

COLLECTIVE AGREEMENT

Between

La Ronge Emergency Medical Services (EMS)
Of the Town of La Ronge,
In the Province of Saskatchewan

**Hereinafter called the
"Employer" or "Company" of the First Part**

and

Health Sciences Association of Saskatchewan

**Hereinafter called the
"Union" of the Second Part**

ARTICLE 19 – NO STRIKE OR LOCK OUT

The Union agrees that during the life of the Agreement, there will be no strike, slow down, stoppage of work or any withdrawal of normally provided services, and the Employer agrees that during the life of the Agreement there shall be no lockouts.

ARTICLE 20 – DISCHARGE AND TERMINATION OF EMPLOYMENT

20.01 Progressive discipline will be used in dealing with employees whose conduct is not satisfactory.

20.02 No employee shall be disciplined or discharged for other than just cause.

20.03 Right To Union Representation

In all cases where the Employer considers the employee's conduct warrants disciplinary action, the employee will be afforded the opportunity of having a union representative in attendance and the Union office will be notified.

20.04 Disciplinary Documentation

Any written disciplinary documentation presented to the employee will also be copied to the Union.

Written documentation of disciplinary action shall be removed from the employee's personnel file, provided there has been no further documentation of disciplinary action, as follows:

- Two (2) years for discipline up to suspension.
- Three (3) years including suspension or more serious discipline.

20.05 The Union will be provided with a copy of company policies regarding employee conduct and discipline and with copies of amendments to those policies or new policies prior to implementation.

ARTICLE 21 – ALLOWANCES, DIFFERENTIALS AND OTHER PAYMENTS

21.01 Hotel

Actual and reasonable charges supported by a receipt.

21.02 Meals

The Employer will compensate employees for one meal after five (5) hours and every 5 hours worked thereafter when they are required to be away from base. Employees will be compensated twelve dollars (\$12.00) per meal.

It is agreed that during such times in which employees are attending an educational event or are required to travel for any other reason than responding to a call the following per diem will apply:

- a) Breakfast \$ 7.00
- b) Dinner \$13.00
- c) Supper \$16.00

21.03 When employees are required to use their private vehicle they will be reimbursed at a rate of forty-one point one cents (.411¢) per kilometer.

21.04 Expenses will be reimbursed on a separate cheque and paid to the employee with their pay cheque. Expenses will be reimbursed within two (2) weeks from the date which they are submitted.

ARTICLE 22 – PREVIOUS AGREEMENTS

It is agreed that this Agreement is the only Agreement between the Employer and its employees and that it supersedes any arrangements made, or terms and conditions applicable to employees before signing of the Agreement.

ARTICLE 23 – INCREASES AND PLACEMENT ON WAGE GRID

23.01 Full time employees shall be eligible for increments annually from their date of employment, promotion or re-classification, except when they have been on a leave of absence for more than thirty (30) days, in which case an adjusted increment date shall be established consistent with the period of leave taken.

23.02 Other than full-time Employees shall be eligible for increments upon completion of 1728 hours of work.

23.03 When an employee is promoted she will move to the next step on her new pay grid at the first step which allows for an increase to her wage.

ARTICLE 24 – SHIFT AND WEEKEND PREMIUMS

24.01 Employees working an evening or night shift shall be paid at their regular hourly rate plus a shift premium of one dollar and fifty cents (\$1.⁵⁰) an hour for any hours worked between 1900 hours and 0700 hours.

24.02 Weekend premium shall be paid at the rate of one dollar and twenty-five cents (\$1.²⁵) an hour for each hour worked between 0001 Saturday and 2400 hours