



File: 2122-3.01-3

May 26, 2021

TO: **ALL PSAC MEMBERS AT NORDION (CANADA) INC.**

RE: **RATIFICATION OF TENTATIVE AGREEMENT**

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After some delay due to covid-19 pandemic, a tentative agreement was reached on May 20, 2021, on behalf of PSAC members at Nordion (Canada) Inc. in Kanata. The tentative agreement, if ratified by the membership, will have an expiry date of March 31, 2024.

Unless otherwise expressly stipulated, the provisions of this agreement shall become effective on the date it is ratified, except for salary, which will be retroactive to April 1, 2020. Current collective agreement language articles or clauses not listed in the attached document would be renewed without change.

#### **Duration**

Four (4) years – expiring March 31, 2024

#### **General Economic Increases**

Effective April 1, 2020 – 2.50%  
Effective April 1, 2021 – 2.50%  
Effective April 1, 2022 – 2.50%  
Effective April 1, 2023 – 2.50%

#### **Highlights of Tentative Agreement:**

##### **Group Insurance Plans (Article 15)**

Changes Include:

- Added **a cap of \$2500** on Basic Preventative Care under dental plan coverage (15.04 a)
- Increased amount for paramedical services from **\$500 to \$600** for each of physiotherapy, chiropractor, and massage therapy (15.06)

##### **Vacation Leave (Article 17.03)**

Made improvement to **vacation leave credits** for new employees as well as those with over 30 years of service by providing for faster accumulation of leave credits.

##### **Maternity, Parental and Adoption (17.07)**

Cleaned up language to be consistent with legislation where a standard as well as an extended leave periods are now part of the collective agreement.

##### **Domestic Violence Leave (NEW)**

Added new language which references domestic violence leave provisions available to all employees as per the Canada Labour Code.

### **Hours of Work (Article 20)**

Added a new Facility and Site Services shift (Tuesday to Saturday and Sunday to Thursday from 7 am to 3pm). The new shift will only be used if required by regulation. Weekend shift premium as per Clause 21.06 (b) will increase **from \$55 to \$70** for each Saturday and/or Sunday worked.

### **Acting Pay (Article 21.07)**

Rates have been automated as per formula and will increase each year in accordance with annual salary increases.

### **LOU – Covid 19 Quarantine Bank**

Parties agreed to a time limited LOU (Expiring December 31, 2021) providing for:

- A compensatory leave bank that employees can build up to 37.5 hours specifically to be used to cover any required covid leave; and
- Clarified current practice where employees who are required to quarantine / self-isolate as a result of potential exposure at work or while travelling for the company, will be paid by the company.

Your Bargaining Team consisting of:

Michael Wark  
Jason Brydges  
Bill Brown  
Hassan Hussein, PSAC Negotiator  
Omar Burgan, PSAC Research Officer

Unanimously recommends acceptance of this agreement.

In solidarity,



Alex Silas,  
Regional Executive Vice-President, NCR

cc.: National Board of Directors  
Chelsea Flook, Regional Political Action and Communication Officer (NCR)  
Negotiations Section  
Patricia Harewood, A/Director, Representation and Legal Services Branch  
Élisabeth Woods, Regional Coordinator  
Paula Dignan, Regional Representative  
Reine Zamat, Supervisor, Membership Administration  
Caroline Bédard, Membership Dues Administrator  
Dale Robinson, Strike Mobilization Project Officer  
Connor Spencer, Strike Mobilization Officer  
Kelly Greig, Member Information Advisor  
Louise Casselman, Social Justice Fund Officer  
Laura Avalos, Social Justice Fund Advisor

