

SOURCE	Hosp.
EFF.	91 04 01
TERM.	93 03 31
No. OF EMPLOYEES	441
NOMBRE D'EMPLOYÉS	SD

PART TIME

COLLECTIVE AGREEMENT

between

KINGSTON GENERAL HOSPITAL
(Hereinafter called the "Hospital")

and

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

EXPIRY: March 31, 1993

MAR 2 1993

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TO THE COLLECTIVE AGREEMENT

between

KINGSTON GENERAL HOSPITAL

and

ONTARIO NURSES' ASSOCIATION

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APPENDIX 3 - SALARY SCHEDULE
PART TIME NURSES - HOURLY RATES

KINGSTON GENERAL HOSPITAL

APRIL 1, 1991
Hourly

OCT. 1, 1991
Hourly

APRIL 1, 1992
Hourly

REGISTERE NURSE

Start	\$16.81	\$16.81	\$16.81
After 1 Year	\$17.71	\$17.71	\$17.71
After 2 Years	\$18.10	\$18.10	\$18.46
After 3 Years	\$18.97	\$18.97	\$19.49
After 4 Years	\$19.74	\$20.00	\$20.51
After 5 Years	\$20.51	\$20.77	\$21.54
After 6 Years	\$21.28	\$21.54	\$22.82
After 7 Years	\$22.05	\$22.56	\$24.10
After 8 Years	\$22.82	\$23.59	\$25.38
After 9 Years	\$23.59	\$24.62	\$26.67

GRAI NU

Start	\$16.33	\$16.33	\$16.33
After 1 Year	\$17.17	\$17.17	\$17.17
After 2 Years	\$17.53	\$17.53	\$17.88
After 3 Years	\$18.36	\$18.36	\$18.86
After 4 Years	\$19.10	\$19.35	\$19.85
After 5 Years	\$19.84	\$20.09	\$20.84
After 6 Years	\$20.55	\$20.81	\$22.04
After 7 Years	\$21.29	\$21.78	\$23.27
After 8 Years	\$22.04	\$22.78	\$24.51
After 9 Years	\$22.77	\$23.77	\$25.75

KINGSTON GENERAL HOSPITALAPRIL 1, 1991
HourlyOCT. 1, 1991
HourlyAPRIL 1, 1992
HourlyCHARGE NURSE, PERMANENT

Start	\$17.73	\$17.73	\$17.73
After 1 Year	\$18.71	\$18.71	\$18.71
After 2 Years	\$19.14	\$19.14	\$19.52
After 3 Years	\$20.04	\$20.04	\$20.59
After 4 Years	\$20.90	\$21.17	\$21.71
After 5 Years	\$21.73	\$22.00	\$22.82
After 6 Years	\$22.53	\$22.80	\$24.16
After 7 Years	\$23.36	\$23.90	\$25.54
After 8 Years	\$24.18	\$25.00	\$26.89
After 9 Years	\$24.99	\$26.08	\$28.25

CLINICAL INSTRUCTOR

Start	\$18.19	\$18.19	\$18.19
After 1 Year	\$19.19	\$19.19	\$19.19
After 2 Years	\$19.64	\$19.64	\$20.03
After 3 Years	\$20.59	\$20.59	\$21.15
After 4 Years	\$21.46	\$21.75	\$22.30
After 5 Years	\$22.31	\$22.59	\$23.43
After 6 Years	\$23.13	\$23.42	\$24.81
After 7 Years	\$23.99	\$24.55	\$26.23
After 8 Years	\$24.83	\$25.67	\$27.62
After 9 Years	\$25.66	\$26.79	\$29.02

APPENDIX 4

SUPERIOR CONDITIONS

It is agreed that the following clauses will be relocated to Appendix 4 of the Local Appendix and entitled "Superior Conditions".

