UNGAVA TULATTAVIK HEALTH CENTER

LOCAL AGREEMENT FOR CSN

2006-2010

1. The Employer will supply a local for Union activities. This local will be furnished with a desk, chairs and a locked filing cabinet. If possible, there will be a telephone with a local line only. All long distance calls costs are the responsibility of the local Union. All unions of the Ungava Tulattavik Health Centre will use this local.

2. The Employer provides a free warm meal for the night employees working at the Department and all day for the Patient Service's drivers. The employer also provides a microwave to heat the said meal. The employer will also provide a free meal to an Employee who is unable to have the lunch hour allowed in the schedule during the specialist's visits' in Kuujjuaq. In these cases, the immediate superior must evaluate the situation previously and if need be, sign and send a request for a free meal at the cafeteria.

3. The section "other benefits" in the regional disparities will be modified to allow for the transportation of a car or truck (or equivalent) according to the following rules: the Employer will reimburse to the Employee the cost of transportation by boat. The employee has the choice to bring back a car or a truck instead of two (2) recreative vehicles by boat as mentioned in the employer's policy.

   In case of the transportation of a car or a truck by boat, the Employee must obtain in advance the authorization from the Human Resources Service, organizes the transportation with the broker and must pay the cost directly to the transporter. Upon reception of the vehicle, the employee will be reimbursed for the cost of transportation on presentation of the waybill. All other costs billed by the transporter (dangerous goods, preparation, wrapping, norms, delivery to site and others) is at the employee's charge.

   For the recreative vehicles, the employer will pay directly to the transporter the costs of transportation of one (1) vehicle by plane or of two (2) vehicles by boat. The employer also pays the cost of dangerous goods. The Employee must obtain in advance the written authorization from the Human Resources Service and prepare the dangerous goods declaration. All other costs billed by the transporter (preparation, wrapping, norms, delivery to site and others) are at the employee's charge. The employer will reimburse the cost of transportation (air or boat) when the employee purchases a new vehicle from a local dealer. If the cost of transportation corresponds to air transportation, the employee will have definitely lost the right for the transportation of a second vehicle. The costs will be reimbursed to the employee upon presentation of an expenses account and the original of the invoice issued by the local dealer.

The employees have the choice of one option only, the transportation of a car or truck by boat, or the transportation of one (1) recreative vehicle by air, or transportation of two (2) recreative vehicles by boat. Using one of the previous options definitively ends the right of the employee for transportation of vehicle. This benefit is usable during the two (2) first years following the hiring date. Transferring the rights for the transportation of vehicle is not authorized between employees.

4. Job descriptions will be revised by the Employer in collaboration with the concerned employees. These job descriptions will be available at the immediate supervisor's office. Copy of the revised job descriptions will be sent to the union.

5. The Employer gives to local union the right to use the photocopiers owned by the Employer. However, the Union must supply their own paper.

6. The employee who has to travel by plane (for work or vacation outings) and whose ticket is paid or reimbursed by the Employer benefits from an insurance policy in case of death or mutilation. This plane insurance policy is completely paid by the Employer and is additional to the insurance offered by the Health and Labor Board.

7. If an employee misses his/her connecting flight to go at her-his port of registry, the employer will reimburse a working day if the employee present herself-himself in her-his department and do distance work or any other work relation to her-his task, requested by the immediate supervisor.

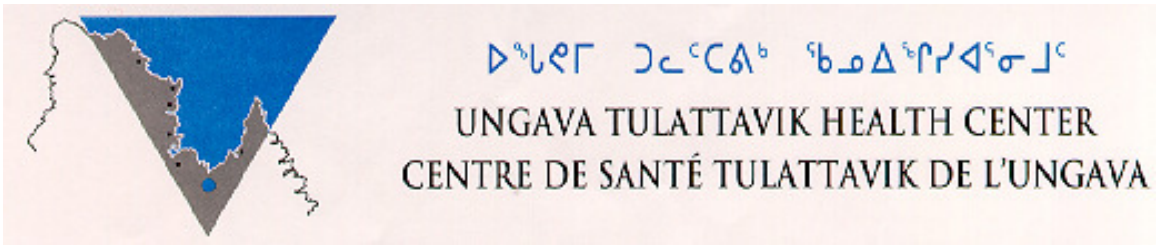
8. When moving, an employee alone or a couple (2) benefit from 150 kg for the transportation of decorative furniture. For a family of three (3) persons or more, this limit is brought up to 200 kg. The benefit of "transportation of personal effects" is not transferable between employees.

