MEMORANDUM OF SETTLEMENT

of all outstanding matters in dispute

Between:

Ontario Health
("OH" or "the Employer")

- and -

Association of Management, Administrative and Professional Crown Employees of Ontario ("AMAPCEO")

1. The parties agree, subject to ratification by both parties, to renew the most recently expired Collective Agreement in accordance with the agreed to items in Schedule A below and the additional agreed to issues previously signed, for the term of April 1, 2025, to March 31, 2028.

2. For clarity those additional agreed-to issues are captured in the following documents:

   - Agreed to Items – June 24, 2026
   - Agreed to Items – July 8, 2026
   - Agreed to Items – July 28, 2026

3. The renewal Collective Agreement shall be in the form of the most recently expired Collective Agreement, as amended by the attached. It is understood that some editing and renumbering may be necessary, and the parties shall appoint an editing committee for that purpose.

4. Ratification by both parties shall be deemed to have occurred on the latest date on which ratification occurs by the Employees and by the Employer. The parties will make best efforts for the ratification process to be completed on or before November 6, 2026. In the event one party has not completed ratification by November 6, 2026, they shall notify the other party. The parties will advise of the results of ratification within 5 business days.

5. Except as provided otherwise in the terms of the agreed to items, any changes to benefits shall be effective on the first day of the month following ratification by both parties.

6. Except as provided otherwise in the terms of the agreed to items, all other changes to the most recently expired Collective Agreement shall be effective on the date of ratification by both parties.

7. In the case of current employees, the Employer shall make retroactive payments within sixty (60) calendar days of the date of ratification.

8. The Employer will contact former employees at their last known address on record with the Employer, with a copy to the Union, within thirty (30) days of the date of ratification to advise them of their entitlement to retroactivity.

   These employees will have a period of sixty (60) days from the date of notice to claim their retroactivity and, if they fail to make a claim within this period, their claim will be deemed to be abandoned.

9. The undersigned unanimously agree to recommend these terms of settlement to their respective principals; in the case of the signatories for AMAPCEO, to the AMAPCEO Board of Directors ("Board"), and if approved by the Board, to the bargaining unit employees;

10. All other proposals not included in the final form of the Memorandum of Settlement are hereby withdrawn without prejudice to the positions of the parties. The parties agree that they will not rely on the tabling and subsequent withdrawal of any proposal as evidence in support of an estoppel argument over the meaning of a provision in the Collective Agreement.

Signed electronically on the 1st day of October, 2026.

FOR AMAPCEO

FOR ONTARIO HEALTH

Schedule A

LIFE INSURANCE

Implementation Note:

- *No change to language in 33.1 or 33.2.1.; changes will be reflected in the benefit plan*

Optional Life Insurance (employee-paid)

Optional life insurance will increase as follows:

- Spouse: in $25,000 units to a maximum of $300,000, subject to approval of evidence of insurability
- Child: $5,000, $10,000 or $20,000

Optional Critical Illness Insurance (employee-paid)

The benefit plan will include optional critical illness in $10,000 units to a maximum of $200,000, for employee/spouse, subject to approval of evidence of insurability

Add NEW

33.4 **Employees, at their option, are entitled to purchase supplementary optional Critical Illness insurance. Employees must pay the full premium for this coverage**

ARTICLE 34 – SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

34.2 (f) the services of a psychologist, family therapist, **psychotherapist** or marriage **counsellor subject to reasonable and customary charges per visit, based on fees charged in the location where treatment is provided** , to an annual **combined** maximum of ~~**sixteen hundred dollars**~~ **three thousand dollars** ~~**($1600)**~~ **($3000.00)**. Coverage shall also include services rendered by a social worker with a Master's Degree in Social Work, where such services are equivalent to the services that would otherwise be provided by a psychologist;

j) Effective the first day of the month following of ratification, eligible employees will be entitled to two (2) wigs per calendar

year following chemotherapy/alopecia areata, alopecia genetica, alopecia totalis, up to a maximum benefit of one thousand dollars ($1,000) per wig.

Medical Certificates/Examinations

37.8 After seven (7) consecutive calendar days absence caused by sickness or injury, no leave with pay shall be allowed unless a certificate ~~of~~ **from** a legally qualified medical practitioner is forwarded to the employee's manager or designee, certifying that the employee is unable to attend to official duties.

