

Between

Ornge (The Employer)

And

UNIFOR Local 2002 (The Union)

Recognizing that the Company and the Union have agreed to supply all of its current services and operational facilities through to the end of the collective bargaining process, ORNGE and the UNIFOR Local 2002 Union, voluntarily agree to a no strike/no lockout model for this round of bargaining.

Accordingly, in the event of an impasse, Ornge and UNIFOR Local 2002 agree that all employees will continue to operate normally in their assigned functions, without the risk of service interruption due to slow down or strike and the employer shall not lock-out, and any outstanding issues will be referred to interest arbitration as described below.

Additionally, the parties agree that they will not conclude an essential services agreement pursuant to the *Ambulance Services Collective Bargaining Act* and instead, agree that, if necessary, any outstanding issues on November 18th, 2016, will be sent to binding interest arbitration before a single arbitrator, Tom Hodges. In the event that Tom Hodges is unavailable for any reason and the parties cannot agree upon an alternate arbitrator to chair the interest arbitration, the parties agree that the arbitration chair may then be appointed in accordance with the *Ontario Labour Relations Act*. The parties agree to evenly share in the cost of the arbitrator's fees.

It is agreed that arbitrator, Tom Hodges, will attempt to mediate the remaining outstanding issues on December 5th and 6th, 2016. Disclosure of documents for mediation will be supplied to Tom Hodges by the end of business November 29th, 2016.

Written submissions for the remaining outstanding issues will be submitted to Tom Hodges by the end of business January 9th, 2016 for consideration to binding interest arbitration for resolution with expectations of a decision February 15th, 2016.

SIGNED at Mississauga this 15th day of November, 2016

FOR THE EMPLOYER:

Robert Guine
C. Peter Brown
[Signature]
[Signature]
[Signature]
Deanne [Signature]

FOR THE UNION:

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

Ornge to Unifor
Jan 12, 2017 @1:00pm

Signed
Jan 13, 2017

Leave for Union Business

10.02

Company will grant leave without pay to a reasonable number of employees **3 bargaining committee members** for the purpose of attending preparatory contract negotiation meetings. This will also include meetings before a Conciliator, Conciliation Commission or a Mediator.

COMPANY
Robert Leggie
[Signature]
[Signature]
Deanne Leo
[Signature]
[Signature]

UNION
[Signature]
[Signature]
Walter
[Signature]
[Signature]
[Signature]

U → O @ 18⁰⁰
16-11-16
Signed Nov 17/16

ORNGE - UNIFOR Negotiations

UNIFOR PROPOSAL

Date: Nov 16, 2016

Article: 17.01 17.02 17.03

Version: UV1

17.01 The Union/Management Health and Safety Committee will be maintained during the life of this Agreement. The Committee shall consist of six (6) members, three (3) of whom shall be appointed by the Company and three (3) of whom shall be appointed or elected by the Union at their discretion.

Three Union Health and Safety Representatives will be trained as a Certified Worker Representatives with the cost of such training to be paid for and arranged, and scheduled by the Company. All other Union Health and safety Representatives will receive training as prescribed under the OHSA. Extra training will be by mutual agreement and the Company will pay the cost, when agreed.

17.02 Company reserves the right to formulate and publish from time to time, rules and regulations regarding the safe operation and use of machinery or equipment. The Company agrees to discuss these rules and regulations with the ~~Union Health & Safety Representative~~ Joint Health and Safety Committee prior to implementation.

It is further understood that the Company will welcome the suggestions of any employee regarding improvements in conditions considered to be of a hazardous nature.

17.03 In addition to clause 17.02 the Company agrees to provide up to a total maximum of twelve (12) days per contract year with pay throughout the term of this for the Union to allocate to the Health and Safety Representatives to participate in CAW Unifor Health and Safety Training programs. The Union agrees that the Company Health and Safety Representatives may also participate in the training programs.