9. Upon approbation of the Executive Director, equipment and appropriate tools will be supplied by the Employer to the Saturvik Group Home and Sapummiviq Rehabilitation Centre for their outings on the land and specific activities.

10. Food transportation benefit between the airport and the employee's residence will be maintained for the employee getting the food cargo transportation paid by the Employer.

11. The shared-time positions (2-2 months or 3-3months) are available for employees of the bargaining unit after evaluation of the immediate supervisor concerning the admissibility of their title of position and their specific task. The application modalities are detailed in the contracts (Appendix 1 and 2).

12. If superior dispositions would be consented in the FIQ local dispositions and local agreement, the said dispositions would be applicable for the employees of the CSN bargaining unit, if transferable.



SHARED TIME POSITION - CSN

(Three (3) periods of work / year, of two (2) consecutive months each)

The parties agree to the following:

Upon a written request done sixty (60) days in advance, a shared-time position for a duration of one year may be granted to the employee holding a permanent full-time position if she is the one making the request.

The work and leave periods will be of two (2) months each. The dates must be decided before the leave of absence and agreed upon with the immediate superior.

The full-time employee taking advantage of the dispositions of the present agreement is considered as a part-time employee and is governed by the same rules applying to a part-time employee for the length of the shared-time position agreement.

Furthermore, for the period of this agreement, the employee will not benefit from any other leave without pay other than those established in this agreement.

MODALITIES OF A SHARED-TIME POSITION

1. Seniority and experience

For the purposes of advancement, the employee accumulates seniority and experience, for the acquiring of a new echelon, in proportion to time worked.

2. Collective Insurance

During the leave period, the employee must maintain her/his participation by paying all the necessary contributions and premiums (employee's part and employer's part).

3. Right to postulate (apply)

For the duration of the agreement, the employee is entitled to apply on all posted position. However, the attribution of a position terminates the present agreement at the starting date of the new position.

4. Replacement difficulty

The employee must remain at the post until the replacing employee is in place.

5. Regional disparities

For the duration of the agreement, in proportion to time worked, the employee benefits from advantages as an employee without dependant, for the following benefits:

- ✓ High cost of living premium;
- ✓ Kg for transportation of personal effect cargo up to 378 kilos for the first two years of service;
- ✓ Storage for personal effects;
- ✓ Isolation premium;
- ✓ Only transport costs assumed by the employer: Transportation is paid (hiring point as reference) at the beginning and end of every two (2) months period.

6. Lodging

For the duration of this agreement, the lodging of the employee on leave must be available for the employee performing the replacement.

7. End of the agreement for a shared-time position

Every year, upon the expiration of the agreement, this one will automatically be extended for one (1) more year, unless the employee wishes to return to her/his regular full-time position following a written notice to the employer at least sixty (60) days before the end of the agreement.

A dismissal or a resignation of the employee holding the position also brings on the end of this agreement.

The present agreement is an isolated case and will not be seen as a precedent for any reason. It can only be used to a local end and will not in any case be used for regional of provincial ends.

At any given time, following a mutual decision between the parties concerned, this agreement may be terminated with an advance notice of sixty (60) days.