ARTICLE 38 – HEALTHCARE SPENDING ACCOUNT AND WELLNESS SPENDING ACCOUNT

Implementation note *(not to be included in the Collective Agreement)*

If implementation is delayed until 2027, the parties are agreed that the $200 increase in HSA and WSA will apply to 2026 and can be carried forward into 2027.

ARTICLE 44 – SALARY

AMEND TO

Across the board increases shall mean an increase to individual wages and to all salary ranges as listed in Schedule A of the Collective Agreement

~~44.1.1 Across-the-board increases inclusive of 1% already negotiated and paid effective:~~

- ~~April 1, 2020 – 2.0%~~
- ~~April 1, 2021 – 2.0%~~
- ~~April 1, 2022 – 3.0%~~

~~The parties agree that the compensation increases effective April 1, 2020, April 1, 2021 and April 1 2020 are in addition to the 1% annual compensation increases previously agreed to and implemented under the predecessor collective agreement (the "Moderated Collective Agreement"), and that this remedy shall constitute full and final settlement of the *Bill 124* Wage Re-opener provision under the Moderated Collective Agreement.~~

Renumber to
44.1.1
~~**44.1.2**~~ Across-the-board increases effective~~:~~

- April 1, 2025 – 2.75%
- April 1, 2026 – 2.25%
- April 1, 2027 – 2.0%

Retroactivity

The April 1 increases will be applied to the existing wage rate.

Any Merit increase or Pay for Performance ("P4P") that followed in that fiscal year will be recalculated based on the wage as adjusted on April 1. The difference in merit paid versus merits adjusted (or P4P paid versus P4P adjusted) will be paid as part of retroactivity.

Implementation note *(does not form part of collective agreement language):*

- *Whereas the newly included members into the bargaining unit who are named in the September 24, 2025 Memorandum of Settlement were recognized within the bargaining unit with current 2025 salaries, the first increase to their individual salaries under Article 44.1.1 will be 0.75% as of September 19th , 2025 and after that the April 1, 2026 and April 1, 2027 increases above will apply*

- *Whereas the newly included member into the bargaining unit named in the July 15, 2026 Memorandum of Understanding became recognized within the bargaining unit on July 27, 2026 at a current 2026 salary, the first increase to their individual salary under Article 44.1.1 will be 0.25% July 22, 2026 and after that the April 1, 2027 increases above will apply*

- In no event will an employee be paid below the minimum of the grid

ARTICLE 51 – TERM AND RENEWAL

AMEND TO

51.1 Unless otherwise specified, this agreement shall be effective from April 1, ~~2023~~ **2025** until March 31, ~~2025~~ **2028**.

PT.9 Life Insurance

Implementation Note:

- *No change to language in PT 9.2.1; changes will be reflected in the benefit plan*

Optional Life Insurance (Employee-paid)

Optional life insurance will increase as follows:

- Spouse: in $25,000 units to a maximum of $300,000, subject to approval of evidence of insurability
- Child: $5,000, $10,000 or $20,000

Optional Critical Illness Insurance (Employee-paid)

The benefit plan will include optional critical illness in $10,000 units to a maximum of $200,000, for employee/spouse, subject to approval of evidence of insurability

Add NEW

PT 9.4 **Employees, at their option, are entitled to purchase supplementary optional Critical Illness insurance Employees must pay the full premium for this coverage.**

PT.10 – SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

PT.10 Supplementary Health and Hospital Insurance Plan

PT 10.3 (f) the services of a psychologist, **family therapist, psychotherapist, or marriage counsellor subject to reasonable and customary charges per visit, based on fees charged in the location where treatment is provided** to an annual **combined** maximum of **three thousand ($3000)** ~~**sixteen hundred ($1600**~~) dollars. Coverage shall also include services rendered by a social worker with a Master's Degree in Social Work, where such services are equivalent to the services that would otherwise be provided by a psychologist;

PT10.3 j) **Effective the first day of the month following of ratification, eligible employees will be entitled to two (2) wigs per calendar year following chemotherapy/alopecia areata, alopecia genetica, alopecia totalis, up to a maximum benefit of one thousand dollars ($1,000) per wig.**

FXT 8.1 Amend 2nd paragraph of July 28th Agreed to Items

subject to operational requirements, **allow a FXT employee up to a total of three (3) working days** in the event of the death of the employee's cousin, step sibling, step-sibling's child, step-sibling-in-law, or relative who was dependent on the employee for care or assistance, all of whom are recognized in the employer's leaves of absence policy.