**BETWEEN**

**NORDION (CANADA) INC.**  
(hereinafter referred to as the "Company")

-and-

**THE PUBLIC SERVICE ALLIANCE OF CANADA**  
(hereinafter referred to as the "Union")

**Memorandum of Settlement**

1. The parties herein agree to the terms of this memorandum (attached) as constituting full settlement of all matters.
2. The parties herein agree that the term of the collective agreement shall be from April 1, 2020 to March 31, 2024.
3. The practice of providing for Out of Country coverage will no longer be available to employees who opt out of the extended health care plan. The company agrees to grandfather those employees who, at date of ratification, have Out of Country coverage only.
4. The Sun Life Contract will be updated to reflect mandatory drug substitution. Exceptions may be granted based on Doctor recommendation and Sun Life approval.
5. The reference to the Sun Life Insurance carrier and policy number will be removed and replaced with the "Company's Insurance carrier". Language will be added to the Collective Agreement as outlined in Article 15.
6. The Maternity, Parental and Adoption Leave Article policy has been reformatted.
  - a. Grievance # 2021-01 will be resolved on a without prejudice and precedent basis.
  - b. Should the Company amend the 9 weeks top up for parental leave as per Article 17.07 c) i, c), specifically applying the EI extended parental benefits rate, the Company will provide bargaining unit employees with the same benefit.
7. The following Letter of Understanding(s) have been deleted:
  - a. Moly Shift
  - b. Monitors working the Surveyor Shift
  - c. Saturday Radiopharm ShiftAll other Letters of Understanding(s) are renewed.
8. Acting Pay will be implemented 3 months following ratification.

*Cathy M... 21-05-20*

*[Signature] 21-05-20*

*[Signature] 21-05-20*

*Carmel... 21-05-20*

*[Signature] 21-05-20*

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*J. B. ... 21/05/20*

*[Signature] 21/05/20*

*B. B...*

21.05.20

21-05-20

9. The parties herein agree that the said collective agreement shall include the terms of the previous collective agreement which expired on March 31, 2020, and the following amendments are incorporated:
- All matters as signed off and as attached to this memorandum.
  - Wage increase as set out, applicable to regular and overtime hours, retroactive to April 1, 2020:  
April 1, 2020 - 2.5% increase  
April 1, 2021 - 2.5% increase  
April 1, 2022 - 2.5% increase  
April 1, 2023 - 2.5% increase
10. Retroactivity to April 1, 2020 will apply only for employees on strength on date of ratification, or for those who have deceased or retired during the period of this collective agreement and only in respect of wages applicable to regular and overtime hours. All other new or changed provisions shall become effective on date of ratification unless otherwise specified.
11. The collective agreement shall become effective as of the date of ratification, or unless otherwise specified.

For the Company:

Leslee Tape 21-05-20

*Jaegun E. Mont* 21/05/20

Corby Nicholson

Digitally signed by Corby  
Nicholson  
Date: 2021.05.20 15:07:43 -04'00'

Doris Kiiffner 21-05-20

Erin Coleman 21-05-20

For the Union:

*Bill Brown* 21-05-20 *B. Brown*

*Mike Mark* 21-05-20 *Mike Mark*

*Jason G. G. G.* 21-05-20 *J. G. G.*

Hassan Husseini 21-05-20

*Jaegun E. Mont* 21/05/20

*Corby Nicholson* 21-05-20

*Leslee Tape* 21-05-20

*Doris Kiiffner* 21-05-20

*Erin Coleman* 21-05-20

*Bill Brown* 21-05-20

*J. G. G.* 21/05/20  
*Mike Mark* 21-05-20

*BB 210520*


**ARTICLE 1**  
**RECOGNITION**

- 1.01 The Company recognizes the Union as the sole bargaining agent for all employees of Nordion (Canada) Inc. employed in Ottawa as described in the certificate by the Canada Industrial Relations Board October 1, 2020 (Board File Order No. 11545-U), the Company in its operations as described in the ~~certificates issued by the Canada Industrial Relations Board (formerly the Canada Labour Relations Board) January 5, 2006 (Board File: Order No. 8990-U), January 23, 1996 (Board File 530-2484), September 14, 1990 (Board File 580-103) and May 5, 1989 (Board Files 545-337 and 530-1732). The classifications that comprise the bargaining unit are, for greater certainty, listed in Appendix "A".~~

