

This settlement agreement made as of the 8th day of December, 2006

Between:

The Government of Prince Edward Island

The Employer

and

**The Prince Edward Island
Union of Public Sector Employees**

The Union

Whereas certain employees of the former Health Regions were transferred to the new Department of Social Services and Seniors as a result of the abolition of the Health Regions;

And Whereas as a result of that move, and the subsequent Adams jurisdiction award of April 24, 2006, those employees moved from the UPSE Health bargaining unit to the UPSE Civil Service bargaining unit;

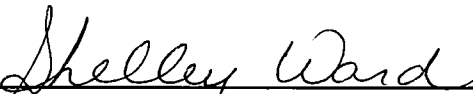
And Whereas certain issues have arisen out of these processes;

And Whereas both parties are interested in resolving the outstanding issues;

Now Therefore the Employer and the Union hereby agree as follows:

1. The parties agree that persons employed within the Social Worker classification series shall be considered as single asterisk (*) employees for the purpose of calculating overtime compensation. This arrangement will continue until such time as a renewed collective agreement is concluded for the UPSE Civil Service bargaining unit and shall be considered as without prejudice or precedent to the parties positions in collective bargaining.
2. Social Workers and Social Service Workers employed within Child and Family Services, who are subject to standby and callback for the purpose of *Emergency Duty*, shall have the option to be compensated with pay or time in lieu on the same basis as the practice which previously existed within the UPSE Health bargaining unit immediately before the transfer to the UPSE Civil Service Bargaining unit.. This arrangement will continue until such time as a renewed collective agreement is concluded for the UPSE Civil Service bargaining unit and shall be considered as without prejudice or precedent to the positions in collective bargaining.
3. The parties agree that the matter of hours of work for the winter of 2006/07 have now been fully and finally resolved.

4. The issue of vacation scheduling shall be in accordance with the provisions of the UPSE Civil Service collective agreement.
5. The Emergency Duty Pilot project referenced under the expired UPSE Health collective agreement did not proceed.
6. The issue of compensation for employees of Social Service and Seniors who are on standby on a holiday shall be resolved in accordance with the language of the UPSE Civil Service collective agreement. Specifically, employees on standby on a holiday shall:
 - be paid the applicable standby rate for all hours on standby;
 - receive the appropriate callback compensation for any call-backs; and
 - be either paid for the statutory holiday or have the holiday rescheduled.
7. All disputes and differences arising out of the UPSE Health collective agreement, in respect of employees of the Department of Social Services and Seniors, are considered as resolved. This does not apply to specific individual or union policy grievances that have already been formally filed in accordance with the provisions of that agreement.
8. Any dispute over the interpretation or violation of this agreement shall be dealt with pursuant to the grievance and arbitration provisions of the UPSE Civil Service collective agreement.



The Prince Edward Island
Union of Public Sector Employees



The Government of Prince Edward Island