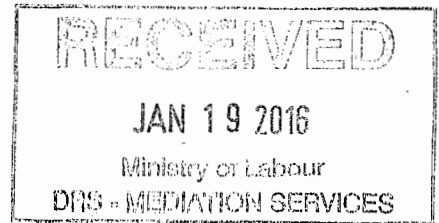


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IN THE MATTER OF AN ARBITRATION

BETWEEN;

Peterborough Regional Health Centre

And

OPSEU

(Grievance re: Pharmacy Tech.)

Before:

William Kaplan
Sole Arbitrator

Appearances

For the Hospital:

Lynn Harden
Emond Harnden
Barristers & Solicitors

For OPSEU:

Tim Mulhall
Grievance Officer
OPSEU

The matters in dispute proceeded to a hearing at in Peterborough on January 12, 2016.

Award

This case concerns a December 21, 2012 grievance. It reads as follows: "The Attached Schedule 'A' grieve that they are improperly classified and should be classified as a Registered Technologist." The case proceeded to a hearing held in Peterborough on January 12, 2016.

Having heard the submissions of the parties, this grievance is denied as it does not appropriately set out the nature of the dispute. The dispute actually concerns the allegation that Article 25.01 of the collective agreement should be invoked on the basis that the Hospital has made "a substantial change in the job content of an existing classification...." In fact, the evidence establishes that there has been a substantial change resulting from the incumbents becoming regulated health professionals. The union has now filed a new grievance and I direct that that the parties follow the process set out in Article 25.01. At their request, I remain seized with respect to this grievance should the parties be unable to agree, including any question of retroactivity predating the filing of this grievance.

One final observation is in order. I understand that identical or similar grievances have been filed throughout the Province. It seems to me that it might make the most sense for the parties to attempt to resolve all of these grievances on a central basis.

DATED at Toronto this 13th day of January 2016.

"William Kaplan"

William Kaplan, Sole Arbitrator