Signed at _____ on _____ day of _____ 20 ____

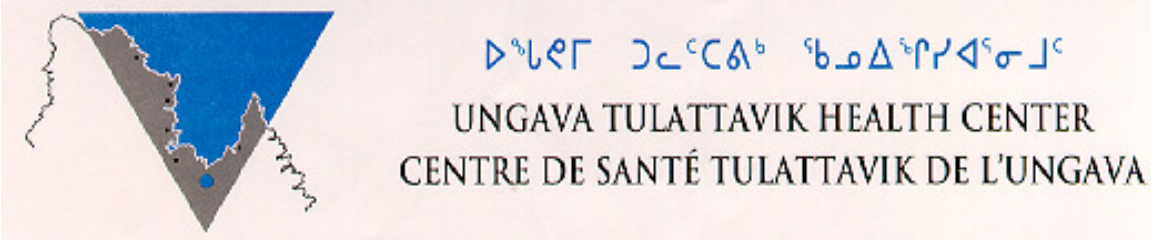
Employee: _____ Employee number: _____

_____ _____

Human Resources Date

Appendix: Calendar for work/leave periods

CC: Employee Immediate Supervisor Payroll CSN



SHARED-TIME POSITION - CSN

(Two (2) periods of work / year, of three (3) consecutive months each)

The parties agree to the following:

Upon a written request done sixty (60) days in advance, a shared-time position for a duration of one year may be granted to the employee holding a permanent full-time position if she-is the one making the request.

The work and leave periods will be of three (3) months each. The dates must be decided before the leave of absence and agreed upon with the immediate superior.

The full-time employee taking advantage of the dispositions of the present agreement is considered as a part-time employee and is governed by the same rules applying to a part-time employee for the length of the shared-time position agreement.

Furthermore, for the period of this agreement, the employee will not benefit from any other leave without pay other then those established in this agreement.

MODALITIES OF A SHARED TIME POSITION

1 Seniority and experience

For purposes of advancement, the employee accumulates seniority and experience, for the acquiring of a new echelon, in proportion to time worked.

2 Collective Insurance

During the leave period, the employee must maintain her/his participation by paying all the necessary contributions and premiums (employee's part and employer's part).

3 Right to postulate (apply)

During the duration of the agreement, the employee is entitled to apply on all posted position. However, the attribution of a position terminates the present agreement at the starting date of the new position.

4 Replacement difficulty

The employee must remain at the post until the replacing employee is in place.

5 Regional disparities

For the duration of the agreement, in proportion to time worked, the employee benefits from advantages as an employee without dependant, for the following benefits:

- ✓ High cost of living premium;
- ✓ Kg for transportation of personal effect cargo up to 378 kilos for the first two years of service;
- ✓ Storage for personal effects;
- ✓ Isolation premium;
- ✓ Only transport costs assumed by the employer: Transportation is paid (hiring point as reference) at the beginning and end of every three (3) months period.

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For the duration of this agreement, the lodging of the employee on leave must be available for the employee performing the replacement.

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Every year, upon the expiration of the agreement, this one will automatically be prolong for one (1) more year, unless the employee wishes to return to her/his regular full-time position following a written notice to the employer at least sixty (60) days before the end of the agreement.

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At any given time following a mutual decision between the parties concerned, this agreement may be terminated with an advance notice of sixty (60) days.

Signed at _____ on _____ day of _____ 20 ____

Employee: _____ Employee number: _____

_____ _____

Human Resources Date

Appendix: Calendar for work/leave periods

CC: Employee Immediate Supervisor Payroll CSN

Local Agreement CSN – 2006-2010

In witness of, the parties have signed on December 7th 2007 in Kuujjuaq.

N.B.: For the application, interpretation and litigation of the Local Agreement including the 12 articles and Appendixes 1 and 2, the French version will prevail.

For the Employer

Madge Pomerleau, Executive Director

Michel Mondoux, Director of Administrative Services

Jacques Poliquin, Director of Nursing and Hospital Services

Christiane Meunier, Human Resources Management Counsellor

For the Union – Syndicat des travailleurs et travailleuses du Centre de santé Tulattavik de l'Ungava (CSN)

France Roussel, Grievance Agent

Serge Doiron, Health and Security in the workplace Agent

Michelle Audy, President

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