

SOURCE	ONIA		
EFF.	93	04	01
TERM.	96	03	31
No. OF EMPLOYEES	1,508		
NOMBRE D'EMPLOYÉS	1,508		
<b>Full-Time</b>			

COLLECTIVE AGREEMENT

Between:

VICTORIA HOSPITAL CORPORATION  
(Hereinafter called "the Hospital")

- and -

ONTARIO NURSES' ASSOCIATION  
(Hereinafter called "the Union")

Expiry: March 31, 1996

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APPENDIX 3

SALARY SCHEDULES

Non-Registered Nurse

Effective:	<u>April 1 1993</u>	<u>January 1 1994</u>	<u>January 1 1995</u>	<u>January 1 1996</u>
Start	\$16.280	\$16.550	\$16.820	\$17.080
After 1 year	17.120	17.380	17.650	17.920
After 2 years	17.780	18.050	18.310	18.580

Registered Nurse

Effective:	<u>April 1 1993</u>	<u>January 1 1994</u>	<u>January 1 1995</u>	<u>January 1 1996</u>
Start	\$17.100	\$17.380	\$17.660	\$17.940
After 1 year	18.000	18.280	18.560	18.840
After 2 years	18.750	19.030	19.310	19.590
After 3 years	19.780	20.060	20.340	20.620
After 4 years	20.800	21.080	21.360	21.640
After 5 years	21.830	22.110	22.390	22.670
After 6 years	23.110	23.390	23.670	23.950
After 7 years	24.390	24.670	24.950	25.230
After 8 years	25.670	25.950	26.230	26.510
After 9 years	26.960	27.240	27.520	27.800

Charge Nurse

Effective:	<u>April 1 1993</u>	<u>January 1 1994</u>	<u>January 1 1995</u>	<u>January 1 1996</u>
Start	\$17.730	\$18.020	\$18.310	\$18.600
After 1 year	18.780	19.070	19.370	19.660
After 2 years	19.670	19.960	20.260	20.550
After 3 years	20.830	21.120	21.420	21.710
After 4 years	22.000	22.290	22.590	22.890
After 5 years	23.130	23.430	23.720	24.020
After 6 years	24.520	24.810	25.110	25.410
After 7 years	25.890	26.190	26.480	26.780
After 8 years	27.250	27.550	27.840	28.140
After 9 years	28.610	28.900	29.200	29.500

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Charge Nurse Teacher

Effective:	<u>April 1</u> <u>1993</u>	<u>January 1</u> <u>1994</u>	<u>January 1</u> <u>1995</u>	<u>January 1</u> <u>1996</u>
Start	\$18.150	\$18.440	\$18.740	\$19.040
After 1 year	19.190	19.490	19.790	20.080
After 2 years	20.060	20.360	20.660	20.960
After 3 years	21.230	21.530	21.830	22.130
After 4 years	22.400	22.700	23.000	23.300
After 5 years	23.520	23.820	24.120	24.420
After 6 years	24.910	25.210	25.510	25.810
After 7 years	26.290	26.590	26.900	27.200
After 8 years	27.670	27.970	28.270	28.570
After 9 years	29.050	29.350	29.660	29.960

Nursing Education Instructor

Effective:	<u>April 1</u> <u>1993</u>	<u>January 1</u> <u>1994</u>	<u>January 1</u> <u>1995</u>	<u>January 1</u> <u>1996</u>
Start	\$18.540	\$18.850	\$19.150	\$19.460
After 1 year	19.600	19.900	20.210	20.510
After 2 years	20.460	20.770	21.070	21.380
After 3 years	21.630	21.930	22.240	22.550
After 4 years	22.790	23.090	23.400	23.700
After 5 years	23.930	24.240	24.540	24.850
After 6 years	25.310	25.620	25.920	26.230
After 7 years	26.680	26.990	27.290	27.600
After 8 years	28.080	28.390	28.700	29.000
After 9 years	29.480	29.790	30.100	30.400

**ARTICLE A - RECOGNITION**

A-1 The Employer recognizes the Association as the sole Bargaining Agent for all Registered and Graduate Nurses employed by Victoria Hospital Corporation, in a nursing capacity at London, save and except Nurse Managers, persons above the rank of Nurse Manager, persons regularly employed for not more than twenty-four (24) hours per week and employees covered by subsisting Collective Agreements.