As negotiated by the parties on November 16, 2016

COMPANY


UNION




Helene Jc





Signed Nov 15, 2016

Ornge to Unifor
June 17, 2016 @ 8:30am

ARTICLE 17
HEALTH AND SAFETY

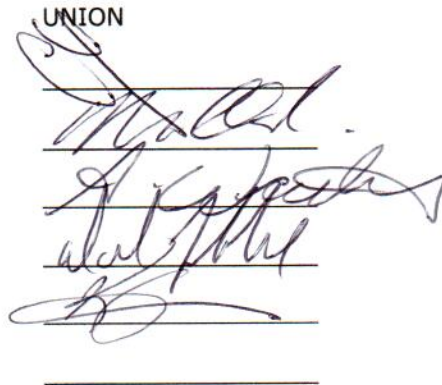
17.08 Company reserves the right to formulate and publish from time to time, rules and regulations regarding the safe operation and use of machinery or equipment. The Company agrees to discuss these rules and regulations with the Union Health & Safety Committee prior to implementation.

It is further understood that the Company will welcome the suggestions of any employee regarding improvements in conditions considered to be of a hazardous nature.

17.10 In addition to clause 17.02 the Company agrees to provide up to a total maximum of twelve (12) days per contract year with pay throughout the term of this for the Union to allocate to the Health and Safety Representatives to participate in CAW Unifor Health and Safety Training programs. The Union agrees that the Company Health and Safety Representatives may also participate in the training programs.

17.15 The CAW Unifor Health and Safety co-Chairperson will continue to receive time off with pay to perform his/her duties as co-Chairperson.

COMPANY


UNION


Unifor to Ornge

January 13, 2017 @ 1000 hours

Signed
Jan 13, 2017

Article 17

Mental Health:

The Company agrees to comply with the legislated PTSD Prevention Program due to be provided to the Minister directly by April 17, 2017. The Company has solicited the services of a third party Public Service Health & Safety Association (PSHSA) to develop this program. The current working group includes the Director, Occupational Health & Safety, Chief Medical Officer, Human Factors Specialist, Manager, Professional Standards and the involvement of Paramedic(s) has been requested of the Worker Co-Chair of the Unifor JHSC.


The parties both agree that a psychologically healthy work environment is a desirable objective for both the employer and its employees.

In keeping with that objective the parties wish to work together in order to identify psycho-social hazards in the workplace that may cause or contribute to mental health conditions, and looking for ways to eliminate them or reduce these effects. The parties are committed to raising awareness around mental health issues. Raising awareness is a key step towards ending the stigmas associated with suffering from a mental illness and creating a safe and comfortable workplace environment for everyone.

Understanding the above, the parties agree to work together during the life of the agreement in the hopes of engaging managers and employees on mental health issues and their effect on the workplace. This will be a standing discussion item on the Labour Management Committee agenda.

Company




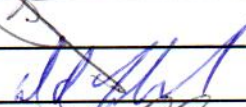


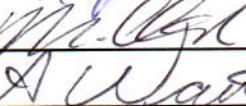



Deanne Leo

Union









TO BE REFORMATTED WITH SPELLING CORRECTIONS

Signed Nov 17/16

ORNGE - UNIFOR Negotiations

UNIFOR PROPOSAL

Date: November 16, 2016

Article: 26.12

Issue Number:

Version: UV1

26.12 ~~Where operation requirements permit~~, The Company will provide operating employees with paid meal and relief breaks. ~~The company will endeavour to provide appropriate meal breaks.~~

The Company (normally the OCC) will assign all meal breaks in the following manner: ~~regardless if paramedic(s) are on a call or at base. However:~~

1. Any paramedic located at their base who is not assigned duties from the four (4) hour mark to the four and one half (4.5) hour mark o their shift will be deemed to have completed their 30 minute meal period. The meal break will not be interrupted save and except for Mass Casualty Incident (MCI), On Scene or Modified On Scene or other Code 4 emergent calls whereby these calls are defined as threat to life, limb or function.
2. Any paramedic away from base or assigned a call as of the fourth (4th) hour of their shift, shall contact the OCC immediately upon transfer of patient care to the receiving facility, at this time arrangements will be made for a meal break. The meal break will not be interrupted save and except for Mass Casualty Incident (MCI), On Scene or Modified On Scene or other Code 4 emergent calls whereby these calls are defined as threat to life, limb or function.
3. When the paramedic(s) are assigned a meal break away from base the location of the assigned break will be free from contaminants; for example another Ornge base, hospital cafeteria, FBO or any usual eating establishment.