 21/05/20

Carly Nicholas 21-05-20

 21-05-20

 21-05-20

Aim Tolman 21-05-20

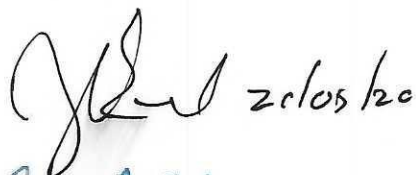
 21-05-20

JB 21/05/20  
W. W. 21/05/20  
BB 21/05/20




**ARTICLE 7**  
**UNION ACTIVITY**

7.09 Leave with pay shall be granted to up to ~~six (6)~~ three (3) employees of the bargaining unit to participate in negotiations with the Company and leave without pay shall be granted after an application for conciliation has been made.



Cathy Nichols 21-05-20

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Carmeliana 21-05-20

 21-05-20

J. Bygones 21/05/20  
M. D. W. 21/05/20

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**ARTICLE 15**

**GROUP INSURANCE PLANS**

**15.04 Dental Plan**

The Company pays 100% of the premiums of a Dental Care Plan, which provides:

- a) Basic Preventative Care with 85% reimbursement of the amount shown in the current year's Dental Association Fee Guide subject to a maximum of 2500.00 per insured individual per year. Adult recall examinations every nine (9) months. For the purposes of recall examination only, adults are considered to be those individuals who are eighteen (18) years and over,

**15.06 Paramedical Services**

Increase to \$600 in paramedical 15.06 a)

- i, Licensed Massage Therapist
- ii, Licensed Physiotherapist
- iii Licenced Chiropractor

**15.08 (NEW)**

In the event the Company changes insurance carriers, the benefits as set out in the current Insurance Carrier contract will remain unchanged unless negotiated with the union.

 21/05/20

Cathy Nichols 21-05-20

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Carmel Coleman 21-05-20

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 21-05-20

S. B. Jones 21/05/20  
M. J. White 21/05/20  
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### 17.03 Vacation Leave

#### 17.03 (e) – Advanced Payment - delete

##### (e) Advanced Payment

An employee can receive vacation pay up to one (1) week in advance of vacation leave subject to the following conditions:

(i) The amount of vacation pay advance shall be in proportion to the number of vacation days to be taken.

(ii) The minimum amount of leave for which advance payments may be made is one (1) week. For those employees whose entitlement is one week or less, the amount of pay advance shall be for the full time available to the employee.

Application for vacation pay advance must be made in writing at least ten (10) working days prior to the day for which it is requested.

(iv) No more than two (2) such advance payments will be made to an employee in a vacation year.

#### 17.03 (c) Vacation Leave With Pay Credits

Continuous service by April 1	Vacation leave credits effective April 1
½ but less than 7 5 years	112.50 hours (15 days)
7 5 but less than 8 7 years	120 hours (16 days)
8 7 but less than 9 years	127.5 hours (17 days)
9 but less than 10 years	135 hours (18 days)
10 but less than 13 years	150 hours (20 days)
13 but less than 15 years	157.5 (21 days)
15 but less than 17 years	165 hours (22 days)
17 but less than 19 years	172.50 hours (23 days)
19 but less than 20 years	180 hours (24 days)
20 years but less than 25 years	187.50 hours (25 days)
25 years but less than 26 years	195 hours (26 days)
26 years but less than 28 years	202.5 hours (27 days)
28 years but less than 30 years	210 hours (28 days)
30 years but less than 32 years	217.5
32 30 years or more	225 hours (30 days)

### 17.04 Sick Leave

#### (c) Short Term-Disability

(i) Payments for days away due to illness or non work related injury will be at 100% of base salary as long as there are sufficient sick leave credits to cover the absence.

