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LOCAL ISSUES

To The:

COLLECTIVE AGREEMENT

Between:

**NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP
(Hereinafter called the "Hospital")**

And:

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

EXPIRY: March 31, 2001

SUDBU02.CS 01

05622(08)

DATED at Sudbuck ONTARIO, this 7th day of Nov 2000

FOR THE HOSPITAL

Mimi Liguori

Bonnie Byrnes

FOR THE UNION

R. MacKay LRO

Janne Peltonen

Margaret Brown

Billings

FULL-TIME

APPENDIX 3

Effective
April 1, 1998

Effective
April 1, 1999

REGISTERED NURSE

Start	-	Monthly	3033.88	3094.00
	-	Hourly	18.67	19.04
1 Year	-	Monthly	3185.00	3250.00
	-	Hourly	19.60	20.00
2 Years	-	Monthly	3311.75	3378.38
	-	Hourly	20.38	20.79
3 Years	-	Monthly	3485.63	3555.50
	-	Hourly	21.45	21.88
4 Years	-	Monthly	3657.88	3731.00
	-	Hourly	22.51	22.96
5 Years	-	Monthly	3831.75	3908.13
	-	Hourly	23.58	24.05
6 Years	-	Monthly	4049.50	4130.75
	-	Hourly	24.92	25.42
7 Years	-	Monthly	4264.00	4350.13
	-	Hourly	26.24	26.77
8 Years	-	Monthly	4481.75	4571.13
	-	Hourly	27.58	28.13
9 Years	-	Monthly	4701.13	4795.38
	-	Hourly	28.93	29.51

FULL-TIME

APPENDIX 3

Effective
Feb. 4, 2000

Effective
April 1, 2000

REGISTERED JRSE

Start	-	Monthly	3250.00	3331.25
	-	Hourly	20.00	20.50
1 Year	-	Monthly	3378.38	3462.88
	-	Hourly	20.79	21.31
2 Years	-	Monthly	3555.50	3644.88
	-	Hourly	21.88	22.43
3 Years	-	Monthly	3731.00	3825.25
	-	Hourly	22.96	23.54
4 Years	-	Monthly	3908.13	4007.25
	-	Hourly	24.05	24.66
5 Years	-	Monthly	4130.75	4233.13
	-	Hourly	25.42	26.05
6 Years	-	Monthly	4350.13	4459.00
	-	Hourly	26.77	27.44
7 Years	-	Monthly	4571.13	4686.50
	-	Hourly	28.13	28.84
8 Years	-	Monthly	4795.38	4914.00
	-	Hourly	29.51	30.24

FULL-TIME

IX 3 ti

Effective
April 1, 1998

Effective
April 1, 1999

AL R

Start	-	Monthly	2871.38	2928.25
	-	Hourly	17.67	18.02
1 Year	-	Monthly	2991.63	3051.75
	-	Hourly	18.41	18.78
2 Years	-	Monthly	3072.88	3134.63
	-	Hourly	18.91	19.29
3 Years	-	Monthly	3228.88	3293.88
	-	Hourly	19.87	20.27
4 Years	-	Monthly	3378.38	3445.00
	-	Hourly	20.79	21.20
5 Years	-	Monthly	3506.75	3576.63
	-	Hourly	21.58	22.01
6 Years	-	Monthly	3685.50	3758.63
	-	Hourly	22.68	23.13
7 Years	-	Monthly	3859.38	3937.38
	-	Hourly	23.75	24.23
8 Years	-	Monthly	4057.63	4138.88
	-	Hourly	24.97	25.47
9 Years	-	Monthly	4257.50	4342.00
	-	Hourly	26.20	26.72

FULL-TIME

APPENDIX 3 (Continued)

<u>GRADUATE NURSE</u>			<u>Effective Feb. 4, 2000</u>	<u>Effective April 1, 2000</u>
Start	-	Monthly	3051.75	3128.13
	-	Hourly	18.78	19.25
1 Year	-	Monthly	3134.63	3212.63
	-	Hourly	19.29	19.77
2 Years	-	Monthly	3293.88	3376.75
	-	Hourly	20.27	20.78
3 Years	-	Monthly	3445.00	3532.75
	-	Hourly	21.20	21.74
4 Years	-	Monthly	3576.63	3667.63
	-	Hourly	22.01	22.57
5 Years	-	Monthly	3758.63	3851.25
	-	Hourly	23.13	23.70
6 Years	-	Monthly	3937.38	4036.50
	-	Hourly	24.23	24.84
7 Years	-	Monthly	4138.88	4242.88
	-	Hourly	25.47	26.11
8 Years	-	Monthly	4342.00	4449.25
	-	Hourly	26.72	27.38

FULL-TIME

APPENDIX 3 (Continued)

			<u>Effective</u> <u>April 1, 1998</u>	<u>Effective</u> <u>April 1, 1999</u>
<u>TEAM LEADER</u>				
Start	-	Monthly	3131.38	3193.13
	-	Hourly	19.27	19.65
1 Year	-	Monthly	3280.88	3345.88
	-	Hourly	20.19	20.59
2 Years	-	Monthly	3406.00	3474.25
	-	Hourly	20.96	21.38
3 Years	-	Monthly	3581.50	3653.00
	-	Hourly	22.04	22.48
4 Years	-	Monthly	3768.38	3844.75
	-	Hourly	23.19	23.66
5 Years	-	Monthly	3939.00	4017.00
	-	Hourly	24.24	24.72
6 Years	-	Monthly	4158.38	4241.25
	-	Hourly	25.59	26.10
7 Years	-	Monthly	4377.76	4465.50
	-	Hourly	26.94	27.48
8 Years	-	Monthly	4600.38	4691.38
	-	Hourly	28.31	28.87
9 Years	-	Monthly	4823.00	4920.50
	-	Hourly	29.68	30.28