4. All meals are intended to be assigned to commence no sooner than the fourth (4) hour and no later than the sixth (6) hour of the shift start. The meal break will not be interrupted save and except for Mass Casualty Incident (MCI), On Scene or Modified On Scene or other Code 4 emergent calls whereby these calls are defined as threat to life, limb or function.

5. If the paramedic(s) are servicing a call and they were not issued a meal break to commence within six (6) hours of their shift start, they shall contact the OCC immediately upon transfer of patient care to the receiving facility, at this time arrangements will be made for a meal break. The paramedic(s) will be assigned on A thirty (30) minute meal break uninterrupted and considered out of service. The meal break will not be interrupted save and except for Mass Casualty Incident (MCI), On Scene, or Modified On Scene.

6. If the paramedic(s) meal period is interrupted for a Mass Casualty Incident (MCI), On Scene or Modified On Scene, the meal period will be re-scheduled once the call in paragraph 5 is completed.. The paramedic(s) shall contact the OCC immediately upon transfer of patient care to the receiving facility; at this time arrangements will be made for a meal break In order for the Company to properly administer the meal breaks, the paramedic(s) must adhere to the Operational policy whereby paramedic(s) are required to maintain regular communications with the OCC every 30 minutes and upon patient transfer.

7. In order for the Company to properly administer the meal breaks, the paramedic(s) must adhere to the Operational policy whereby paramedic(s) are required to maintain regular communications with the OCC every 30 minutes and upon patient transfer.

8. OCC is responsible for tracking interrupted breaks. All interrupted breaks that occur will be documented with all relevant information and forwarded to the Union quarterly. ~~weekly. The reporting of this data will continue until such time as it is agreed by the parties that it is no longer required.~~

9. ~~After six (6) months from commencement of the process as outlined in this document, the parties agree to meet to review the effectiveness and application of the process.~~

10. ~~Nothing in this proposal changes the effectiveness or application of Article 26.~~

26.13 Where an employee is on call away from base between the 4th and 5th hour of their shift following hours without thirty (30) consecutive minutes for a meal break, they shall receive a meal allowance equal to the lunch rate and will also receive forty-five (45) minutes at straight time.

~~1100 to 1300 hours~~
~~2300 to 0100 hours~~

As negotiated by the parties on

Company:

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Union:

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Signed Nov 15, 2016

Ornge to Unifor
June 16, 2016 @ 4:00pm

ARTICLE 29
LAYOFF AND RECALL

29.05 Notice of lay-off shall be given to an employee and the Union ~~fourteen (14)~~ thirty (30) calendar days in advance of lay-off.

COMPANY

UNION

K. H. McGuire

C. John Brown

John

Deanne Leo

M. L. L.

Secretary

John

15/11/2016 4:46 PM
Ornge To Unifor

Signed Nov 16, 2016
@ 12:27pm

ARTICLE 32
TRAINING / EDUCATION

32.03 All travel expenses and meals incurred as a result of training required by the Company shall be paid by the Company at the standard rates. Employees will not be compensated for travel time unless the travelling 50 kilometres or more from the employees home base. Mileage will be calculated from the employee(s) home base. This allowance will be increased as per Ornge policy.