Schedule A *(pg. 90 of the Collective Agreement*

Add the following new Job Classification

Project Manager, Health Innovation and Technology Assessment at the minimum and maximum rates(subject to negotiated increases) of the Lead, Patient & Public Partnering

AGREED TO ITEMS BETWEEN
ONTARIO HEALTH
AND
AMAPCEO
Dated: June 24th, 2026

The parties confirm that all items set out in this document (pages 1 – 10 inclusive) are agreed as amended and form part of the final agreement.

Article 1 – RECOGNITION

Replace the Current Language with the following:

The Employer recognizes the Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO) as the exclusive bargaining agent for all Ontario Health employees whose primary function is to perform the following tasks within the scope of the Health Innovation Pathway program: intake of health technology proposals, health technology evidence reviews and/or implementation planning. These functions are currently performed within the Health Technology Assessment team in service to the Health Innovation Pathway (HIP) program.

The following employees are excluded from the bargaining unit: employees exercising managerial functions, employees engaged in a confidential capacity in matters relating to labour relations (including but not limited to human resources personnel), students, Residents or Fellows, communications, health equity, or other administrative or support services.

For clarity:

1) **the intention is that existing functions and the new functions anticipated for the Health Innovation Pathway program will be part of the bargaining unit and will remain so if these functions continue to be performed by the Employer.**

2) **the positions currently in the bargaining unit include: Clinical Epidemiologist; Medical Librarian; Medical Information Officer; Senior Program Advisor; Health Economist; Senior Health Economist; Specialist, Patient Engagement. The current incumbents are set out in Appendix B.**

3) **those employees currently employed and whose current classification/job titles are the same or similar to those in the HTA team or HIP program, but whose primary function is not that of the HTA team or HIP program as described above, are excluded from the bargaining unit.**

4) **AMAPCEO and the Employer agree that the Employer may allow Bargaining Unit employees to perform work which is not part of the HTA team or HIP program for the purposes of assisting with other aspects of the Employer's business and for training/educational purposes, and the parties further agree that this shall not mean that such additional work will expand the scope of the above-described Bargaining Unit.**

ARTICLE 2 – NON-DISCRIMINATION/HARASSMENT/SEXUAL HARASSMENT

2.2 The Employer and the Union recognize the inherent right of every employee to work in an environment characterized by respect for individual dignity.

All employees covered by this Agreement have a right to freedom from harassment in the workplace by the employer, agent of the employer or another employee on the grounds herein.

Every employee is protected from, and shall not engage in, **discrimination or** harassment because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, pregnancy, disability, age, marital status, family status, record of offenses, gender identity and gender expression, as defined by the Ontario *Human Rights Code*.

Every employee is protected from, and shall not engage in sexual harassment, personal harassment, psychological harassment or workplace bullying.

Every employee is protected from a reprisal or threat of reprisal as a result of filing a complaint or a grievance alleging harassment pursuant to this article

ARTICLE 10 - CHECK OFF OF ASSOCIATION DUES

10.1.1 Together with each monthly dues payment, the Employer will provide a report to the Association indicating the names of the employees in respect of whom deductions have been made, the employee identification number, **gender(where the employee has indicated)**, work location description / work location (street address), hire date, employment status (active, leave, terminated), job class code / abbreviated class title, employee class (regular, fixed term), home position indicator, home position class, continuous service date, benefit base salary (annualized pay rate used for calculating benefits such as insurance premium) and any such other information as may be agreed upon by the parties. The report will be forwarded in electronic format.