**ARTICLE B - ASSOCIATION REPRESENTATION**

B-1 **Hospital-Association Committee**

Composition - The Committee will be composed of three (3) full-time nurses and one (1) part-time nurse appointed to act on behalf of the Local Association. The Hospital representatives shall not exceed the number of Association representatives on said Committee. Each party may have alternates to replace a member from time to time. Each party will endeavour to have experienced personnel on the Committee.

B-2 **Nurse Representatives**

The Employer will recognize twenty-five (25) Nurse Representatives. The Local Association shall keep the list of Nurse Representatives referred to in Article 6.06 of the Collective Agreement current at all times.

B-3 **Negotiating Committee**

The Employer will recognize and deal with a Committee of three (3) employees covered by this Agreement, plus the President of the Local Association, for the purpose of negotiating collective agreements and amendments to collective agreements.

B-4 **Grievance Committee**

It is understood that in dealing with grievances the Employer will meet with a Grievance Committee of five (5):

The Association President (or her delegate);  
Chairperson of the Grievance Committee;  
Grievance Officer;

Nurse Representative;  
Grievor(s).

**ARTICLE C - MANAGEMENT RIGHTS**

C-1 The Association acknowledges that it is the exclusive function of the Employer to manage and direct its operations and affairs in all respects and, without limiting or restricting that function:

- (a) To maintain order, discipline and efficiency;
- (b) To determine the number and location of the Employer's establishments, the services to be rendered, the methods, the work procedures, the kinds and locations of instruments and equipment to be used: to select, control and direct the use of all materials required in the operation of the Employer's Hospital; to schedule the work and services to be provided and performed, and to make, alter and enforce regulations governing the use of materials, equipment and services as may be deemed necessary in the interests of safety and well-being of the patients, staff and the visiting public;
- (c) To make, alter and enforce reasonable rules and regulations to be observed by the employees;
- (d) To hire, retire, classify, direct, promote, demote, transfer, discipline, suspend and discharge employees and to assign employees to shifts and to increase and decrease working forces provided that a claim of discriminatory promotion, demotion or transfer or claim that an employee who has completed the probationary period within the Bargaining Unit has been discharged without reasonable cause, may be the subject of a grievance and dealt with in accordance with the grievance procedure;
- (e) It is understood that these provisions will not be exercised in a manner inconsistent with the other provisions of this Agreement.

**ARTICLE D - SENIORITY**

D-1 The seniority list shall be compiled bi-annually as at January 1 and as at July 1. One (1) copy of the seniority

## FL7

list shall be filed with the President of the Local Association or her delegate during February and August of each year. This list shall include the following information: last date of hire, original seniority date, and adjusted seniority date. Another seniority list shall also be sent to the President of the Local Association that expresses the seniority of all the Registered Nurses on a Unit by Unit basis.

- D-2 It is the nurse's responsibility to ensure that her home address, telephone number and other personal data are current with the Employer and Local 100 at all times.

### ARTICLE E - HOURS OF WORK AND OVERTIME

#### E-1 Rest Periods

The Hospital's present practice of permitting the combination of rest periods will be maintained during the life of this Collective Agreement.