COMPANY

Robert Leguire
C. Jean Bracco
[Signature]
[Signature]
Deanne Lee
[Signature]

UNION

[Signature]
[Signature]
[Signature]
[Signature]

ARTICLE 32.08

ELIGIBLE TRAINING/EDUCATION RE-IMBURSEMENT

- a) Ornge is committed to a work environment that encourages continuous learning as means of maintaining a competent workforce which provides a high standard of service. Ornge is also committed to ensuring that employees have opportunities to upgrade their knowledge and skills so they can perform their jobs effectively. In support of this objective, Ornge provides tuition assistance to employees who wish to improve their competencies.

- b) This policy is applicable to all full-time employees with one years' continuous service at Ornge.

- c) This program applies only to courses other than those offered internally by Ornge that:
 - i. Provide skills and/or knowledge relevant to an employee's current position in the organization, or
 - ii. Provide skills and/or knowledge relevant to an employee's current or future position at Ornge in an employee's current or related field of work.

- d) In order to be eligible for tuition reimbursement application and approval must be completed prior to enrolling in the course.
Employees must attend courses on non-working time.
The course(s) requested must be work-related and consistent with the employee's career plans as discussed with and approved by their Manager.
Courses must be delivered by a recognized institution (colleges, universities, business or technical schools).
Classroom programs, distance learning and correspondence courses from recognized institution will be considered for approval.

- e) Reimbursement is contingent **upon successful completion of the course.** Course materials, including books, exam fees, parking fees, etc. will not be reimbursed.

- f) Tuition reimbursement is limited to a maximum of CDN\$1,000 per year per employee.

- g) Request for tuition reimbursement must be approved by the employee's Manager, Director, CHRO and COO.

- h) To be reimbursed, employees are required to submit to their Manager, proof of attendance, a receipt for payment of tuition and evidence of successful completion, i.e. passing grade of the course in order to be reimbursed. The institution providing the course determines a passing grade.

- i) All employee receiving tuition reimbursement under this policy are obligated to remain in the employ of Ornge for a period of one year from the completion date

of courses or repay the Ornge as described in the standard application form that is to be signed by the applicant and Ornge.

Company

Union

Belmonte

C. B. Belmonte

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A. J. [Signature]

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[Signature]

Signed Nov 15, 2016

Ornge to Unifor
June 17, 2016 @ 8:30am

ARTICLE 33
SPECIFIC MEDICAL EXAMINATIONS

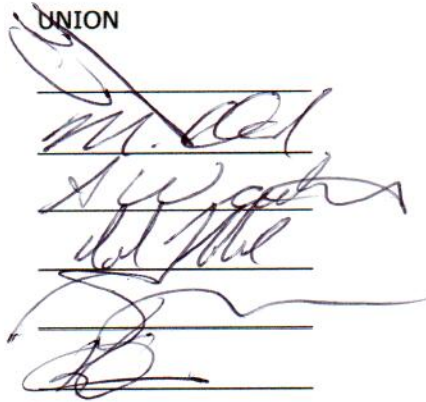
33.03 The Union and the Company recognize tha the employee works in an environment with high ambient noise. Therefore the parties agree that all employees ~~will~~ can elect to have an annual audiogram to identify and changes in hearing acuity. Such hearing testing is to be conducted on the employee's own time and the employee will be reimbursed for the cost of such test up to a maximum of \$250.00 upon submission of a receipt

This is the addition of LOU#3

COMRANY


The Company side contains four handwritten signatures on horizontal lines. The first signature is clearly legible as 'Robert Siguere'. The other three signatures are more stylized and difficult to read.

UNION


The Union side contains four handwritten signatures on horizontal lines. The first signature is 'M. Bell', the second is 'S. Wagon', and the third is 'del M. Bell'. The fourth signature is a stylized signature.

Ornge to Unifor
Jan 12, 2017 @1:00pm

*Signed
Jan 13, 2017*

Call-Back and Reporting Pay

41.02

Any cancellation to voluntary overtime schedules where less than forty eight (48) hours of notice is given to the employee, the employee will be paid 4 hours at the overtime rate (1.5).