ARTICLE 11 - HOME POSITION

AMEND TO

~~**11.2 Omit as no longer applicable**~~

Renumber 11.3 to 11.2

ARTICLE 12 – LABOUR RELATIONS COMMITTEE

12.2 - **Amend to 12.2.1**

12.12.1 – **Amend to 12.4.1**

12.12.2 – **Amend to 12.4.2**

12.12.3 – **Amend to 12.4.3**

12.12.4 – **Amend to 12.4.4**

12.12.5 – **Amend to 12.4.5**

ARTICLE 13 - BULLETIN BOARDS

AMEND TO

13.1 Where requested by an Association representative, the Employer will provide reasonable access to existing bulletin boards in the workplace, **as well as an online resource that employees can access remotely** for the purpose of communicating with the membership.

New

13.1 Ontario Health intranet will provide access to a link on the AMAPCEO website as designated by AMAPCEO.

ARTICLE 14 - CORRESPONDENCE BETWEEN THE EMPLOYER AND THE ASSOCIATION

AMEND TO

14.1 Notice or correspondence required under this Agreement shall be provided to the President of the Association at the following **email address: disclosure@amapceo.ca and this shall be the primary method of communication. In the event that there are materials that cannot be emailed, the following address can be used:** AMAPCEO, 1 Dundas Street West, Suite 2310, P.O. Box 72, Toronto, Ontario, M5G 1Z3. ~~**or by fax at (416) 340-6461**~~

ARTICLE 15 - DISPUTE RESOLUTION PROCEDURE

AMEND TO

15.9 Classification Dispute

~~**15.9.2 Deleted**~~

~~**15.9.3 Deleted**~~

Renumber 15.9.4 to 15.9.2

15.10 Arbitration Provisions

~~**15.10.7 Deleted**~~

Renumber 15.10.8 to 15.10.7

ARTICLE 16 - SENIORITY/CONTINUOUS SERVICE

AMEND TO

16.1.2 – (d) – Omitted & (e) renumbered to (d)

~~**16.1.3 Omitted**~~

ARTICLE 18 - RECRUITMENT-POSTING AND FILLING OF POSITIONS

AMEND TO

18.4.2 Upon request, an employee who is interviewed but unsuccessful in a job competition shall be entitled to meet with the hiring manager to receive feedback on their application, assignment and interview.

~~**18.5.1 Omit as no longer applicable**~~

~~**18.5.2 Omit as no longer applicable**~~

Renumber 18.5.3 to 18.5

Temporary Assignments

~~**18.7.4 Deleted**~~

23.3 Special or Compassionate Leave

23.3.2 Notwithstanding subsection 23.3.1, the ~~**CEO**~~ **Chief Human Resources Officer (CHRO)** or their designee in their discretion may grant an employee a leave of absence with pay for a specified period for special or compassionate purposes.

ARTICLE 27 – JOB SECURITY

27.7.1 Bumping

~~**27.7.2 Omit as no longer applicable**~~

ARTICLE 29 – HOLIDAYS

AMEND TO

29.9 Employees shall provide the Employer with **as much notice as possible** ~~**twenty (20) days' notice**~~ prior to taking a float holiday,-and the Employer shall grant the employee the float holiday, subject to operational requirements.

AMEND TO
ARTICLE 32 ~~– JOINT BENEFITS COMMITTEE - Deleted~~(Leave in reference to Article 32)

ARTICLE 39 – WORKERS' COMPENSATION

AMEND TO

~~**39.6 Delete**~~

ARTICLE 40 - ENTITLEMENT ON DEATH

AMEND TO

~~**40.2 Delete**~~

AMEND TO
ARTICLE 43 ~~– ISOLATION PAY- Deleted~~ (Leave in reference to Article 43)

PT.1 REGULAR PART TIME EMPLOYEES

AMEND TO

PT.2.1 The following Articles of the Agreement shall also apply to regular part time regular employees.

1 Recognition
2 Non-Discrimination**/Harassment/Sexual Harassment**
3 Management Rights
4 Information on Positions
5 Statement of Information/Duties to Employees
6 No Discrimination for Association Activities
7 Employee~~'s~~ Right to Representation
8 Leaves of Absence for Association Activities
9 Rights of **Association** Workplace Representatives
10 **Check Off Association** Dues
11 Home Position
12 Labour Relations Committee
13 Bulletin Boards
15 Dispute Resolution **Procedure** ~~/Arbitration~~
16 Seniority/Continuous Service
17 Probationary Period
18 **Recruitment -** Posting and Filling of ~~**Vacancies & New**~~ Positions
19 Pay Administration (subject to the amendments herein)
20 Discipline and Discharge
21 Personnel Files and Disciplinary Records
22 Abandonment of Position
23 Leaves **of Absence**
24 Pregnancy**,** ~~**and**~~ **Parental Leave and Employment Insurance Top-Up**
25 Health & Safety
26 Technological Change
27 Job Security
28 Notice of Relocation

