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211 St. Catharines
259 Park - Toronto

COLLECTIVE AGREEMENT

Between

THE ST. CATHARINES GENERAL HOSPITAL
St. Catharines, Ontario
(hereinafter referred to as the "Hospital")

and

ONTARIO NURSES' ASSOCIATION
(hereinafter referred to as the "Association")

555003

APPENDIX 4

to the
COLLECTIVE AGREEMENT

Between

THE ST. CATHARINES GENERAL HOSPITAL
St. Catharines, Ontario
(hereinafter referred to as the "Hospital")

and

ONTARIO NURSES' ASSOCIATION
(hereinafter referred to as the "Association")

SUPERIOR BENEFITS
BOTH FULL-TIME AND PART-TIME SECTIONS

ARTICLE NUMBER
CENTRAL AWARD

APPLICABLE ARTICLE FROM EXISTING COLLECTIVE
AGREEMENT

5.05 Note
Both full-time
and part-time

6.01 The Hospital shall provide the Association with the names and addresses of the nurses within one month of the date of their employment. This list will contain information as to classification, date of hiring, area assigned and Social Insurance numbers.

10.04 Note
Full-time only

10.04 (d) (iii) on lay-off for a period of twelve months.

14.01
Full-time only

14.02 (b) When a nurse works on her day or days off, such nurse will be compensated at the rate of time and one **half**; and shall be scheduled for another day or days off with pay.

16.01 Note
Both full-time and
part-time

19.01 (a) For full-time Nurses:

<u>Service as at September 30th</u>	<u>Classification</u>	<u>Vacation with Pay</u>
Up to one year	Head Nurse Asst. Head Nurse	2 days per month maximum 18 working days.
More than one year but less than 20 years	Head Nurses Asst. Head Nurses	23 working days

Effective November 15, 1985 the service requirement for twenty-three (23) working days vacation is seventeen (17) years

(b) For Part-time Nurses:

Nurses regularly working more than twenty-two (22) hours per week but less than thirty-seven and one-half (37½) will receive a pro-rated vacation in accordance with the schedule in 19.01(a).

(c)

Part-time nurses working twenty-two hours per week or less with less than two hundred tours will receive four percent of earnings; with two hundred to six hundred tours will receive six percent of earnings; with six hundred tours or more will receive eight percent of earnings.

18.05
full-time
17.05
part-time

24.01 Last Line:

At the request of a nurse, a pap smear shall be added to a nurse's health examination.

19.09
full-time
18.09
part-time

Schedule "C" - Educational Increments

Salary recognition for additional preparation shall be in addition to the above schedule if used in the position assigned as follows:

- (a) For successful completion and documentation of a course agreed on by the Hospital and the Association
..... \$15.00 monthly
 - (b) For a course in nursing unit Administration (CHA/CNA) - or its equivalent
..... \$15.00 monthly
 - (c) For a one year university certificate or diploma in nursing
..... \$40.00 monthly
 - (d) For a Bachelor of Science in Nursing Degree
..... \$80.00 monthly
 - (e) For a Master of Science in Nursing Degree
..... \$120.00 monthly
1. A nurse possessing more than one degree or certificate shall be entitled only to the highest single increment to which any of her degrees or certificates entitle her.
 2. Items (c), (d) and (e) shall be payable only to Assistant Head Nurses and Head Nurses.

APPENDIX 5
TO THE
COLLECTIVE AGREEMENT

BETWEEN

THE ST. CATHARINES GENERAL HOSPITAL, ST. CATHARINES, ONTARIO
(hereinafter referred to as the "**Hospital**")

AND

ONTARIO NURSES' ASSOCIATION
(hereinafter referred to as the "Association")

ARTICLE A - RECOGNITION
ARTICLE B - MANAGEMENT RIGHTS
ARTICLE C - REPRESENTATION AND COMMITTEES
ARTICLE D - SENIORITY
ARTICLE E - LEAVE OF ABSENCE - ASSOCIATION BUSINESS (LOCAL)
ARTICLE F - ILLNESS
ARTICLE G - HOURS OF WORK
ARTICLE H - STANDBY
ARTICLE I - PAID HOLIDAYS
ARTICLE J - VACATIONS
ARTICLE K - HEALTH AND **WELFARE**
ARTICLE E - UNIFORM ALLOWANCE
ARTICLE M - MISCELLANEOUS
ARTICLE N - PART TIME NURSES
ARTICLE O - EXTENDED TOUR
LETTER OF UNDERSTANDING

