy must exist in order for a full-time employee to move, otherwise the transfer will not be approved by management.

- d) Seniority lists will be made available upon any requests by members of the union.

11.05 A permanent employee's seniority shall be forfeited and his/her employment shall be deemed to be terminated and there shall be no obligation to rehire under the following conditions:

- a) S/he voluntarily resigns or quits. An employee shall be deemed to have resigned when:
 - i) s/he gives written notice of his/her desire to leave the Corporation's employment;
 - ii) s/he is absent for more than three (3) days without notifying the Corporation unless a reasonable explanation is given to the Corporation;
 - iii) s/he fails to report for work at the expiration of a leave of absence without a reasonable explanation being given to the Corporation, or s/he accepts gainful employment while on leave of absence without first obtaining the consent of the Corporation in writing.
- b) S/he retires.
- c) S/he is discharged and not reinstated through the Grievance procedure.
- d) S/he is laid off for a period of the lesser of eighteen (18) months or the length of the employee's seniority.
- e) S/he uses a leave of absence for a purpose other than that for which it was granted.
- f) S/he fails to advise the Corporation within seven (7) calendar days of his/her intention to report to work and/or fails to return to work within fourteen (14) calendar days of his/her recall to his/her last known address or phone number on the Corporation's records. The onus is on the employee to inform the Corporation of his/her current address and telephone number.

11.06 It shall be the duty of the employees to notify the Corporation promptly of any change of address. If an employee fails to give the Corporation such notification, the Corporation shall not be responsible for the failure of any and all notices to reach such employee.

ARTICLE 12 – JOB POSTING

- 12.01 a) When a permanent job vacancy occurs at a station within the bargaining unit, and which the Corporation wishes to fill, notice of the vacancy and the current seniority list shall be posted online or provided via email for seven (7) consecutive calendar days. The Corporation shall promptly transmit to the union, a copy of each notice of vacancy so posted. All notices of vacancy shall designate the station, the job and rate of pay for such job. Any bargaining unit employee may apply in writing for such job posted, within the time limit specified above. Such applications shall be made in duplicate and one copy thereof shall be signed by the Corporation official receiving same and shall be returned to the employee. The employer will notify the entire staff of the successful applicant immediately after the employee has accepted the position and Human Resources has received the signed acceptance.
- b) There will be three (3) full time hiring sessions annually. The full time hiring sessions will occur starting 1st week of February, 1st week of July and 1st week of October. Vacancies occurring between October 1st and January 31st will be recruited starting the 1st week of February. Vacancies occurring between February 1st and June 30th will be recruited starting the 1st week of July and vacancies occurring between July 1st and September 30th will be recruited starting the 1st week of October.
- c) The Corporation reserves the right to temporarily fill any job vacancy immediately. The Corporation is not required to post a temporary vacancy and shall fill it based on seniority. A “temporary vacancy” is defined as any job opening that occurs between the three hiring sessions identified in Article 12.01 b).
- d) In determining which applicant is to fill a full-time posted vacancy, the Corporation shall award the position to the most senior applicant with the proven qualifications. The Corporation shall update the seniority of the applicants as January 31st and September 30th.
- The applicants’ seniority will be as per the last payroll run.
- e) The Corporation shall without delay electronically communicate the name of the successful applicant, if any. If there are no applicants or successful applicants, the Corporation may fill the vacancy in any manner it sees fit.
- f) The Corporation will, upon receipt of written request, notify the unsuccessful job applicants of the reasons why they were not accepted.
- j) Permanent part-time employees shall retain their part-time status when filling a temporary vacancy.

- 12.02 Interim Posting
An interim posting is a posting to backfill a position for an employee absent as a result of maternity and/or parental, sick leave, or other authorized leave of absence (e.g. vacation) and not subject to 12.01 biannual posting process.
- 12.03 Trial Period
The successful applicant shall be allowed a trial period of up to thirty (30) days, during which the Corporation will determine if the employee can satisfactorily perform the job. Within this period the employee may voluntarily return, or be returned by the Corporation, to the position formerly occupied without loss of seniority. The vacancy resulting from the posting may be filled on a temporary basis until the trial period is completed.
- 12.04 Transfer and Seniority Outside the Bargaining Unit
- a) It is understood that an employee shall not be transferred by the Corporation to a position outside the bargaining unit without his/her consent. Such employee on temporary assignment shall remain members of the bargaining unit.
 - b) In the event an employee accepts a permanent position outside the bargaining unit, s/he shall be permitted a ninety (90) day trial period after which s/he may return to the bargaining unit with seniority intact.
 - c) An employee who takes a permanent position outside the bargaining unit, greater than ninety (90) days cannot be transferred back into the bargaining unit, except as a new hire subject to the provisions of the collective agreement.

ARTICLE 13 – LAYOFF AND RECALL

- 13.01 The Corporation shall provide three (3) months notice of a reduction of the permanent full-time workforce.
- 13.02 In the event of a layoff due to the reduction in the work force, the least senior employee in the employee categories (permanent – full-time, regular part-time and casual part-time as defined in paragraphs 3.01 and 3.02) in the classification affected shall receive the layoff notice provided:
- a) the Corporation shall at all times be able to retain a workforce competent and capable of performing the work necessary for the Corporation to discharge its responsibilities to the public;
 - b) seniority in respect of layoffs shall be applied in accordance with the appropriate seniority list;
 - c) the Corporation shall update seniority lists as of the date of a layoff or recall.

- d) An employee in receipt of notice of layoff may displace the most junior employee in his/her classification and seniority list at any station, provided the laid off employee is qualified and has more seniority than said employee.
 - e) A full time employee may displace the most junior part-time employee at any station provided said full time employee is qualified and has more seniority than the part-time employee.
- 13.03 In the event that work becomes available, a permanent employee who has been laid off shall have the right of recall to his/her classification and seniority list provided the employee has the qualifications and ability to perform the work, for a period of the lesser of the employee's seniority or eighteen (18) months. Notice of recall shall be sent to the employees by registered mail at their address of record with the Corporation. It shall be the responsibility of the employee to keep the Corporation advised of his/her current address. The Corporation shall not be liable for failure of notice, pursuant to the terms of this Agreement, to reach the employee in the event that such employee has not kept the Corporation advised of his/her address.
- 13.04 A recalled employee must advise the Corporation within seven (7) calendar days of the delivery of a Notice of Recall to him, of his/her intention to return to work within fourteen (14) calendar days after receipt of said notice, or s/he shall be deemed to have quit.
- 13.05 The Corporation shall not contract out any work usually performed by members of the bargaining unit if, as a result of such contracting out, a layoff of any employees other than casual part-time employees results from such contracting out.
- Notwithstanding the foregoing, the Corporation may contract out work usually performed by members of the bargaining unit without such contracting out constituting a breach of this provision if the Corporation provides in its commercial arrangement contracting out the work that the contractor to whom the work is being contracted agrees:
- (1) to employ the employees thus displaced from the County; and
 - (2) the successor rights provisions of the Ontario Labour Relations Act apply.
- 13.06 Service Merger
- If the Employer merges, transfers, sells or amalgamates with any other employer with respect to the provision of land ambulance services within the County of Bruce, the Employer will:
- a) Request that the entity assuming responsibility for the land ambulance services recognize employees' seniority rights, vacation credits, conditions of employment, wage rates, pension and all other benefits, and

- b) Request that no employee shall suffer a loss of employment as a result of such merger, transfer, sale or amalgamation.

