

**THIS AGREEMENT** is made effective the 1<sup>st</sup> day of May, 2014 (the "**Effective Date**"),

**BETWEEN:**

**WINDSOR REGIONAL HOSPITAL**

a corporation without share capital duly incorporated under the laws of the Province of Ontario  
having its head office at the City of Windsor, in the said Province

(the "Hospital")

-and-

**MARK FATHERS**

(the "CFO")

**RECITALS**

- A. The Hospital wishes to employ CFO as the Vice-President Corporate Services and Chief Financial Officer of the Hospital.
- B. The Hospital and the CFO have agreed to enter into an employment relationship.
- C. The terms of the employment relationship have been negotiated between the Hospital and the CFO and are set out in this Agreement.

**FOR VALUE RECEIVED**, and in consideration of the pending harmonization of the benefits the parties agree to amend the existing employment relationship as follows:

**ARTICLE 1 DEFINITIONS AND INTERPRETATION**

**1.1 Definitions**

In this Agreement, unless the context otherwise requires, each capitalized term shall have the meaning attributed thereto:

- (a) "Agreement" means this agreement, including its recitals and all schedules attached to this agreement, all as may be supplemented or amended from time to time;
- (b) "Board" means the Board of Directors of the Hospital;
- (c) "Cause" has the meaning ascribed in section 11.5;
- (d) "CEO" means the President and Chief Executive Officer of the Hospital;
- (e) "CFO" means the Vice-President, Corporate Services and Chief Financial Officer;

(f) "Confidential Information" has the meaning ascribed in section 13.1

(g) "LHIN" means Local Health Integration Network and

(h) "MOHLTC" means Ministry of Health and Long-Term Care.

## 1.2 Entire Agreement

This Agreement, including Schedule A to C, constitutes the entire agreement between the parties with respect to the subject matter hereof and cancels and supersedes any prior understandings and agreements between the parties. There are no representations, warranties, forms, conditions, undertakings or collateral agreements, express, implied or statutory between the parties other than as expressly set forth in this Agreement.

Schedule A - Compensation of CFO  
Schedule B - Position Description  
Schedule C - Employee Benefit Program

### Section Headings

All paragraph headings have been inserted herein for convenience of reference only and do not form part of this Agreement.

## ARTICLE 2 CHIEF FINANCIAL OFFICER

- 2.1 The CFO agrees to serve as the Vice-President, Corporate Services and Chief Financial Officer of the Hospital to the best of his ability in compliance with all applicable laws, the Hospital's By-laws, policies, procedures, rules and regulations, all as may be amended from time to time, and this Agreement.
- 2.2 The CFO agrees that his general duties and responsibilities are set out in Schedule "B".

## ARTICLE 3 ACCOUNTABILITY

- 3.1 The CFO shall report directly to the CEO of the Hospital.
- 3.2 The CFO shall follow all lawful instructions and directions given to him by the CEO.
- 3.3 The CFO shall also be accountable to the Board of Directors and CEO that appropriate financial management and internal control systems are in place ensuring best practices are in place to sustain a culture of fiscal accountability and continuous improvement.

## ARTICLE 4 TERM

- 4.1 The term of this Agreement shall commence May 1, 2014 and shall continue until the CFO reaches age 65, unless terminated prior thereto in accordance with the provisions of ARTICLE 11 of this Agreement.

## ARTICLE 5 FULL TIME AND ATTENTION

- 5.1 Except as expressly provided in section 5.2 below, the CFO shall, throughout the term of his employment, devote his full time and attention to the business and affairs of the Hospital. The CFO acknowledges that this position will include the carrying out of the duties in the evenings and weekends, as may be required from time to time, in addition to regular business hours. The CFO shall not, without the prior written consent of the CEO, undertake any other business or occupation or become a director, officer, employee, partner or agent of any other corporation, partnership, firm or person ("Other Organizations").
- 5.2(a) The CFO shall, with the CEO's consent, be entitled to undertake activities for Other Organizations which are consistent with the CFO's responsibilities in respect of raising the profile of the Hospital and/or improving the Hospital's relationship with key stakeholders such as government (federal, provincial or municipal), University of Western Ontario and the University of Windsor, other education or research organizations, and other healthcare providers or their respective associations, provided such activities do not interfere with his ability to discharge his responsibilities to the Hospital.
- (b) The CFO's total aggregate commitment to the other organizations shall not exceed the equivalent of twenty (20) business days per year without any reduction in salary.