ARTICLE A - RECOGNITION

- A-1 The Hospital recognizes the Association as the exclusive bargaining agent for all registered and graduate nurses employed by The St. Catharines General Hospital at St. Catharines, engaged in nursing.
- (a) save and except assistant supervisors and persons above the rank of assistant supervisor and persons regularly employed for not more than twenty-four hours per week and
 - (b) regularly employed for not more than twenty-four hours per week, save and except assistant supervisors and persons above the rank of assistant supervisors.
- A-2 The word "nurses" when used throughout shall mean persons included in the above described bargaining unit.

ARTICLE B - MANAGEMENT RIGHTS

- B-1 The Association recognizes that the management of the Hospital and the direction of the working force are fixed exclusively in the Hospital and shall remain solely with the Hospital. The Association acknowledges that **it is** the exclusive function of **the** Hospital to:
- (a) maintain order, discipline and efficiency;
 - (b) hire, assign, retire, direct, promote, demote, classify, transfer, lay-off, recall, discipline, suspend or discharge nurses, provided that a claim of discharge, suspension or discipline without just cause may become the subject of a grievance and **be** dealt with as hereinafter provided;
 - (c) determine, in the interest of efficient operation and highest standard of service, job rating or classification, the hours of work, work assignments, methods of doing the work and the working establishment for any service;
 - (d) determine the number of personnel required, the service to be performed and the methods, procedures and equipment to be used in connection therewith;
 - (e) make and enforce and alter from time to time rules and regulations to be observed by **the** nurses.
- B-2 **It is** agreed that these rights shall be exercised in a manner consistent with the provisions of this Agreement.

ARTICLE C - REPRESENTATION AND COMMITTEES

C-1 Nurse Representatives

There shall be nineteen nurse representatives from sixteen different areas of the Hospital. The sixteen areas of the Hospital are as follows:

<u>Area</u>	<u>Representatives</u>
Head Nurses & Assistant Head Nurses	1
Emergency & X-ray, Special Procedures & EEG	1
Operating Room & Recover & C5 Day Surgery	1
Community 2 and Mills 2	2
Community 3	2
Community 4	2
Community 5	1
Community 6	1
McSloy 1	1
McSloy 2	1
Mills 3	1
Mills 4	1
Mills 4 Link	1
Moore 2	1
Norris 2 and 3	1
Part-Time	1

C-2 Grievance Committee

There shall be a grievance committee composed of no more than three nurses.

C-3 Hospital-Association Committee

There shall be a Hospital-Association Committee composed of four representatives from the Association and four representatives from the Hospital.

C-4 Negotiating Committee

There shall be a negotiating committee composed of no more than four nurses.

C-5 In the event that a Nurse Representative is transferred from one area of representation to another area, such nurse shall continue to be recognized by the Hospital as the Nurse Representative of the area from which transferred for a period of one month, except when transferred to a managerial position, for the purpose of handling any grievances which she was processing at the time of her transfer.

- C-6 In the event of a closing or re-opening of a floor, the Hospital will discuss with the Association the re-allocation of nurse representatives in Appendix 5, C-1.
- C-7 The President of the Local Association may request steady shift and the Hospital shall grant such request. It is agreed and understood, should the request be made, other nurses in the President's work area will cover for the President's evening and night tour without penalty to the Hospital.
- C-8 The interview of newly-hired nurse(s) as required by Article 5.06 (both full-time and part-time) shall be arranged between the Hospital and the President of the Local Association or her designee. Such interview shall take place during the orientation period.

ARTICLE D - SENIORITY

- D-1 A copy of the Head Nurses, full-time and part-time nurses seniority list shall be filed with the President and posted in January and July of each year.

ARTICLE E - LEAVE OF ABSENCE - ASSOCIATION BUSINESS (LOCAL)

- E-1 Provided that it does not interfere with the efficient operation of the Department, the Hospital will grant leave of absence to Association members without pay to attend Association business as follows:
- (i) the total shall not exceed seventy-five days in 1986 and one hundred days in 1987;
 - (ii) no more than five nurses shall be absent at one time;
 - (iii) no more than two nurses from any one area in C-1.