FULL-TIME

PPEM 3 ill

Effective
Feb. 4, 2000

Effective
April 1, 2000

TEAM LEADER

Start	-	Monthly	3345.86	3428.75
	-	Hourly	20.59	21.10
1 Year	-	Monthly	3474.25	3560.38
	-	Hourly	21.38	21.91
2 Years	-	Monthly	3653.00	3744.00
	-	Hourly	22.48	23.04
3 Years	-	Monthly	3844.75	3940.63
	-	Hourly	23.66	24.25
4 Years	-	Monthly	4017.00	4117.75
	-	Hourly	24.72	25.34
5 Years	-	Monthly	4241.25	4346.88
	-	Hourly	26.10	26.75
6 Years	-	Monthly	4465.50	4577.63
	-	Hourly	27.48	28.17
7 Years	-	Monthly	4691.38	4808.38
	-	Hourly	28.87	29.59
8 Years	-	Monthly	4920.50	5044.00
	-	Hourly	30.28	31.04

FULL-TIME

APPENDIX 3 (Continued)

			<u>Effective</u> <u>April 1, 1998</u>	<u>Effective</u> <u>April 1, 1999</u>
<u>ASSISTANT HEAD NURSE AND</u> <u>R.N. HEALTH EDUCATOR</u>				
Start	-	Monthly	3245.13	3310.13
	-	Hourly	19.97	20.37
1 Year	-	Monthly	3402.75	3471.00
	-	Hourly	20.94	21.36
2 Years	-	Monthly	3539.25	3609.13
	-	Hourly	21.78	22.21
3 Years	-	Monthly	3721.25	3796.00
	-	Hourly	22.90	23.36
4 Years	-	Monthly	3906.50	3984.50
	-	Hourly	24.04	24.52
5 Years	-	Monthly	4086.88	4169.75
	-	Hourly	25.15	25.66
6 Years	-	Monthly	4301.38	4387.50
	-	Hourly	26.47	27.00
7 Years	-	Monthly	4525.63	4615.00
	-	Hourly	27.85	28.40
8 Years	-	Monthly	4754.75	4850.63
	-	Hourly	29.26	29.85
9 Years	-	Monthly	4983.88	5083.00
	-	Hourly	30.67	31.28

FULL-TIME

APPENDIX 3 Continued)

			<u>Effective</u> <u>Feb. 4, 2000</u>	<u>Effective</u> <u>April 1, 2000</u>
<u>ASSISTANT HEAD NURSE AND</u>				
<u>R.N. HEALTH EDUCATOR</u>				
Start	-	Monthly	3471.00	3557.13
	-	Hourly	21.36	21.89
1 Year	-	Monthly	3609.13	3700.13
	-	Hourly	22.21	22.77
2 Years	-	Monthly	3796.00	3890.25
	-	Hourly	23.36	23.94
3 Years	-	Monthly	3984.50	4083.63
	-	Hourly	24.52	25.13
4 Years	-	Monthly	4169.75	4273.75
	-	Hourly	25.66	26.30
5 Years	-	Monthly	4387.50	4498.00
	-	Hourly	27.00	27.68
6 Years	-	Monthly	4615.00	4730.38
	-	Hourly	28.40	29.11
7 Years	-	Monthly	4850.63	4972.50
	-	Hourly	29.85	30.60
8 Years	-	Monthly	5083.00	5209.75
	-	Hourly	31.28	32.06

PART-TIME

APPENDIX 3

<u>REGISTERED NURSE</u>			<u>Effective April 1, 1998</u>	<u>Effective April 1, 1999</u>
Start	-	Hourly	18.67	19.04
1 Year	-	Hourly	19.60	20.00
2 Years	-	Hourly	20.38	20.79
3 Years	-	Hourly	21.45	21.88
4 Years	-	Hourly	22.51	22.96
5 Years	-	Hourly	23.58	24.05
6 Years		Hourly	24.92	25.42
7 Years	-	Hourly	26.24	26.77
8 Years	-	Hourly	27.58	28.13
9 Years	-	Hourly	28.93	29.51

PART-TIME

APPENDIX 3

<u>I</u>	<u>EREC</u>	<u>:</u>	<u>Effective</u> <u>Feb. 4, 2000</u>	<u>Effective</u> <u>April 1, 2000</u>
Start	-	Hourly	20.00	20.50
1 Year	-	Hourly	20.79	21.31
2 Years	-	Hourly	21.88	22.43
3 Years	-	Hourly	22.96	23.53
4 Years	-	Hourly	24.05	24.65
5 Years	-	Hourly	25.42	26.06
6 Years	-	Hourly	26.77	27.44
7 Years	-	Hourly	28.13	28.83
8 Years	-	Hourly	29.51	30.25

PART-TIME

APPENDIX 3 (Continued)

Effective
April 1, 1998

Effective
April 1, 1999

GRADUATE NURSE

Start	-	Hourly	17.67	18.02
1 Year	-	Hourly	18.41	18.78
2 Years	-	Hourly	18.91	19.29
3 Years	-	Hourly	19.87	20.27
4 Years	-	Hourly	20.79	21.20
5 Years	-	Hourly	21.58	22.01
6 Years	-	Hourly	22.68	23.13
7 Years	-	Hourly	23.75	24.23
8 Years	-	Hourly	24.97	25.47
9 Years	-	Hourly	26.20	26.72

PART-TIME

APPENDIX 3 (Continued)

<u>GRADUATE NURSE</u>			Effective <u>Feb. 4, 2000</u>	Effective <u>April 1, 2000</u>
Start	-	Hourly	18.78	19.25
1 Year	-	Hourly	19.29	19.77
2 Years	-	Hourly	20.27	20.78
3 Years	-	Hourly	21.20	21.74
4 Years	-	Hourly	22.01	22.57
5 Years	-	Hourly	23.13	23.70
6 Years	-	Hourly	24.23	24.84
7 Years	-	Hourly	25.47	26.11
8 Years	-	Hourly	26.72	27.38

PART-TIME

IDIX 3 (Continued)

Effective
April 1, 1998

Effective
April 1, 1999

TEAM LEADER

Start	-	Hourly	19.27	19.65
1 Year	-	Hourly	20.19	20.59
2 Years	-	Hourly	20.96	21.38
3 Years	-	Hourly	22.04	22.48
4 Years	-	Hourly	23.19	23.66
5 Years	-	Hourly	24.24	24.72
6 Years	-	Hourly	25.59	26.10
7 Years	-	Hourly	26.94	27.48
8 Years	-	Hourly	28.31	28.87
9 Years	-	Hourly	29.68	30.28

PART-TIME

APPENDIX 3 (Continued)