COMPANY
Robert...
[Signature]
[Signature]
Dee Anne Leo
[Signature]

UNION
[Signature]
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[Signature]
[Signature]
[Signature]

Signed Nov 15, 2016

Ornge to Unifor
June 5, 2016 @ 8:30am

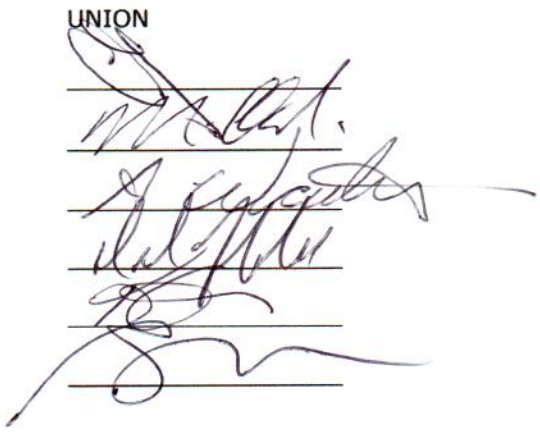
ARTICLE 51
INJURY ON DUTY

51.01 Injury While on Duty

(a) If employee ~~receives~~ sustains an injury while on duty then the employee will seek appropriate medical aid as soon as possible.

COMPANY

The Company side contains four handwritten signatures on a set of four horizontal lines. The signatures are written in cursive and appear to be: 1. C. Schutts, 2. C. Baker, 3. [unclear], and 4. [unclear].

UNION

The Union side contains four handwritten signatures on a set of four horizontal lines. The signatures are written in cursive and appear to be: 1. [unclear], 2. [unclear], 3. [unclear], and 4. [unclear].

Signed Nov 17/16

ORNGE - UNIFOR Negotiations

UNIFOR PROPOSAL

Date: Nov 16, 2016

Article: 51.01

Version: UV1

**ARTICLE 51
INJURY ON DUTY**

51.01 Injury While on Duty


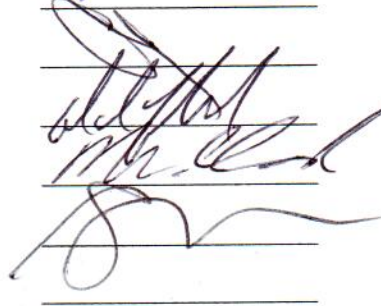
- (a) Previously agreed on Nov. 15, 2016
- (b) The employee will be taken off line and every reasonable effort will be made to get the employee back to the employee's home base.
- (c) The company will provide to the Joint Occupational Health & Safety Committee data relating to the type of injury, cause of injury, and what equipment/vehicle is involved. This data will be provided and reviewed with the JHSC every month.
- (d) Management will be responsible for filling out appropriate **WSIB** forms in the initial reporting to WSIB. The employee will subsequently submit his/her required documents as defined by WSIB to the Employer.

As Negotiated by the parties on November 16, 2016

COMPANY




UNION

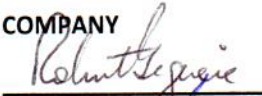
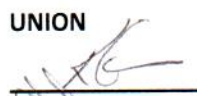


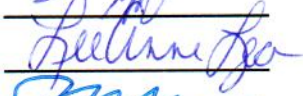
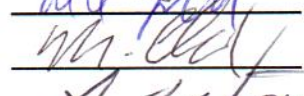
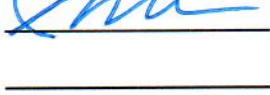
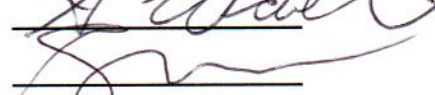


Ornge to Unifor
January 12, 2017 @1:00pm

*Signed
Jan 13, 2017*

VACATION LEAVE WITH PAY

55.14

NEW: Vacation time will NOT be accumulated while an employee is not at work. This includes Self-Funded Leaves, Company approved Leaves of Absence or LTD.