ARTICLE F - ILLNESS

- F-1 A nurse who is absent due to illness shall notify the Hospital
- (a) by 2300 hours on the day preceding her day of return to work if on the day tour;
 - (b) by 1100 hours on the day of return if on the evening tour: and
 - (c) by 1330 hours on the day of return if on the night tour.
- Failure to do so will result in the nurse being sent home without pay.

F-2 In order to qualify for sick leave, a nurse must notify the Administrative Supervisor at least one hour prior to the commencement of her tour if on the day tour and at least four hours if on the afternoon or night tours. Failure to do so will result in the **loss** of one day's sick pay.

ARTICLE G - HOURS OF WORK

G-1 Such hours shall be worked in accordance with rotating shift schedules as determined by the Hospital. This applies to full-time nurses only.

G-2 There shall be a rest period during each half tour, as stipulated by the Hospital, the duration of which is set out in Article 13.01 (b) in both the full-time and part-time Collective Agreements.

G-3 Scheduling Regulations

- (a) It is understood that a weekend consists of fifty-six consecutive hours off work during the period following the completion of the Friday day tour until the commencement of the Monday day tour.
- (b) The Hospital shall provide one weekend off in three, but if the nurse is required to work on a third or subsequent weekend, she **shall** be paid for the time worked on such weekend at the premium as provided for in Article 14.03 of the full-time Collective **Agreement** until such time as she **is** granted a week-end off, except where:
 - (i) such weekend has been worked by the nurse to satisfy **specific days** off requested by such nurse, or
 - (ii) such nurse requested weekend work; or
 - (iii) such weekend is worked as the result of an exchange of tours with another nurse.
- (c) Normally two consecutive days off will be scheduled during each work week, however, schedules may be agreed upon to provide **for** more than five consecutive days of work but not more than seven consecutive days of work without days off as long as four days off are scheduled each fourteen days. In any **two** week period, at least two consecutive days-off must be scheduled. The remaining two days **off may** be split by mutual consent. This applies to full-time nurses only.
- (d) (i) Tour schedules and days off will be posted at least five weeks in advance.

- G-3 (d) (ii) Requests for change in posted time schedules must be submitted in writing and co-signed by a nurse willing to exchange days off or tour. It is understood that such change in tour initiated by the nurse and approved by the Head Nurse shall not result in overtime payment.
- (e) A period of sixteen consecutive hours off shall be scheduled between a change of tours. These periods of time do not refer to changing day periods of duty such as tours commencing between 0700 hours and 0900 hours. At least seventy-one hours time off shall be scheduled following the completion of five or more consecutive nights worked, of which forty-eight hours shall be considered as days off. A shorter period of time between changes of tours may be scheduled by mutual consent. Should these regulations not be adhered to a nurse will be paid the premium as provided for in Article 14.03 of the full-time and part-time Collective Agreements.
- (f) The Hospital will endeavour to schedule so that one-half of a nurse's tours are day tours. When this is not possible the nurses involved who rotate shall, over an equitable period of time, each be scheduled the same number of day tours. A nurse may not be required to change tours of duty more than once during a work week. Regularly scheduled nurses will not be required to change their rotation to replace nurses who are absent on the evening or night tour, provided that there is a relief nurse available who is suitable to the Hospital.
- (g) A nurse requesting a specific tour on a permanent basis will be given consideration if convenient to the Hospital to make such an arrangement. Such arrangement will not be terminated by the Hospital without previous discussion with the nurse involved.
- (h) The Hospital will avoid the scheduling of split tours.
- (i) Head Nurses and Assistant Head Nurses shall average one weekend off in each two weeks.
- (j) These scheduling arrangements may be waived between December 15 and January 15 so that all nurses will receive four or more consecutive days off, unless less than four days is requested by a nurse, at either Christmas or New Year's. Time off at Christmas shall include Christmas Eve, Christmas Day, and Boxing Day, and time off at New Year's shall include New Year's Eve and New Year's Day. The Head Nurse shall post the Christmas schedule by November 19th on the wards. Any nurse wishing to exchange days, by mutual consent of the nurses concerned and the

G-3 (j) Head Nurse, may do so up to and including November 28th. This provision shall not apply to any area where nurses normally work Monday through Friday and are not normally scheduled to work on Paid Holidays. If a nurse does not receive a minimum of four consecutive days of ~~€~~at either Christmas or New Year's, she shall be paid premium pay as provided for in Article 14.03 of the full-time Collective Agreement for every tour worked **less** than the four.

