

MEMORANDUM OF AGREEMENT

BETWEEN

Women Against Violence Against Women, WAVAW

(The "Employer")

AND

MoveUP

(The "Union")

RE: Compensation for Hospital Accompaniment – On Call and Out-Calls

Without precedent and/or prejudice to any position that any Party may take in future cases or have taken in the past cases involving similar or identical matter and/or circumstances, the Employer and the Union hereby agree to the following full and final settlement of the above noted grievance based on the following terms and conditions:

1. It is understood that hospital accompaniment employees are designated as 1st on call or 2nd on call for the purpose of being called out to the hospital and are to be scheduled for these shifts.
2. The Employer acknowledges that employees who are fulfilling the 2nd hospital accompaniment on call and out call function are to be compensated for this time pursuant to Article 22.01 (c) of the collective agreement.
3. Accordingly, the Employer will compensate all affected employees who were performing the 2nd hospital accompaniment on call and out-call function at the applicable rate of pay retroactively from May 1, 2020 to present.
4. The Employer will provide a list of all hospital accompaniment employees who worked as the 2nd on call employee from May 1, 2020 and their applicable hours associated to the shifts worked as well as their applicable rate of pay.
5. Further to the above, the Employer will furnish the Union with verification that such payment was issued to the affected employees.
6. The Employer agrees to compensate 2nd on call employees who are scheduled to be on call per the collective agreement and will continue to do so.

IN WITNESS THEROF the Parties have hereto set their hand on the date set out below:



January 6, 2021

Dalya Israel
WAVAW

Date



December 17, 2020

Cindy A. Lee

Date

MoveUP Union Representative