ARTICLE 14 – HOURS OF WORK AND OVERTIME

- 14.01 a) The following paragraphs are intended to define the normal hours of work and shall not be construed as a guarantee of employment, hours of work per day, or per week or of days of work per week or of overtime.
- b) The recognized work day for all employees at each station shall be no more than twelve (12) hours.
- c) Employees who work a full shift where there is a change from Daylight Savings to Standard Time or visa versa, will be compensated at the applicable rate of pay for the applicable number of hours worked or a minimum of twelve (12) hours.
- 14.02 a) During non-prime time (October 1st to April 30th, excluding December 24-26 and December 31st – January 1st) the Corporation will prepare monthly work schedules, and post them one month in advance. The schedule must be posted on the 1st of the month or by the Monday following the 1st (Appendix A). The schedule will not be changed without the consent of the employee. During prime time (May 1st to September 30st and December 24-26th and December 31st and January 1st), the Corporation will post the initial prime time work schedule by May 1st. The monthly shift allocation will continue as above.
- b) For non-prime time (October 1st to April 30th, excluding December 24-26th and December 31st and January 1st) all part-time staff will to submit their availability to the Corporation two (2) months in advance of the upcoming posted schedule. For prime time coverage (May 1st to September 30th including December 24th-26th and December 31st and January 1st) all part-time staff will submit their availability to the Corporation by April 1st to cover the prime time period (May 1st to September 30th including December 24th-26th and December 31st and January 1st). All part-time staff will be available either December 24th-26th or December 31st and January 1st. Once posted, the schedule will not be changed without the consent of the employee.
- c) A full list of Schedule and Availability posting dates will be sent to all staff by September 15th of the year prior via email. See Appendix “A” on pages 42 and 43.
- d) The Corporation will recognize two types of shifts: scheduled and call-in. A scheduled shift is any shift that is filled prior to the posting date of the schedule. A call-in shift is any shift that comes available after the schedule is posted.

During prime time, scheduled shifts will be distributed by seniority, at a rate 6 shifts or 72 hours/pay period), with the highest seniority getting 6 shifts or 72 hours, then the next 6 shifts or 72 hours and so on until all part time employees have received 6 shifts or 72 hours. Scheduled shifts will then be distributed individually by seniority, per pay period on a rotational basis. During non-prime time (October 1st to April 30th, excluding December 24-26 and December 31st – January 1st), scheduled shifts will be distributed by seniority at a rate of 4 shifts or 36 hours/pay period, until all part time employees have received 4 shifts or 36 hours. Scheduled shifts will then be distributed individually by seniority on a rotational basis.

Pending availability, pre-scheduled shifts, prior to a posted monthly schedule may be assigned without confirmation from the employee based on availability. A notification email will be sent to all employees immediately upon completion of the schedule.

Each pay period, the Corporation will fill call-in shifts by moving down the seniority list until the shift is filled. Upon acceptance of a shift, a “Last Shift Filled” email including the date, time and location of the last shift filled will be sent to all employees immediately. The next available call-in shift will be offered to the next available employee on the seniority list until it is filled. The call-in list will begin where it left off after the last shift was filled. If an employee is unable to accept a shift offered to them, the employee is “skipped” and will not be offered another shift until the list has been cycled through completely. The call-in list is a continuous cycle that will first start at the most senior employee with the least amount of hours when this scheduling model takes effect.

Where an open shift exists more than four (4) hours prior to the commencement of said shift, the Employer will allow a five (5) minute wait period after text or phone message in order to allow the employee to confirm acceptance of the shift. Where an open shift exists less than four (4) hours prior to the commencement of said shift, the Employer will call employees based on the current call-in rotation, no wait period required for calls.

Where an open shift exists less than two (2) hours prior to the commencement of said shift, the Employer will fill said shift using the current call-in list rotation. If the available part-time employee cannot reach the work assignment within one-half hour (1/2 hour) after start time, the Employer may carry on with the call-in list.

Where an employee is working for the Corporation and a shift is to be offered to said employee during a shift, the Employer will make an effort to contact the employee and receive reply for said offered shift.

- e) If the shift cannot be filled, the vacant shift will be offered in order of seniority in the following manner:

- i) Part-time employees who have not provided their availability.
 - ii) Full-time employees who want to be offered over time work will input availability. Over time work will be offered by seniority to those who have input availability.
 - iii) Part-time employees at over-time.
 - iv) If all options are exhausted, an email will be sent to all staff notifying of an open shift. The first employee to respond will be offered said shift whether in whole or in part.
- f) Vacation days shall not be denied so long as there are part time staff available to work and it does not affect our operational needs. With less than 12 hours notification, an employee may request time outside the normal vacation period, but approval is subject to operational needs.
- g) In the event that an employee receives a call-in shift without sufficient notice to arrive for the shift at the regular start time of that shift, the employee will be paid for the entire shift. If an employee goes home sick within the first two (2) hours of their shift the replacement employee will be paid for the entire shift. If an employee goes home sick after working two (2) hours the replacement employee will be paid when s/he arrives and swipes in at the assigned station.

The Corporation will provide employees with a minimum of eight (8) consecutive hours free from performing work between shifts. In the event that an employee is unable to receive this rest period due to shift overrun while on duty for Bruce County, they will arrive to work eight (8) hours after their previous shift's end and will suffer no loss of pay.

14.03 Subject to 14.04 the posted work schedule shall not be changed unless necessary to accommodate operational requirements and Leaves as per Article 15 provided agreement by both parties.

14.04 a) Shift Changes

Employees who request a change of shift shall be required to make such request at least forty-eight (48) hours in advance, in writing, and the Corporation shall consider the request for a change of shift on an individual basis. A shift exchange will be mutually agreed upon by the two employees and the Corporation. It is understood that all hours worked as a result of a change in shift shall not result in additional or overtime costs to the Corporation. Requests, other than during "prime-time vacation" as defined in 17.02 a), shall not be unreasonably denied.

b) Station Changes

Part-time employees who request a station change will be required to make such request at least twelve (12) hours in advance, and the Corporation shall consider the request for a station change on an individual basis. Station changes must be on the same day with the same hours per shift and will only be exchanged once. A station change will be mutually agreed upon by the two employees and the Corporation. Any request as defined in 17.02 a), shall not be unreasonably denied. Either party may withdraw from station changes with 30 days' notice.

14.05 Overtime

- a) Subject to 14.04, overtime premium shall be paid at a rate of time and one-half (1 1/2) an employee's regular hourly rate of pay and shall be paid for all hours worked in excess of an employee's regularly scheduled hours on a daily or biweekly basis.
- b) Overtime premium will not be duplicated or pyramided, nor shall other premiums be duplicated or pyramided, nor shall the hours worked for which overtime is paid be counted as part of the normal work week.
- c) Where there is a mutual agreement, employees may receive time off in lieu of overtime worked. Time off in lieu not used before December 31st of the current year, shall be paid at the rate earned.
- d) If a crew elects to respond to an early Code 4 or Code 8 call thirty (30) minutes before the start of the shift and replaces a prior crew, then the crew will be paid at the appropriate rate of pay; the replaced crew members will be paid in full until the end of their regularly scheduled shift. Crew members will email the shift superintendent upon their return to the station. The time of the call and the run number must be included in the email so timecards can be adjusted to reflect the early start time and calculate the proper overtime.

14.06 Call Back & Upstaff

An employee called back to work after leaving the premises who reports to work outside his/her normal scheduled hours of work will receive no less than the equivalent of four (4) hours pay at time and one-half (1 1/2) his/her regular straight time hourly rate. In no event shall an employee collect two call back premiums within one such four hour period.

In the event of an upstaff that is no longer required, the impacted employee will be provided with the following options:

- i) Should the employee that was called last choose to remain at work, duties will be provided for the entirety of the scheduled shift for their hours worked.

- ii) The most senior employee may elect to observe vacation/stat/lieu time if available.