G-4 The normal tours of duty are where the majority of hours fall in the following periods:

Day Tour	0700 to 1515 hours
Afternoon Tour	1500 to 2315 hours
Night Tour	2300 to 0715 hours

ARTICLE H- STANDBY

- H-1 Except in the Operating Room, nurses shall not be expected to standby on their scheduled days **off** or on the day immediately preceding her days **off**.
- H-2 A nurse who works more than one-half of the tour immediately preceding the start of her next regular tour, shall be excused from working her next regular tour. If a nurse who is on standby from 2230 to 0630 hours works more than one half of this tour, she shall at her request be excused from working her next evening tour scheduled that same day.
- H-3 There shall be an equitable distribution of opportunities for standby duties among those nurses who normally perform this work.

ARTICLE I - PAID HOLIDAYS

I-1 The following shall be recognized as paid holidays:

New Year's Day	Civic Holiday
3rd Monday in February	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Bay
Dominion Day	

I-2 A nurse who works on any of the foregoing holidays shall have a lieu day off scheduled within thirty **days** on which the holiday **was** observed at a time mutually agreeable to the Nurse and the Hospital.

I-3 When a paid holiday falls within a nurse's vacation period, **it** may be added to the end of her vacation or scheduled at a mutually agreeable time as provided **for** in Article 15.04 (a) of the full-time Collective Agreement.

- I-4 When a paid holiday falls on a nurse's scheduled day off an additional day off will be scheduled at a time mutually agreed to between the Hospital and the nurse as provided for in Article 15.04 (b) of the full-time Collective Agreement.
- I-5 In this Article "holiday" means, for the nurse, the day she is given off under this Article, except as provided for under Article 15.05 of the full-time Collective Agreement.
- I-6 (a) Scheduling of a day off on the day of observance of a holiday shall be equitably distributed among the nurses on the individual units.
- (b) When a nurse is scheduled off on a paid holiday which occurs on a Monday she shall be scheduled off Saturday and Sunday in conjunction with such holiday.
- I-7 The Hospital will consider the requests of a Head Nurse to have both Christmas and New Year's Day off on the actual days on the basis of the likely requirements of her area.

ARTICLE J - VACATIONS

- J-1 All nurses shall be entitled to vacation based on length of continuous service as of September 30th in any year.
- J-2 (a) Vacations may be taken at any time of the year. Vacation days may be split and scheduled at a mutually agreeable time.
- (b) Vacation lists showing a nurse's seniority ranking and vacation entitlement shall be posted no later than February 1st of each year.
- (c) The most senior half of the staff on each unit must indicate their vacation preference by February 15th of each year. On February 16th of each year this list will be removed by the Hospital. On February 19th of each year the complete list showing the senior nurses' vacation preference will be posted so that the remainder of the staff on each unit may indicate their vacation time. The completed vacation request list will be removed by March 1st.
- (d) The Hospital will not entertain any changes to the vacation request list until after the finalized list is posted on April 1st.
- (e) The Hospital will consider the wishes of those nurses who record preferences in accordance with their seniority.
- (f) A finalized list will be posted by the Hospital by April 1st of each year. The Hospital, however, shall have the right to set the vacation periods.

- (g) Nurses wishing to change their scheduled vacation may be permitted to do so providing **it is** satisfactory to the Hospital. However, **it is** understood that they will not be permitted to bump junior nurses whose vacation has been previously scheduled.

- J-3 All vacation must be taken by December 31st of the qualifying year.

- J-4 Vacation pay shall be paid to a nurse in advance of her vacation. Vacation allowance paid in this manner represents that pay or those days which fall during the vacation period.

- J-5 (a) When vacation schedules are being prepared in accordance with J-2 a nurse may request the weekend prior to her vacation as the weekend **off** once in a vacation year and where possible **it** shall be granted.

(b) Where a nurse splits her vacation and her approved vacation follows her scheduled weekend off according to the master rotation and the master rotation is subsequently altered by the Hospital, a nurse shall be granted the weekend off prior to her vacation.

- J-6 Nurses will endeavour to book elective surgery so that normal recuperation will not extend into the months of July and August.