*[Signature]* 21/05/20  
*Cathy Nichol* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Ain Coleman* 21-05-20

*[Signature]* 21-05-20

*J. Bygon* 21/05/20  
*[Signature]* 21/05/20  
*RB* 210520



Upon the expiration of sick leave credits, those employees to whom 17.04(b)(i) above applies, will receive 75% of their base salary for each incidental day of absence due to illness or non-work related injury or for the first 10 uninterrupted days of absence. Such payments will be made by the Company.

Should an employee continue to be absent due to illness or non-work related injury for a period longer than 10 uninterrupted days, following approval from the Carrier, the employee will receive 75% of base salary for the remaining period of the short term disability (up to 24 weeks), in accordance with Company insurance carrier contract (as per 15.08) Sun Life Policy 22128. The 75% is inclusive of disability benefits received from the Canada/Quebec Pension Plan (C/QPP) or any other benefit from a plan to which the Company contributes. This benefit will be re-established after a return to work of two (2) weeks in the case of a recurrence of the same disability, or one (1) day in the case of a new disability.

In the event the employee is not approved, the employee may make an application to SunLife the insurance carrier for an appeal of the denial. If the appeal is disallowed, then the employee may grieve the decision through the grievance provisions under Article 11.

#### 17.07 Maternity, Parental and Adoption Leave

- a) Every employee who intends to take maternity leave, parental leave and/or adoption leave shall:
- Give at least four (4) weeks' notice in writing to the Employer, unless there is a valid reason why that notice cannot be given, ~~and of their projected last day.~~
  - Inform the Employer in writing of the length of leave intended to be taken ~~and return to work date.~~
  - At the expiration of maternity, parental or adoption leave, ~~the employee shall~~ be reinstated to the position held at the commencement of the leave or, where this is not possible, to a comparable position with the same salary and benefits and in the same location.
  - If desired, request in writing Company communications regarding ~~Employees will be informed of~~ employment, promotions or training opportunities for which they are qualified that arise during the leave period.

- b) ~~The total parental leave period will not exceed 37 weeks.~~ Applications for parental leave may be made by either parent or divided between both parents. Parental leave may commence any time following the birth of the child. In the case of the birth mother, parental leave will commence at the expiration of maternity leave.

~~The adoption leave period will not exceed 37 weeks.~~ Application for adoption leave can be made by either parent or divided between both parents. ~~Adoption leave and~~ will commence on the day the child comes into the employee's actual care and custody.

Eligible employees shall be granted ~~maternity related leave which will not exceed seventeen (17) weeks.~~  
Supplementary Employment Insurance Benefits as per below:

*Carly Michalek* 21-05-20

7

*[Signature]* 21-05-20

*Ann Coleman* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21/05/20

*BB* 21/05/20



c) **Supplementary Employment Insurance Benefits Plan (SUB Plan)**

- i. An employee on maternity, ~~parental and/or adoption~~ leave who provides the Employer with proof that the employee has applied for and is in receipt of ~~employment insurance~~ EI benefits pursuant to Section 22 of the *Employment Insurance Act* shall be paid a supplemental employment benefit. Payments ~~with respect to a period of maternity leave~~ made according to the Supplementary Employment Benefits Plan will consist of the following:
  - a) **Waiting period** – ~~Upon proof of pregnancy with a medical certification declaring the expected due date, and for the first two (2) weeks;~~ where an employee is subject to a waiting period (not to exceed two (2) weeks) ~~of two (2) weeks~~ before receiving ~~employment insurance~~ EI maternity benefits, top-up benefits will be 75 percent of the employee's weekly base pay. ~~payments equivalent to seventy-five (75%) percent of the employee's weekly rate of pay;~~
  - b) **Maternity Leave** – ~~For an additional fifteen (15) weeks~~ the EI maternity leave period (not to exceed 15 weeks), top-up benefit will be a combined total of 75 percent of the employee's base pay (EI + Nordion top-up). ~~payment equivalent to the difference between the employment insurance maternity benefits; the employee is eligible to receive and seventy-five (75%) percent of the employee's weekly rate of pay; and~~
  - c) **Parental Leave** - For the first 9 weeks ~~of parental leave~~, top-up benefit will be a combined total of 50 percent of the employee's base pay (EI + Nordion top-up)
  - d) **Adoption Leave** - For the first 9 weeks ~~of adoption leave~~, top-up benefit will be a combined total of 50 percent of the employee's base pay (EI + Nordion top-up)
- ii. Regardless of whether EI benefits are received in the form of standard parental benefits or extended parental benefits, the Nordion top-up referred to in section 17.07 c) i) will be administered as though the standard parental benefits rate applies.
- iii. Where an employee becomes eligible for a pay increment or an economic adjustment with respect to any period in which the employee was in receipt of supplemental employment benefits, the payments shall be adjusted accordingly.
- iv. Employees shall have no vested right to payments under the plan except to payments during a period of employment specified in the plan. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments under the Plan.
- v. Company payments to the employee will be made bi-weekly to coincide with Company paydays and will be deposited to the employee's account. Normal tax withholdings will apply. No other deductions, such as Canada Pension Plan or Employment Insurance, will apply.