14.07 Standby

An employee who is required to remain available for duty on standby outside the normal working hours for that particular employee shall receive standby pay in the amount of \$3.00/hour for each hour of standby duty.

14.08 Shift Premium

Effective date of ratification, an employee shall receive a shift premium of ninety cents (\$0.90) per hour for all hours worked between 1700 and 0700 hours.

Effective April 16, 2025, an employee shall receive a shift premium of one dollar and ten cents (\$1.10) per hour for all hours worked between 1700 and 0700 hours.

14.09 Weekend Premium

Effective date of ratification, an employee shall receive a weekend premium of seventy-five cents (\$0.75) per hour for all hours worked between 19:00 hours Friday to 8:00 hours Monday.

Effective April 16, 2025, an employee shall receive a weekend premium of one dollar and ten cents (\$1.10) per hour for all hours worked between 19:00 hours Friday to 8:00 hours Monday.

14.10 Responsibility Allowance for Acting Shift Superintendents

Acting Shift Superintendents may be required to perform supervisory duties, in the absence of their Shift Superintendents, on a periodic basis. When an appointed Acting Shift Superintendent is required to work in the capacity of Acting Shift Superintendent, that he/she will receive a responsibility allowance equal to ten percent (10%) of his/her hourly wage for each hour of the assignment.

ARTICLE 15 – APPROVED LEAVES OF ABSENCE

15.01 Personal Leave

A permanent employee who has completed his/her probationary period may apply for a leave of absence without pay and without benefits, subject to the Employment Standards Act, for legitimate personal reasons. A request for such leave shall be made in writing stating reasons, except in extenuating circumstances, at least one (1) month prior to the desired commencement date of the leave. It is the exclusive prerogative of the Corporation to grant a leave of absence. Such leave shall not be unreasonably denied.

15.02 Bereavement Leave

The Employer shall grant leave of absence with full pay, of four (4) days, to any employee for the death of an immediate family on the following basis:

Immediate family shall mean: spouse, or common-law spouse as defined under the *Family Law Act*, parent, child, brother, sister, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parent, step-child, grandparent and grandchild.

The Employer shall grant leave of absence with full pay, of one (1) day for the purpose of attending the funeral for an employee's uncle, aunt, niece or nephew, spouse's grandparent.

For the purposes of definition, brother-in-law and sister-in-law shall be the brother or sister of the employee's spouse or common-law spouse as defined under the *Family Law Act*, or the employee's brother or sister. Grandparent is to be defined as the father or mother of the employee's father or mother, and spouse's grandparent is to be defined as the spouse's father's or mother's father or mother.

The Union recognizes that Bereavement Leave is intended to be used at the time of the death and/or funeral. The Employer recognizes that there may be situations when part or all of an employee's entitlement may be requested and shall be granted at a later date in order to attend to matters related to the bereavement.

When an employee cannot attend the funeral or celebration of life event of an immediate family member because of geographical distance, he/she will receive one day's pay at his/her regular rate for the day of the funeral or celebration of life. Such payment will be made only in respect to the employee's absence from work on a regularly scheduled shift.

15.03 Union Business

The Corporation shall grant leave of absence without pay to employees to attend Union conventions, seminars, education classes and other Union business in connection with the administration of the collective agreement provided that such leave will not interfere with the efficient operation of the Corporation. Such leave will not be unreasonably withheld. Such leave shall not exceed thirty (30) days annually in total. No more than one (1) employee in any station, or four (4) employees in total, shall be absent at any time. In requesting such leave of absence for an employee or employees, the Union must give at least twenty-one (21) days clear notice in writing to the Corporation, unless not reasonably possible to give such notice.

During such leave of absence, the employee's salary and applicable benefits

shall be maintained by the Corporation on the basis of the employee's normally scheduled hours of work, provided that the Union reimburses the Corporation in the amount of such salary and applicable benefits within thirty (30) days of billing.

15.04 Full-time Position with the Union

Upon application by the Union in writing the Corporation shall grant leave of absence without pay and benefits to a permanent full-time employee elected or appointed to full-time Union office. Such leave shall be for a period of two (2) calendar years from the date of appointment unless extended for a further period by agreement of the parties.

The employee shall notify the Corporation of his/her intention to return to work at least four (4) weeks prior to the date of such return. The employee shall be returned to his/her former duties. The Corporation may fill the vacancy resulting from such leave on a temporary basis.

15.05 Jury and Witness Duty

If a permanent full-time or permanent regular part-time employee is required to serve as:

- i) a juror in any court of law, or;
- ii) is required to attend as a Crown witness, or;
- iii) is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties with the Corporation,

the employee shall not lose regular straight time pay for scheduled hours because of such attendance provided that the employee:

- a) notifies the Corporation immediately on the employee's notification that s/he will be required to attend at court or at the inquest;
- b) presents proof of service requiring the employee's attendance;
- c) deposits with the Corporation the full amount of compensation received excluding mileage, travelling and meal allowances and an official receipt thereof.

Each employee who is required by law to appear in court during non-regular working hours on a job-related matter shall receive a minimum of four (4) hours pay (exclusive of premiums) at time and one half.

15.06 Pregnancy Leave

- a) Pregnancy Leave will be granted in accordance with the provisions of the Employment Standards Act, except where amended in this provision.
- b) An employee shall give written notification at least one (1) month in advance of the date of commencement of such leave and the expected date of return.

- c) The employee shall reconfirm his/her intention to return to work on the date originally approved in subsection (b) above by written notification received by the Corporation at least four (4) weeks in advance thereof. The employee shall be reinstated to his/her former position.
- d) On confirmation by the Employment Insurance Commission of the appropriateness of the Corporation's Supplemental Employment Benefit (SEB) Plan, an employee who is on pregnancy leave as provided under this Agreement who is in receipt of Employment Insurance pregnancy benefits pursuant to Section 46 of the Employment Insurance Act, shall be paid a supplemental employment benefit. That benefit will be equivalent to the difference between eighty (80%) of her regular weekly earnings and the sum of her weekly Employment Insurance benefits and any other earnings. Such payment shall commence following completion of the one (1) week Unemployment Insurance waiting period, and receipt (within four (4) weeks from start of pregnancy leave) by the Corporation of the employee's "my claims detail statement" issued through Service Canada as proof that she is in receipt of Employment Insurance pregnancy benefits, and shall continue while the employee is in receipt of such benefits, for a maximum period of fifteen (15) weeks. The employee's regular weekly earnings shall be determined by multiplying her regular hourly rate on her last day worked prior to the commencement of the leave times her normal weekly hours averaged over twenty-six (26) weeks.

The employee does not have any vested right except to receive payments for the covered Employment Insurance period.

The Plan provides that payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the Plan.

- e) Upon written request, the Employer shall grant a combined Pregnancy and Parental Leave of Absence without pay and without benefits except those provided under the Employment Standards Act, to an employee for a period of up to twelve (12) months, provided that the employee notifies the Employer at the end of fifteen (15) weeks as to when she intends to return to work.

15.07 Parental Leave

- a) An employee who becomes a parent of a child is eligible to take a parental leave in accordance with the provisions of the Employment Standards Act, except where amended in this provision.
- b) An employee who has taken a pregnancy leave under Article 15.06 is eligible to be granted a parental leave of up to thirty-seven (37) weeks' duration, in

accordance with the Employment Standards Act. An employee who is eligible for a parental leave who is the natural father or is an adoptive parent may extend the parental leave for a period of up to thirty-seven (37) weeks duration, consideration being given to any requirements of adoption authorities. In cases of adoption, the employee shall advise the Corporation as far in advance as possible with respect to a prospective adoption and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request may be made verbally and subsequently verified in writing.

