2025 CONTRACT NEGOTIATIONS

Union Proposal
Date Presented: April 23, 2025

Article 47
Training Program

Section 1.   The Union and the Employer recognize that a period of training is required for all newly hired employees, employees that transfer into a new position. This program applies to all Clerical, ~~LPN~~, Maintenance, Professional, Service and Technical Bargaining units.

Section 2.   Excluding Lead and Senior positions whose job descriptions include training responsibilities, individuals assigned to train new or current employees that transfer into a new position or require new or additional training will be designated Trainers. All efforts will be made to have the same title training the new employee. They must complete the Training Program and have their training competencies validated by their manager. The decision to develop an employee in the trainer role is one that is mutually agreed upon by the employee and the manager.

Section 3.   The Employer will coordinate with the Clinical Education Department to ensure that the training programs scheduled frequently enough to accommodate the number of employees to be trained. Employees will be assigned to attend the Training Program within one year of the date they are first assigned to train another employee.

Section 4.   Members of the Bargaining Units outlined in Section 1 above, excluding Lead and Senior positions whose job descriptions include training responsibilities, will receive training pay for assuming the responsibility of supervising/teaching/training students. provided the students do not have an instructor on site.

Section 5.   Trainers will be paid an hourly premium for all hours they are assigned the job responsibilities of training a new or transferred employee in accordance with the rates outlined in Appendix A, B, C, E, F and G, Salaries. It is agreed to and understood by the parties that employees will be paid for all hours they are assigned to train whether they have attended class or not.

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