## ARTICLE 6 COMPENSATION

- 6.1 Subject to the terms and conditions of this Agreement, the CFO shall be entitled to compensation set out in Schedule "A".

## ARTICLE 7 PERFORMANCE REVIEW

- 7.1 On the annual performance review date, the CEO will undertake a review of the CFO's performance, which will provide for a review of:
- (a) the CFO's progress toward achievement of objectives determined by the CEO;
  - (b) the position of the CFO as outlined in Schedule "B";
  - (c) the Hospital's performance under any accountability agreement between the Hospital and the MOHLTC/LHIN; and
  - (c) other relevant matters.
- 7.2 The review process will also establish measurable performance expectations, including both short-term and long-term objectives for the CFO, as identified by the CEO.
- 7.3 The CFO's salary shall be subject to the annual cost of living adjustment, if any, awarded to management/non-union staff of the Hospital. The salary shall also be reviewed every year by the CEO in light of the results of the performance review.

## ARTICLE 8 VACATION ENTITLEMENT

- 8.1 The CFO will be entitled to vacation in accordance with the Hospital's unlimited vacation policy.

## ARTICLE 9 EMPLOYEE BENEFIT PLAN

- 9.1 The CFO shall participate in the Executive Benefit plan as made available by the Hospital to its full-time senior administrative personnel, including HOOPP, dental, group life insurance and extended health benefits as more particularly set out in Schedule "C". The parties acknowledge and understand that the pending harmonization of benefit plans and that the changes thereto shall constitute consideration to this agreement.
- 9.2 The CFO acknowledges that some employee benefit plans may include compulsory employee participation and employee contributions at levels determined by the Hospital. The Hospital regularly reviews the employee benefit plans, as well as its insurance carriers, and accordingly, reserves the right to amend or discontinue the employee benefit plans and change its insurance carriers where deemed appropriate and without further notice to the CFO.

## ARTICLE 10 EXPENSES

- 10.1 It is understood and agreed that the CFO will incur expenses in connection with his employment duties under this Agreement. The Hospital will reimburse the CFO for any reasonable and substantiated expenses provided such expenses were incurred in accordance with established Hospital policy and as approved by the CEO.

## ARTICLE 11 TERMINATION

- 11.1 (a) The CFO may terminate his employment pursuant to this Agreement voluntarily at any time by giving not less than one hundred and twenty (120) days' notice in writing to the Hospital.
- (b) The Hospital may with written notice waive notice in whole or in part but shall be required to continue providing the CFO both his salary and benefits for the full one hundred and twenty (120) days.
- (c) The CFO agrees to accept the pay-in-lieu of notice set out in section 11.3 in full and final settlement of all amounts owing to him by the Hospital, including any payment in lieu of notice of termination, entitlement of the CFO under any applicable statute and any rights that the CFO may have at common law, and the CFO waives any claim to any other payment or benefits from the Hospital.
- 11.2 This Agreement and the CFO's employment with the Hospital may be terminated, without the Hospital being obligated to provide the CFO with advance notice of

termination or pay in lieu of such notice, whether under contract, statute, common law or otherwise if:

- (a) the CFO retires;
- (b) the CFO is unable to perform substantially all of the CFO's employment related duties for a period of more than either three (3) consecutive months, or six (6) months in the aggregate during any twelve (12) month period. Failure by the Hospital to strictly rely upon this provision in any given instance or instances, shall not in any way constitute a waiver of the Hospital's rights as stated herein;
- (c) the CFO's employment is terminated for Cause as that term is defined in section 11.5;
- (d) the CFO dies.