- E-2 (a) A nurse working normal daily tours of seven and one half (7 1/2) hours will receive a premium of time and one half her regular straight time hourly rate for all hours worked on a third (3rd) consecutive and subsequent weekend, save and except where:
- i) such weekend has been worked by the nurse to satisfy specific days off requested by such nurse: or
  - ii) such nurse has requested weekend work: or
  - iii) such weekend is worked as the result of an exchange of shifts with another nurse.
- (b) A nurse working normal daily extended tours of eleven and one quarter (11 1/4) hours will receive a premium of time and one half her regular straight time hourly rate for all hours worked on a third (3rd) consecutive and subsequent weekend, save and except where:
- i) such weekend has been worked by the nurse to satisfy specific days off requested by such nurse: or
  - ii) such nurse has requested weekend work; or

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iii) such weekend is worked as a result of an exchange of shifts with another nurse.

(c) For the purposes of the waived period under Article F-2 (h) i.e. mid-December to mid-January, a nurse working normal daily tours of seven and one-half (7 1/2) hours or normal daily extended tours of eleven and one quarter (11 1/4) hours will receive a premium of time and one-half (1 1/2) her regular straight time hourly rate for all hours worked on a fourth (4th) consecutive and subsequent weekend, save and except where:

i) such weekend has been worked by the nurse to satisfy specific days off requested by such nurse: or

ii) such nurse has requested weekend work: or

iii) such weekend is worked as the result of an exchange of shifts with another nurse.

It is understood that the foregoing shall apply to weekends worked immediately preceding or weekends worked immediately following the waived period and worked consecutively with weekends worked during the waived period.

Notwithstanding the foregoing, the Hospital will endeavour to not schedule nurses to work more than two (2) consecutive weekends during the waived period.

E-3 The equivalent time off referred to in Article 14.09 of the central portion of this Agreement must be taken within ninety (90) calendar days from the date it was worked at a time mutually agreed to by the nurse and the Employer.

ARTICLE F - SCHEDULING

F-1 (a) Work schedules of six (6) weeks' duration shall be posted at least two (2) weeks in advance. However, changes to the posted schedule which are requested in writing by a majority of nurses on a unit, co-signed by a member of the local executive and approved by the Hospital, may be implemented within the six (6) week period by the Hospital.

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- (b) In the event that changes are made to the master rotation in effect in any unit, the Employer will provide a copy of the new master rotation to the Local Association President.

F-2

Work schedules of normal daily tours of seven and one half (7 1/2) hours shall take into account the following provisions:

- (a) Four (4) days off shall be scheduled in a two (2) week period.
- (b) Two (2) consecutive days off at a time shall be scheduled unless otherwise by mutual consent.
- (c) Scheduling shall provide for not more than seven (7) days between days off.
- (d) Requests by employees for exchanges in schedule, and reasons for requests, must be submitted in writing at least forty-eight (48) hours in advance and be co-signed by the employee willing to exchange. Such requests shall be considered by the relevant Nurse Manager, her delegate, or other Hospital authority, and where approval is given it shall be in writing. Such requests shall not be unreasonably denied. A denial and reasons for the denial shall be given in writing. It is understood that any such changes shall not result in any overtime or premium payment.

Nurses may submit requests for exchanges in schedule for up to a three (3) month duration. It is understood that the Hospital reserves the right to require nurses to work certain shifts for purposes of reorientation, training, education and appraisal and that such requirements do not constitute unreasonable denial.

- (e) The Employer will schedule two (2) weekends off in any four (4) weekends.
- (f) A period of no less than two (2) consecutive tours off shall be scheduled between a change of tour and at least six (6) consecutive tours (i.e. 2 days) shall be scheduled following scheduled night tours.



(g) Weekend Definition

It is understood that a weekend consists of fifty-six (56) consecutive hours off work during the period following the completion of the Friday day or evening shift until the commencement of the Monday day or evening shift.

- (h) The foregoing provisions (F-2a) through g) inclusive except d)) shall be waived during the period from mid-December to mid-January (two rotations, i.e. four (4) weeks) in order to facilitate scheduling of time off for the Christmas period and the New Year's period.