ARTICLE K - HEALTH AND WELFARE

- K-1 The Hospital may, in its sole discretion, permit a nurse who has reached her normal retirement date as prescribed by the Plan to continue in employment on a month to month basis.

ARTICLE L - UNIFORM ALLOWANCE

- L-1 The Hospital will **launder** uniforms made of materials compatible with its equipment.

- L-2 The Hospital will continue to pay a uniform allowance to nurses on staff as of June 30th, 1975 on the following basis:
 - (a) nurses regularly assigned to **the** Operating Room, Delivery Room, Emergency Room and Nursery of
 - (i) seventy-five cents per pay to full-time nurses, and
 - (ii) seven and one-half cents per day worked to part-time nurses.

- L-2 (b) other nurses of
- (i) one dollar and **half** per pay to full-time nurses, and
 - (ii) fifteen cents per day worked to part-time nurses.

No allowance will be paid to nurses hired after July 1st, 1975.

- L-3 The Hospital shall continue to provide scrub dresses, caps and lab coats at no cost to the nurse in those areas where they are currently provided.

ARTICLE M - MISCELLANEOUS

- M-1 Nurses shall give at least one month's written notice of intention to resign.
- M-2 Except in cases of discharge for just cause, the Hospital shall give a nurse at least one month's written notice of termination of employment.
- M-3 The Hospital shall provide a bulletin board in each nursing unit **for** the posting of Association notices. **All** such notices shall **be** submitted by the Association to the Director of Personnel before posting.

ARTICLE N - PART TIME NURSES

- N-1 **The** following provisions of Appendix 5 do not apply to part-time nurses:

G-1	I-5
G-3 (b)	I-6 (b)
G-3 (c)	I-7
G-3 (i)	J-1
I-2	J-4
I-3	J-5
I-4	K-1

- N-2 A part-time nurse shall be available for weekends on a basis of one out of two. This shall not **apply** to a nurse who agrees to more frequent weekend work.

ARTICLE O - EXTENDED TOUR

- O-1 This article **shall** apply to nurses working the extended tours in the following areas:

Emergency Room
Case Room
C5

0-2 The Extended Tour, as provided for in Article 13.02, may be cancelled by either party on giving ten calendar weeks' notice to the other in writing of its desire to terminate.

0-3 Hours of Work

(a) The normal daily tours under Article 13.01 (a) (i) for the Extended Tour, shall be six paid tours of 11.25 hours exclusive of a forty-five minute unpaid meal period and one paid tour of 7.5 hours exclusive of a thirty minute unpaid meal period.

(b) Nurses on the Extended Tour shall be entitled to forty-five minutes paid relief periods.

0-4 A nurse on the Extended Tour shall not be scheduled to work more than three consecutive tours. If a nurse is required to work more than three consecutive tours without written consent she shall be paid premium pay as provided for in Article 14.03 of the full-time Collective Agreement for every consecutive tour worked after the third day

0-5 At least one weekend off in two shall be scheduled and more frequently where possible. A nurse will receive premium pay as provided for in Article 14.03 of the full-time Collective Agreement for all hours worked on a second consecutive 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.

LETTER OF UNDERSTANDING
BETWEEN
THE ST. CATHARINES GENERAL HOSPITAL
AND
ONTARIO NURSES' ASSOCIATION

This is to confirm that it is the intention of the Hospital to permit Head Nurses and Assistant Head Nurses to have administrative time as may be needed for the purpose of completing necessary responsibilities. At such times another nurse will be assigned charge nurse responsibility.

Dated at St. Catharines, Ontario this day of , 1986.

FOR THE HOSPITAL

E. W. Featherstone

F. [unclear]

Marion [unclear]

FOR THE ASSOCIATION

[unclear]

Rudney C. [unclear]

Helen Friend

LETTER OF UNDERSTANDING

This is to confirm an understanding between the Parties on the two for one nursing position.

