

**In the Matter of an Arbitration Pursuant to the  
Hospital Labour Disputes Arbitration Act**

**Between**

**Windsor Regional Hospital**

**[Employer]**

**- and -**

**O.P.S.E.U., Local 143**

**[Union]**

**Before: M.B. Keller, Arbitrator  
Brian Nolan, Employer Nominee  
Larry Robbins, Union Nominee**

**Appearances: George King for the Employer  
Steve Crossman for the Union  
Marisa Forsyth for the Union**

**Hearing in Windsor, August 7, 2009.**

## INTERIM AWARD

The Board awards the following by way of an Interim Award:

1. Schedule "A" employees are to receive an across the board increase of 3.25% effective and retroactive to April 1, 2008.

Schedule "B" employees are to receive an across the board increase of 2.25% effective and retroactive to April 1, 2008.

2. The parties, by agreement, or the Board by award, will determine a wage increase to take effect April 1, 2009. Schedule "B" employees will receive a wage increase of 1% greater than the wage increase of Schedule "A" employees.
3. Retroactivity is to be paid, no later than October 1, 2009, to all employees in the bargaining unit who were employed on April 1, 2008, including those employees who left the employ of the employer subsequent to that date.
4. The wage increases provided in paragraph 1, above, will be implemented as soon as possible.
5. Employees who received "Me too" wage increases will have such increases deducted from the increases referred to in Paragraph 1 above
6. Pay equity adjustments, if any, will be made once wages are finalized for the entire term of the agreement.
7. Letter of Understanding Re: Schedule B, at page 68 of the collective agreement, is renewed.
8. The parties are to meet as soon as possible after the release of the Central Award re: Participating Hospitals and OPSEU to attempt to resolve the remaining issues in dispute. Any issues remaining in dispute 30 days after the release of the Central Award, or such longer period as the parties may agree, will be referred to this Board

of Arbitration for hearing and determination.

9. The Board remains seized as required.

Ottawa this 17<sup>th</sup> day of August, 2009.



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M.B. Keller, for the Board