- c) The employee shall be reinstated to his/her former position.
- d) An employee who is on parental leave as provided under this Agreement who is in receipt of Employment Insurance pregnancy benefits pursuant to Section 48 of the Employment Insurance Act, shall be paid a supplemental employment benefit. That benefit will be equivalent to the difference between eighty (80%) of his/her regular weekly earnings and the sum of ~~her or~~ his/her weekly Employment Insurance benefits and any other earnings. Such payment shall commence following completion of the one (1) week Employment Insurance waiting period, and receipt by the Corporation of the employee's Employment Insurance cheque stub as proof that s/he is in receipt of Employment Insurance Pregnancy benefits, and shall continue while the employee is in receipt of such benefits for a maximum period of ten (10) weeks. The employee's regular weekly earnings shall be determined by multiplying his/his regular hourly rate on his/her last day worked prior to the commencement of the leave times his/her normal weekly hours averaged over twenty-six (26) weeks.

The employee does not have the right except to receive payments for the covered employment benefit period. The Plan provides that payments in respect of guaranteed annual remuneration or in respect of deferred remuneration of severance pay benefits are not reduced or increased by payments received under the Plan.

In no event will the top-up exceed the difference between 80% of the employee's actual weekly rate of pay that he/she was receiving on the last day worked prior to the start of the leave and the employee's EI benefit calculated without regard to any election by the employee to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Standards Act.

15.08

Certification/Recertification

Employees are required to maintain their certifications as required by Ontario Regulation 257/00 of the *Ambulance Act* and amendments pursuant thereto.

15.09 Mandatory Training

In accordance with Corporate policy, the Corporation shall pay the costs associated with mandatory training as required by the Corporation. The aforementioned costs shall be limited to applicable tuition/registration, travel and accommodation. Each employee who is required by the Corporation to attend at mandatory training during non-scheduled working hours shall receive his/her regular straight time rate of pay for each hour in attendance at the training, up to a maximum of twelve (12) regular hours per day.

The Corporation must have two (2) training session, which will include annual CPR . These sessions will be scheduled by the Corporation.

Should an employee want to participate in the training on a scheduled work day, this will be subject to having part time staff to backfill said employee and said employee will be required to use banked or vacation allotments to make up any time not spent in training in order to bring their hours up to their regularly scheduled pay.

In the event that travel time to and from the employee's Home Station to the training site extends the workday beyond the maximum twelve (12) hours per day, the employee will be compensated at their regular straight time rate of pay for these hours exceeding the maximum twelve (12) hours per day. The employee will have the option to receive payment or time in lieu for the time spent during mandatory training. Banked training time that is received from the in lieu option will be paid out as of December 31st of the current year, prior to January 31st of the following year.

15.10 Deactivated and/or Decertified

- a) A Primary Care Paramedic who is deactivated and/or decertified as per as per Ontario Regulation 257/00 of the *Ambulance Act*, will be assigned to non-patient care duties for a maximum of fourteen (14) days, (84 hours paid), during which time such employee is expected to obtain reactivation and/or recertification. If the employee has not obtained reactivation and/or recertification within the fourteen (14) days, the employee will be suspended without pay for a maximum period of three (3) months during which time the employee must obtain reactivation and/or recertification. If the employee has not obtained this reactivation and/or recertification, the employee may be terminated. If the employee is successful in obtaining reactivation and/or recertification during the three (3) month period, he or she will return to active duty as a Primary Care Paramedic.

The Employer will communicate with base hospital to facilitate the training and recertification to take place within the stated time periods.

- b) An employee who has their driver's license temporarily revoked will be considered on a leave of absence without pay and benefits for the duration of the license suspension to a maximum of three (3) months.

15.11

Quarantine

In the event that an employee loses regular pay due to a quarantine mandated by a Public Health Unit Medical Officer of Health as a result of the employee performing his/her duties for the Employer and in the further event this situation is not the subject of provincial legislation compensating the employee for loss of pay (i.e. WSIB), the Employer will reimburse the employee for regular wages and benefits for a maximum period of one (1) month from the date the employee is first absent from work due to such quarantine provided there is documented proof of the quarantine order and the quarantine period.

In the event the employee is a part-time employee, lost regular wages and benefits for the one (1) month period in question will be based on the part time employee's hours of work previously scheduled by and for the Employer during this period of the quarantine provided there is documented proof of the quarantine order and the quarantine period.

15.12

Critical Call

Following a difficult or critical call as defined by the Peer Support Utilization Protocol and the Paramedic feels that they are unable to complete the remainder of their shift, the Paramedic will be booked out of service. The time required from said call will be up to the length of their shift, and there will be no penalty to short-term sick time, lieu bank and/or vacation bank. This will be done in conjunction with the notification of the immediate supervisor and Ambulance Communications Officer.

If the employee requires additional time off following the day of the incident, a WSIB claim will be initiated and the WSIB process will be followed.

ARTICLE 16 – PAID HOLIDAYS

16.01 a) The Corporation agrees to pay each eligible permanent full-time employee one day's pay, based on twelve (12) hours per day at the employee's base hourly rate. Paid holidays not used during the current year will be paid out as of the last pay of the calendar year, prior to first pay in February of the following year. Notwithstanding the foregoing, an employee may request forty-eight (48) hours to be carried over into the following year.

b) The employee must work his/her scheduled shift immediately preceding and his/her full scheduled shift immediately following said Paid Holiday in order to be qualified for holiday pay. Staff away sick for the shift prior to or following or both, are required to submit supporting medical documentation acceptable to the County or County's representative in order to qualify for said paid holiday.

- 16.02 a) When a holiday falls within a permanent full-time employee's scheduled vacation and the employee qualifies under paragraph 16.01 for holiday pay, s/he shall receive an additional day off with twelve (12) hours pay at a time mutually agreed to between the employee and the Corporation.
- b) In the event a Paid Holiday falls on the permanent full-time employee's scheduled day off, provided the employee qualifies for holiday pay under paragraph 16.01, the employee shall receive an additional day off with eight twelve (12) pay at a time mutually agreed to between the employee and the Corporation.
- c) If the Paid Holiday falls on a day the permanent full-time employee is scheduled to work, s/he shall not be scheduled off work on that day except by mutual agreement between the employee and the Corporation except for nine (9) hour shift which will observe the holiday on the date it falls and on an alternate date as determined annually by the Corporation.
- 16.03 An employee required to work on a Paid Holiday will be paid double time and one-half (2 1/2) his/her hourly rate or one and one-half (1 ½) plus twelve (12) hours lieu for all hours actually worked. The Corporation shall only pay the premium rate for working on a paid holiday up to a maximum of twenty-four (24) hours. In order to be eligible to receive the premium rate, the employee's shift must commence on the holiday. The employee shall then receive the premium for all hours worked on said shift.
- 16.04 The following days shall be observed as Paid Holidays for permanent full-time employees:

New Year's Day	Family Day
Good Friday	Easter Monday
Victoria Day	Canada Day*
Civic Holiday	Labour Day
Thanksgiving Day	Remembrance Day
Christmas Day	Boxing Day

*Canada Day will be recognized on July 1st of each year.