SENIORITY LISTS

The Employer shall provide the Association with a master information list in January, May and September containing the following information:

S.I.N., name, address, phone number

The Employer shall provide the Association monthly with a list showing additions or deletions or changes of address.

VACATION

Casual Part Time nurses shall be entitled to vacation pay for work performed during the period May 1 to April 30 of the current year as follows:

less than one year seniority	4%
more than one year, less than three years	6%
more than three years	8%

PAID HOLIDAYS

If a casual Part Time nurse works any of the paid holidays listed in the Local Provisions, she shall be paid at the rate of time and one-half (1-1/2) for all hours worked. In addition, she shall receive holiday pay in accordance with the Employment Standards Act.

C JS

In addition to the salaries prescribed in Appendix 3, the Employer will pay pro-rated educational bonuses as set forth hereunder to all Part Time nurses utilizing the additional preparation in the position held.

Proof of the degree or certificate from a school of recognized standing must be submitted by the nurse to the Employer.

In accordance with the above, a nurse possessing more than one degree or certificate shall be entitled only to the highest bonus provided in the Schedule.

Payment of the bonus shall commence at the start of the first full pay period following filing with the Employer the required proof of standing, except that a newly-hired nurse who is qualified for an educational bonus on her date of hiring shall be paid from that date.

Monthly Educational Bonuses

Canadian Hospital Association/Canadian Nurses' Association, Nursing Unit Administration Course or its equivalent or six month Post Graduate Course -	\$ 15.00 per month
One year University Course -	\$ 40.00 per month
Baccalaureate Degree -	\$ 80.00 per month
Master's Degree -	\$120.00 per month

FAILURE TO REGISTER

Failure to register within the time limits shall result in dismissal, without recourse to the grievance procedure. This applies to all new employees hired after the 1st of July, 1975. Nurses hired on or before the 1st of July, 1975 will not be prejudiced in any way by this provision.

DUES DEDUCTION LIST

The Employer shall forward to the Association a list showing the names of new employees from whom Association dues are being deducted together with a list of terminations and all other changes of status which affect dues deduction or the rate of dues deducted.

PART TIME

APPENDIX 5

APPENDIX OF LOCAL PROVISIONS

ARTICLE A - RECOGNITION

A-1 The Employer recognizes the Ontario Nurses' Association as the bargaining agent of all registered and graduate nurses of Kingston Hospital, commonly known as the Kingston General Hospital at Kingston, employed in a nursing capacity, save and except supervisors and persons above the rank of supervisor, in accordance with certification by the Labour Relations Board of the 14th June, 1971. For purposes of clarity, persons classified as a Unit Supervisor or Assistant Supervisor Operating Room exercise managerial functions and, therefore, are excluded from the Bargaining Unit.

ARTICLE B - LOCAL PROVISIONS

B-1 All correspondence sent by the Employer to the Association shall be sent to the chartered Local.

ARTICLE C - COMMITTEES AND REPRESENTATIVES

C.1 It is understood that the following committees represent both Full Time and Part Time bargaining unit members:

- (a) Nurse Representatives - There shall be twenty-eight (28) nurse representatives.

There shall be no more than two (2) nurse representatives from any one (1) nursing unit.

- (b) Negotiating Committee - There shall be a Negotiating Committee composed of four (4) nurses,
- (c) Grievance Committee - There shall be a Grievance Committee composed of four (4) nurses.
- (d) Association-Hospital Committee - There shall be an Association-Hospital Committee composed of four (4) members of the Association and four (4) representatives of the Employer.