The CFO or the CFO's estate will not be entitled to receive any further compensation or benefits pursuant to the terms of this Agreement other than those which have accrued up to the date of the CFO's death and those death benefits which may be payable in accordance with applicable insurance policies.

11.3 This Agreement may be terminated by the Hospital, in its absolute discretion, for any reason by giving the CFO prior notice in writing equal to twelve (12) months, plus one (1) additional month for each full year of service up to a maximum of twenty-four (24) months notice in total (the "Notice Period") or on paying to the CFO the equivalent termination pay in lieu of notice in equal monthly amounts over the Notice Period or a combination of the Notice Period and pay in lieu. During the Notice Period the CFO shall have a positive obligation to mitigate the amounts taking all reasonable steps to find reasonable employment (including consulting and contract work) and if such mitigation occurs, a lump sum payment in the amount equal to one-half of the remaining Notice Period shall occur.

These payments will be made, less required statutory deductions, and are inclusive of the Hospital's obligations to give "notice of termination" in accordance with the Employment Standards Act, 2000, and any other severance or termination obligations thereunder.

11.4 The CFO agrees to accept the pay-in-lieu of notice as set out in section 11.3 above in full and final settlement of all amounts owing to him by the Hospital on termination, including any payment in lieu of notice of termination, entitlement of the CFO under any applicable statute and any rights that the CFO may have at common law, and the CFO waives any claim to any other payment or benefits from the Hospital and he agrees that he will sign a release in a form satisfactory to the Hospital to this effect.

11.5 As used in this ARTICLE 11, the term "cause" shall be deemed to mean:

- (a) The CFO's breach of a material term of this Agreement; or
- (b) Any reason which would entitle the Hospital at law to terminate the services of the CFO

without either notice or pay in lieu of notice, including, without limitation, serious misconduct, habitual neglect of duty, incompetence, or conduct incompatible with his duties, or conduct prejudicial to the Hospital's business, or willful disobedience to the Hospital's orders in a matter of substance; or

- (c) Any conduct by the CFO which calls into question the CFO's integrity or the integrity of the Hospital or that tends to bring discredit to the Hospital, including but not limited to conduct involving dishonesty or conduct that calls into question the trustworthiness or moral character of the CFO such as a criminal conviction; or
- (d) The theft by the CFO of any funds or property of the Hospital; or
- (e) An attempt by the CFO to obtain any personal advantage from any transaction in which the CFO has an interest which is adverse to the interest of the Hospital, unless the CFO shall have first obtained the consent of the CEO of the Hospital in writing; or
- (f) Willful neglect of the duties assigned to the CFO pursuant to the provisions of this Agreement, including compliance with applicable legislation, including the Public Hospitals Act (Ontario) and the Commitment to the Future of Medicare Act (Ontario); or
- (g) If the CFO becomes insolvent and unable to pay his debts in full, or files an assignment in bankruptcy or is adjudicated a bankrupt.

11.6 (a) It is understood that, if termination occurs pursuant to sections 11.1 or 11.3, all benefits shall terminate at the end of the month of termination.

(b) (i) Upon termination of this Agreement for any reason, the CFO acknowledges that all items of any kind created or used by him pursuant to his employment or furnished by the Hospital to him including, but not limited to, any motor vehicles, equipment, books, records, credit cards, reports, files, diskettes, manuals, literature, confidential information, or other materials shall remain and be considered the exclusive property of the Hospital at all times, and shall be surrendered to the CEO of the Hospital, in good condition, promptly without being requested to do so.

11.7 The CFO hereby acknowledges and agrees that he will not be constructively dismissed in the event of a government mandated restructuring of the healthcare system that results in the Hospital's operations being assumed by a regional health authority, a local health integration network or other organization provided the restructuring does not materially affect the CFO's responsibilities (e.g. may be a site administrator) and there IS no decrease in the CFO's salary or benefits.