ARTICLE 17 – VACATIONS

- 17.01 (a) Vacations with pay for permanent full-time employees shall be granted on the basis of length of continuous service as a permanent full-time employee of the Employer as of January 1st of each year as follows:

<u>Continuous Service as of January 1st</u>	<u>Vacation Entitlement</u>
i) less than 12 months,	pro-rated

ii)	12 months but less than 24 months.....	2 weeks
iii)	2 years but less than 5 years	3 weeks
iv)	5 years but less than 12 years	4 weeks
v)	12 years but less than 22 years	5 weeks
vi)	22 years or more	6 weeks

- b) An employee will be awarded vacation entitlement as per above, on the first pay of each calendar year.
- c) An employee may cancel scheduled vacation days (if not paid in advance) and choose to work where her/his shift or shifts have not been filled. Where such shift(s) have been filled, there shall be no cancellation of vacation. Employees shall provide four (4) weeks' notice to cancel scheduled and approved vacation.
- d) One week of vacation shall be equal to the average scheduled number of hours in a week calculated based on the employee's master schedule.

17.02 Vacation Scheduling

Vacations for permanent full time employees shall be granted at times to be determined by mutual agreement between the Corporation and the employee, which shall be consistent with the efficient operation of the Ambulance Service. In the event there are more requests for vacation than the Corporation can accommodate, the supervisor will determine priority for vacation based on the skills and qualifications required for the work to be performed, and seniority.

- a) A vacation "prime time" period is identified as between June 1st to September 30th.
- b) Vacation days must be requested in writing at least thirty (30) days in advance. Shorter notice may be approved depending on the merit of the individual request.
- c) Subject to the availability of replacement employees, employees are entitled to two (2) consecutive weeks of prime time during initial vacation scheduling. Specific requests for more continuous time during this period may be granted after initial scheduling has been completed.
- d) Employees are encouraged to input into a vacation system their vacation requests on or before March 1st, for the period from May 1st to the following April 30th. Conflicting requests within a classification will be resolved by seniority. The approved schedules will be posted by May 1st of each year. Scheduled vacation will not be changed without the mutual consent of the affected employee and his/her Shift Superintendent or delegate.
- e) All vacation days not requested by April 1st, in any given year, shall be based on "first come, first granted basis".

- f) An employee may request single day vacation. Every reasonable effort shall be taken to provide at least two (2) weeks' written notice for each single day vacation request.
- g) Employees on "light duties" who have scheduled vacation or request vacation on light duty shall have vacation deducted on an hour by hour basis.
- h) One week of vacation shall be equal to the average scheduled number of hours in a week (i.e. 42 hours per week).

Refer to Article 14 – Hours of Work and Overtime

17.03 Vacation entitlement received on the first pay of the calendar year, must be used prior to the last pay of the calendar year of the following year. Not withstanding the foregoing an employee may request two (2) weeks carryover to the following vacation year.

17.04 A permanent full-time employee who leaves his/her employment during the fiscal vacation year (January to December) shall not be entitled to full vacation entitlement as outlined in 17.01, but shall be entitled to vacation entitlement proportional to the time employed from employee's date of hire to the date of termination or when exiting employment from the first pay in January until last day of work. Employees who have received vacation entitlement exceeding the proportional calculation will have the overpayment recovered by the Corporation from the employee's final pay. In the event the final pay is not sufficient to cover the exceeding proportional calculation, the employee will be required to reimburse the Corporation for the outstanding amount by certified cheque or money order.

17.05 In the event a permanent full-time employee has been absent from work for more than forty-five (45) working days during the vacation year, vacation pay shall be calculated on the basis of two percent (2%) per week of the employee's wages in said vacation year, and the employees vacation pay shall be adjusted accordingly.

17.06 Part Time & Temporary Employees

a) Vacation pay for permanent part-time and temporary employees shall be calculated on the basis of length of continuous service.

- 1) Completion of 2,184 hours of continuous service 4%
- 2) Completion of 4,368 hours of continuous service 6%
- 3) Completion of 10,920 hours of continuous service 8%
- 4) Completion of 28,392 hours of continuous service 10%
- 5) Completion of 48,048 hours of continuous service 12%

- b) Part-time and temporary employees are not entitled to scheduled vacation days.
- 17.07 Vacation pay shall be calculated on the basis of the part-time and temporary employee's bi-weekly earnings less taxable benefits, and shall be paid out in each regular bi-weekly pay period.
- 17.08 a) Illness During Vacation:
Where an employee's scheduled vacation is interrupted due to serious illness as per Article 17.08 b) which commenced prior to and continues into the scheduled vacation period, the period of such illness shall be considered sick leave.
- Where an employee's scheduled vacation is interrupted due to a serious illness as per Article 17.08 b), the time shall be considered sick leave subject to 17.08 b).
- b) For the purpose of this provision, "sickness", shall mean a physical or mental disability, which renders the employee incapable of fulfilling the normal requirements of his job. The employee is required to submit supporting medical documentation acceptable to the County or County's representative who will determine if the "sickness" qualifies.
- If approved, the portion of the employee's vacation which is deemed to be sick leave under the above provisions will not be counted against the employee's vacation credits.

ARTICLE 18 – HEALTH INSURANCE

- 18.01 The Corporation agrees to pay, on behalf of all eligible regular full-time permanent employees one hundred percent (100%) of the premium cost of the insurance coverage unless otherwise stated below. The following benefits are payable by the insurer, not the Corporation, and shall be administered in accordance with the terms, conditions, rules and regulations of the Insurer's respective plans of the current Provider. Should the Provider change, coverage from the new Provider will be of equal or superior value.
- a) Drugs
Coverage is through a Direct Drug Plan, using a card system. Benefits will include legally prescribed drugs. The Carrier may change coverage from time to time at their discretion.
 - b) Extended Health Services
Coverage includes emergency transportation, accidental dental, vision plan, paramedical services and other medical items as outlined by the Carrier.

Chiropractic will be covered up to a maximum of for \$500 per calendar year with no deductible.

Effective April 16, 2025, Chiropractic will be covered to a maximum of \$600 per calendar year.

Massage therapy will be covered up to a maximum of \$500 per calendar year.

Effective April 16, 2025, Massage Therapy will be covered to a maximum of \$600 per calendar year.

Clinical Psychologist / Master of Social Work / Psychiatrist will be covered up to a maximum of \$500 per calendar year.

Effective April 16, 2025, Clinical Psychologist / Master of Social Work / Psychiatrist will be covered to a maximum of \$3500 per calendar year.

c) Life Insurance

Life Insurance and Accidental Death & Disability coverage is two (2) times the employees annual salary. Dependent Life coverage is \$10,000 for a spouse and \$5,000 for each child.

d) Dental

Basic services plan as outlined by the carrier, including routine dental examinations once every six (6) months. The Corporation will cover one hundred (100%) of the premiums for the Dental Plan.

Orthodontics will be provided for all insured, including dependents 6-18 years of age, with a lifetime maximum of fifteen hundred dollars (\$1,500.).

e) Out of Province Coverage

Out of Province Coverage is provided as outlined by the Plan.

f) Vision

Vision benefits will carry a maximum of four hundred and twenty-five dollars (\$425.00) every twenty-four (24) months for prescription eyeglasses. Eye examination will be covered up to a maximum of seventy-five dollars (\$75.00) every twenty-four (24) months.

g) Employee Assistance Program (EAP)

The Employer will provide an Employee Assistance Program for full-time and part-time employees as described by the provider.

h) Survivor Benefits

If an employee dies, the surviving spouse/children (as per Carrier contract) can maintain their Green Shield (or alternate carrier) benefits (Health &

Dental) for 24 months, premium costs to the employer.