			Effective <u>Feb. 4, 2000</u>	Effective <u>April 1, 2000</u>
<u>TEAM LEADER</u>				
Start	-	Hourly	20.59	21.10
1 Year	-	Hourly	21.38	21.91
2 Years	-	Hourly	22.48	23.04
3 Years	-	Hourly	23.66	24.25
4 Years	-	Hourly	24.72	25.34
5 Years	-	Hourly	26.10	26.75
6 Years	-	Hourly	27.48	28.17
7 Years	-	Hourly	28.87	29.59
8 Years	-	Hourly	30.28	31.04

PART-TIME

APPENDIX 3 (Continued)

			<u>Effective</u> <u>April 1, 1998</u>	<u>Effective</u> <u>April 1, 1999</u>
<u>ASSISTANT HEAD NURSE AND</u> <u>R.N. HEALTH EDUCATOR</u>				
Start	-	Hourly	19.97	20.37
1 Year	-	Hourly	20.94	21.36
2 Years	-	Hourly	21.78	22.21
3 Years	-	Hourly	22.90	23.36
4 Years	-	Hourly	24.04	24.52
5 Years	-	Hourly	25.15	25.66
6 Years	-	Hourly	26.47	27.00
7 Years	-	Hourly	27.85	28.40
8 Years	-	Hourly	29.26	29.85
9 Years	-	Hourly	30.67	31.28

PART-TIME

APPENDIX 3 Continued)

			Effective <u>Feb 4, 2000</u>	Effective <u>April 1, 2000</u>
<u>ASSISTANT HEAD NURSE AND R.N. HEALTH EDUCATOR</u>				
Start	-	Hourly	21.36	21.89
1 Year	-	Hourly	22.21	22.77
2 Years	-	Hourly	23.36	23.94
3 Years	-	Hourly	24.52	25.13
4 Years	-	Hourly	25.66	26.30
5 Years	-	Hourly	27.00	27.68
6 Years	-	Hourly	28.40	29.11
7 Years	-	Hourly	29.85	30.60
8 Years	-	Hourly	31.28	32.06

APPENDIX 4

SUPERIOR CONDITIONS AWARDED BY THE CENTRAL ARBITRATION AWARD DATED OCTOBER 23, 1981

FULL-TIME

CLAUSE FROM COLLECTIVE AGREEMENT

SUPERIOR CONDITIONS

- 5.05 NOTE The Hospital agrees to submit to the Association last known addresses, once annually.
- 16.01 (d) Nurses who, as of October 23, 1981, have completed twelve (12) years or more of continuous service will be allowed five (5) weeks' vacation with pay or twenty-five (25) working days at their regular rate. Nurses who have not completed twelve (12) years of continuous service prior to October 23, 1981, will receive additional entitlement in accordance with Article 16.01 (d) of the Collective Agreement.
- 16.01 NOTE All permanent Assistant Head Nurses who have completed one (1) year of continuous service as of October 23, 1981 will be allowed four (4) weeks vacation with pay or twenty (20) working days at their regular rate. Permanent Assistant Head Nurses who have not completed one (1) year of service prior to October 23, 1981, will receive vacation entitlement in accordance with Article 16.01 (a) of the Collective Agreement.
- 16.01 NOTE All permanent Assistant Head Nurses who have completed ten (10) or more years of continuous service as of October 23, 1981, will be allowed five (5) weeks vacation with pay or twenty-five (25) working days at their regular rate. Permanent Assistant Head Nurses who have not completed ten (10) years or more of continuous service as of October 23, 1981, will be granted vacation entitlement in accordance with Article 16.01 (b) or 16.01 (c) of the Collective Agreement as appropriate for her years of service.
- 18.05 Health Examinations
- When required by the Executive Director, the Nurse will submit to a physical examination, stool examination and/or culture; including laboratory tests, x-rays, inoculations and vaccinations, it being understood that the examinations may be conducted by the Nurse's own personal physician and without limiting the

generality of the foregoing, Nurses agree to submit to any examination required from time to time by the Public Hospital's Act, R.S.O., 1970, Chapter 378, and amendments thereof and or regulations thereto.

19.09

Educational \

These allowances shall be paid only when in the judgement of the Hospital the position of the Nurse requires the educational qualifications set out below:-

- (a) Successful completion of a course in Nursing Unit Administration (CHA/CNA) or six (6) months Post-Graduate Course - \$15./month.
- (b) One (1) year University Certificate or Diploma in Nursing - \$40./month.
- (c) Baccalaureate Degree
- \$80./month.

APPENDIX 4

SUPERIOR CONDITIONS AWARDED BY THE CENTRAL
ARBITRATION AWARD DATED OCTOBER 23, 1981

PART-TIME

CLAUSE FROM
COLLECTIVE
AGREEMENT

SUPERIOR CONDITIONS

17.05 Health Examinations

When required by the Executive Director, the Nurse will submit to a physical examination, stool examination and/or culture; including laboratory tests, x- rays, inoculations and vaccinations, it being understood that the examinations may be conducted by the Nurse's own personal physician and without limiting the generality of the foregoing, Nurses agree to submit to any examination required from time to time by the Public Hospital's Act, R.S.O., 1970, Chapter 378, and amendments thereof and or regulations thereto.

18.09 Educational Allowances

These allowances shall be paid only when in the judgement of the Hospital the position of the Nurse requires the educational qualifications set out below:-

- (a) Successful completion of a course in Nursing Unit Administration (CHA/CNA) or six (6) months Post-Graduate Course - \$15./month.
- (b) One (1) year University Certificate or Diploma in Nursing - \$40./month.
- (c) Baccalaureate Degree
- \$80./month.

APPENDIX 5

APPENDIX OF PROVISIONS

FULL-TIME AND PART-TIME

ARTICLE A - RECOGNITION

A-1 Full-time

Network North recognizes the Association as the sole and exclusive bargaining agent for all Registered or Graduate Nurses employed by Network North, The Community Mental Health Group, save and except Head Nurses, persons above the rank of Head Nurses, Health Nurse, and part-time employees.

A-2 Part-time

Network North recognizes the Association as the sole and exclusive bargaining agent for all Registered or Graduate Nurses employed by Network North, The Community Mental Health Group, save and except Head Nurses, persons above the rank of Head Nurses, Health Nurse, and full-time Nurses.