## ARTICLE 12 LIABILITY INSURANCE

12.1 The Hospital shall insure the CFO under its general liability policy both during and after the term of his employment, for all acts done by the CFO in good faith and in the execution of his office as Vice-President Corporate Services and Chief Financial Officer, throughout the term of his employment, including where the CFO is specifically named in a lawsuit launched by a patient, member of the Medical Staff, or any other party where the Hospital is a co-defendant.

## ARTICLE 13 OWNERSHIP OF INFORMATION AND NON DISCLOSURE

- 13.1 "Confidential Information" includes, without limitation, information and facts relating to the operation and affairs of the Hospital acquired by the CFO in the course of his employment, including information and facts relating to present and contemplated services, future plans, processes, procedures, suppliers, capital projects, financial information of all kinds, government relations strategies, patients or their health records, any product, device, equipment or machine, or employees. For greater certainty, Confidential Information shall not include:
- (a) information and facts that are available to the public or in the public domain at the time of such disclosure or use, without breach of this Agreement; or
  - (b) information and facts that become available to the CFO on a non-confidential basis from a source other than the Hospital.
- 13.2 All Confidential Information of the Hospital, whether it is developed by the CFO during his period of employment or by others employed or physicians or engaged by or associated with the Hospital, is the exclusive property of the Hospital and shall at all times be regarded, treated and protected as such.
- 13.3 The CFO shall not disclose Confidential Information to any person or use any Confidential Information (other than as necessary in carrying out his duties on behalf of the Hospital) at any time during or subsequent to his period of employment without first obtaining the consent of the CEO, and the CFO shall take all reasonable precautions to prevent inadvertent disclosure of any such Confidential Information.
- 13.4 Within five (5) days after the termination of the CFO's employment by the Hospital for any reason, or of receipt by the CFO of a written request from the Hospital, the CFO shall promptly deliver to the Hospital all property belonging to the Hospital, including without limitation all Confidential Information (in whatever form) that is in the CFO's possession or under the CFO's control.
- 13.5 Nothing in this section precludes the CFO from disclosing Confidential Information at any time if disclosure of such Confidential Information is required by any law, regulation, governmental body, or authority or by court order, provided that before disclosure is made, notice of the requirement is provided to the Hospital, and to the extent possible in the circumstances, the Hospital is afforded an opportunity to dispute the requirement.
- 13.6 The contents of this Agreement shall not be disclosed by the CFO to anyone, except to the Board, to the CFO's own financial and legal advisors, or as required by law, regulation, governmental body, or court order. Requests for further disclosure will be made to the CEO for consideration.
- 13.7 The parties will agree in advance upon any appropriate press releases to announce the execution or termination of this Agreement.

## ARTICLE 14 NON-SOLICITATION/NON-DISPARAGEMENT

- 14.1 The CFO will not, either while employed with the Hospital or for a period of six (6) months subsequent to the CFO's termination of employment for any reason, without the Hospital's express written consent, either as an individual, or in conjunction with any other person, firm, corporation, or other entity, whether acting as a principal, agent, employee, consultant, or in any capacity whatsoever solicit, attempt to solicit, or communicate in any way with any employees or physicians of the Hospital for the purpose of having such employees or physician employed or in any way engaged by another healthcare organization, person, firm, corporation, or other entity.
- 14.2 The CFO and the Hospital covenant and agree that neither party shall engage in any pattern of conduct that involves the making or publishing of written or oral statements or remarks (including, without limitation, the repetition or distribution of derogatory rumours, allegations, negative reports or comments) which are disparaging, deleterious or damaging to the integrity, reputation or goodwill of the other party, which in the case of the Hospital, includes Board, officers, employees, physicians and/or patients.

## ARTICLE 15 GENERAL PROVISIONS

### **15.1 Binding Effect and Non-Assignment**

This Agreement shall endure to the benefit of and be binding upon the parties hereto and their respective heirs, executors, administrators and successors, but shall not be capable of assignment by either party without the previous written consent of the other party thereto.

### **15.2 Notice Provisions**

Any notice to be given under this Agreement shall be in writing and shall be personally delivered or sent by registered mail to the following address or such other address as either party may from time to time designate to the other by notice given in accordance with this section:

Notices to the Hospital:  
1030 Ouellette Avenue  
Windsor, ON N9A 1E1  
Attention: David Musyj, President and CEO

Notices to CFO:  
154 Grant Avenue  
St. Clair Beach, ON N8N2X8  
Attention: Mark Fathers

### **15.3 Severability**

If any covenant or provision of this Agreement is determined to be void or unenforceable in whole or in part by any court, such determination shall not affect or impair the validity of any other covenant or provision of this Agreement, which shall remain in full force and effect as if the void or unenforceable covenant or provision had not been made part of this Agreement.



#### **15.4 Waiver**

No waiver by either party of any breach of any provisions herein shall constitute a waiver of the provision except with respect to the particular breach giving rise to the waiver.

#### **15.5 Governing Law**

This Agreement shall be governed and construed in accordance with the laws of the Province of Ontario and the federal laws of Canada applicable therein.

#### **15.6 Currency**

All dollar amounts set forth or referred to in this Agreement refer to Canadian currency.

#### **15.7 Withholding**

All payments made by the Hospital to the CFO or for the benefit of the CFO shall be less applicable withholdings and deductions.

#### **15.8 Recitals**

The CFO and the Hospital acknowledge and agree that the provisions contained in the preamble or recitals section of this Agreement form part of this Agreement and may be relied upon by either Party when interpreting this Agreement.

#### **15.9 Interpretation**

The language used in this Agreement shall be deemed to be the language chosen by the Parties to express their mutual intent, and the Agreement shall be interpreted without regard to any presumption or other rule requiring interpretation of the Agreement more strongly against the Party causing it to be drafted.

#### **15.10 Privacy Consent**

By accepting employment with the Hospital, the CFO consents to the Hospital collecting, using and disclosing the CFO's personal information to establish, manage, terminate and/or otherwise to administer the employment relationship, including, but not limited to:

- (a) ensuring that the CFO is properly remunerated for his services to the Hospital which may include disclosure to third party payroll providers;
- (b) administering and/or facilitating the provision of any benefits to which the CFO is or may become entitled, including benefits coverage, pension plan and incentive plans; this shall include the disclosure of the CFO's personal information to the Hospital's third party service providers and administrators;
- (c) ensuring that the Hospital is able to comply with any regulatory, reporting and withholding requirements relating to the CFO's employment;

- (d) performance and promotion;
- (e) monitoring the CFO's access to and use of the Hospital's electronic media services in order to ensure that the use of such services is in compliance with the Hospital's policies and procedures and is not in violation of any applicable laws; and
- (f) complying with the Hospital's obligations to report improper or illegal conduct by any director, officer, executive or agent of the Hospital under any applicable health, criminal or other law.

**15.11 Independent Legal Advice**

The CFO confirms that, prior to the execution of this Agreement, he had a full and complete opportunity to obtain independent legal advice and representation and that he has either done so or has freely chosen not to obtain such advice.

IN WITNESS WHEREOF the parties hereto have executed this Agreement as of the Effective Date.


WINDSOR REGIONAL HOSPITAL

BY: 

Name: David Musyj

Title: President & Chief Executive Officer

I have read, understand and accept the terms and conditions of this Agreement.

  
\_\_\_\_\_  
Witness

  
\_\_\_\_\_  
Mark Fathers

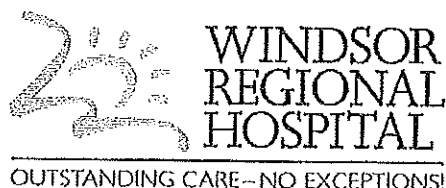
## SCHEDULE A

### COMPENSATION OF CFO

Subject to the terms and conditions of the Agreement, the CFO shall be entitled to the compensation set out below:

- **Salary:** \$230,000 per annum less CFO contributions to Hospital pension and benefit plans. Salary will be subject to potential annual salary increases as may be determined appropriate by the CEO, in consideration of the performance review conducted by the CEO as more particularly described in ARTICLE 7.;
- For the purposes of any performance based bonus entitlement which may be in place prior to the CFO attaining 65 years of age, the same will be calculated as if the CFO had completed the full year of work for the entire calendar year within which he turned sixty-five(65) and retired unless the provisions of ARTICLE 11- Termination were the cause of the end of the employment relationship during that year.

## SCHEDULE B



### Position Description

Position Title: Vice-President Corporate Services & Chief Financial Officer  
Reporting Relationship: President and CEO, WRH

#### PURPOSE

As a key member of the Executive Committee, the Chief Financial Officer will report to the President & CEO and will provide strategic leadership and ensure that Windsor Regional teams are accountable for meeting their organizational goals. The CFO's main focus will be in the overall financial management of the organization. The CFO will have primary responsibility for planning, implementing, managing and controlling all financial-related activities. This will include responsibility for forecasting, strategic planning, legal, property management, deal analysis and negotiations, and partnership compliance and overall management of Corporate Services.

In addition, CFO will provide leadership to a portfolio that includes Corporate Services and will be accountable for the quality and overall coordination and development of the programs within his/her scope to ensure efficient and effective utilization of hospital and community resources. The incumbent leads and manages organizational change to establish and maintain an environment that not only meets the changing needs of patient care, but facilitates the efficient functioning and development of the Corporate Service Departments while ensuring the best outcomes for the patients and their families.

#### DUTIES & RESPONSIBILITIES

##### Financial Stewardship & Risk Management

- Providing strategic leadership for the corporate services portfolio, ensuring effective delivery of services which support the mission and vision of Windsor Regional Hospital. As a key member of the Executive Committee the CFO will provide leadership in the development for the continuous evaluation of short and long-term strategic financial objectives and financial policies.
- Provides assurance to the CEO and the Board of Directors that appropriate financial management and internal control systems are in place ensuring best practices are in place to sustain a culture of fiscal accountability and continuous improvement.

- Provides innovative solutions assessing risks associated with balancing operational needs with strategic priorities
- Take a lead position in developing, implementing, and maintaining a comprehensive costing system.
- Oversees the management of Corporate Service areas within the organization.
- Evaluates and advises on the impact of long range planning, introduction of new programs/strategies and regulatory action.
- Establish and maintain strong relationships with senior executives so as to identify their needs and seek full range of organizational solutions.
- Provide executive management with advice on the financial implications of organizational activities.
- Manage processes for financial forecasting, budgets and consolidation and reporting to the Board.
- Provide recommendations to strategically enhance financial performance and corporate opportunities.
- Negotiates and receives funding for capital equipment needs, service agreements, purchase contracts and identifies, assesses and recommends new technologies.
- Ensures measures are in place to minimize organization risk of litigation
- Ensure that effective internal controls are in place and ensure compliance with GAAP and applicable federal, state and local regulatory laws and rules for financial and tax reporting. This includes setting up targets and performance measures and monitoring corporate financial performance against strategies and plan to detect early signs of material risk, and to facilitate redirection.
- Creates opportunities for generating revenue to enhance patient care and service delivery.

**Human Resources Management:**

- Hire, coach, develop and support Program Directors and Managers for their portfolio assignments. Provide ongoing performance feedback according to hospital standards. Facilitate teamwork amongst the staff and motivate them to achieve the vision and mission of the organization.

**Relationship Management:**

- Provide support for the appropriate committees, Foundation, and Board of Directors.