ARTICLE D - THE EMPLOYER'S RIGHTS

- D-1 Subject to the right of any nurse who feels that she has been unjustly treated to lodge a grievance in the manner hereinafter provided, the Association agrees to co-operate with the Employer at all times to maintain discipline and to maintain the highest standard of service and efficiency and the Association acknowledges the exclusive rights of the Employer as follows:
- D-2 To direct the operation of the Hospital in the best interest of the patients, the community and the nurses, both within and without the bargaining unit.
- D-3 To formulate reasonable policies, rules and regulations which are not inconsistent with the provisions of the Agreement.
- D-4 To introduce new practices or services, to expand, reduce, eliminate, change or modify present services and practices; to enter into contracts for buildings, repairs, equipment, supplies, materials and services.
- D-5 To determine where, by whom, in what manner, to what time and under what conditions, nurses in the bargaining unit and/or contractors and their nurses shall perform their duties.
- D-6 To determine in the interest of efficient operation and highest standard of service, the hours of work, work assignments, methods of doing the work and the working establishment for any service, provided always that reasonable notice shall be given to the nurse or nurses involved, of any changes to be made.
- D-7 To maintain order and discipline, to hire, promote, transfer, demote, suspend, discharge or otherwise discipline nurses for just cause.
- D-8 To instruct and direct nurses in their duties, responsibilities and conduct.
- D-9 To have absolute control of buildings, use of buildings, use of utensils, equipment, machinery, tools, supplies, materials, insurance, drugs and medicines and of clothing, uniforms, and all other articles or things belonging to the Employer.

ARTICLE E • INTERVIEW

E-1 The Hospital allows a designated representative of the local association a maximum of 30 minutes during orientation to interview new nurses.

ARTICLE F • RETIREMENT AGE

F-1 The normal retirement age shall be sixty-five (65) for all nurses. Upon notifying the Association, in writing, the Employer may, however, at its sole discretion continue to employ on a month-to-month basis any nurse after he or she has attained retirement age, at an occupation which takes into consideration the ability and physical and mental condition of such nurse.

ARTICLE G • SENIORITY LISTS

G-1 Seniority lists shall be posted in January and July of each year and shall contain the following information:

Name, number of hours

ARTICLE H • VACATIONS

H-1 Vacations will be scheduled at times mutually convenient to the Hospital and the nurse. Up to and including the 31st of March of the year in which the vacation is scheduled, nurses shall note their requests in writing (including alternatives, if they so wish) and shall be given preference as to their selection of vacation on the basis of their Hospital seniority in the unit.

Subsequent to the 31st of March, nurse requests shall be granted on a first come, first served basis.

H-2 Vacations requested prior to 31st March shall be posted by 15th May. The Immediate Supervisor will respond to all other vacation requests, in writing, within 14 days.

ARTICLE I • PAID HOLIDAYS

I-1 The Employer agrees to recognize the following paid holidays:

January 1 (New Year's Day)	Civic Holiday
3rd Monday in February	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	3rd Monday in November
Victoria Day	December 25 (Christmas Day)
July 1st (Canada Day)	December 26 (Boxing Day)

- I-2** A tour that begins or ends during the twenty-four hour period of the above holidays where the majority of **hours** worked falls within the holiday shall be deemed to be work performed on the holiday for the full period of the tour. This provision shall also apply to hours of standby.

ARTICLE J - REPORTING SICK

- J-1** Nurses will observe the following procedure:
- (a) Nurses taking ill or suffering an accident during working hours, will notify their immediate supervisor before leaving their duties.
 - (b) Where the illness or accident takes place at times other than the nurse's normal working hours, the nurse will notify her immediate supervisor or designate, as soon as possible but in any event, not less than one (1) hour prior to the day shift and four (4) hours for all other shifts.
 - (c) Prior to resuming work following sick leave, the nurse will provide reasonable notice to her immediate supervisor.

ARTICLE K - LEAVE OF ABSENCE - ASSOCIATION BUSINESS

- K-1** Leave of Absence without loss of seniority shall be granted, to nurses who are elected or appointed to represent the local Association. Not more than four (4) nurses will be considered for any one period of time and no more than one (1) from any one nursing unit. **All** such leave shall not exceed a total of sixty (60) working days in any one (1) calendar year.
- K.2** **All** requests must be submitted in writing at least two weeks in advance except in extenuating circumstances. Where the Association is aware of the need for leave

prior to the posting of the schedule, it will endeavour to advise the Hospital.

