

## 2010 Collective Bargaining in the Health Sector

### Renewal of the 2006-2010 Health Science Professionals Collective Agreement

#### ARTICLE 23 - LEAVE - VACATION

Employees shall not accrue continuous service for vacation entitlements for the period of July 1, 2010 to June 30, 2011. Employees' vacation banks and accruals will be adjusted to reflect the one year vacation accrual freeze. Commencing July 1, 2011, employees will resume accruing continuous service for vacation entitlement.

Current employees with less than five (5) years of continuous service and new employees will not be entitled to an additional day of vacation (i.e., 151.2 work hours) until after they have achieved six (6) years of continuous service.

The Employer has the right to make necessary vacation bank and/or accrual adjustments in order to implemented the full effect of this provision.

**Amend the collective agreement as follows:**

#### 23.07 Annual Vacation Entitlement

Regular employees will be entitled to a paid vacation away from work, when the qualifying year(s) of service are attained before July 1 as follows:

144.0 work hours after 1 year of continuous service  
144.0 work hours after 2 years of continuous service  
144.0 work hours after 3 years of continuous service  
144.0 work hours after 4 years of continuous service  
~~151.2~~ 144.0 work hours after 5 years of continuous service  
~~158.4~~ 151.2 work hours after 6 years of continuous service  
~~165.6~~ 158.4 work hours after 7 years of continuous service  
~~172.8~~ 165.6 work hours after 8 years of continuous service  
~~180.0~~ 172.8 work hours after 9 years of continuous service  
~~187.2~~ 180.0 work hours after 10 years of continuous service  
~~194.4~~ 187.2 work hours after 11 years of continuous service  
201.6 194.4 work hours after 12 years of continuous service  
208.8 201.6 work hours after 13 years of continuous service  
216.0 208.8 work hours after 14 years of continuous service  
223.2 216.0 work hours after 15 years of continuous service  
230.4 223.2 work hours after 16 years of continuous service  
237.6 230.4 work hours after 17 years of continuous service  
244.8 237.6 work hours after 18 years of continuous service  
252.0 244.8 work hours after 19 years of continuous service  
~~259.2~~ 252.0 work hours after 20 years of continuous service

~~266.4~~ 259.2 work hours after 21 years of continuous service  
~~273.6~~ 266.4 work hours after 22 years of continuous service  
~~280.8~~ 273.6 work hours after 23 years of continuous service  
~~288.0~~ 280.8 work hours after 24 years of continuous service  
~~295.2~~ 288.0 work hours after 25 years of continuous service  
~~302.4~~ 295.2 work hours after 26 years of continuous service  
~~309.6~~ 302.4 work hours after 27 years of continuous service  
~~316.8~~ 309.6 work hours after 28 years of continuous service  
~~324.0~~ 316.8 work hours after 29 years of continuous service  
324.0 work hours after 30 years of continuous service

Regular part-time employees will receive a vacation pay based on the following formula:

$$\frac{\text{hours paid (*) to June 30 inclusive (excluding overtime)} \times \text{yearly vacation entitlement} \times \text{regular pay}}{1879.2}$$

\*Includes leave without pay up to 144 hours.

All of which is agreed this the 18th day of December, 2010.

Signed on behalf of the HEABC:



Signed on behalf of the HSPBA:

