

March 2nd, 2020

To: All OPSEU Represented Staff

RE: Overtime Administration

We are aware that on January 27th OPSEU held a general membership meeting at which it was announced that the Hospital would be changing its practices with respect to the administration of overtime pay.

We understand it was shared that effective April 1st, 2020, the Hospital would be administering overtime pay on the basis of hours worked as opposed to hours paid/scheduled.

Since the January 27th general membership meeting, several staff have reached out to HR, Payroll and others regarding this announcement. Most inquiries have been seeking confirmation of the change in addition to answers on various payroll administration scenarios.

Out of respect for OPSEU as the sole bargaining agent for staff, we are unable to address such inquires at this time. We are, however, able to share the following:

- 1) On December 5th, 2019 we provided OPSEU notice that we intend to change our practice regarding overtime pay so that it is consistent with the Collective Agreement and this change would take effect on April 1st, 2020. On January 28th, OPSEU filed a grievance opposing this change.
- 2) We are currently in the grievance and arbitration process with OPSEU. Until such time that this process is resolved, we will continue to refrain from responding to inquiries on this matter.
- 3) We are working collaboratively with OPSEU to expedite their grievance in an effort to secure resolution and minimize any disruption to staff.

Thank you for your patience and understanding as we work through this process with OPSEU. If you have any questions regarding this matter, please contact the Local 329 office directly.