- 18.02 Subject to the Employment Standards Act, the Corporation shall cease payment of the premiums the first day of the second month following the commencement of a lay-off or leave of absence.
- 18.03 The parties agree that the Corporation is not the Insurer and that the insurance policies are not incorporated into the terms of the Collective Agreement. Any dispute with regard to the eligibility for and entitlement of benefits is between the employee and the Insurer.
- 18.04 It is understood and agreed that in assessing the expense required for the negotiated insurance outlined within this Article, the parties have taken into account any and all savings on premiums that may be realized during the period of this Agreement under the Employment Insurance Act or any other Government legislation plan, and the full employee portion of any savings resulting from this assessment are included as part of the negotiated wage increases and improved benefits contained in this Collective Agreement.
- 18.05 Short Term Sick Leave Plan
The Corporation will provide, to eligible permanent full-time employees who have completed three (3) months of their probationary period, a short term sick leave plan.
- a) Absence due to illness or injury, compensable by the Workplace Safety & Insurance Board, shall not be charged against sick leave entitlements.
 - b) Each claim of sick leave shall be supported by a certificate from a qualified medical practitioner provided, however, that such certificate shall not be required if the period of such absence is not more than three (3) days. On the fourth (4th) day of illness in any calendar year, such certificate will automatically be required. Each illness thereafter, in such calendar year, may require a doctor's certificate on a case by case basis.
 - c) Each eligible permanent full-time employee who has completed his/her probationary period will be entitled to one (1) week of sick leave at 100% of salary and fourteen (14) weeks of sick leave at 60% of salary during the first year of service.
 - d) In each succeeding year of continuous service as a regular full-time employee, an additional week of sick leave at 100% of salary will be granted. The maximum allowable under the plan will be ten (10) weeks of sick leave at 100% of salary and five (5) weeks of sick leave at 60% of salary. A year shall commence on the first pay of each calendar year.

- e) Weekly earnings for employees paid by the hour will be calculated on the basis of the employee's normally scheduled workweek paid at their regular straight time rate.
- f) For the purpose of this provision, "sickness", shall mean a physical or mental disability, which renders the employee incapable of fulfilling the normal requirements of his/her job.
- g) Unused portions of sick leave will not accumulate from year to year under any circumstances, and there shall be no cash payout.
- h) Employees will arrange all medical appointments (with the exception of Specialists) to be taken on their scheduled days off. The onus is on the employee to provide proof of appointment acceptable to the Shift Supervisor ie. Doctor's note or Appointment card.
- i) Absences claimed but not yet approved by WSIB as being eligible for compensation benefits, shall be considered for Short Term Sick Leave Benefits. Any overpayment that results shall be recoverable by the Employer.

18.06 Long Term Disability (LTD)

Long Term Disability Insurance will provide income replacement to eligible permanent full time employees at the rate of seventy-five percent (75 %) of monthly income, subject to any carrier maximums (currently \$6,000) and waiting period (currently 105 days as per the defined STD period). Payments will be made directly to eligible employees by the Group Insurance Carrier in place at the time of disability. Employees commencing LTD will have their positions held open for a period of two (2) years. The Corporation will continue to pay its share of the employee's benefits during the two years. If the employee is unable to work after two years, all benefits will be terminated. Coverage under the Long Term Disability Insurance shall be subject to the terms and conditions of the governing master insurance plan or policy of the current Provider. Should the Provider change, coverage from the new Provider will be of equal or superior value.

18.07 Part Time - percentage in lieu

Part-time employees shall receive thirteen (13%) percent of their straight time hourly rate of pay in lieu of benefits and will not be included for the purpose of computing any premium or overtime payments.

Effective November 5, 2014, part-time employees enrolled in the OMERS pension plan shall receive nine (9%) percent of their straight time hourly rate of pay in lieu of benefits and will not be included for the purpose of computing any premium or overtime payments.

Employees who elect to join the OMERS pension plan prior to November 5,

2014 will continue to receive thirteen (13%) percent of their straight time hourly rate of pay in lieu of benefits and will not be included for the purpose of computing any premium or overtime payments.

18.08 Early Retirement Benefits

Employees who retire early (prior to normal retirement) from the Corporation and have twenty-five (25) years of continuous service, are between the age of 55 and 65, or meet the eligibility criteria of OMERS (i.e. the 90 factor) shall be eligible for the following coverage and the employer shall pay 100% of the premium cost.

Extended Health Care (excluding dental)

Employee Life Insurance at one (1) times annual salary, frozen at date of retirement

Dependant Life Insurance

Semi-private coverage

All benefits will cease at normal retirement age as per the collective agreement or at age 65, whichever comes first.

ARTICLE 19 – PENSIONS

19.01 As a condition of employment, all permanent full time employees will be required to join the Ontario Municipal Employees Retirement System (OMERS). Part time employees will be offered membership in OMERS as eligibility criteria is met.

ARTICLE 20 – WAGE PAYMENTS

20.01 The regular pay day shall be every second Friday via direct deposit. Each pay period shall be one (1) week in arrears.

ARTICLE 21 – UNIFORM ALLOWANCES AND EXPENSES

21.01 Uniform Allowance

- a) Each new employee shall receive the following as initial issue:
 - I. Shirts – Three (3) total, 1 shall be Coolmax, or equivalent moisture wicking fabric.
 - II. Pants – Two (2)
 - III. All Season 3 in 1 coat – One (1), replaced on as needed basis
 - IV. Pullover or Sweater – One (1)
 - V. Cap – One (1)
 - VI. Insulated snow pants, gloves, toque, safety helmet, eye protection

- VII. Upon presentation of the original receipt, a bi-annual safety boot allowance of up to three hundred & fifty dollars (\$350.00) for full-time staff and one hundred & seventy-five dollars (\$175.00) for part-time staff for CSA approved black coloured boots.

Upon return of a worn out / damaged item, the Corporation will replace jackets on an as-needed basis.

Each permanent full-time employee shall receive 550 points annually that will not carry over to the following year.

Each permanent Part-Time employee shall receive 330 points annually that will not carry over to the following year.

In 2017, a one-time additional allotment of up to 40 points (Corporation will pay half of actual cost) will be given to each employee to be used for insulated snow pants.

One (1) point equals one dollar (\$1.00)

- b) The Health & Safety Advisory group members will form the membership for the Uniform and Equipment Committee. If a Uniform and Equipment Committee meeting is needed, it will be held following the regular Health & Safety Advisory group meeting. Uniform selection will commence March 15 and will close 15 days later.

21.02 Uniforms and boots shall be maintained in a neat and clean condition. Major alterations and repairs will be made by the Corporation (e.g. hems, pockets). When new jackets are issued, the old issue shall be returned to the Corporation. The Corporation will be responsible for cleaning winter jackets once annually, if requested or required. All other uniform items will be cleaned by the Corporation if heavily soiled or contaminated.

21.03 All employees shall report for work in a uniform that fits properly, is neat, clean, and in good state of repair to maintain a professional public image.

21.04 All employees shall report for work neat and clean.

21.05 Meal Allowance

Each permanent full-time employee shall receive a meal allowance of six hundred and sixty dollars (\$660.00) per year (net), payable on a bi-weekly basis payable on each pay cheque.

Each permanent part-time employee shall be paid thirty-one cents (\$0.31) per regular hour in lieu of a meal allowance, payable on each pay cheque.

21.06 Weather bound Expenses

In the event an employee on duty is weather bound overnight due to authorized road closing under the Highway Traffic Act at a location outside

the Corporation's normal service area, the employee shall contact the Shift Superintendent for instructions and the Corporation may direct and pay for authorized hotel/motel accommodation, or the Corporation may designate an alternate route to return to the station involved instead of overnight accommodation.

In the event overnight accommodation is authorized, the employee's duty hours shall cease at the end of the scheduled duty shift and shall resume only upon commencement of the return journey, which rates shall be at regular hourly rates.

In this event, if the employee misses any scheduled duty hours, the employee shall be reimbursed those hours.