A-3 Supervisor or Immediate Supervisor, when used in this Agreement, shall mean the first supervisory level excluded from the Bargaining Unit.

ARTICLE B - MANAGEMENT RIGHTS

B-1 The Association recognizes that the management of the Hospital and the direction of working forces, are fixed exclusively in the Hospital and shall remain solely with the Hospital, except as specifically limited by the provisions of this Agreement, and without restricting the generality of the foregoing, the Association acknowledges that it is the exclusive function of the Hospital to:

- a. maintain order, discipline and efficiency;
- b. hire, assign, retire, discharge, direct, promote, demote, classify, transfer, lay-off, recall and suspend or otherwise discipline Nurses provided that a claim of discharge, suspension or other discipline without just cause may be subject of a grievance and dealt with as hereinafter provided;
- c. determine, in the interest of efficient operation and highest standards of service, job rating or classification, the hours of work, work assignments, methods of doing work and the working establishment for the service;

- d. determine the number of personnel required, the services to be performed and the methods, procedures and equipment therewith;
- e. make and enforce and alter from time to time, reasonable rules and regulations to be observed by the Nurses not inconsistent with the provisions of this Agreement. This will be exercised subject to Article 18.06 of the Central Collective Agreement.

B-2 It is agreed that the Hospital may exercise any of the rights, powers and functions or authorities which the Hospital had prior to the signing of this Agreement, except those rights, powers, functions or authority, which are specifically abridged or modified by this Agreement and these rights shall not be exercised in a manner inconsistent with the provisions of this Agreement.

ARTICLE C - COMMITTEES AND REPRESENTATIVES

C-1 Negotiating Committee

The Hospital acknowledges the right of the Association to appoint or otherwise select a Negotiating Committee which shall consist of a total of three (3) members from the Nurses in either bargaining unit. No more than one (1) full-time and/or one (1) part-time member shall be from one (1) nursing area (These numbers are exclusive of the Bargaining Unit President).

C-2 Nurses' representatives

The Hospital recognizes four (4) nurse representatives from the following areas:

- 1-400 unit
- 1-300 Unit
- 1-500 Unit
- 1-for all other work areas.

C-3 Grievance Committee

The Hospital acknowledges the right of the Association to appoint or select a Grievance Committee consisting of the Bargaining Unit President and two nurses from the bargaining Unit. No more than two (2) of these members shall be from the Adult In-patient/Psychiatric Unit.

C-4 Hospital-Association Committee

The Hospital-Association Committee shall be comprised of two (2) representatives of the Hospital and two (2) representatives of the Association from either bargaining unit. Guests may be invited by mutual agreement.

- C-5 The Employer shall recognize one (1) member as a certified worker pursuant to the Occupational Health and Safety Act.

ARTICLE D - LEAVE FOR ASSOCIATION BUSINESS

- D-1 Two (2) weeks notice will be given by the Association when such leaves are requested. The number of nurses on such leave will not exceed one (1) full-time nurse and one (1) part-time nurse and one other nurse for a total of three (3) nurses from any unit at any one time, unless otherwise mutually agreed. The total leave of absence of all nurses granted under this clause shall not exceed an aggregate in both bargaining units of sixty (60) days in a calendar year.

A full-time nurse who has a scheduled day off on a day that she is required to attend an Association function, will if she so requests, and where possible be granted an alternate day off without pay, providing she has given as much advance notice as possible and no less than two (2) weeks' notice. The original scheduled day off will then be treated as a leave of absence for Association business under 11.02.

ARTICLE E - SENIORITY LIST

- E-1 Seniority accrual determination shall be as of the first pay in December and the final pay in June in each year.
- E-2 Seniority lists referred to in Article 10.02 shall be posted within six (6) weeks of the dates listed in E-1.

ARTICLE F - HOURS OF WORK

- F-1 A relief period will be granted during the period prior to and following the meal period and at a time determined by the Hospital.
- F-2 The parties agree that the hours of work for nurses in the bargaining unit are either 7.5 hours or 1 1/25 hours per tour.

It is recognized that occasionally a nurse will be called in to work extra hours as required.

If Network North foresees the need for nurses to change these hours of work, it will meet with the Local Association to negotiate the change.

ARTICLE G - SCHEDULING PROVISIONS- FULL-TIME

- G-1 If Network North requires a nurse to work a schedule of more than seven (7) consecutive days or afternoons, or six (6) consecutive nights without her consent,

the nurse shall be entitled to payment at the appropriate premium pay as set out in Article 14.03 of the Central Agreement for all tours worked in excess of seven (7) consecutive days or evenings or six (6) consecutive nights.

- G-2 Shift schedules shall be posted on January 30th, May 30th, and September 30th. These schedules are to be posted two (2) weeks in advance.
- G-3 A period of at least two (2) tours defined as fifteen (15) hours will be scheduled off between scheduled shifts worked by a nurse unless a lesser period of time is mutually agreed upon between the nurse and her immediate supervisor.
- Any hours worked within the two (2) scheduled tours off shall be paid at the appropriate premium pay as set out in Article 14.03 of the Central Agreement.
- G-4 If Network North schedules a single day off without mutual consent, the nurse's next tour worked shall be paid at the appropriate premium pay as set out in Article 14.03 of the Central Agreement.
- G-5
- (a) The Hospital will endeavour, wherever possible, to schedule a minimum of four (4) weekends (Saturday and Sunday) off in an eight (8) week period.
 - (b) A weekend shall be at least fifty-six (56) consecutive hours off work.
 - (c) A Nurse will receive time and one-half (1%) her regular straight time hourly rate for all hours worked on a third (3rd) and subsequent 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.
- G-6 A nurse who normally rotates on all three (3) shifts shall not be scheduled to work more than two (2) consecutive weeks on any one (1) shift without her consent.
- G-7 The Hospital will endeavour, in the case of nurses required to rotate, to schedule as far as reasonably possible, to ensure that the total number of afternoon and night tours shall not exceed the number of day tours unless by mutual consent.
- G-8 A request for a change in posted time schedules must be submitted forty-eight (48) hours in advance, in writing, by the nurse requesting the change, and co-signed by the nurse willing to exchange days off or tours of duty. It is understood that such scheduled changes or days off initiated by nurses is subject to the

approval of Network North and shall not result in overtime payment or compensation.

