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Memorandum of Understanding #7 - Staffing Challenge Options

The Company and the Union mutually agree that the organization continues to be impacted by staffing shortages as a result of several factors including the COVID-19 pandemic.

In an effort to support staffing, the Union and the Company agree to the following on an interim basis:

Provincial Float – External Contract Positions

The Company will hire external contract positions as Provincial Floats at the ACP Land level of care. In addition to Toronto and Thunder Bay, additional hub locations of Sudbury, Ottawa & London for these contracts may be offered by the Company. The Company will ensure provincial float positions are posted as outlined in Article 60.11 of the CBA prior to initiating this.

ACP Land – External Contract Positions

The Company will hire external contract positions at the ACP Land level of care across the province. Such contracts will be hired in accordance with Article 59.09 Temporary Staffing – External. Contracts may have full time or part time hours based on operational requirements and the incumbent's availability.

Article 62.03/LOU 24 SOS O/T Lieu Bank

Overtime earned by paramedics under Article 62.03 (formally LOU #24), can request to bank up to 72 hours of time to be bid at the annual vacation or stat bid process. Such time must be used by December 31, 2023 or it will be paid out in accordance with the collective agreement.

SOS Travel Time

All travel shifts for overtime shifts under Article 62.03 (formally LOU #24) will be paid at a minimum of 6 hours at the appropriate overtime rate. Employees must obtain approval to have travel time paid in excess of 6 hours.

Article 62.03/LOU 24 shifts

All shifts covered under this Article will be paid at double time while this Memorandum of Understanding is in effect, providing that complete blocks of shifts are worked before and after the double time shift.

This MOU will expire on July 31, 2023.

SIGNED at TORONTO this 2 day of September, 2022

FOR THE UNION:

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FOR THE EMPLOYER:

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