21.07 Adverse Weather Conditions (Inclement Weather or Significant Event)
When owing to an inclement or severe weather event and roads are closed, the Department of Health Services (Paramedic Services Division) will declare a significant weather event electronically. This could be declared County wide or only in specific geographical areas within the County. In turn the employer will send out a mass text to determine what work areas full and part time employees can attend. This information will be used to form a list to fill open shifts in the order of part time employees at regular time, full time employees at overtime, and part time employees at overtime.

Employees who cannot make it to their scheduled station assignment may be assigned to a closer station. In the event a full-time employee can't be reassigned to another station, the employee may elect to use a credited vacation day, paid holiday lieu day, or earned overtime in substitution for the missed day.

This process will repeat every 12 hours 0700 to 1900 and 1900 to 0700.

ARTICLE 22 – HEALTH & SAFETY

22.01 The Corporation and the Union agree that they mutually desire to maintain standards of safety and health in order to prevent accidents, injury and illness, and shall abide by the Occupational Health & Safety Act.

The parties agree to form either a Health and Safety Advisory Group or Joint Health and Safety Committee, whichever is applicable. The Group or Committee shall be composed of three (3) management and three (3) union representatives. The parties further agree to provide training as applicable depending upon the committee structure.

ARTICLE 23 – GENERAL

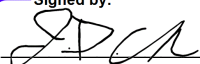
- 23.01 The Corporation shall provide a bulletin board in each station for the Union to post notices of Union activity. All such notices must be signed by a steward of the Local and be submitted to the Field Manager for approval before being posted. Such approval shall not be unreasonably denied.
- 23.02 The parties will share the cost of printing this Agreement.

ARTICLE 24 – DURATION OF AGREEMENT

- 24.01 This Agreement shall become effective on the date of ratification and shall continue in effect until March 31, 2025, and shall remain in force from year to year thereafter unless either party shall furnish the other with notice of termination or proposed revision of this Agreement within ninety (90) days before March 31, 2025 or in a like period in any year thereafter.

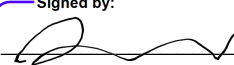
Signed electronically September 23, 2025.

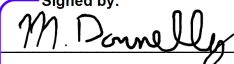
Signed on behalf of:
Ontario Public Service Employees Union

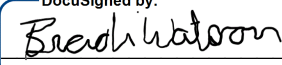
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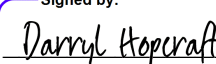
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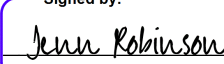
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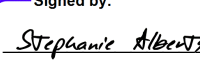

Signed on behalf of:
Corporation of the County of Bruce

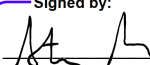
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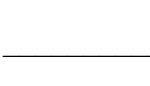
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SCHEDULE “A” - WAGES

Corporation of the County of Bruce

Classification	April 1/22 (2.9%)	April 1/23 (3.0%)	April 1/24 (2.65%)
Start	\$39.51	\$40.70	\$41.78
1 year	\$40.78	\$42.00	\$43.11
2 year	\$41.96	\$43.22	\$44.37

LETTER OF UNDERSTANDING

Between:

THE CORPORATION OF THE COUNTY OF BRUCE

And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION

RE: FLEX FLOAT POSITION

During the course of bargaining, the parties recognized that there may be a potential benefit in creating a Flex Float position(s).

In this regard the Employer agrees to investigate this issue in order to establish the benefit to this issue for both parties.

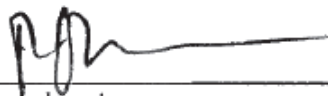
Accordingly, one (1) temporary part time position will be created as outlined below. This position will be filled by a part time employee and as such they will remain in that classification for the duration of this contract.

Provisions for the part time Flex Float employee will be as follows:

- a) The part time Flex Float employee may submit their preferred shifts for the upcoming schedule for consideration. If they elect to do so, the employee must provide more availability than the minimum required to work a full time schedule. The approval of the shifting pattern will be based on operational demand.
- b) Hours of work will balance over a twenty-eight (28) day cycle.
- c) The part time Flex Float employee will be scheduled a minimum of two (2) weekends off in the twenty-eight (28) day cycle.
- d) Availability will be submitted as per Appendix A.
- e) When an open line such as mat leave, extended sick leave, or other open rotation exists, the employer may elect to assign those shifts to the part time flex float position as per operational needs.
- f) The employee must be available to work at all stations

Dated at Walkerton this 16 day of September 2019.

**OPSEU
LOCAL 250**



Paul Johnstone



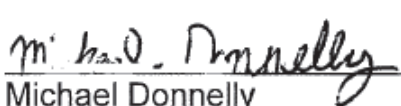
JD Cormack



Martin Windsor



Allan Rogers

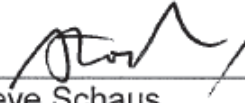


Michael Donnelly

**THE CORPORATION OF THE
COUNTY OF BRUCE**

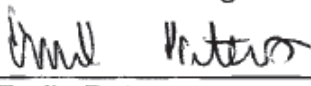


Ray Lux



Steve Schaus

Michael McKeage



Emily Paterson

Marianne Nero

LETTER OF UNDERSTANDING

Between:

THE CORPORATION OF THE COUNTY OF BRUCE
And

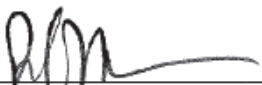
THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Re: ADDITIONAL DELEGATED MEDICAL ACTS

In the event that additional delegated medical acts are required to be performed during the term of this Agreement, the parties shall meet and discuss related issues.

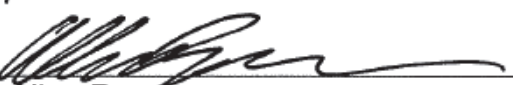
Dated at Walkerton this 16 day of September 2019.

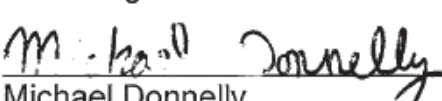
OPSEU
LOCAL 250


Paul Johnstone

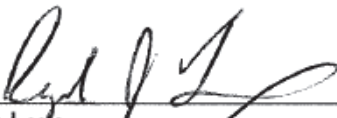

JD Cormack


Martin Windsor


Allan Rogers

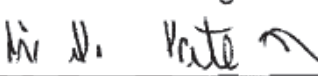

Michael Donnelly

THE CORPORATION OF THE
COUNTY OF BRUCE


Ray Lux


Steve Schaus

Michael McKeage


Emily Paterson

Marianne Nero

LETTER OF UNDERSTANDING

Between:

THE CORPORATION OF THE COUNTY OF BRUCE
And

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Re: EXTRA HOURS OF WORK AGREEMENT

In accordance with section 17 of the *Employment Standards Act, 2000*, the parties agree as follows:

1. Regular Work Day – the recognized work day for all employees shall be no more than twelve (12) hours.
2. Extra Daily Hours – the union consents on behalf of employees in the bargaining unit to allow them to work beyond their regular work day to the daily maximum allowed by the Act.
3. Extra Weekly Hours – the Union consents on behalf of employees in the bargaining unit to allow them to work beyond 48 hours in a week, to a maximum of 60 hours in a week.
4. Scheduling – Scheduling of extra hours shall be in accordance with the scheduling provisions of the collective agreement.
5. This Agreement does not affect the manner in which overtime is paid as per Article 14.05.

Term – The parties agree that this agreement may not be revoked prior to the expiry date of the Approval issued by the Director of Employment Standards, except with the parties' mutual consent. This agreement will terminate on March 31, 2019, subject to renewal according to the provisions of the *Employment Standards Act*.

Dated at Walkerton this 16 day of 'September' 2019.

