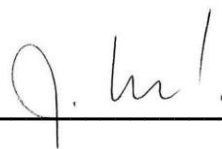


Leamington Mennonite Home
Long Term Care

POLICY AND PROCEDURE

CATEGORY: Personnel	SUBJECT: Union Status	SECTION: U
DATE: September 2004	Administrator's Signature: 	POLICY: 1
REVISION DATE: January 2006		

UNION STATUS

POLICY:

The Leamington Mennonite Home employs both non-union and unionized employees. The workplace terms, conditions and benefits of all unionized employees shall be guided by the Collective Agreement of UNIFOR Local 2458. Non-union employees shall be guided by the agreement of the LMH Staff Association. Additional negotiations and or agreements shall be entered into with the LMH Registered Staff. Where not specifically negotiated, minimally the terms of the Collective Agreement shall apply to the non-union employees of the Leamington Mennonite Home.

PROCEDURE:

The terms outlined in the Collective Agreement shall apply to the following unionized positions:

- Personal Support Workers
- Cooks
- Dietary Aides
- Housekeeping & Laundry Aides
- Occupational Therapy Aide
- Maintenance Staff

The LMH Staff Association shall represent the remaining positions other than Registered Staff.