- G-9 The scheduling provisions will not operate during the period of December 15th to January 15th. A nurse shall be scheduled off duty a minimum of five (5) days at either Christmas or New Year's unless the nurse requests otherwise and the Hospital agrees. For the purposes of this Article the five (5) days shall be consecutive. The Hospital will endeavour, whenever possible, to ensure that such time off at Christmas will commence no later than 0730 hours December **24**, or that such time off at New Year's will commence no later than 0730 hours on December 31. The master rotation will be considered constant between December 15th and January 15th with alterations to accommodate the time scheduled off duty. The employer will endeavour to alternate staff having Christmas and New Year off each year.
- G-10 The Hospital will continue its present practice of allowing nurses to work on either days and evenings or days and nights.
- G-11 If the Hospital agrees, nurses will be given the opportunity to work permanent evenings or permanent night tours if requested. It is understood that such nurses will work four **(4)** consecutive weeks of day tour annually. Permanent arrangements will be reviewed annually by both parties. The Bargaining Unit President will be assigned to day shift for the duration of the term of office, unless otherwise agreed to by the employer and the Bargaining Unit President. It is understood that such scheduling shall not interfere with the scheduling objectives of the Hospital and should not result in the Hospital incurring additional premium pay to any nurses affected.
- G-12 An agreement to do extra tours or change of duty is not to be construed as a waiver of premium pay if applicable as set out in Article 14 of the Full-time Central Agreement and Local Issues.
- G-13 Extended Tours
- (a) Shift schedules shall be posted on January 30th, May 30th and September 30th.
 - (b) There will be one (1) tour scheduled off duty between tours of duty or premium pay will apply. A tour is defined as 11.25 hours.
 - (c) A request for a change in posted time schedules must be submitted twenty-four **(24)** hours in advance, in writing; by the nurse requesting the change, and co-signed by the nurse willing to exchange days off or tours of duty. It is understood that such scheduled changes or days off initiated by nurses is subject to the approval of the Hospital and shall not result in overtime payment or compensation.

- (d) The scheduling provisions will not operate during the period of December 15th to January 15th. A nurse shall be scheduled ~~off~~ duty a minimum of five (5) days at either Christmas or New Year's unless the nurse requests otherwise and the Hospital agrees. For the purposes of this Article the five (5) days shall be consecutive. The Hospital will endeavour, whenever possible, to ensure that such time off at Christmas will commence no later than 0730 hours December 24, or that such time off at New Year's will commence no later than 0730 hours on December 31.
- (e) The Hospital will not schedule more than three (3) consecutive tours or premium pay will apply.
- (f) The Hospital will endeavour to schedule an average of every second weekend ~~off~~ over the full-time rotation, or premium pay in accordance with G.5 (c) Full-time and H.1 (a) Part-time will apply.
- (g)
 - 1. Extended tours may be implemented into any unit on a trial basis when sixty percent (60%) of the nurses, combined full-time and part-time, indicate their willingness to do so by secret ballot vote.
 - 2. The Hospital agrees to implement the extended tours; such agreement shall not be withheld in an unreasonable or arbitrary manner.
 - 3. In order to have a proper vote proposed schedules will be drafted (master schedule) for two (2) weeks ~~so~~ each nurse will have an opportunity to review such schedules prior to the vote.
 - 4. It is understood that the trial period will be for a period of six (6) months.
- (h)
 - 1. After the completion of the trial period, extended tours shall be introduced into any unit on a permanent basis when:
 - (i) seventy percent (70%) of the nurses in the unit ~~so~~ indicated 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.
 - 2. Extended tours may be discontinued in any unit when:
 - (i) sixty percent (60%) of the nurses in the unit ~~so~~ indicated by secret ballot; or

- (ii) the Hospital because of:
 - a. adverse effects on patient care.
 - b. inability to provide a workable staffing schedule.
 - c. where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary,

states its intention in writing to the Association to discontinue the extended tours.

3. When written notice of discontinuation is given by either party in accordance with paragraph (2) 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.

- (i) Master rotation will not be changed without mutual consent and only then done with sixty (60) days advance notice.

G-14 A nurse who is ordered to work by the Hospital will be paid two times her regular hourly rate in accordance with Article 14.01. This applies to 7.5 hour and 11.25 hour tours.

G-15 Notwithstanding Article J-2, requests for specific days ~~off~~ shall be submitted in writing to the immediate supervisor on April 15th, August 15th, and December 15th. It is understood that such requests are subject to the approval of Network North and shall not result in premium payment.

G-16 Individual copies of original schedules will be available to all Sudbury Algoma Hospital Division nurses when posted.

G-17 Shift Premium

For the purposes of Article 14.10 Full-time Central Agreement, the night shift at Network North is 2330 hours to 0730 hours and the evening shift is 1530 to 2330 hours. Each shift consists of 7.5 hours.

G-18 Weekend Premium

For the purposes of Article 14.15 full-time and 14.14 part-time, weekend premium is paid for the hours worked between 2400 hours Friday and 2400 hours Sunday.

ARTICLE H - SCHEDULING PROVISIONS - PART TIME

- H-1
- (a) Shift schedules shall be posted on January 30th, May 30th and September 30th.
 - (b) Requests for specific days off shall be submitted in writing to the immediate supervisor on April 15th, August 15th, and December 15th. It is understood that such requests are subject to the approval of Network North and shall not result in premium payment.
 - (c) A request for a change in posted time schedules must be submitted forty-eight (48) hours in advance, in writing, by the nurse requesting the change, and co-signed by the nurse willing to exchange days off or tours of duty. It is understood that such scheduled changes or days off initiated by nurses is subject to the approval of Network North and shall not result in overtime payment or compensation.
 - (d) The Hospital will endeavour, wherever possible, to ensure that nurses required to work a weekend shall also work the paid holiday should the holiday fall immediately preceding or following the weekend, unless such scheduling would increase the normal staffing complement for the unit.
 - (e) A period of at least two (2) tours defined as fifteen (15) hours will be scheduled off between scheduled shifts worked by a nurse unless a lesser period of time is mutually agreed upon between the nurse and her immediate supervisor.