- Appropriate delegation of authority and responsibility to others in order to create a culture of accountability and positive image for the organization and community
- Work effective with all internal and external partners including the Ministry of Health, LHIN's and other stakeholders
- Develops and manages peer relationships with community members, government and industry representatives to influence policy and build opportunities for integrations and collaborations
- Leads, Educates and supports groups within the portfolio and physicians to support achievement of goals and objectives of the organization
- Supports knowledge transfers and shares best practice information with community partners
- Represents the organization's financial interests and position through regional and international event, external committees and seminars.

#### **Qualifications and Requirements:**

- Master's degree in business administration, accounting, or finance MBA and/or Accounting Designation highly desirable
- 10+ years in progressively responsible financial leadership roles, preferably in healthcare setting.
- A minimum of 8, preferably 10, years experience in a senior role.
- Up to date knowledge of current financial and accounting computer applications.
- PC proficiency is essential (Windows environment) and strong working knowledge of Excel is preferred.

#### **Personal Attributes:**

- Strong interpersonal skills, ability to communicate and manage well at all levels of the organization and with staff at remote locations essential.
- Strong problem solving and creative skills and the ability to exercise sound judgment and make decisions based on accurate and timely analyses.
- High level of integrity and dependability with a strong sense of urgency and results-orientation.
- Exceptional Team Player



## SCHEDULE "C" FULL TIME EXECUTIVE BENEFIT PLANS

Effective the 1<sup>st</sup> of the month immediately following the date of enrollment please see the benefit booklet for full details.

- ◆ Dental Plan (exam/cleaning every 6 months, 100% for basic, 50% for major, 50% for Orthodontics- no age limit)
- ◆ Drug Plan (\$2.00 co-pay, \$9.00 cap dispensing fee)
- ◆ Extended Health Plan which includes but are not limited to (chiropractor, osteopath, podiatrist/chiroprapist, physiotherapist, private nursing) – maximums are variable, please see plan booklet
- ◆ Semi-Private Coverage
- ◆ Private Room coverage in a Public General Hospital to \$5,000 / calendar year
- ◆ Psychologist to \$300 / year, with no limit per visit
- ◆ Massage Therapy to \$400 / calendar year
- ◆ Speech Therapy to \$300 / calendar year
- ◆ Compression Stocking to 6 pairs every 12 months
- ◆ Vision to \$400 every 24 months with additional vision coverage (subject to reasonable and customary charges)
- ◆ Hearing Aids (One hearing aid in any 36 consecutive months)
- ◆ Out of Province/travel coverage
- ◆ Medical Items, as approved by the benefit carrier

Effective after 3 months of employment – 100% Hospital Cost

- ◆ Accidental Death & Dismemberment (3X Annual Salary, maximum \$500,000)
- ◆ Group Life Insurance (3X annual Salary)
- ◆ Voluntary Life Insurance (Optional Benefit – 1,2,3 times salary)
- ◆ Spousal Life Insurance (Optional Benefit)

Effective after 6 months of employment – 75% Hospital Cost, 25% Employee Cost

- ◆ Long Term Disability (75% of monthly earnings, 105 days qualifying)

### Sick Time

Follows the HOODIP Plan

- ◆ 0-3 months – not paid
- ◆ 3 months – 1 year - 66 and 2/3 % of rate
- ◆ 1-2 years – 70% of your rate
- ◆ 2-3 years – 80% of your rate
- ◆ 3-4 years – 90% of your rate
- ◆ After 4 years - 100% of your rate



## Pension Plan

- ◆ Effective Date of hire (full time)
- ◆ HOOPP – Hospitals of Ontario Pension Plan
- ◆ 6.9% of base salary up to YMPE (Years maximum pensionable earnings) max + 9.2% base salary over YMPE max
- ◆ Employee deduction matched by Hospital at 126%
- ◆ Reciprocal Transfers offered pending agreement with HOOPP

## Vacation Entitlement

- ◆ Unlimited Vacation: See the Non-Union Vacation Policy for Full Time Employees

## Paid Holidays (9)

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	Family Day
Remembrance Day	2 <sup>nd</sup> Monday in June