The Hospital shall grant nurses, except nurses whose regular days of work are Monday to Friday, at least four (4) consecutive days off in conjunction with either Christmas Day or New Year's Day. Such time off shall be granted on an alternating basis from year to year within each work unit, unless mutually agreed otherwise between the Hospital and an individual nurse. However, nurses working in the Operating Room and the Post Anaesthetic Care Unit, who are scheduled off during the weekends before and after the holiday period, and are scheduled off on Christmas and Boxing Day or New Year's Day, are exempted from the entitlement to four (4) consecutive days off.

The time off for Christmas shall begin no later than following the completion of the day shift on December 24<sup>th</sup> and the time off for New Year's shall begin no later than following the completion of the day shift on December 31<sup>st</sup>. For clarity, shifts in which there is a majority of hours occurring after 1500 hours will not be regarded as day shifts.

- (i) The Local Association will be provided with the work schedules covering the waived period of (h) at the time of the posting.

F-3

Work schedules of normal daily extended tours of eleven and one quarter (11 1/4) hours shall take into account the following provisions:

- (a) There will be not less than a period of eleven and one quarter (11 1/4) consecutive hours between shifts worked by a nurse.

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- (b) In any two (2) week period, at least two (2) consecutive days off will be scheduled.
- (c) The Employer will schedule no more than three (3) consecutive days between days off unless otherwise mutually agreed to by the majority on a Unit.
- (d) Requests by employees for exchanges in schedule, and reasons for requests, must be submitted in writing at least forty eight (48) hours in advance and be co-signed by the employee willing to exchange. Such requests shall be considered by the relevant Nurse Manager, her delegate, or other Hospital authority, and where approval is given it shall be in writing. Such requests shall not be unreasonably denied. A denial and reasons for the denial shall be given in writing. It is understood that any such changes shall not result in any overtime or premium payment.

Nurses may submit requests for exchanges in schedule for up to a three (3) month duration. It is understood that the Hospital reserves the right to require nurses to work certain shifts for purposes of reorientation, training, education and appraisal and that such requirements do not constitute unreasonable denial.

- (e) A period of no less than four (4) consecutive tours (i.e. 2 days off) shall be scheduled following scheduled night tours.
- (f) The Employer will schedule every other weekend off except where a changeover to the alternate weekend occurs within the rotation.
- (g) Weekend Definition:

It is understood that a weekend consists of **fifty-six (56)** consecutive hours off work during the period following the completion of the Friday "**extended**" tour day shift until the commencement of the Monday "**extended**" tour day shift.

- (h) The foregoing provisions (F-3a) through g) inclusive except d) shall be waived during the period from mid-December to mid-January (two rotations, i.e. four (4) weeks) in order to facilitate scheduling of time off for the Christmas and the New Year's period.

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The Hospital shall grant nurses, except nurses whose regular days of work are Monday to Friday, at least four (4) consecutive days off in conjunction with either Christmas Day or New Year's Day. Such time off shall be granted on an alternating basis from year to year within each work unit, unless mutually agreed otherwise between the Hospital and an individual nurse. However, nurses working in the Operating Room and the Post Anaesthetic Care Unit, who are scheduled off during the weekends before and after the holiday period, and are scheduled off on Christmas and Boxing Day or New Year's Day, are exempted from the entitlement to four (4) consecutive days off.

The time off for Christmas shall begin no later than following the completion of the day shift on December 24th and the time off for New Year's shall begin no later than following the completion of the day shift on December 31st. For clarity, shifts in which there is a majority of hours occurring after 1500 hours will not be regarded as day shifts.

- (i) The Local Association will be provided with the work schedules covering the waived period of (h) at the time of the posting.