1. A full-time **position** may be **filled** by **two** nurses, provided **it** is acceptable to the Hospital. If the continuation of this position becomes unacceptable, the Hospital and the Association shall discuss reasons for this at the Hospital-Association meetings.
2. In the event that one of the nurses occupying a two for one position terminates her employment, the vacancy will be posted as one half of that two for one position. If, for any reason, no suitable nurse is forthcoming, the nurse who was left on staff from this partnership will be offered the position on a full-time basis. Should she decline the position **it** will be posted as one full-time position. When an applicant suitable to the Hospital has been selected, the remaining nurse from the original partnership will transfer to the part-time on call list and may apply **for** any subsequent job posting. During the posting period the remaining nurse of the partnership will work on a full-time basis, should **it** be necessary, until a suitable replacement has been found.
3. (a) Should one of the nurses in a two for one position be absent **for** any reason, other than vacation or maternity leave, for a period of up to twenty-eight consecutive calendar days, her partner will endeavour to cover her work assignment. Upon the return to duty of the absent nurse, both nurses will pick up their work schedule as **if** one had not been away. For an absence in excess of twenty-eight consecutive calendar days the absent nurse will be replaced by one or more casual part-time nurses as required. Should the Hospital have reason to believe that these arrangements are being abused by either nurse, that two for one position will be dissolved and posted as one full-time position.

(b) During the absence of one of the nurses on vacation, her partner **will** work her tours of duty. These extra tours worked will not be scheduled during an off-peak vacation period.

(c) During the absence **of** one of the nurses on pregnancy leave, her position will be posted in accordance with Article 11, as a temporary half of that two for one position. Upon completion **of** her pregnancy leave that nurse will return to her original position in that two **for** one partnership and the temporary nurse will be given the option of transferring to the part-time-on-call 1st or terminating.

4. Should a two for one position revert to a full-time position for any of the above reasons, the following nurses now working in a two for one position and classified as regular part-time prior to the implementation of the two for one position, shall return to regular part-time:

P. Baker
J. Newbold
L. Santry
Shirley Smith

DATED AT ST. CATHARINES, ONTARIO ON THE 3rd DAY OF November, 1986.

FOR THE HOSPITAL

E. L. Featherstone

Flanigan

Marion Lee

FOR THE ASSOCIATION

27/11/86

Richard G. Spier

Helen Powell

Dated at St. Catharines, Ontario this 28TH day of
NOVEMBER 1986.

FOR THE ASSOCIATION

Audrey C. Spe

Heleen Friend

FOR THE HOSPITAL

E. H. Featherstone

F. Lawler

Marion L. L.

ONTARIO NURSES' ASSOCIATION
SALARY SCALE

April 1, 1986

Month	Class	<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>	<u>6 Years</u>	<u>7 Years</u>
	N.R.N.	2,334.14	2,366.01	2,404.26	2,450.15	2,501.15	2,552.13	2,609.50	2,673.24
	R.N.	2,422.11	2,453.97	2,492.22	2,536.84	2,587.83	2,638.82	2,696.18	2,759.91
	A.H.N.	2,513.89	2,548.31	2,586.55	2,629.89	2,680.87	2,730.60	2,789.25	2,854.26
	H.N.	2,632.44	2,665.59	2,703.82	2,747.17	2,799.44	2,849.16	2,906.52	2,970.26
Hour	N.R.N.	14.36	14.56	14.80	15.08	15.39	15.71	16.06	16.45
	R.N.	14.91	15.10	15.34	15.61	15.93	16.24	16.59	16.98
	A.H.N.	15.47	15.68	15.92	16.18	16.50	16.80	17.16	17.56
	H.N.	16.20	16.40	16.64	16.91	17.23	17.53	17.89	18.28

April 1, 1987

Month	Class	<u>Start</u>	<u>1 Year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>	<u>6 Years</u>	<u>7 Years</u>
	N.R.N.	2,433.34	2,466.57	2,506.44	2,554.28	2,607.45	2,660.60	2,720.40	2,786.85
	R.N.	2,525.05	2,558.26	2,598.14	2,644.66	2,697.81	2,750.97	2,810.77	2,877.21
	A.H.N.	2,620.73	2,656.61	2,696.48	2,741.66	2,794.81	2,846.65	2,907.79	2,975.57
	H.N.	2,744.32	2,778.88	2,818.73	2,863.92	2,918.42	2,970.25	3,030.05	3,096.50
Hour	N.R.N.	14.97	15.18	15.42	15.72	16.05	16.37	16.74	17.15
	R.N.	15.54	15.74	15.99	16.27	16.60	16.93	17.30	17.71
	A.H.N.	16.13	16.35	16.59	16.87	17.20	17.52	17.89	18.31
	H.N.	16.89	17.10	17.35	17.62	17.96	18.28	18.65	19.06