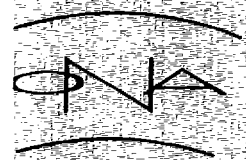


SOURCE	Municipality
EFF.	91/02/91
TERM.	94/01/31
No. OF EMPLOYEES	135
NUMBRE OF EMPLOYEES	28

# Collective Agreement

between



the Ontario Nurses' Association  
Local 39

and

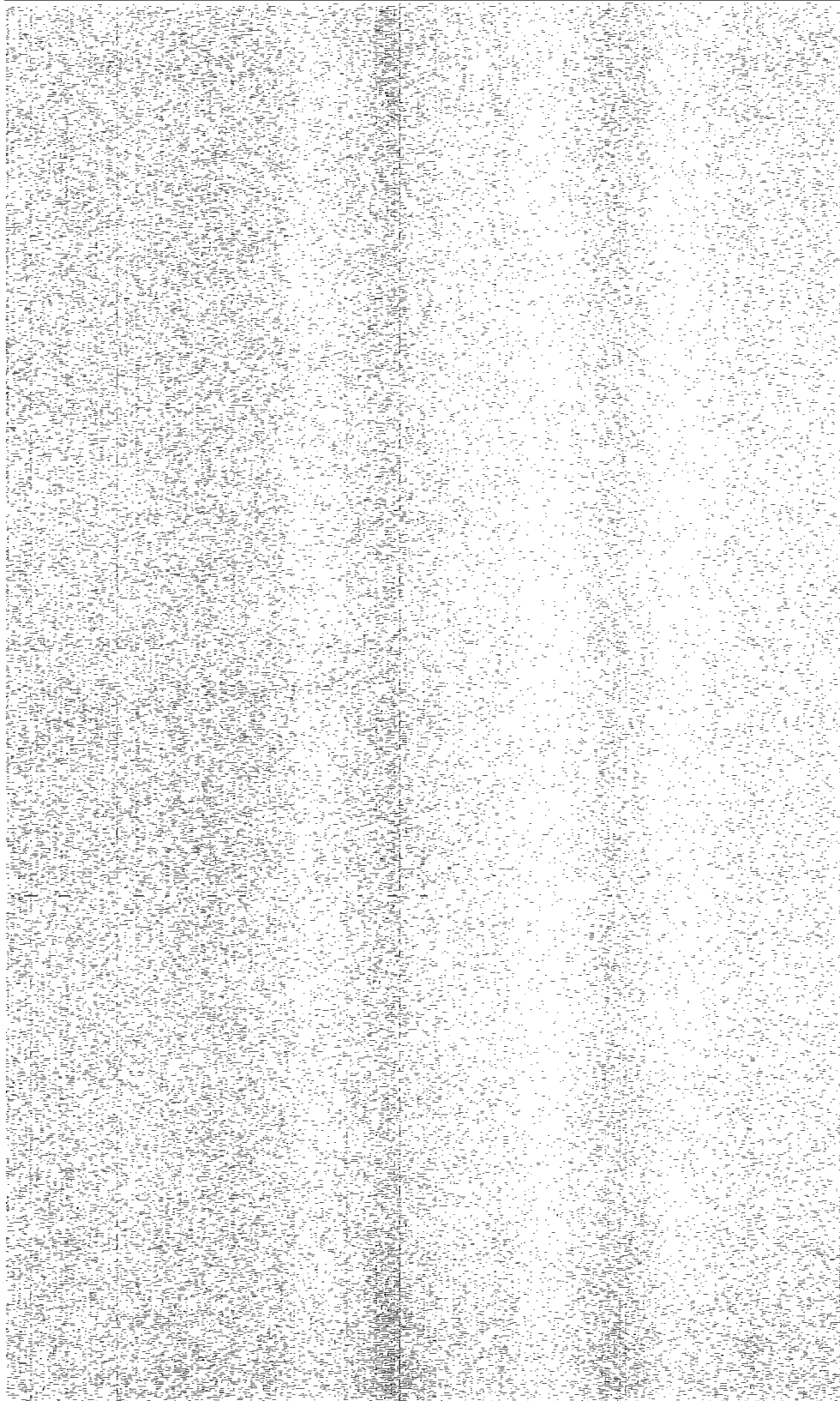


the Regional Municipality of Niagara

**February 1, 1991 to January 31, 1994**

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**COLLECTIVE AGREEMENT**

**THE REGIONAL MUNICIPALITY OF NIAGARA**

**AND**

**THE ONTARIO NURSES' ASSOCIATION**

**(LOCAL 39)**

**FEBRUARY 1, 1991 to JANUARY 31, 1994**



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HIS AGREEMENT MADE THIS 12TH DAY OF MARCH, 1992, BETWEEN

THE REGIONAL MUNICIPALITY OF NIAGARA

(hereinafter called the "EMPLOYER")

and

ONTARIO NURSES' ASSOCIATION

(hereinafter called the "ASSOCIATION")

**ARTICLE 1 - PURPOSE AND RECOGNITION**

01 The general purpose of this Agreement is to establish mutually satisfactory employment relations between the Employer and the Association. It provides means for the settlement of grievances, and for the final settlement of disputes. Salaries, hours of work and other conditions of employment are established by mutual agreement. It is recognized that nurses wish to work cooperatively with the Employer to provide the best possible community health services.

The Employer recognizes the Association as the exclusive bargaining agent for all registered nurses and graduate nurses employed by the Employer, save and except Program Managers and persons above the rank of Program Manager.

**ARTICLE 2 - REPRESENTATION AND ASSOCIATION SECURITY**

01 The Employer agrees to recognize the following representatives of the Association:

- (a) A Negotiating Committee which shall be composed of not more than three (3) Association members;
- (b) A Grievance Committee which shall be composed of not more than three (3) Association members;
- (c) Ten (10) Nurse Representatives in the Employers' employ to assist nurses in the presentation of any complaints or grievances that may arise, if the Nurse Representative's assistance is required by the aggrieved nurse.