~~32 Deleted~~

38 ~~Termination Payments~~ **Healthcare Spending Account and Wellness Account**

39 Workers' Compensation

40 Entitlement on Death

41 Meal Allowance~~s~~

42 **Kilometric Rates and** Use of Private Vehicle

43 Isolation Pay (subject to the amendments herein)

44 Salary

45 Merit Pay **and** Pay for Performance Bonus

46 Hours of Work

47 Alternative Work Arrangements

48 Reclassification to Another Bargaining Unit

49 Compensation Option Credit

50 Shift Premium

51 Term and Renewal

PT.4 ~~**Isolation Pay – Deleted**~~ (Leave in reference to PT.4)

PT.13 **PAY ADMINISTRATION**

AMEND TO

~~**PT.13.4 Omit as no longer applicable**~~

New

Appendix B – Incumbents within the Bargaining Unit

For greater clarity, the following incumbents are recognized as members of the bargaining unit as of September 19, 2025.

Kristen McMartin	Clinical Epidemiologist
Alexis Schaink	Clinical Epidemiologist
Christine Lee	Clinical Epidemiologist
Conrad Byera Kabali	Clinical Epidemiologist
Jesmin Antony	Clinical Epidemiologist
Milica Jokic	Clinical Epidemiologist
Myra Wang	Clinical Epidemiologist
Shayan Sehatzadeh	Clinical Epidemiologist
Stacey Vandersluis	Clinical Epidemiologist
Vania Costa	Clinical Epidemiologist
Corinne Holubowich	Medical Librarian
Genevieve Forsyth	Medical Librarian
Caroline Higgins	Medical Information Officer
Juliana Yi	Senior Program Advisor
HongAnh Tu	Health Economist
Roaa Shoukry	Health Economist
David Rios	Senior Health Economist
Hailey Saunders	Senior Health Economist
Jennifer Guo	Senior Health Economist
Olga Gajic-Veljanoski	Senior Health Economist
Shawn Xie	Senior Health Economist
Samrawit Lemma	Specialist, Patient Engagement

*and any existing vacancies in the above-noted classifications

Letters of Understandings:

Delete:

- LOU re: Wage Re-Opener on Monetary Proposals
- LOU re: Healthcare Spending Account or Wellness Spending Account
- Letter of Understanding re: Gender-Neutral Collective Agreement

Renew: Letter of Understanding re: Definition of "days"

This is to confirm the parties' agreement that a reference to a day or days in the Agreement means a reference to working days, unless otherwise specified.

This letter forms part of the collective agreement.

Dated at Toronto this 6 **day of** ~~June~~ July**, 2026**

FOR ONTARIO HEALTH	**FOR AMAPCEO**
Joshua Smith	
Rebecca Xie	

AGREED TO ITEMS BETWEEN
ONTARIO HEALTH
AND
AMAPCEO
Dated: July 8th, 2026

The parties confirm that all items set out in this document (pages 1 – 4 inclusive) are agreed as amended and form part of the final agreement.

ARTICLE 8 – LEAVE OF ABSENCE FOR AMAPCEO ACTIVITIES

AMEND TO

8.7.1 The Association will reimburse the Employer for approved leaves taken by employees under sections 8.1., ~~**8.2.1**~~ 8.2.3, 8.4, 8.5 and 8.6 for salary and all benefits including the Employer's share of contributions required by statute and pension contributions.

ARTICLE 23 - LEAVES OF ABSENCE

AMEND TO

23.3 Paid Personal Leave/Special or Compassionate Leave

23.3.1 **An employee shall receive three (3) paid personal day credits each calendar year. Personal days can be used for any purpose, including religious accommodation. The employee will attempt to give reasonable notice in respect of any request under this article.**

Unused personal leave credits shall not be paid out or carried over into the next calendar year.