d) **Payroll and Benefit Considerations and Administration**

*Carol Nichols* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Carmel Tolman* 21-05-20

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*[Signature]* 21-05-20

*J. Byggs* 21/05/20  
*[Signature]* 21/05/20  
*RA 210520*

- i. During the period of maternity, parental and/or adoption leave, the following benefits will continue if applicable: Nordion Retirement Plan, group life insurance, long term disability, dental and medical insurance. Company contributions to the premium costs will apply in respect of the Nordion Retirement Plan and group insurance plans during the leave period.
- ii. Employees will continue to be enrolled in the pension and benefits plans and the employee contributions to the maintenance to the pension and benefits will be the responsibility of the employee. The amount for all employee paid benefit premiums and employee contributions to pension and/or Savings Plan will be paid through employee pre-authorized payments and will be based on the salary of the employee as at the time leave begins.

e) **Other Considerations**

- i. Leave granted under Articles 17.07 ~~(a), (b) and (c)~~ shall be counted for the calculation of "service" and "continuous service" for the purpose of this collective agreement. For the purposes of earning vacation leave credits under Article 17.03, the employee is deemed to have received pay while on leave under Article 17.07.
- ii. The Employer acknowledges that employees residing in the province of Quebec will apply for benefits under the Québec Parental Insurance Plan (QPIP).

An employee eligible for benefits under the Québec Parental Insurance Plan (QPIP) shall provide the Employer with proof that the employee has applied for and is in receipt of benefits under QPIP. The proof shall take the form of both the notice of decision and the benefit calculation report. Should the benefit payable under the QPIP be less than the benefits payable under the Nordion SUB plan for any week during the first 17 weeks of the leave, the Employer will pay the employee the difference.

*Carol Michalek* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Guin Tolpelt* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*J. Baygon* 21/05/20  
*[Signature]* 21/05/20

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**New - Domestic Violence Leave**

**17.10 Domestic Violence Leave**

The definition of domestic violence and leave provided for such situations will be in accordance with the Canada Labour Code as amended from time to time.

*Carly Nielsen* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Ain Tolman* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*J. Byrson* 21/05/20  
*[Signature]* 21/05/20

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**ARTICLE 18**  
**COMPENSATION ON TERMINATION**

**18.01 General**

(c) Termination is effective on the last day of work except in cases of death, disability or retirement:

(i) Where the employee dies, termination is the date of death.

