

LETTER OF UNDERSTANDING #1

Between

Whitehorse General Hospital

And

The Public Service Alliance of Canada, Local Y025

Re: Students

The Parties agree that in recognition of their mutual concern regarding the availability of health care workers in the future they will cooperate to identify opportunities for short-term training positions with Whitehorse General Hospital. These positions may be as part of the students' education e.g. a co-op education work module or other training opportunity supported by various government financial assistance programs. This does not include employees who are hired under the job posting process, e.g. casual or term employees.

The Parties will meet to discuss any conditions relative to a training opportunity for a student or students and unless otherwise agreed to by the Parties, a student will be a member of the bargaining unit.

For the Employer:

For the Union:

Date:_____

Date:_____

LETTER OF UNDERSTANDING #2

Between

Whitehorse General Hospital

And

The Public Service Alliance of Canada, Local Y025

Re: Volunteer Program

The parties recognize the value of volunteer programs to enhance patient care.

During the term of this collective agreement the Employer intends to take a fresh look at the development of a volunteer program and furthering positive improvements to patient care. During the development phase of the new program the Employer will review with the Union, at quarterly joint consultation meetings, significant program developments as a matter of information exchange and input. The Employer will be seeking support from the Union in this review process.

The Employer will ensure that no vacant position(s) will be filled by volunteers nor will any activities associated with volunteers working at the hospital have an adverse impact on any bargaining unit employee.

For the PSAC

For Whitehorse General Hospital

Date: _____

Date _____

LETTER OF UNDERSTANDING #3

Between

Whitehorse General Hospital

And

The Public Service Alliance of Canada, Local Y025

Re: Filling positions at an “Underfill” Rate of Pay (Internal/External Recruitment)

The parties recognize that at times, subject to general economic conditions and the challenges facing the health care sector generally, attracting and retaining talent can be challenging.

In order to ensure positions are filled in an expeditious manner the Parties accept that at times under qualified employees may be considered to fill such openings. Should this occur it is understood that a rate of pay less than the current rate for the position will be paid. The main objective is to provide every reasonable opportunity to enable the employee to reach a level of “fully qualified” in the position in the shortest possible time frame. In any event this process will be in place for a period of no longer than one (1) year in each particular case.

When an underfill becomes necessary, the Employer will advise the Union of the action to be taken supported by appropriate information supporting the necessity to take such action, including a training plan for the individual.

An employee falling under this arrangement will be moved to the level of pay associated with the position he/she is filling upon successful completion of becoming fully qualified to perform all of the duties and responsibilities of the position in accordance with the position job description.

Internal candidates will be given preference.

The Union reserves the right to challenge the Employer in taking such action. Should a disagreement exist following discussion between the Union and the Employer, the Employer will be able to continue to take such action and the Union will have the right to access the grievance process in challenging the Employer decision.

For PSAC

For Whitehorse General Hospital

Date: _____, 2008