Any hours worked within the two (2) scheduled tours off shall be paid at the appropriate premium pay as set out in Article 14.03 of the Central Agreement.
 - (f) The scheduling provisions will not operate during the period of December 15th to January 15th.
 - (g) A nurse will receive premium pay for all hours worked on a third and subsequent 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.

H-2 A regular part-time Nurse must be available as required by the Hospital.

The commitment will include the following conditions:

1. Available to work four **(4)** weekends (Saturday and Sunday) in every eight **(8)** week period.
2. Available for days, evenings and night duty.
3. Available to work as scheduled on any tour for at least four **(4)** days including:
 - A) Christmas Day, or
 - B) New Year's Day.
4. Available to work at least two (2) tours per week.

- H-3
- (a) For those nurses working the extended tour, the holiday shall be deemed to begin at 1930 hours of the preceding day and to end at 1930 hours on the day which it is observed.
 - (b) For those nurses working 7.5 hour tour, the holiday shall be deemed to begin at 2330 hours of the preceding day and to end at 2330 hours on the day which it is observed.

H-4 Extended Tours

- (a) Shift schedules shall be posted on January 30th, May 30th and September 30th.
- (b) There will be one (1) tour scheduled ~~off~~ duty between tours of duty or premium pay will apply. A tour is defined as **1.25** hours.
- (c) A request for a change in posted time schedules must be submitted twenty-four **(24)** hours in advance, in writing, by the nurse requesting the change, and co-signed by the nurse willing to exchange days ~~off~~ or tours of duty. It is understood that such scheduled changes or days *off* initiated by nurses is subject to the approval of the Hospital and shall not result in overtime payment or compensation.
- (e) The Hospital will not schedule more than three (3) consecutive tours or premium pay will apply.

- (9) The Hospital will endeavour to schedule an average of every second weekend off over the full-time rotation, or premium pay in accordance with G.5 (c) Full-time and H.1 (g) Part-time will apply.
- (g)
1. Extended tours may be implemented into any unit on a trial basis when sixty-six percent (66%) of the nurses, combined full-time and part-time, indicate their willingness to do so by secret ballot vote.
 2. The Hospital agrees to implement the extended tours; such agreement shall not be withheld in an unreasonable or arbitrary manner.
 3. In order to have a proper vote proposed schedules will be drafted (master schedule) for two (2) weeks so each nurse will have an opportunity to review such schedules prior to the vote.
 4. It is understood that the trial period will be for a period of six (6) months.
- (h)
1. After the completion of the trial period, extended tours shall be introduced into any unit on a permanent basis when:
 - (i) eighty percent (80%) of the nurses in the unit so indicated 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.
 2. Extended tours may be discontinued in any unit when:
 - (i) fifty-five percent (55%) of the nurses in the unit so indicated by secret ballot; or
 - (ii) the Hospital because of:
 - a. adverse effects on patient care.
 - b. inability to provide a workable staffing schedule.
 - c. where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary,

states its intention in writing to the Association to discontinue the extended tours.

3. When written notice of discontinuation is given by either party in accordance with paragraph (2) 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.
- (i) Master rotation will not be changed without mutual consent and only then done with sixty (60) days advance notice.
- (j) A regular part-time nurse must be available as required by the Hospital (extended tours).

The Commitment will include the following conditions:

1. Available to work four (4) weekends (Saturday and Sunday) in every eight (8) week period.
2. Available for days and night duty.
3. Available to work as scheduled on any tour for at least three (3) tours including:
 - A) Christmas Day, or
 - B) New Year's Day.
4. Available to work at least three (3) tours per pay period.

H-5 All regular part-time nurses will be scheduled up to their commitment on the basis of seniority, extra tours will then be offered to regular part-time nurses on the basis of seniority. Job sharers will be offered the additional tours after all other regular part-time employees have been offered the work. For the purpose of distribution of extra hours, cancellation or reassignment of a single shift, part-time employees who occupy temporary full-time positions will be considered full-time.

H-6 Individual copies of original schedules will be available to all Sudbury Algoma Hospital Division nurses when posted.

H-7 An agreement to do extra tours or change of duty is not to be construed as a waiver of premium pay if applicable as set out in Article 14 of the Part-time Central Agreement and Local Issues.

H-8 A nurse who is ordered by the Hospital to work will be paid two (2) times her regular hourly rate in accordance with Article 14.01. This applies to 7.5 hour and 1 1/2 hour tours.

H-9 Shift Premium

For the purposes of Article 14.10 of the Central Agreement, the night shift at Network North is 2330 hours to 0730 hours and the evening shift is 1530 to 2330 hours. Each shift consists of 7.5 hours.

H-10 Weekend Premium

For the purposes of Article 14.15, weekend premium is paid for the hours worked between 2400 hours Friday and 2400 hours Sunday.

ARTICLE I- PREMIUM PAYMENT - FULL-TIME

I-1 Where a nurse has accumulated approved overtime hours and chooses equivalent time off in accordance with the Central Collective Agreement, such time off must be taken within four (4) months.

ARTICLE J - PAID HOLIDAYS

J-1 The paid holidays recognized shall be as follows:

New Year's Day	Canada Day-July 1
2nd Monday in February	August Civic
Good Friday	Labour Day
Easter Monday	Thanksgiving Day
Friday preceding	Christmas Day
Victoria Day	Boxing Day

J-2 Where the nurse is entitled to a lieu day, such day off must be taken within four (4) months after the date on which the holiday was observed, to be taken on a day arranged between the nurse and her immediate supervisor or payment shall be made in accordance with the Central Collective Agreement.

J-3 The Hospital will endeavour, wherever possible, to ensure that Nurses required to work a weekend shall also work the paid Holiday should the holiday fall immediately preceding or following the weekend, unless such scheduling would increase the normal staffing complement for the Unit.

- J-4 Where the nurse is entitled to a lieu day, such day *off* must be taken within four **(4)** months after the date on which the holiday was observed, to be taken on a day arranged between the nurse and her immediate supervisor or payment shall be made in accordance with the Central Collective Agreement.
- (a) For those nurses working the extended tour, the holiday shall be deemed to begin at 1930 hours of the preceding day and to end at 1930 hours on the day which it is observed.
 - (b) For those nurses working 7.5 hour tour, the holiday shall be deemed to begin at 2330 hours of the preceding day and to end at 2330 hours on the day which it is observed.

