

International Union of Operating Engineers  
Local 942

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"Ordinary people doing extraordinary things"

**39<sup>th</sup> IUOE ANNUAL MEETING  
NOTICE TO ALL IUOE LOCAL 942 MEMBERS**



<b>DATE:</b>	November 14, 2019
<b>LOCATION:</b>	<b>Loyalist Country Inn</b> 195 Heather Moyle Drive, Summerside, PE C1N 5R1
<b>RECEPTION:</b>	6:00 P.M.
<b>Call To Order:</b>	7:00 P.M.
<b>AGENDA:</b>	1. Reading of the Minutes 2. Annual Reports 3. HPEI/Ratification Vote of Letter of Understanding 4. Door Prizes 5. Draws for Bursaries

*The following letter of understanding was negotiated by Health PEI and IUOE Local 942. If approved by the membership in attendance at the Annual meeting, this LOA will take effect on a go-forward basis. It will not apply to current employees. The provision will apply to new hires in any of the professional/technical classifications i.e. Appendix "B" of the Collective Agreement. It is hoped that the LOA will help attract experienced employees to fill vacant positions that are not otherwise filled internally.*

**LETTER OF UNDERSTANDING**

**SERVICE CREDITS FOR STEPS IN PAY**

**(APPENDIX "B" – PROFESSIONAL/TECHNICAL SERIES)**

The Parties agree that:

- (a) New Permanent, Temporary or Casual Employees of the Employer will be employed at the following steps in the salary scale provided not more than five (5) years have elapsed since such experience was obtained with an Employer in or out of the Province of Prince Edward Island. One year of experience shall be equivalent to nineteen hundred and fifty (1950) paid hours. Employees with the following service credits shall be paid at the following step increments:
- (b) An Employee who has completed less than one (1) year (nineteen hundred and fifty (1950) hours) of professional/technical series in a similar classification, including casual and temporary professional/technical service, shall be hired at step one (1) of the salary scale;
- (i) An Employee who has completed one (1) year of professional/technical service in a similar classification (nineteen hundred and fifty (1950) work hours), including casual and temporary professional/technical service, shall be hired at step two (2) of the salary scale.
  - (ii) An Employee who has completed two (2) years of professional/technical service in a similar classification (thirty nine hundred (3900) work hours), including casual and temporary professional/technical service, shall be hired at step three (3) of the salary scale.
  - (iii) An Employee who has completed three (3) years of professional/technical service in a similar classification (fifty eight hundred and fifty (5850) work hours), including casual and temporary professional/technical service, shall be hired at step four (4) of the salary scale;
  - (iv) An Employee who has completed four (4) years of professional/technical service in a similar classification (seventy eight hundred (7800) work hours), including casual and temporary professional/technical service, shall be hired at step five (5) of the salary scale;
  - (v) An Employee who has completed five (5) years of professional/technical service in a similar classification (ninety seven hundred and fifty (9750) work hours), including casual and temporary professional/technical service, shall be hired at step six (6) of the salary scale.
- (c) Following employment, Employees will receive increases in accordance with Article 36.02.
- (d) An Employee can only receive credit for previous employment service credits if the Employee provides the Employer with a letter from their previous employer(s) certifying to the number of hours worked in the Employee's current classification. An employee who has service credits approved will receive their increment increase retroactive to the date that the letter was received by the Employer.