(ii) In the case of disability, it falls on the expiration of approved paid leave or leave without pay if applicable.

iii) ~~In cases of retiring on a Nordion pension or PSSA immediate annuity or having attained age 55 with entitlement to a Nordion early retirement pension or PSSA annual allowance, employees may extend their Company service (employment) beyond the last day of work through using earned vacation leave remaining to their credit provided they so advise their supervisor when giving notice of retirement.~~

*Cathy Nichols* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Carmel Tolomey* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*J. Byg* 21/05/20  
*[Signature]* 21/05/20  
*RB* 21-05-20

**ARTICLE 20**  
**HOURS OF WORK**

**20.04**

**(c) Facility and Site Services**

**(iii) Weekend Shift:**

Should the Company be required to provide weekend coverage of the facility as directed by applicable regulations, the Company will provide four (4) weeks written notice prior to the initial implementation of the following shifts. Following the implementation of this shift the Company will adhere to the shift notice requirement as per the collective agreement.

- i. Tuesday to Saturday (7am-3pm)
- ii. Sunday to Thursday (7am-3pm)

Shift differential as per 21.06 (b) shall apply

**Article 21.06 (b) updated as follows:**

21.06 (b) Weekend Shift: Employees who are required to work a regularly scheduled weekend shift as outlined in Article 20.04 (b)(iii) will receive a payment of seventy dollars (\$70.00) for each Saturday and/or Sunday worked. ~~in addition to any other wages or payment they are entitled to for that day and a further increase to \$60.00 upon implementation of the Wednesday to Saturday shift, in accordance with the Letter of Understanding - Saturday Radiopharm Shift.~~

*Carly McIsaac* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Aim Tolomey* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*[Signature]* 21/05/20  
*[Signature]* 21/05/20  
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**ARTICLE 20.13**  
**FLEXIBILITY**

Temporary Workload Balancing

- (1) From time to time as workload fluctuates in volume or relative priority, Management may move employees to another role at an equal or lesser level within the following categories:
- a. Development - QC- Cobalt Source Production
  - b. Lab Assistance, Warehouse, Central Dispensary, Shipping and Waste group, Monitors and Decontamination
  - c. ~~HEGS and Cobalt Source Production~~
  - d. Facilities within Facilities (re-bullet as c)

*Carol Mitchell* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

13

*Ain Coleman* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*S. Ryle* 21/05/20  
*M. J. Ward* 21/05/20  
*BB* 210520

ARTICLE 21  
SALARIES

May 12, 2021 Union agrees to the following wage increase:

- Effective April 1, 2020 2.5%
- Effective April 1, 2021 2.5%
- Effective April 1, 2022 2.5%
- Effective April 1, 2023 2.5%

*Cathy Nichols* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Ain Coleman* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*J. B. [Signature]* 21/05/20

*[Signature]* 21/05/20

BR 210520



## 21.07 Acting Pay

- (a) When an employee is required by the Company to perform the duties of a higher classification level on an acting basis for a period of at least four (4) consecutive working days, he or she shall be paid a premium rate as set out below for the period of the assignment:

	1-Sep-21	1-Apr-22	1-Apr-23
R2	\$ 14.35	\$ 14.71	\$ 15.08
R3	\$ 17.43	\$ 17.86	\$ 18.31
R4	\$ 21.01	\$ 21.54	\$ 22.08
R5	\$ 22.04	\$ 22.59	\$ 23.15
R6	\$ 23.58	\$ 24.16	\$ 24.77

Employees at Step A will receive the minimum of the range for the assigned position.

- (b) Acting pay premium rates stated in 21.07(a) shall be increased in accordance with percentage increases set out in 21.02.

*Cathy Nicholas* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Aimee Tolson* 21-05-20

*[Signature]* 21/05/20

15

*[Signature]* 21-05-20

*J. Byfor* 21/05/20  
*[Signature]* 21/05/20  
BB 210520

**ARTICLE 23**  
**UNION SECURITY**

**23.01 Union Information**

- (a) ~~The Employer shall provide each employee in the bargaining unit with a signed copy of the Collective Agreement within sixty (60) days of the receipt of the Collective Agreement from the printer. The cost of printing will be the responsibility of the Company.~~
- (b) (a) The Employer shall ensure a copy of the collective agreement is made available on the Company intranet site. Should an employee wish to obtain a hard copy of the collective agreement, he/she may use company resources to print the document. provide each new employee with a copy of the collective agreement at the time of hire. The Employer agrees to provide new employees with the name of the Union representative in the area where he or she will be working (to the extent that the Union keeps the Company informed of the appropriate representative).

