

# MEMORANDUM OF AGREEMENT

BETWEEN

CORNWALL COMMUNITY HOSPITAL

AND

THE CANADIAN UNION OF PUBLIC EMPLOYEES, AND IT'S  
Local 7811

**WHEREAS**, the parties are participants in OHA and OCHU-CUPE Central bargaining process as outlined in the Memorandum of Conditions of Joint Bargaining,

**AND WHEREAS**, the parties have engaged in bargaining for the Expiring 2023 Local Issues, and had agreed upon certain Local issues but reached an impasse and were referred to Interest Arbitration;

**AND WHEREAS**, The Local issues Arbitration awarded by Arbitrator Brian Shennan was issued on June 13<sup>th</sup>, 2024, and included the following as it related to the parties;

## 1) Cornwall Community Hospital and Local 7811

- A \$2.00 increase in the Meal Allowance.
- The Mentorship Premium at Letter of Agreement-Mentorship is to be increased to \$1 per hour.
- The Union proposal to eliminate “unless mutually agreed otherwise” from the first paragraph of Article H.6 is granted.
- The Hospital proposal to add New Article Vacation Carry Over is granted with the following wording:
- J.2 Carry-over Vacation.

An employee’s annual vacation entitlement will be used before his or her vacation entitlement anniversary date of each year. An employee may request in writing to carry over up to 1 week of vacation entitlement for one year. The request must be made by the employee one month before end of the employee’s vacation anniversary date. Otherwise, any unused vacation will be paid out.

- An increase of .80 cents per hour for the Dietary Clerk classification, effective September 28, 2023.

**AND WHEREAS** the parties recognize the Sheenan award “Local Issues” were in error not included in the finalized signed Collective agreement expiring September 28, 2023 which was signed by the parties on October 11, 2024.

**NOW, THEREFORE the parties agree as follows,**

- i) The parties agree that the award outlined in paragraph 1 above, are fully recognized as amends to the applicable article in the current Collective agreement expiring September 28, 2023, in the Collective Agreement
- ii) The parties agree this MOA will be appended to the Collective Agreement and the article shall be amended as housekeeping issues in the formation of the renewed Collective Agreement.

For the Employer



Brian Todd (2025-10-22 16:23:31 EDT)

For the Union



Nick Antoine (2025-10-23 09:20:09 EDT)