

October 2, 2019

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The Union reserves the right to add to, subtract from or otherwise modify this proposal:

Counter to Employer Dual Posting Provision

If CRMC Agrees to the Union Wage Assessment Proposal we will agree to the following:

Add to Job Postings: Article 15 F new paragraph

In the event the employer is unable to fill a job vacancy, after following the job posting process, and no one who meets the requirements accepts the position, the following will apply:

- a) If the employer is willing to accept an applicant with lower qualifications, the employer can do so by reposting according to the process above.
- b) If the employer wants to post the position with higher qualifications, the employer can do so, provided they agree to automatically trigger the wage assessment process.

Call Pay Provision: Emergency Services Dept.

Call pay in the emergency services department \$5.00 per hour when the call-time response rate is one hour or less. In the event of a transfer, when called in from back-up call, and the response time is 5 minutes or less, emergency services employees will receive their regular hourly rate of pay. Such employees will be responsible to respond to 911 calls and will supply the Emergency Department CCUA and RT with contact number to assist with critical patients or assist with RT back up.