ARTICLE L - REST PERIODS

L-1 There shall be a rest period in each half tour, the duration of which is set out in Article 13 of the Collective Agreement. Rest periods may be combined by mutual agreement.

ARTICLE M - SCHEDULING REGULATIONS

Regular Part Time Nurses Hired Prior to April 1, 1982

M-1 The nurse must be available as required by the Employer to work ten (10) calendar months of the year which must include the following conditions:

- (a) one weekend in **four**, if required;
- (b) two days per week. For this purpose a week is defined as Monday through Sunday inclusive;
- (c) either Christmas or New Year's Day if required and scheduled;
- (d) be available to work extended or regular tours.

Regular Part Time Nurses Hired or Transferrins After April 1, 1982

- M-2
- (a) All regular Part Time nurses shall be oriented and posted to the same unit or group of like units.
 - (b) Work one weekend in two, if required.
 - (c) Must be available to work at least two (2) days per week. For this purpose a week is defined as Monday through Sunday inclusive. A nurse **may** work additional days with the mutual agreement of the nurse and her immediate supervisor.
 - (d) Work if required and scheduled during the five (5) day period over Christmas or New Years.
 - (e) Have three (3), four (4), five (5), six (6) weeks vacation based on years of service and in accordance with the vacation entitlement of Full Time nurses, or any greater benefit as negotiated and/or awarded to Full Time nurses.
 - (f) Be available to work extended or regular tours.

Note: Change of Category

If a nurse wishes to change her category to casual, she must make a written request to the Manager of Staffing.

Casual Nurses

- M-3
- (a) All casual Part Time nurses shall be oriented to a group of like units for which they shall be available.
 - (b) Casual nurses who will not be available for calls to work for a period of time should indicate to their immediate supervisor when they will again be available to receive calls to work.

Regular Part Time Nurses - Extended Tour Provisions

M-4 The following provisions apply only to those nurses working an extended tour (11.25 hours of work).

- (a) Notwithstanding Article 14.15 of the Collective Agreement, it is understood that for scheduling purposes a weekend consists of sixty **(60)** consecutive hours off work. This weekend period commences at 1900 hours on the Friday shift until 0700 hours on the Monday shift.
- (b) Not more than three **(3)** consecutive tours may be scheduled. Following three **(3)** consecutive tours, nurses shall have forty-eight (48) hours off duty.
- (c) The maximum number of tours worked in any given seven (7) day period shall be five (5).

Where a nurse has been scheduled to work outside the regulations outlined above, she shall receive payment in accordance with the provisions of Article 14.03, for the hours worked outside this provision.

- (d) Extended tours shall be introduced into any unit when:
 - i) eighty percent (80%) of the nurses who vote so indicate by secret ballot, and
 - ii) the Hospital agrees to implement the extended tours: such agreement shall not be withheld in an unreasonable or arbitrary manner.

- (e) Extended tours may be discontinued in any unit when:
- i) fifty percent (50%) of the nurses who vote so indicate by secret ballot, or
 - ii) the Hospital because of
 - 1. adverse effects on patient care,
 - 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 tour schedules.
- (f) When notice of discontinuation is given by either party in accordance with paragraph (e) above then:
- i) the parties shall meet within two (2) 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.
- (g) Nurses wishing to hold a vote to commence or discontinue extended tours must provide at least six week's written notice to their immediate supervisor. After the initial vote has been taken, only one further vote may be taken, but not before six (6) months has elapsed after the initial vote. There shall be no further votes, after the second vote, before a period of twelve (12) months has elapsed.

Regular Part Time Nurses - Regular Tour Provisions

M-5 The following provisions apply only to those nurses working regular tours (7.5 hours of work).