ARTICLE 2 - REPRESENTATION AND ASSOCIATION SECURITY (continued)

2.01 The representatives shall be as follows:

Niagara Falls	1 Representative
Fort Erie	1 Representative
Welland	2 Representatives
St. Catharines	3 Representatives
Home Care	2 Representatives
Family Planning	1 Representative

(d) A Nurse Management Committee composed of three (3) representatives of each of the parties. The function of this committee will be to promote and provide effective and meaningful communication of information and ideas on matters of mutual concern. The Committee shall meet at mutually satisfactory times, but not less than once every three (3) months. Agendas will be exchanged five (5) working days in advance of the meeting. It is agreed that grievances will not be discussed at these meetings. The duties of the Chairperson and Recording Secretary shall be rotated through the members of the Committee

2.02 The Association shall have the right at any time to have the assistance of a representative or consultant of the Ontario Nurses' Association.

2.03 The Association will provide the Employer with the names of its officers, committee members and nurse representatives and shall keep such list up to date at all times.

2.04 The Association acknowledges that the nurse representatives and the committee members from among the nurses will be required to efficiently perform their regular duties on behalf of the Employer and that such nurses will not leave their regular duties without first obtaining permission from their Program Manager or her designate to leave such regular duties and will report back to their Program Manager or her designate upon resuming their regular duties.

2.05 Nurse representatives and committee members as provided for in Article 2.01 will be paid their respective salaries for all time spent during regular working hours attending meetings with the Employer. For the Grievance Committee, pay will be kept whole up to, but not including Arbitration and for negotiations, up to Conciliation and any other Negotiating meetings agreed to between the parties.