Renumber as follows:

23.3.**3** An employee granted a leave of absence pursuant to Article 23.3.**1 & 23.3.2** shall accrue credits and be covered by benefit plans during such leave.

~~23.4 Religious Accommodation~~

~~23.4 An employee shall be entitled to special leave, in accordance with the Employer's policy for the purpose of religious accommodation of up to 2 days per year. For further clarity, the parties agree that under the Employer's policy, this leave shall be granted so long as the employee has remaining special and compassionate leave under Article 23.3.1, and the day requested qualifies as a religious holiday. The employee will attempt to give reasonable notice in respect of any leave of absence under Article 23.4. The parties agree that if the Employer's policy is modified or requires modification, an employee shall be entitled to the application of such modification.~~

ARTICLE 36 – LONG TERM INCOME PROTECTION

36.5.1 The LTIP benefits commence after a qualification period of six (6) months from the date the employee becomes totally disabled, unless the employee elects to continue to use accumulated attendance credits on a day-to-day basis after the six (6) month period. Benefits shall be calculated based on the employee's salary at the first date of eligibility to receive LTIP benefits **and shall be paid at sixty-six and two thirds (66 2/3) percent of their monthly earnings.**

ARTICLE 50 ~~- SHIFT PREMIUM – Deleted~~

PT.1 REGULAR PART TIME EMPLOYEES

PT.5.4 ~~Deleted~~ Renumber PT.5.5 to PT 5.4

PT.12.5.1 The LTIP benefits commence after a qualification period of six (6) months from the date the employee becomes totally disabled, unless the employee elects to continue to use accumulated attendance credits on a day-to-day basis after the six (6) month period. Benefits shall be calculated based on the employee's salary at the first date of eligibility to receive LTIP benefits **and shall be paid at sixty-six and two thirds (66 2/3) percent of their monthly earnings.**

FXT.1 FIXED TERM EMPLOYEES

FXT.6 Pregnancy and Parental Leave

AMEND TO

FXT.6.2 ~~Parental leaves shall be granted for up to thirty-five (35) weeks for biological mothers and up to thirty-seven (37) weeks for biological fathers and adoptive parents~~

Where the child in respect of whom the employee takes parental leave was born or came into the employee's custody, care and control for the first time, parental leaves shall be granted for up to sixty-one (61) weeks for parents who are also eligible for pregnancy leave and up to sixty-three (63) weeks for parents who are not eligible for pregnancy leave and adoptive parents.

FXT.12 Other Articles Applicable to Fixed Term Employees

AMEND TO

1 Recognition
2 Non-Discrimination/Harassment/Sexual Harassment
3 Management Rights
4 Information on Positions
5 Statement of Information/Duties to Employees
6 No Discrimination for Association Activities
7 Employee's Right to Representation
8 Leaves **of Absence** for Association Activities
9 Rights of **Association** Workplace Representatives
10 **Check off of Association** Dues
12 Labour Relations Committee
13 Bulletin Boards
15 Dispute Resolution **Procedure**
16 Seniority (16.2.1 and 16.2.2)
17 Appointment to Regular Service (Articles 17.3.1 and 17.3.2)

18	**Recruitment** - Posting and Filling of ~~**Vacancies & New**~~ Positions (18.1, 18.3, 18.4, 18.5.2 and 18.7.1)
20	Discipline and Discharge
21	Personnel Files and Disciplinary Records
23	Leaves **of Absence**- Articles 23.2.1(without pay), 23.3 (special and compassionate), 23.7 (jury/witness), 23.9.1 (emergency leave) and 23.10.1 (family medical leave)
25	Health & Safety
27	Job Security - Article 27.1.1(b)
39	**Workers' Compensation**
41	Meal Allowances
42	Kilometric Rates and Use of Private Vehicle
45	Merit Pay **and** Pay for Performance Bonus
46	Hours of Work
47	Alternative Work Arrangements
48	Reclassification to Another Bargaining Unit
50	Shift Premium
51	Term and Renewal

Dated at Toronto this 28 **day of July, 2026**

FOR ONTARIO HEALTH

Joshua Sinha

Sarah McDonell

Rebecca Xio

FOR AMAPCEO

AGREED TO ITEMS BETWEEN
ONTARIO HEALTH
AND
AMAPCEO
Dated: July 28th, 2026

The parties confirm that all items set out in this document (pages 1 – 6 inclusive) are agreed as amended and form part of the final agreement.

