

IN THE MATTER OF A BOARD OF ARBITRATION ESTABLISHED PURSUANT
TO *THE HOSPITAL LABOUR DISPUTES ARBITRATION ACT*

BETWEEN:

ALEXANDRA HOSPITAL

(“the Hospital”)

AND:

ONTARIO PUBLIC SERVICE EMPLOYEES UNION, LOCAL 106

(“the Union”)

RE: INTEREST ARBITRATION

BOARD OF ARBITRATION:

Kevin M. Burkett – Chair

Brian O’Byrne - Employer Nominee

Terry Moore - Union Nominee

FOR THE EMPLOYER:

Amanda P. Cohen - Counsel

Andrew Pearson - Director of Human Resources

Sonya Lobsinger - Human Resources Generalist

FOR THE UNION:

Dave Lundy - Research Officer

Tom Watson - Staff Representative

Michele Dawson Haber – Senior Research Officer

MEMBERS OF THE BARGAINING TEAM:

Cathy Brown

Renee Morrow

Stella Culbertson

Xiaoyan Wang - Observer

We have been appointed under the Hospital Labour Disputes Arbitration Act to adjudicate upon the local issues in dispute between various Hospitals and their OPSEU paramedic local Unions, each with a separate predecessor collective agreement that expired March 31, 2019. There is no dispute that we have been properly constituted pursuant to the Memorandum of Conditions for Joint Bargaining, the terms of which regulate the scope and arbitration of local issues. The central provisions of these collective agreements have already been determined, including a term extending from April 1, 2019 to March 31, 2022.

Hearings were convened on December 9, 10, 12, 13 and 19, 2019. Local issues were put before the Board from the following Hospitals:

- Headwaters Health Care Centre
- Orillia Soldiers' Memorial Hospital
- Baycrest Centre for Geriatric Care
- Royal Ottawa Hospital
- Alexandra Hospital
- Royal Victoria Regional Health Care Centre
- South Bruce Grey Health Centre
- Sault Area Hospital – Unit A and B

The written submissions, as supported by oral presentation, have been fully considered by the Board. Given that many local issues are reflective of local conditions, we have paid particular attention to whether or not in such cases there exists a "demonstrated need." Where a local issue lends itself to a comparative analysis, we have looked for comparator support. The award of the Board in this case follows.

Alexandra Hospital

and

OPSEU Local 106

The parties are hereby directed to enter into a renewal Local Provisions Appendix (for the term April 1, 2019 to March 31, 2022) that contains all the terms and conditions of the predecessor Local Provision Appendix that expired March 31, 2019 save and except that it is amended to incorporate:

1. all local issues agreed between the parties prior to the date hereof;
2. addition of language to Local Provisions Appendix to stipulate that the Hospital will endeavour to provide at least two (2) weekends off out of each four (4) week

period and that a full-time employee will be paid overtime for work on a third (3rd) consecutive weekend.

Issues not awarded upon are denied without prejudice to future bargaining.

It is recommended that bargaining unit employees be advised in writing of the allowance provisions of the existing education policy.

We remain seized until the parties enter into a formal Local Provisions Appendix.

DATED in Toronto, Ontario on this 20th day of February, 2020

Kevin Burkett

I Concur

Kevin M. Burkett - Chair
"Brian O'Byrne"

I Concur

Brian O'Byrne – Employer Nominee
"Terry Moore"

Terry Moore – Union Nominee