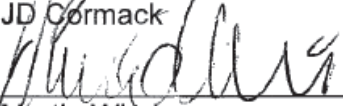
OPSEU
LOCAL 250



Paul Johnstone



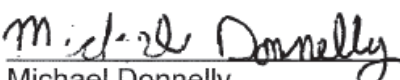
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Martin Windsor

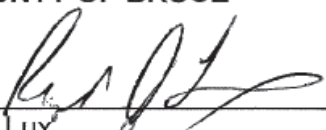


Allan Rogers

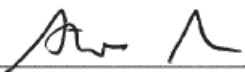


Michael Donnelly

THE CORPORATION OF THE
COUNTY OF BRUCE

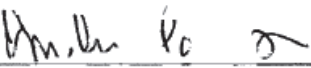


Ray Lux



Steve Schaus

Michael McKeage



Emily Paterson

Marianne Nero

LETTER OF UNDERSTANDING

Between:

**THE CORPORATION OF THE COUNTY OF BRUCE
And**

THE ONTARIO PUBLIC SERVICE EMPLOYEES UNION

Re: COMMUNITY PARAMEDICINE PROGRAM

Based on funding provided from Ontario Health West (formerly known as the LHIN) and the Ministry of Long Term Care through the Community Paramedic Long Term Care funding program, Bruce County Paramedic Service will continue to implement a Community Paramedic Program until temporary funding ceases on or about March 31st, 2026.

The primary focus of the program is based on the request from Ontario Health West with the primary goals of filling in service gaps in community based care, that is not readily available in the area, to provide an urgent/rapid response to patient needs, prevent avoidable ED visits, prevent avoidable hospital admissions, and promote end of life at home for patient where this is their wish.

It is to be noted that at no time will a paramedic be doing work that is normally associated with employees of long-term care, shelters, or assisted/developmental service living homes unless expertise is not available.

Responsibilities of the Community Paramedic may include the following, but are not limited to these skills based on needs identified in the community, or direction from funding authorities.

- Urgent pain and symptom management where either nursing or medications aren't available to prevent an ED visit
- IV access/therapy
- Phlebotomy
- ICD deactivation
- Falls recovery and risk assessment
- Supplemental oxygen therapy
- Physical assessment
- Vital signs assessment
- Blood glucose assessment
- Home safety scans
- Medication compliance
- Chronic disease management
- COVID assessments (including possible COVID swabbing) in areas of need
- Influenza vaccination
- Routine medication administration/injections
- Assistance in general assessments at County Housing clinics
- Follow up with Paramedic Referrals identified through 911 calls

- Home monitoring programs

The Community Paramedic position will be offered to all members of the Bruce PS service and filled by seniority in order to full time and part time of those having the following qualifications:

- Pallium LEAP Paramedic certificate
- IV qualification
- Community Paramedicine Practitioner certificate

Opportunities will be made available through the usual job posting process. A general call will be made to qualified candidates expressing interest outlining the expectations of the program and extensive training requirements to ensure that those staff have full awareness of what the program could entail

before they are chosen. Results will be posted for all staff.

Community Paramedics must maintain certification with the South West Ontario Regional Base Hospital Program, and must remain qualified to work as a Paramedic in Ontario as outlined in the Ambulance Act.

There will be 2 full time permanent positions. The current complement will be maintained dependent upon funding with a pool of alternate qualified staff trained as necessary for backfill with the routine hours being from 08:30 - 20:30, 7 days a week. This is based on the request made from the Ontario Health West to have evening hour availability and extend care options past usual hour of operation in the community. Upon receipt of funding announcements, the community paramedicine program complement will be re-evaluated for operational sustainability.

All CP positions will be filled by standing OPSEU Local 250 Bruce County unit members and will adhere to the Local Collective Agreement.

The trained Community Paramedics will receive a 1.75% wage enhancement for the time they are scheduled in the role as a Community Paramedic. All positions will be paid under the terms of the collective agreement regarding overtime as per article 14.01 or any other article in reference to overtime.

Additional skills and duties would fall outside of the Provincial PCP scope of practice and regional SWORBHP certification criteria. Community Paramedics will be signed off on these skills through another Physician(s) or Nurse Practitioner(s) associated with this program (i.e. local and/or regional palliative care physicians, Grey Bruce Medical Officer of Health, local family health team physicians, and/or Ontario Health Team physicians.)

Training will be done on a regional and/or local basis in conjunction with other paramedic services implementing these programs. Training will include, but is not limited to, self-directed and instructor-led online, or in-person programming. Timelines will be strictly adhered to complete training. Further training will required on an ongoing basis, and full participation is required to ensure program standards and goals are achieved.

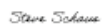
As further funding becomes available, or the complement of Community Paramedics is increased, further positions may become available to serve priority needs within our community. At times, these opportunities may be temporary in nature, and subject to funding availability. Further program developments will be discussed via the Labour Relations Committee.

Qualified Paramedics that are trained as a part-time Community Paramedic, and remain in the active pool of staff available to backfill fulltime Community Paramedics, are required to work a minimum of 12 shifts per year. This ensures staff are competent in their enhanced skills and abilities.

Qualified staff may be moved at short notice when an urgent opening exists (ie. sick call), as long as their original shift start and stop times are maintained. If transportation to a Community Paramedic office from their original start location is required, it will be via a County vehicle. An urgent CP shift will be called out based on seniority. If the shift remains unfilled, the shift will be filled in order of reverse seniority of those working on shift. Resources from the Community Paramedic Program could be moved to support 911 given operational demand and extenuating circumstances. This paragraph will not set a precedent for any other issues with scheduling or station/line assignments.

Dated at Walkerton this 11th day of June, 2025

THE CORPORATION OF THE
COUNTY OF BRUCE



Steve Schaus



Ray Lux



Brad Jackson



Jenn Robinson

OPSEU
LOCAL 250



Bradi Watson



Martin Windsor



JD Cormack



Jim Ainslie



Michael Donnelly

Appendix A

Availability and Posted Schedule Due Dates

2019

Availability due by January 1st 2019 and posted March 1st 2019 for April 2019
Availability due by February 1st 2019 and posted April 1st 2019 for May 2019
Availability due by April 1st 2019 and posted May 1st 2019 for Summer Schedule June 1st - September 30th 2019 - December 15th - January 4th 2020
Availability due by July 1st 2019 and posted September 2nd 2019 for October 2019
Availability due August 1st 2019 and posted October 1st 2019 for November 2019 - December 1-14th, 2019

2020

Availability due by October 1st 2019 and posted December 1st 2019 for January 8th - 31st 2020
Availability due by November 1st 2019 and posted January 1st 2020 for February 2020
Availability due by December 1st 2019 and posted February 3rd 2020 for March 2020
Availability due by January 1st 2020 and posted March 2nd 2020 for April 2020
Availability due by February 3rd 2020 and posted April 1st 2020 for May 2020
Availability due by April 1st 2020 and posted May 1st 2020 for Summer Schedule June 1st - September 30th 2020 - December 20th 2020 - January 9th 2021
Availability due by July 1st 2020 and posted September 1st 2020 for October 2020
Availability due by August 3rd 2020 and posted October 1st 2020 for November 2020 - December 1- 19th 2020

2021

Availability due October 1st 2020 and posted December 1st 2020 for January 10 - 31st 2021
Availability due November 2nd 2020 and posted January 2021 for February 2021
Availability due December 1st 2020 and posted February 1st 2021 for March 2021
Availability due January 1st 2021 and posted March 1st 2021 for April 2021
Availability due February 1st 2021 and posted April 1st 2021 for May 2021
Availability due April 1st 2021 and posted May 3rd 2021 for Summer Schedule June 1st – September 30th 2021 - December 19th 2021 - January 8th 2022