*Cathy McIsaac*

21-05-20

*[Signature]*

21-05-20

*[Signature]*

21-05-20

*Aimee Johnson*

21-05-20

*[Signature]* 20/05/20

*[Signature]*

21-05-20

*[Signature]* 21/05/20

*[Signature]* 21/05/20

*[Signature]* 21/05/20

**ARTICLE 26**  
**HEALTH AND SAFETY**

26.03

ii) The Union shall select a maximum of ~~five (5)~~ three (3) Union members. The members selected shall include at least one (1) and no more than two (2) representatives from each of the following areas:

- Site and Facilities
- ~~Medical Isotope Radiopharm~~
- ~~Medical Isotope Radiochem~~
- Cobalt Active Area

(b) There ~~is~~ will be a Co-Chairperson selected by management and an employee representative Co-Chairperson selected from among the members of the Committee by the members which represent the employees.

*Cathy Mitchell* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Aimee Tolson* 21-05-20

*[Signature]* 20/05/20

*[Signature]* 21-05-20

*J. B. [Signature]* 21/05/20  
*MDW [Signature]* 21/05/20  
*RB* 21/05/20

**ARTICLE 33**

**TERM ASSIGNMENTS OR TEMPORARY EMPLOYEES**

**33.02 TEMPORARY EMPLOYEE**

- (d) Temporary employees will be entitled to the rights, benefits and working conditions of the Collective Agreement on the first of the month following 6 months of continuous service, with the exception of entitlements under Article 16 and Long-Term Disability. In the interim, eligibility and pay for Vacation Pay, General Holidays (designated paid holidays), Bereavement Leave, Medical Leave, Personal Leave, and all other statutory leaves shall be ~~paid~~ in accordance with the Canada Labour Code.

*Cathy McNamee* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Carmel Coleman* 21-05-20

*[Signature]* 21/05/20

*[Signature]* 21-05-20

*S. Byrnes* 21/05/20  
*[Signature]* 21/05/20  
BB 210520



**APPENDIX "A"**  
**ACTIVE JOB CLASSIFICATION LIST**

The below job in in strikeout will be moved the historical job classification list.

**JOB LEVEL JOB CLASSIFICATION TITLE R-SCALE**

R-2	Summer Student Decontamination Helper
R-3	Decontamination Operator <del>Laboratory Assistant</del> <del>Inventory Controller</del>
R-4	Motor Pool Facilities Operator Radiation & Decontamination Monitor Shipper/Receiver, Source Production (Industrial) Junior Draftsperson <del>Junior Technician</del> Junior Source Production Technician <del>Graphic Production Artist</del> <del>Shipper/Receiver, Nuclear Medicine</del> Decontamination Operator/Shipper, (Industrial) <del>Production Control Expeditor</del>
R-5	Development Technician I Draftsperson Metallurgical Technician <del>Production Technician I</del> Quality Control Technician I Source Production Technician I Senior Shipper/Receiver, Source Production (Industrial) Junior Radiation Surveyor Physics Technician I Junior Process Equipment Technician Senior Radiation & Contamination Monitor <del>Material Controller</del> Building Maintenance Mechanic <del>Production Planning Technologist</del> <del>Senior Production Control Expeditor</del> <del>Senior Shipper/Receiver, Nuclear Medicine</del> Senior Motor Pool Facilities Operator <del>Senior Laboratory Assistant</del>
R-6	Designer Development Technician II