ARTICLE 23 - LEAVES OF ABSENCE

Bereavement Leave

AMEND TO

23.8.1 A full time employee shall be allowed up to three (3) working days and a part time employee shall be allowed up to three (3) consecutive days leave of absence with pay in the event of the death of a spouse, mother, father, step-mother, step-father, mother-in-law, father -in-law, son, daughter, step-son, step-daughter, brother, sister, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, step-grandparent, grandchild, step-grandchild, foster child, **aunt, uncle, niece, nephew,** ward or guardian, former guardian or former ward, foster parent or former foster parent.

In special circumstances and at the request of the Employee bereavement leave may be taken beyond 2 weeks following the date of death.

~~23.8.2 An employee who would otherwise have been at work is entitled to one (1) day leave of absence with pay in the event of the death of the employee's aunt, uncle, niece or nephew.~~

23.8.2~~.1~~The Employer may, subject to operational requirements, allow a full time employee up to a total of three (3) working days and allow a part time employee up to a total of three (3) consecutive days leave of absence with pay in the event of the death of employee's ~~**aunt, uncle, niece or nephew**~~**,** cousin, step sibling, step-sibling's child step-sibling-in-law, or relative who was dependent on the employee for care or assistance, all of whom are recognized in the employer's leaves of absence policy.

ARTICLE 26 – TECHNOLOGICAL CHANGE

26.4 **Artificial Intelligence Technologies**

26.4.1 Issues related to the introduction or implementation of Artificial Intelligence technologies and their intended use and potential impacts on AMAPCEO employees shall be added to the agenda at Labour Relations Committee.

ARTICLE 38 – HEALTHCARE SPENDING ACCOUNT AND WELLNESS SPENDING ACCOUNT

AMEND TO

38.1 Effective the first of the month following the ratification of this settlement by all parties, existing and new employees enrolled in the Supplementary Health and Hospital Plan and/or Dental Plans will receive either a Health Care Spending Account (HCSA) or Wellness Spending Account (WSA), at the employee's option, in the amount of ~~$500~~ $700 per calendar year. This is the total maximum amount available to the employee including dependents.

38.1.1 An employee shall have the opportunity once per year to change options between the HCSA or the WSA during the open-enrollment period. Any remaining balance shall be carried over and remain separated from the new selected account.

ARTICLE 45 – MERIT PAY AND PAY FOR PERFORMANCE BONUS

~~**45.1.3 Notwithstanding Article 45.1.1 above, effective April 1, 2013 the merit increase for satisfactory performance shall be 3%.**~~

PT.7 **Short-Term Sickness Plan**

PT.7.11 After seven (7) consecutive calendar days absence caused by sickness or injury, no leave with pay shall be allowed unless a certificate **of from** a legally qualified medical practitioner is forwarded to the employee's manager or designee, certifying that the employee is unable to attend to official duties.

PT.10 – SUPPLEMENTARY HEALTH AND HOSPITAL INSURANCE

PT.10 Supplementary Health and Hospital Insurance Plan

AMEND TO

PT.10.2 ~~The Employer shall pay eighty per cent (80%) and sixty per cent (60%) of the percentage calculated under Article PT.10.1 of the monthly premiums for Vision and Hearing Aid coverage respectively, of the Supplementary Health and Hospital Insurance Plan for each participating RPT employee. The RPT employee shall pay the balance of the monthly premium through payroll deduction.~~

~~Effective April 1, 2010~~, The Employer shall pay one hundred percent (100%) of the percentage calculated under Article PT.10.1 of the monthly premiums for Vision and Hearing Aid coverage respectively, of the Supplementary Health and Hospital Insurance Plan for each participating RPT employee.

FXT.1 FIXED TERM EMPLOYEES

FXT.4 Vacation Pay

FXT.4.1 **a)** A fixed term employee is entitled to vacation credits at the rate of 1 ¼ days for each full month in which they are at work or is on vacation leave of absence or leave of absence with pay.

b) Effective January 1, 2027, a full-time fixed term employee who is newly hired shall be advanced five (5) vacation credits upon hire, representing the vacation credits for the first four (4) months of their employment equal to an accrual of 1 ¼ days per month. After four (4) full months of the employee's fixed-term employment, assignment of vacation credits will be in accordance with Article FXT.4.1. a).