Notwithstanding Article 14.15 of the Collective Agreement, it is understood that for scheduling purposes, a weekend consists of fifty-six (56) consecutive hours off work during the period following the completion of the Friday day shift until the commencement of the Monday day shift.

Regular and Extended Tours

M-6 Evening tours shall be defined as the hours that fall between 1500 hours and 2300 hours. Night tours shall be defined as the hours that fall between 2300 hours and 0700 hours. A weekend premium shall be paid for hours worked between 2300 hours Friday to 2300 hours Sunday.

M-7 (a) The Employer will endeavour to schedule one (1) weekend off in two (2) but if the nurse is required to work on a third or subsequent consecutive weekend of duty, she shall receive premium payment in accordance with the provisions of Article 14.03 for the hours involved, 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 a result of an exchange of shifts with another nurse.

(b) i) Six (6) week tour of duty schedules will be posted at least two (2) weeks in advance, for nurses scheduled by the Unit Supervisor. The Employer shall post the new schedule on Friday. For nurses scheduled by the staffing office, the schedule will be posted one (1) week in advance.

ii) Requests for specific days off are to be submitted in writing at least two (2) weeks in advance of the schedule being posted.

iii) Requests for changes in posted time schedules must be submitted in writing and co-signed by a nurse willing to exchange days off or a tour of duty. It is understood that such a change in a tour of duty initiated by a nurse and approved by the Employer shall not result in overtime payment.

M-8 A period of sixteen (16) consecutive hours off shall be scheduled between a change of tours and forty-eight (48) hours off shall be scheduled after nights. Split tours will not be scheduled.

Where a nurse has been scheduled to work outside the regulation outlined above, she shall receive premium

payment in accordance with the provisions of Article 14.03, for the hours worked outside this provision.

M-9

On Call Scheduling

- (a) The Hospital will determine areas where on call scheduling is deemed essential.
- (b) When on call scheduling is to be introduced into any unit or department, at least forty-two (42) days' notice will be provided to nurses on the unit.
- (c) The immediate supervisor, in arranging on call scheduling, will consult with the nurses on the unit and provide an opportunity for input from the nurses prior to posting the schedule.

M-10

Reasonable efforts will be made to orientate nurses to the unit prior to being in charge.

M-11

Christmas Scheduling

- (a) Nurses shall be scheduled off at either Christmas or New Years on an alternating basis.
- (b) Time off at Christmas shall include December 24, 25, 26. Time off at New Years shall include December 31 and January 1. The Hospital will schedule not less than five (5) consecutive days off for each nurse at either Christmas or New Years, except nurses who normally work Monday to Friday and are not normally scheduled to work on a paid holiday. If a nurse is so scheduled to work, she shall be paid premium pay, in accordance with Article 14.03.
- (c) Nothing shall preclude the above conditions, unless the nurse has made a written request for a change and her immediate supervisor has agreed in writing.
- (d) Requests shall be made in writing to the Unit Supervisor by November 1st of the given year.
- (e) Notices with respect to time off on Christmas and New Years holidays will be posted by the 1st of December each year.
- (f) In order to accommodate variations in a calendar year and the date by which nurses must request time off at Christmas and New Years, no less than a four (4) week schedule and no more than a six (6) week

schedule shall be posted prior to December 1, provided the Employer brings the scheduling concerns to the Hospital-Association Committee by the June meeting of each calendar year.

- (g) A nurse requesting changes in the Christmas or New Years schedule will secure their own replacement and obtain that nurse's agreement in writing. This request will be submitted to the Unit Supervisor for approval.
- (h) It is understood that such exchange initiated by a nurse and approved by the Employer shall not be considered as a violation of the scheduling regulations and will not result in premium payment.
- (i) It is understood that such an exchange shall have no bearing on her alternating Christmas or New Year's schedule for the following year.
- (j) The only scheduling regulations that shall apply between December 15th and January 15th are as follows:
 - i) Nurses shall not be subjected to short turn around times;
 - ii) Nurses on extended tours shall not be subjected to more than three (3) tours in a row.