*Cathy Nichols* 21-05-20

*[Signature]* 21-05-20 *Ann Coleman* 21-05-20

*[Signature]* 21-05-20 *[Signature]* 20/05/20

*[Signature]* 21-05-20

*J. Byr* 21/05/20  
*M.D. Ward* 21/05/20  
 BB 210520

~~Graphics Designer/Technical Illustrator~~  
~~Production Technician II~~  
Quality Control Technician II  
Radiation Surveyor  
Source Production Technician II  
Process Equipment Technician  
~~Instrumentation Technician~~  
Heating & Power Service Mechanic  
Apprentice Heating & Power Service Mechanic  
Industrial Control Electrician  
Physics Technician  
Licensing Co-ordinator  
Production Support Coordinator (Industrial)  
~~Production Controller~~  
~~Production Planner~~  
Sr. Building Maintenance Mechanic  
Shipping & Waste Coordinator

R-7

Senior Designer  
Senior Development Technician  
Senior Production Technician  
Senior Quality Control Technician  
Senior Radiation Surveyor  
Senior Measurement Quality Control Technician  
Senior Process Equipment Technician  
Senior Heating Power Service Mechanic  
~~Glassblower I~~  
~~Installation & Service Coordinator~~  
~~Senior Shift Technician~~  
~~Senior Instrument Technician~~  
~~Technical Publications Coordinator~~  
Senior Industrial Control Electrician  
Senior Licensing Co-ordinator  
Senior Source Production Technician  
Metallurgical Laboratory Technician  
~~Radiographer~~  
~~Senior Production Planner~~  
Senior Design/Development Technician

R-8

Design Specialist  
~~Glassblower II~~  
Regulatory Affairs Specialist  
Dosimetry Specialist  
Materials Laboratory Specialist  
~~Design Coordinator, Marketing Communications~~  
~~Section Leader, Drawing Office~~

*Cathy Nichols*

21-05-20

20

*[Signature]*

21-05-20

*[Signature]*

21-05-20

*[Signature]*

21-05-20

*[Signature]* 21/05/20

*[Signature]*

21-05-20

*[Signature]* 21/05/20  
*[Signature]* 21/05/20  
*[Signature]* 21/05/20

~~Design Coordinator~~  
~~Production Coordinator~~  
~~Production Planning Technologist~~

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### Letters of Understanding

#### Delete:

- Moly Shift
- Monitors Working the Surveyor Shift
- Radiopharm Shift

*Colby Nichols* 21-05-20

*[Signature]* 21-05-20

*[Signature]* 21-05-20

*Carmel Coleman* 21-05-20

*[Signature]* 21/05/20

21

*[Signature]* 21-05-20

*J. B. [Signature]* 21/05/20  
*[Signature]* 21/05/20  
BB 210520

**Letter of Understanding – COVID 19 QUARANTINE BANK**

In recognition of the global pandemic and the relevant Public Health Authority's requirement for quarantine or self isolation with respect to Covid-19, the parties agree on a without prejudice and precedent for the creation of -a "Covid-19 Quarantine Bank" to allow employees to create a reserve of time to be drawn upon in the event of quarantine as directed by the relevant Health Authority.

1. Employees will be provided opportunity to work overtime at straight time to a maximum of 37.5 hours. However, employees who are required by the Company to work overtime to meet business requirements may accumulate the banked time at the applicable overtime rate.
2. In situations where the employee is requested to quarantine/self-isolate because of potential exposure within the facility, this time will be paid by the Company.
3. In situations where an employee must travel for approved, Nordion business purposes, any resulting quarantine/self-isolation time requirement will be paid by the Company.
4. Upon expiry of this Letter of Understanding, the Covid-19 Quarantine bank will be paid out.
5. This Letter of Understanding expires on December 31, 2021.

Dated at OTTAWA, this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_



Hassan Hussein,  
PSAC Negotiator

Dated at OTTAWA, this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_




Leslee Tape  
Vice President,  
Human Resources

 21-05-20



 21-05-20

 21-05-20

 21-05-20

 21-05-20

 21-05-20

 21/05/20  
 21/05/20

BB 210520