

In the matter of an arbitration Between:

The Participating Hospitals
(the "Employer")

and

The Participating Ontario Public Service Employees' Union Locals
(the "Union Locals")

Pharmacy Technician Wage Rate Arbitration
Under Article 25.01(b)

AWARD

Appearances for the Hospitals:

Carolyn Kay, Counsel
Phillip Cifarelli, OHA, Labour Relations Consultant

Appearances for the Union Locals:

Lesley Gilchrist, Grievance Officer
Marc Casey, Negotiator
Sarah Labelle, Chair, Hospital Professionals Division Executive of OPSEU
Betty Palmieri: Secretary, Hospital Professionals Division Executive of OPSEU

Date of Hearing: December 19, 2019

Date of Award: January 6, 2020

Arbitrator: Diane L. Gee

A hearing was held in connection with this matter on December 19, 2019. The Employer presented evidence from the ongoing joint central pay equity process involving the OHA and OPSEU, on behalf of the Participating Hospitals and their respective locals. That evidence included proposed ratings of job classes and bands to group job classes of comparable value. Within the proposed bands, there are job classes that are currently paid on different wage grids. Specifically, within the band the Pharmacy Technicians 3 fell, there are central job classes paid at Technician 2, 3 and 4 rates. From a relativity perspective, therefore, there is no obvious wage increase warranted.

Although the Union argued that my jurisdiction under Article 25.01(b) limited me to identifying a wage rate in the central wage grid, I have declined to deal with that issue in the absence of fulsome submissions on that issue. My view, based on the evidence that I heard in the first phase of this hearing, is that there should be a modest increase in wages for the registered Pharmacy Technicians, in recognition of the increased accountability associated with the registration with the Ontario College of Pharmacists, as follows:

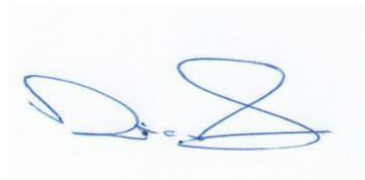
For Pharmacy Technicians registered with the College there should be a 6% wage increase retroactive to June 30, 2016 – the date of ratification of the new 25.01(b) language from the central collective agreement.

This would apply to all Pharmacy Technicians who were fully registered and in the role at any time from June 30, 2016 to the date of the implementation of the new wage rate.

Pharmacy Assistants are to remain as Technician 3s in the central wage grid. The parties are directed to add an additional grid to the Central Agreement for the Pharmacy Technician wage rate hereby awarded.

This Award resolves all grievances filed at any of the Participating Hospitals with respect to the pharmacy technician wage rate including those that pre-dated the revised language in 25.01(b) which was not ratified until June 30, 2016.

I will remain seized to deal with any issues that arise with respect to the implementation of my Award.



Diane L. Gee