FXT.4.2 ~~A fixed term employee whose employment ends prior to the completion of six months service is entitled to vacation pay at the rate of four percent (4%) of the earnings of the employee during the period of their employment.~~

FXT.4.2 **A fixed term employee whose employment ends prior to the completion of four (4) months' service shall have their advanced vacation credits prorated and paid out according to the time worked. The amount of any overdrawn vacation time as of the date they cease to be an employee will be recovered by the Employer.**

FXT.4.3 A fixed term employee who has completed ~~six (6)~~ **four (4)** or more months of continuous service shall be paid for any unused vacation standing to their credit at the date they cease to be an employee.

FXT.4.5 ~~**Upon the completion of six (6) months continuous service, A**~~n employee with the approval of their manager or designee, may take vacation to the extent of their earned vacation credits and their earned vacation credits shall be reduced by the vacation taken. Such approval will be subject to operational requirements, but, it is also agreed that such approval will not be unreasonably withheld.

FXT.5 **Attendance Credits and Sick Leave**

FXT.5.1 a) A fixed term employee is entitled to an attendance credit of 1¼ days for each full month in which they are at work or is on vacation, bereavement or jury/witness leave. An employee is entitled to use attendance credits only in the event that ~~he or she is~~ they are unable to attend their official duties by reason of illness or injury.

FXT.5 **Attendance Credits and Sick Leave**

FXT.5.1 b) Effective January 1, 2027 ~~Ratification~~ a fixed term employee who is newly hired shall be advanced five (5) attendance credits upon hire, representing the attendance credits for the first four (4) months of their employment. After four (4) full months of the employee's fixed term employment, assignment of attendance credits will be in accordance with Article FXT.5.1.a).

For clarity, where a fixed term employee uses an attendance credit the hours covered by that credit will be counted as 'attendance' for the purposes of this Article. Unused attendance credits remaining at the end of employment will not be paid out.

FXT.8 Bereavement Leave
AMEND TO

FXT 8.1 **A fixed term** employee who is scheduled to work more than twenty-four (24) hours during a week and who would otherwise have been at work, shall be allowed up to three (3) days of leave-of-absence with pay in the event of the death of their spouse, mother, father, step-mother, step-father, mother-in-law, father-in-law, son, daughter, step-son, step-daughter, brother, sister, **son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandparent, step-grandparent, grandchild, step-grandchild, foster child, aunt, uncle, niece nephew,** ward or guardian, former ward or former guardian foster parent or former foster parent

Subject to operational requirements, in the event of the death of the employee's cousin, step sibling, step-sibling's child, step-sibling-in-law, or relative who was dependent on the employee for care or assistance, all of whom are recognized in the employer's leaves of absence policy.

In special circumstances and at the request of the Employee bereavement leave may be taken beyond 2 weeks following the date of death

FXT.11 Termination of Employment

FXT.11.2 At the employee's request the Employer shall meet with a fixed term employee at least six (6) weeks before the expiry of their contract to review the status of the position.

SCHEDULE A

	April 1, 2024		April 1, 2025	
Job Classification	Minimum	Maximum	Minimum	Maximum
Clinical Epidemiologist (20PEC)	$93,422.14	$121,355.94		
Medical Information Officer (14PLS)	$103,583.88	$121,355.94		
Senior Health Economist	$93,422.14	$121,355.94		
Lead, Patient & Public Partnering	$93,422.14	$121,355.94		
Senior Program Advisor (20APA)	$88,698.72	$114,990.97		
Senior Analyst (20APA)	$88,698.72	$114,990.97		
Health Economist	$95,097.48	$111,397.29		
Medical Librarian (14PLS)	$95,097.48	$111,397.29		
Specialist, Patient Engagement	$70,595.10	$91,773.64		
Administrative Coordinator (14AGA)	$62,842.00	$76,601.72		

September

Dated at Toronto this 29 **day of ~~August~~ 2026**

FOR ONTARIO HEALTH	**FOR AMAPCEO**