F-4

### Introduction or Discontinuance of Extended Tours

- (a) Extended tours shall be introduced into any unit when:
  - i) eighty percent (80%) of the nurses in the unit so indicate by secret ballot, and
  - ii) the Hospital agrees to implement extended tours, such agreement shall not be withheld in an unreasonable or arbitrary manner.
- (b) Extended tours may be discontinued in any unit when:
  - i) sixty-five percent (65%) of the nurses in the unit so indicate by secret ballot; or
  - ii) the Hospital because of:
    - 1) adverse effects on patient care, or

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- 2) inability to provide a workable staffing schedule, or
  - 3) where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary, states its intention to discontinue the extended tours in the schedule.
- (c) When notice of discontinuation is given by either party in accordance with paragraph (b) above, then:
- i) the parties shall meet within four (4) weeks of the giving of notice to review the request for discontinuation; and
  - ii) where it is determined that the extended tours will be discontinued, affected nurses shall be given sixty (60) days notice before the schedules are so amended.
- (d) The Local Association will be informed of the results of the secret ballot within seven (7) days.

F-5

In accordance with Article 14.09 nurses may take equivalent time off in lieu of pay for accumulated overtime hours. Such time off shall be scheduled at a mutually agreeable time within ninety (90) days of being earned, unless mutually agreed otherwise between the Hospital and an individual nurse, failing which the Hospital may initiate payment at the applicable overtime rate.

**ARTICLE G - ASSOCIATION LEAVE**

G-1

Leaves of Absence granted in accordance with Article 11.02 of the Collective Agreement shall be subject to the following conditions:

- (a) The requested leave shall be subject to at least fourteen (14) days written notice prior to the commencement of the function for which the leave is granted.
- (b) No more than four (4) nurses at any one time.
- (c) No *more* than two (2) nurses from one unit.

FL14

G-2 Notwithstanding G-1 (a), the Employer shall grant the Local Association President, if requested, up to two (2) days' leave of absence per month without pay to attend to the Local's business, provided a minimum of twelve (12) hours' notice is given to the Hospital.

ARTICLE H - NOTIFICATION OF ILLNESS AND ABSENCE

H-1 Nurses shall notify the relevant Nurse Manager, or her delegate, before their scheduled time of duty on the first day of illness when not available for duty, and shall do so at least two (2) hours in advance, and shall endeavour to provide an estimated date of return to work. If possible, nurses will provide such notification four (4) hours in advance when scheduled for evening or night shifts.

H-2 Nurses shall notify the relevant Nurse Manager, or her delegate, at least twelve (12) hours before the commencement of their next scheduled shift or before the end of the preceding work day for units working straight days, of their intention to return to work on such shift.

H-3 The Employer will notify each nurse of the amount of unused sick leave in her bank, if any, by May 15th of each year.

ARTICLE I - PAID HOLIDAYS

I-1 Only the following days shall be observed as paid holidays:

- (a) New Year's Day - January 1
- (b) Third Monday in February
- (c) Good Friday
- (d) Easter Monday
- (e) Victoria Day
- (f) Canada Day
- (g) Civic Holiday
- (h) Labour Day
- (i) Thanksgiving Day
- (j) Remembrance Day - November 11
- (k) Christmas Day - December 25
- (l) Boxing Day - December 26

I-2 Where possible, paid holidays will be taken on the days they are observed. Where this is not possible, paid

## FL15

holidays will be allowed at such time as requested by the nurse and approved by the Employer, and, in any event, will be taken within sixty (60) calendar days before or after the day on which they are due unless otherwise mutually agreed.

- I-3 Where a paid holiday falls on a day scheduled as a day off, time off in lieu of such paid holiday will be allowed at such time as the Employer may approve. Where this is not possible, paid holidays will be allowed at such time as requested by the nurse and approved by the Employer, provided however, that such time off must be granted within sixty (60) calendar days of return to duty.
- I-4 Where one (1) or more paid holidays falls during an employee's scheduled annual vacation, another day or days appropriate will be added prior to or following the annual vacation period.
- I-5 Requests regarding the scheduling of the day off in lieu in Articles I-2 or I-3 may be submitted by a nurse. The Employer will consider such requests having regard to the staffing requirements. Such requests will not be unreasonably denied.
- I-6 The premium pay of time and one-half (1 1/2) provided in accordance with Article 15.05 will be paid for all hours worked between 0001 hours and midnight on the paid holidays listed in Article I-1. It is understood that nurses who work shifts commencing on a holiday will receive a lieu day, and that there will not be a claim for more than one lieu day in respect of a given holiday, or for both a lieu day and a holiday with pay.

