

**St Boniface Hospital CBA**

**Front side – Article 18.03 & Reverse side – Article 23.02**

**After the Union is given notice by the hospital the following will take place:**

The Hospital and the Union shall meet no later than twenty (20) working days after receipt of the above notice to discuss and examine all available options with a view to retaining the employment of the affected employees.

*(iii) Before any reduction of any position takes place the following options shall be looked at with a view to reaching an agreement on same:*

- (a) attrition;*
- (b) establishing courses to allow employees to retain employment with the St. Boniface General Hospital;*
- (c) posting of vacancies;*
- (d) transfer to other departments;*
- (e) transfer to newly created departments or newly created services;*
- (f) adjustment of full-time/part-time ratio.*

**18.03** *In the event that an occupied position must be deleted, the employee will be entitled to the following:*

- (a) Exercise his/her seniority to bump into any position within the scope of this agreement, provided he/she possesses the required qualifications to perform the job;*
- (b) Accept layoff or;*
- (c) Be placed on the appropriate casual roster.*

*In the event that an employee is unable to satisfactorily perform the duties of the position of which he/she has bumped into, the Hospital will meet and discuss the matter with the Union. In the event that there are no available vacancies for which the employee is qualified, she/he will be placed on the appropriate casual roster or layoff. The Hospital and the Union will continue to look for a mutually agreed upon vacancy during the time the employee is on the casual roster, until such time as the employee applies for and is awarded a permanent position.*

**23.02** *Shift schedules will be visibly posted in an appropriate place at the commencement of each week and will reflect a minimum two (2) week shift schedule.*

*When a schedule is changed without seven (7) calendar days' notice, the employee shall receive time and one-half (1½) his basic rate for all hours worked on the first shift which varies from the posted schedule. The time and one half premium will not apply in situations where the Hospital and the employee mutually consent to the change.*

*Where the Hospital wishes to alter for a period in excess of forty-five (45) calendar days the schedule of hours, or shifts of employees, or the regular rotation, or the normal starting and quitting times, the Hospital agrees to meet with the Union prior to the implementation of such changes in order to discuss the matter and consider alternatives to changes. The parties agree to act reasonably in dealing with such issues.*

*The Hospital shall not change an employee's normal starting and finishing times, nor their normal rotation for any short-term duration except in cases of unforeseen staffing shortages, and providing that all other staffing options (including canvassing for volunteers and applying Articles 23.04 and 23.05) have been reviewed, or at employee's mutual agreement.*