**TICLE 2 - REPRESENTATION AND ASSOCIATION SECURITY** (continued)

- 16 The Employer and the Association agree that there shall be no discrimination on account of race, creed, colour, gender, marital status, or residence practised against any nurse.
- 17 (a) The Employer will deduct from the pay of each nurse covered by this Agreement such monthly dues as may be adopted and designated by the Association. The Employer will send to the Association once each month, its cheque for the dues deducted under this clause, together with notification of additions or deletions to the list of nursing staff from whom payroll deductions are being made, including Social Insurance Numbers for each nurse.
- (b) The Association shall notify the Board of any change in the amount of such dues.
- (c) The Association shall indemnify and save the Employer harmless with respect to all dues so deducted and remitted.
- 18 All references to officers, representatives and committee members in this Agreement shall be deemed to mean employees of the Employer and who are officers, representatives and committee members of Local 39, Ontario Nurses' Association.
- 19 The Employer agrees to acquaint new nurses with the fact that a Collective Agreement is in effect, and with the conditions of employment set out in the articles.
- 20 The Employer shall notify **the President** or her designate of a new nurse(s') commencement date of employment. The **President** or her designate shall be given a reasonable period of time to meet the new nurse(s) and provide her with a copy of the Collective Agreement. The Employer will notify the **President** who will arrange for a mutually agreeable date and time for them to meet.
- 21 The Employer and the Association shall establish an Occupational Health and Safety Committee in accordance with the provisions of the Ontario Health and Safety Act. The Committee shall hold meetings as required and all unsafe, hazardous or dangerous conditions affecting staff shall be taken up and dealt with at such meetings. Meetings shall take place at times mutually agreeable to all parties except in the case of an emergency.

***All time spent by nurses fulfilling their responsibilities on this committee shall be considered time worked and paid for in accordance with this Agreement.***



### **ARTICLE 3 - MANAGEMENT'S RIGHTS**

- 3.01** The Association acknowledges that it is the function of the Employer to:
- (a) maintain order, discipline and efficiency; and to establish and enforce reasonable rules and regulations governing the conduct of nurses, which rules and regulations are primarily designed to safeguard the interests of the Employer;
  - (b) hire, transfer, promote, demote, discipline, suspend or discharge nurses, provided that a claim of discriminatory promotion, demotion or transfer or a claim that a nurse has been disciplined, suspended or discharged without reasonable cause may be subject to a grievance and may be dealt with as hereinafter provided;
  - (c) generally, to operate the Health Services Department in an efficient manner consistent with the obligations of the Department to the general public in the community served; it being understood and agreed that the Corporation will retain all functions of management inherent in it as an employer, save and except only such functions as are specifically modified or abridged by this Agreement;
  - (d) The Employer agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement and a claim that the Employer has exercised any of these rights in a manner inconsistent with any of the provisions of this Agreement shall be the subject of a grievance.

### **ARTICLE 4 - GRIEVANCE PROCEDURES**

- 4.01** To promote harmonious relationships and equitable adjustments of problems in grievances arising from terms of employment in this Agreement, the following grievance procedure is to be used in such cases. It is understood that a nurse has no grievance until she has first discussed her complaint with her Program Manager or designate.
- 4.02** **STEP 1** - If a complaint is not settled satisfactorily, the grievance may be presented in writing by a nurse accompanied by her Nurse Representative to the Director of Nursing, ***Director of Home Care*** or her designate within eight (8) working days of the event upon which the grievance is based. No grievance shall be considered that occurred more than eight (8) days before presentation of same. The Director of Nursing, ***Director of Home Care*** or her designate will give her decision in writing within six (6) working days of its receipt.