## ARTICLE J - VACATIONS

- J-1 Vacations with pay are earned for past services. It shall be the duty of the Employer (Nurse Manager) to receive requests for vacation entitlement and arrange suitable dates, taking into account adequate coverage of departments and seniority. It is understood that all vacation entitlements shall be calculated as at March 31 of each year.
- (a) For the period April 1 to April 30, vacation requests must be submitted in writing by February 1. Vacation requests approved by the Hospital will be posted by March 1.

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- (b) For the period May 1 to March 31 of the next year, vacation requests must be submitted in writing by April 15. Vacation requests approved by the Hospital will be posted by May 1. Vacation time not requested by April 15 must be requested in writing by October 1, and will be responded to within three (3) weeks, and will only be approved by the Hospital for times that are available up to March 31.

Where a nurse has not requested vacation time in writing by October 1, the Hospital shall schedule such vacation time in consultation with the nurse. There shall be no carry over of vacation from one vacation year to the next vacation year. The vacation quotas for each unit as set from time to time by the Hospital will be filed with the Local Association prior to March 15th of each year. It is understood that the full-time and regular part-time quotas may be integrated in units where only one (1) nurse is allowed off in a twenty-four (24) hour period.

ARTICLE K - ASSOCIATION INTERVIEW

- K-1 The Association interview will take place on the Hospital premises during the newly hired nurse's orientation period as scheduled by the Employer.

ARTICLE L - BULLETIN BOARDS

- L-1 The Employer will provide bulletin board space in areas presently established for the purpose including outside cafeterias in lower levels of Nurses' residences. It is understood that such bulletin boards are to be used solely for notices pertaining to the Association and its members.

ARTICLE M - PREPAID LEAVE PLAN

- M-1 The number of nurses eligible to participate in the prepaid leave plan in any given year will be five percent (5%) of the nurses in any one nursing unit or department with a minimum of one nurse per nursing unit or department. It is understood that the Hospital, at its sole discretion, may grant leave in excess of five percent in any particular nursing unit or department.

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M-2 The Local Association President shall be notified by the Hospital of all nurses who are participating in the Prepaid Leave Plan.

**ARTICLE N - MISCELLANEOUS**

N-1 For purposes of weekend premium as per Article 14.15, the weekend is defined as Friday 2400 hours to Sunday 2400 hours.

N-2 For purposes of shift differential as per Article 14.10 the evening shift is defined as 1500 to 2300 hours and the night shift is defined as 2300 to 0700 hours.

N-3 Nurse Abuse

The Hospital, with the nurse's consent, will inform the Association within three (3) days of any nurse who has been assaulted while performing her work. Such information shall be submitted in writing to the Association as soon as possible.

The Hospital will consider requests for reimbursement for damages incurred to the nurse's personal property such as eyeglasses, ripped uniforms, personal clothing as a result of being assaulted while performing her work.

**ARTICLE O - MODIFIED WORK**

O-1 The Hospital will notify the President of the Local Nurses' Association of the names of all nurses who go off work due to a work related injury or when a nurse goes on L.T.D.

O-2 When it has been medically determined that an employee is unable to return to the full duties of her position due to a disability, the Hospital will notify and meet with a staff representative of the Ontario Nurses' Association and a member of the Local Executive to discuss the circumstances surrounding the employee's return to suitable work.

O-3 The Hospital agrees to provide the employee with a copy of the Workers' Compensation Board Form 7 at the same time as it is sent to the Board.



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LETTER OF UNDERSTANDING

Between:

VICTORIA HOSPITAL CORPORATION

And:

ONTARIO NURSES' ASSOCIATION

Reference: scrub Gowns

This letter is to confirm that the Hospital will continue its present practice of providing scrub gowns to nurses working in the Operating Room and any areas where scrub gowns are required by the Hospital.