ARTICLE K - VACATIONS - FULL-TIME

- K-1 The date for determining vacation entitlement in this Hospital is June 30th in any year.
- K-2 For the purpose of scheduling vacations and vacation entitlement, the vacation year shall be from July 1st to June 30th in any year. In no case may vacation allowance be carried over or accumulated from one year to the next. Upon mutual agreement of Network North and the employee up to one (1) week of vacation allowance can be carried over or accumulated from one year to the next. The vacation allowance carried over must be utilized prior to September 30th of the next vacation year.
- K-3 The first three (3) weeks of vacation may be allotted to a nurse on a consecutive basis and the fourth (4th) and succeeding weeks of vacation, if any, at a time acceptable to both the nurse and the Hospital.
- K-4
- (a) A vacation request list shall be posted by February 1st.
 - (b) It is understood and agreed that the Hospital will grant to nurses, in accordance with seniority, preference in selecting their vacation periods, but such option must be exercised without delay or be lost and, of necessity, the Hospital must reserve the final decision as to the scheduling of vacations.
 - (c) All nurses shall indicate their vacation preference by March 1st. Where no request for vacation is received by March 1st, vacation shall be scheduled at a time acceptable to both the nurse and the Hospital.
 - (d) Vacation schedules will be posted by April 15th.
- K-5
- (a) Vacations will be scheduled **so** that *two* (2) full-time nurses will be **off** at any one time from any nursing area in the Adult In-Patient Unit. Team Leaders

shall not be included in these numbers. Only one Team Leader from any nursing area in the Adult In-Patient Unit may be *off* at any one time.

All other work areas will continue their present practice of scheduling vacation.

K-6 VACATION - PART-TIME

- (a) It is understood and agreed that the Hospital will grant to regular part-time nurses, in accordance with their seniority, preference in selecting a personal annual leave of absence without pay in lieu of a vacation period, but such option must be exercised without delay or be lost. The Hospital must reserve the final decision as to the scheduling of time off work.
- (b) Time off work under this section shall be equated to the vacation period allotted to full-time nurses.
- (c) For the purpose of scheduling such annual leave, the entitlement year shall be from July 1st to June 30th.
- (d) In no case may annual leave entitlement be carried over or accumulated from one year to the next.
- (e) Vacation pay shall be paid in December of each year.

K-7

- (a) An annual leave entitlement list shall be posted by February 1st.
- (b) All nurses shall indicate their annual leave entitlement preference by March 1st. Where no request for annual leave is received by March 1st, annual leave shall be scheduled at a time acceptable to both the nurse and the Hospital.
- (c) Annual leave entitlement schedules will be posted by April 30th.

K-8

Vacation will be scheduled so that four **(4)** part-time nurses will be off at any one time from any nursing area in the Adult In-Patient Unit.

All other work areas will continue their present practice of scheduling vacation.

K-9

Vacation pay, if any, flowing from Article 16.06 of the Central Agreement will be paid the first pay in December.

K-10

The first three (3) weeks of annual leave entitlement may be allocated to a nurse on a consecutive basis and the fourth (4th) and succeeding weeks of annual leave entitlement, if any, at a time acceptable to both the nurse and the Hospital.

ARTICLE L- RESIGNATION

L-1 A nurse shall give at least one (1) month's written notice of intention to resign.

ARTICLE M - BULLETIN BOARD

M-1 The Hospital will provide an enclosed bulletin board for the use of the Association. These notices will be signed by the Local President or designee.

ARTICLE N- PAY DAYS

- N-1 (a) Pay days shall be every second Friday, except that should a holiday fall on that day, then the preceding day shall be deemed to be the pay day.
- (b) For full-time nurses, full vacation pay and pay for time worked shall be available to the nurse on the last day to be worked previous to vacation time, provided that the nurse submits, in writing, to the Supervisor, a request for vacation pay four (4) weeks prior to vacation time.

ARTICLE O - INTERVIEW

- O-1 The interview referred to in Article 5.06 shall take place during the orientation period. The Hospital will advise the Association directly when a new member has been hired. The Hospital will provide each new member with a copy of the collective agreement between the parties.
- O-2 Wherever possible, the Hospital will provide the Union with seven (7) days notice of interview time and/or day and the names and unit of members involved. Thirty (30) minutes per orientation session will be allotted for the Association presentation.

ARTICLE P - SICK LEAVE CREDITS - FULL-TIME

P-1 The Hospital shall supply a statement of sick leave debits and credits remaining in the register at the end of each calendar year.

ARTICLE Q - PRE-PAID LEAVE PLAN

Q-1 The number of nurses that may be absent at any one time shall be one from either bargaining unit.

ARTICLE R - MISCELLANEOUS

R-1 (a) The nurse who has been assaulted while performing her work if she wishes will inform the Association.

- (b) Network North will consider requests for reimbursement for damages incurred to the nurse's personal property such as eyeglasses and clothing as a result of being assaulted while performing her work.

ARTICLE S - JOB SHARING

S-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 Director or designee.
- (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.

(9) Coverage:

1. Job Sharers are not required to cover for their partners in the case of prolonged or extended absences known to be in excess of five (5) working days.
2. 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 Director or designee, 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 Agreement.
- (h) Any incumbent full-time nurse wishing to share her position and the Hospital agrees, 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.

Discontinuation

Either party may discontinue the job-sharing arrangement by stating its intention in writing. The parties shall meet within four (4) weeks of the giving of notice to review the request for discontinuation. Where it is determined that the job sharing arrangement will be discontinued, affected nurses will be given sixty (60) days notice before their schedules are so amended.

ARTICLE T - MODIFIED WORK

- T-1
 - (a) If the nurse agrees, the Hospital will notify the President of the Local Nurses' Association of the names of the employees who go off work due to a work-related injury or when an employee goes on LTD.
 - (b) Prior to any employee returning to work on a modified/light/alternate work program, Network North will meet with the Co-ordinator of Occupational Health & Safety/Infection Control, the Director of the area, the Director of Human Resources as necessary, the representative of the Ontario Nurses' association, a member of the local executive and the nurse to negotiate a back to work program for the nurse. Directors from other work areas may be invited as necessary.
 - (c) 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.