Where a nurse has been scheduled to work outside the regulations outlined above, she shall receive premium payment in accordance with the provisions of Article 14.03 for the hours worked outside this provision.

ARTICLE N - DEFINITIONS

- N-1 Nurse - Wherever this term is used in this agreement, it shall mean both registered and graduate nurse, unless indicated otherwise.
- N-2 Tour - Where the word "tour" is used in this Agreement, it is to be read as synonymous with the word "shift".

ARTICLE O - UNIFORMS

- O-1 Every reasonable effort will be made by the Hospital to provide proper accommodation for nurses to keep their clothes and to change into and out of uniforms.

- O-2 Nurses are required to store all clothing items in the designated lockers provided for this purpose.

ARTICLE P - BULLETIN BOARD

- P-1 The Hospital shall provide bulletin boards upon which the Association shall have the right to post notices subject to the approval of the Employer prior to the posting. Requests for additional bulletin board space (outside of existing glassed boards) will not be declined in an unreasonable or arbitrary manner.

A bulletin board shall be provided in Nursing Office for the use of part-time nurses. All posted notices are subject to the approval of the Employer prior to the posting.

ARTICLE Q - MALPRACTICE AND PROFESSIONAL LIABILITY INSURANCE

- Q-1 The Employer will provide an information pamphlet on the Hospital's liability insurance policy and to provide education on legal matters pertaining to nursing. The Association may submit its concerns and suggestions in writing to facilitate planning of the program.

ARTICLE R - TRANSFER OF NURSES TO OR FROM OTHER AGENCIES

- R-1 The Hospital and Association will discuss the transfer of nurses from another agency to the Hospital or from the Hospital to another agency whenever a proposal has been agreed to merge, consolidate or integrate services from one agency to another.
- R-2 Where the nurses of such other agency are represented by the Association, such discussions may take place in conjunction with the other agency and representatives of the nurses affected.
- R-3 Discussions will include but not be restricted to seniority and service.

ARTICLE S - PRE-PAID LEAVE

- S-1 Effective April 1, 1989, a maximum of twenty (20) nurses may be **away** from the Hospital at any one time. The distribution of these nurses will be determined in a fair and equitable manner in accordance with staffing levels **at the** discretion of the Hospital. The parties agree to

review the number of nurses who may access the pre paid leave plan each calendar year.

ARTICLE T - JOB SHARING

T-1 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:

- (a) Job sharing requests with regard to Full Time positions shall be considered on an individual basis.
- (b) Total hours worked by the job sharer 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 Head Nurse of the Unit.
- (c) The above schedules shall conform with the scheduling provisions of the Full Time Collective Agreement.
- (d) Each job sharer may exchange shifts with her partner as well as with other nurses as provided by the Collective Agreement.
- (e) 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.
- (f) Coverage:
 - (i) 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 to book coverage. Job sharers are not required to cover for their partner in the case of prolonged or extended absences.
 - (ii) Vacation, Maternity Leave, and other Leaves pursuant to Article 11 of the Central Full Time and Part Time Agreements:

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 **unit** supervisor, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

Implementation

(g) 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 Agreements.

(h) 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.

(i) 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.

(j) Discontinuation

Either party may discontinue a **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.

ARTICLE U - WORKERS' COMPENSATION AND REINSTATEMENT

U-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.

U-2 When it has been medically determined that a nurse **is** unable to return to her former position due to a permanent 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 nurse's return to suitable work.

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

Dated at Kingston, Ontario this 13th day of July 1993.

FOR THE HOSPITAL

Amilia O. Wolters
Leone St. Denis
Pam Devine
C. Wilson
Roseanne Bateman

ONTARIO NURSES' ASSOCIATION

Eleanor Holroyd
Lynne Roberts
Bonnie Hodan