Signed this 28<sup>th</sup> day of August, 1995.

FOR THE HOSPITAL

[Signature]

[Signature]

[Signature]

\_\_\_\_\_

FOR THE ASSOCIATION

[Signature]  
Employment Relations Officer

[Signature]

[Signature]

[Signature]

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LETTER OF UNDERSTANDING

Between:

VICTORIA HOSPITAL CORPORATION

And:

ONTARIO NURSES' ASSOCIATION

Reference: Job Sharing

If the Hospital agrees to a job-sharing arrangement pursuant to Article 20.01 of the Central Agreement, the following conditions shall apply unless otherwise agreed to by the parties:

1. Job sharing requests with regard to full-time positions shall be considered on an individual basis.
2. Total hours worked by the job sharers shall equal one (1) full-time position. The division of these hours on the schedule shall be determined by mutual agreement between the two (2) nurses and the Nurse Manager of the Unit.
3. The above schedules shall conform with the scheduling provisions of the Full-time Appendix of Local Provisions.
4. Each job sharer may exchange shifts with her partner, as well as with other nurses as provided by the Collective Agreement.
5. The job sharers involved will have the right to determine which partner works on scheduled paid holidays and job sharers shall only be required to work the number of paid holidays that a full-time nurse would be required to work.
6. Coverage:
  - a) It is expected that both job sharers will cover each other's incidental illnesses. If, because of unavoidable circumstances, one cannot cover the other, the unit supervisor must be notified. Job sharers are not

## FL20

Letter of Understanding  
Job Sharing  
continued

required to cover for **their** partner in the case of prolonged or extended absences.

- b) Vacation, Maternity Leave and other leaves pursuant to Article 11 of the Central Collective Agreement.

In the event that one member of the job sharing arrangement goes on any of the above leaves of absence, the coverage will be negotiated with the Nurse Manager, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

7. Where job sharers agree to cover for each other's vacation, they should not be included in any vacation quota.

8. Implementation

Where the job sharing arrangement arises out of the filling of a vacant full-time position, both job sharing positions will be posted and selection will be based on the criteria set out in the Collective Agreement.

9. Any incumbent full-time nurse wishing to share her position, may do so without having her half of the position posted. The other half of the job sharing position will be posted and selection will be made on the criteria set out in the Collective Agreement.
10. If one of the job sharers leaves the arrangement, her position will be posted. If there is no successful applicant to the position, the shared position must revert to a full-time position. The remaining nurse will have the option of continuing the full-time position or reverting to a part-time position for which she is qualified. If she does not continue full-time, the position must be posted in accordance with the Collective Agreement.

11. Discontinuation

Either party may discontinue the job sharing arrangement with ninety (90) days' notice. Upon receipt of such notice a meeting shall be held between the parties within fifteen (15) days to discuss the discontinuation. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary.

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Letter of Understanding  
Job Sharing  
continued

Signed this 28<sup>th</sup> day of August, 1995.

FOR THE HOSPITAL

Abraham

Maureen Lynn

Clive Finnan

\_\_\_\_\_

FOR THE ASSOCIATION

Donna Alexander  
Employment Relations Officer

Ingrid Riese

Deann Belenkhov-Bay

Ayllis Malek

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LETTER OF INTENT

Dear :

This letter will confirm that the Hospital promises to consult the Local Association in advance of any changes in parking charges to members of the Full-Time or Part-Time Bargaining Units. This letter shall be appended to the agreement.

Yours truly

for Victoria Hospital

C. Clive Girvan  
Director  
Labour Relations

Part-Time

COLLECTIVE AGREEMENT

Between:

VICTORIA HOSPITAL CORPORATION  
(Hereinafter called "the Hospital")

- and -

ONTARIO NURSES' ASSOCIATION  
(Hereinafter called "the Union")

Expiry: March 31, 1996

VICT001.P-S