ARTICLE U - VIOLENCE

- U-I
- (1) The Employer agrees to take all reasonable measures to protect employees in the workplace. Any employee who believes the situation to be abusive shall report this to the immediate supervisor who will make every reasonable effort to rectify the abusive situation.
 - (2) The parties agree that if incidents involving aggressive patient action occur, such action will be recorded and reviewed at the Occupational Health and Safety Committee. Reasonable steps within the control of the Employer will follow to address the legitimate health and safety concerns of employees presented in that forum.
 - (3) The Employer shall notify the Union within seven **(7)** days of any employees who have been assaulted while performing her or his work. The assaulted employee may choose to have her or his name remain confidential. Such information shall be provided to the Association in writing as soon as possible. Updated statistics on numbers of staff assaulted while performing work will be brought to each meeting of the Joint Health and Safety Committee.
 - (4) When an employee, in the exercise of her or his functions, suffers damage to her or his personal belongings (clothing, watch, glasses, contact lenses or other prosthesis, etc.), the Employer shall provide for replacement or repair at no cost to the employee.

The employee will endeavour to present her or his claim to the Employer within seven **(7)** days after the event, unless it was impossible for her or him to do so during this period.

V-1

LETTERS OF UNDERSTANDING

- (a) Attached Letter of Understanding - re: Pharmacy Nurse
- (b) Attached Letter of Understanding - re: Registered Nurses in Children's Services.
- (c) Attached Letter of Understanding - re: Scheduling Issues

DATED AT SUDBURY, ONTARIO, THIS

7th DAY OF Nov . , 2000

FOR THE EMPLOYER

W. P. Piquette
Bonnie Byrnes

FOR THE ASSOCIATION

R. Mac Kay
Gene Peltonen
Margaret Robins P.A.
[Signature]

V-1(a)

LETTER OF UNDERSTANDING

Between:

ONTARIO NURSES' ASSOCIATION

And:

**NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP**

Re: Pharmacy Nurse

The parties agree to the following:

1. The Pharmacy Nurse position is a full-time position.
2. Part-time nurses will be oriented to relieve in this position for scheduled vacation.
3. Part-time nurses will relieve for sick leaves and any leaves of absence.

DATED AT SUDBURY, ONTARIO, THIS 7th DAY OF Nov, 2000

FOR THE EMPLOYER

FOR THE UNION

Mona Piquette

R. MacKell
Labour Relations Officer

Bonnie Gynal

Joanne Peltomaki

Margaret Lindsay R.N.

[Signature]

V-1(b)

LETTER OF UNDERSTANDING

Between:

**NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP**

And:

ONTARIO NURSES' ASSOCIATION

Re: Registered Nurses in Children's Services

The parties agree to the following:

If replacement hours are required and approved for nurses working in Children's services, they will be offered to part-time ONA nurses.

DATED AT SUDBURY, ONTARIO, THIS 7th DAY OF Nov, 2000.

FOR THE EMPLOYER

FOR THE UNION

Mani Pykala
Bonnie Rymal

R. Mackay
Labour Relations Officer
Joanne Peltomaki
Margaret Andrew B.N.
Barbara Maynard

APPENDIX 6

NOTIFICATION OF IMPROPER WORK ASSIGNMENT
AVIS D'ATTRIBUTION INCORRECTE DE TRAVAIL

Nurses (Complainants) to complete every section / Chaque section est remplie par les infirmières (plaignantes)

DATE/TIME OF OCCURRENCE
DATE/HEURE DEL'INCIDENT
DATE TO EMPLOYER
DATE DE NOTIFICATION A L'EMPLOYEUR
AGENCY ORGANISME
WARD SERVICE
SHIFT EQUIPE
TYPE OF CARE
TYPE DE SOINS
BED CAPACITY
Nbre de LITS
PATIENTS(#)
Nbre de PATIENTS(#)
STAFFING
EFFECTIF PRESENT
USUAL STAFFING
EFFECTIF NORMAL

I/We, the undersigned, believe that I was/we were given an assignment that was inconsistent with proper patient care for the following reasons. (Brief outline of problem/assignment attached).

Nous, soussignés, croyons que l'on nous a attribué une tâche qui ne permettait pas de fournir les soins voulus aux patients pour les raisons indiquées. (Joindre une brève description de la tâche et du problème.)

To correct this problem, I/we recommend:

Pour corriger la situation, nous recommandons:

NAME/TITLE OF IMMEDIATE SUPERVISOR NOTIFIED:

NOM/TITRE DU SUPERVISEUR IMMÉDIAT QUI A ÉTÉ AVISÉ:

DATE/TIME OF NOTIFICATION
DATE/HEURE À LAQUELLE IL A ÉTÉ AVISÉ

RESPONSE/ACTION
RÉACTION/INTERVENTION

Signature of Complainant(s) & Printed Name(s) below:

Signature des plaignantes et nom en lettres moulées:

X X X

I/we do not believe this response was adequate to resolve our concerns. I/we therefore request our local president/executive committee refer these concerns to the AAC. Failing resolution of the nurses' concerns, the association may consider these issues under the professional responsibility clause.

Nous croyons que les mesures prises sont insuffisantes pour régler la situation. Nous demandons par conséquent au président de la section locale ou au comité exécutif de porter la question devant le CAO. Si ces démarches n'aboutissent pas, l'association pourrait considérer ces questions sous le régime des dispositions liées à la responsabilité professionnelle.



Ontario Nurses' Association
September 1992

Association des infirmiers et infirmières de l'Ontario
septembre 1992

Employer Copy
Copie de l'employeur

V-1(c)

LETTER OF UNDERSTANDING

Between:

**NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP**

And:

ONTARIO NURSES' ASSOCIATION

Re: Scheduling Issues

The parties agree to the following:

Network North and the Ontario Nurses' Association agree to examine scheduling issues in Hospital/Association Committee.

DATED AT SUDBURY, ONTARIO, THIS 7th DAY OF June, 2000.

FOR THE HOSPITAL

Mimi Lyggett
Bonnie Gynard

FOR THE UNION

R. Mackay
Joanne Peltoniemi
Margaret Bales
Barbara Mays

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