<u>COMPANY</u>	<u>UNION</u>
	
	
	
	
	

Unifor to Ornge

January 13, 2017 @ 1000 hours


Signed
Jan 13, 2017


Article 58.03 (f)


Deferred Transfer Process

1. In accordance with MOH Performance Agreement level of care requirements, an opportunity under the present Standing Preferential Bid Program may be deferred by the Company if the number of remaining qualified employees at the successful candidate's location is more than one employee below the staffing complement (as per Article 59.08), provided the level of care does not fall below ACP(f) excluding Moosonee
2. The employer commits to transfer an employee awarded a new base through the SPB Program no later than 12 months from the award of such vacancy. Within 21 days of the award of such vacancy the Company will advise the employee of his transfer date to his new base. The date of transfer will not take place less than 30 days after the position has been awarded unless mutually agreed. Once established this date will not be hanged unless mutually agreed between the Company and the Union.

Company







DeLianne Lea

Union









Rec'd Nov 17/16
@ 5:07pm

ORNGE - UNIFOR Negotiations

UNIFOR PROPOSAL

Date: Nov 17, 2016 @ 4:30pm
Article: LOU#1
Version: UV1

As per Article 7.10 the following list is identified as the initial list of arbitrators.

1. Mr. John Stout
2. Mr. Stephen Raymond
3. Ms. Christine Schmidt
4. ~~Mr. Michel G. Picher~~ **add Mr. James Hayes**
5. Ms. Louise Davis
6. Mr. Tom Hodges

COMPANY

[Handwritten signatures in blue ink over horizontal lines]

UNION

[Handwritten signatures in blue ink over horizontal lines]


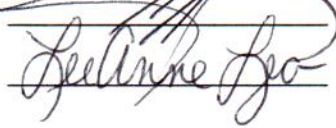
Signed Nov 15, 2016





Ornge to Unifor
June 17, 2016 @ 8:30am

LETTER OF UNDERSTANDING #3
HEARING TEST

The Union and the Company recognize that the employee works in an environment with high ambient noise. Therefore the parties agree that all employees will have an annual audiogram to identify any changes in hearing acuity. Such hearing testing is to be conducted on the employee's own time and the employee will be reimbursed for the cost of such test up to a maximum of \$250.00 upon submission of a receipt. Language added to Article #33

COMPANY

UNION





Ornge to Unifor
15/11/2016 5:10 PM

Rec'd Nov. 16, 2016
@ 12:22 PM

LETTER OF UNDERSTANDING #7
CAW-UNIFOR PAID EDUCATION LEAVE

The Company agrees to pay into a special fund 3¢ per employee for all compensated hours for the purpose of providing paid education leave. Such monies to be paid on a quarterly basis into a trust fund established by the national Union, CAW Unifor and sent by the Company to the Unifor Attn: PEL, 205 Placer Court, Toronto, ON M2H-3H9. CAW Leadership Training Fund, R.R. #1, CAW Road 25, Port Elgin, Ontario N0H 2C5.

The Company further agrees that members of the bargaining unit, selected by the Union to a maximum of four (4) employees per year to attend such courses, will be granted a leave of absence without pay, for twenty (20) days of class time, plus travel time where necessary, said leaves of absence to be intermittent over a twelve (12) month period from the first day of leave.

COMPANY

Kohut Leguire
C. John Zup
[Signature]
[Signature]
DeLaine Lee
[Signature]

UNION

[Signature]
[Signature]
[Signature]
A. W. [Signature]
Mr. [Signature]

Signed Nov 15, 2016

Ornge to Unifor
June 16, 2016 @ 4:00pm

**LETTER OF UNDERSTANDING #11
TRAINING AND EDUCATION**

For the purpose of clarification, the Company and the Union agree Article 32.03 will have the travel mileage calculated from the employee's home base.

COMPANY

Robert Leguire
C. John Z...
[Signature]
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[Signature]
Kellanne Go...

UNION

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