**TICLE 4 - GRIEVANCE PROCEDURES** (continued)

- 23 **STEP II** - If not settled satisfactorily in Step I, the grievance may, within three (3) working days of receipt of the reply of Step I sent to the employee and Chairperson of the Grievance Committee, be submitted in writing by the nurse concerned to the Director of Human Resources *or his designate* to be dealt with at a meeting between the Director of Human Resources *or his designate* and the nurse, accompanied by the Grievance Committee within ten (10) working days of the date of submission or such longer period as is mutually agreed upon. The decision of the Director of Human Resources *or his designate* shall be in writing, sent to the nurse and the Chairperson of the Grievance Committee within ten (10) working days after the meeting at which it was discussed. A representative or consultant from the Ontario Nurses' Association may be in attendance, at the request of either party.
- 24 If not then settled satisfactorily, the grievance may within ten (10) calendar days of receipt of the reply of Step II, be referred to a Board of Arbitration.
- 25 No grievance shall be considered in any step unless it has been properly carried through all previous steps of the Grievance Procedure as specified except that, if at any step, the Employer does not give its answer within the allotted time limit, the grievance may be carried to the next step within the appropriate time allowed.
- 26 A Board of Arbitration shall be composed of one nominee of the Association, one nominee of the Employer and a third person who shall act as Chairperson on the joint recommendation of the two nominees. In the event of failure to agree upon a Chairperson, an application shall be made to the Minister of Labour for Ontario. Each party will bear the expense of its own arbitrator and the parties will jointly share the expenses, if any, of the Chairperson. No person may be appointed as an arbitrator who has been involved in an attempt to negotiate or settle the grievance. It is agreed that the decision of the Board of Arbitration shall be final and binding upon the Employer and the Association.
- 27 It is agreed that the Board of Arbitration shall not have any authority or jurisdiction to alter this Agreement, or to deal with any matter not covered by this Agreement.
- 28 A complaint or grievance arising directly between the Employer and the Association concerning the interpretation, application or alleged violation of the Agreement shall be originated at Step II within ten (10) working days following the circumstances giving rise to the complaint or grievance.

ARTICLE 4 - GRIEVANCE PROCEDURES (continued)

4.09 Where a number of nurses have identical grievances and each nurse would be entitled to grieve separately, they may present a group grievance in writing identifying each nurse who is grieving to the Director of Nursing, **Director of Home Care** or her designate within ten (10) working days after the circumstances, giving rise to the grievance, have occurred. The grievance shall then be treated as being initiated at Step I and the applicable provisions of this Article shall then apply with respect to the processing of such grievance.

4.10 ***Nothing in this Article shall prevent the parties from agreeing to the appointment of a single Arbitrator that is mutually agreeable to both parties.***

ARTICLE 5 - DISCIPLINE AND DISCHARGE

5.01 (a) A claim by a nurse that she has been discharged or disciplined without just cause shall be treated as a grievance if a written statement of such grievance is lodged with the Employer at Step II within five (5) working days after the discharge or discipline or within five (5) working days after the Association has been notified, whichever is the later.

5.01 (b) Such grievance may be settled by confirming the Employer's action or by reinstating the nurse, or **by** any other arrangement which is just and equitable in the opinion of the conferring parties or by an Arbitration Board.

5.02 In the event of a discharge or discipline, the Employer will notify the Association and the nurse in writing as soon as possible and not later than two (2) working days after the discharge or discipline, giving the reason(s) for the discharge or discipline.

5.03 At any time discipline is to be imposed, a nurse is entitled to be represented by her nurse representative and the Employer shall advise the nurse of this right in advance.

ARTICLE 6 - LEAVE OF ABSENCE

6.01 (a) The Employer may grant to nurses, leave of absence with or without pay. Requests for leave of absence shall be in writing and shall be submitted reasonably in advance of the commencement of the leave, unless the circumstances make it impossible to do so. A reply in writing will be given within two (2) weeks except in the case of an emergency.



ARTICLE 6 - LEAVE OF ABSENCE (continued)

- 1 *Leave of absence shall not normally be granted in order for a nurse to be employed elsewhere.*
- (b) *A nurse who wishes to request a leave of absence without pay for reasons satisfactory to the Employer during the months of **July and August**, shall submit this request in writing prior to March 15th.*

2 *Pregnancy and Parental Leave*

(a) *Pregnancy Leave*

- (i) *Pregnancy leave will be granted in accordance with the provisions of the Employment Standards Act, R.S.O. 1990 except where amended in this provision.*
- (ii) *The nurse shall give written notification at least one **(1)** month in advance of the date of commencement of such leave and the expected date of return.*
- (iii) *Nurses shall continue to accumulate seniority and service benefits during said pregnancy leave. The Employer shall continue to pay the premium for all applicable benefits unless the employee gives the Employer a written notice that the employee does not intend to pay the employee's contribution, if any.*
- (iv) *The Employer may temporarily fill the position during such leave. Upon return from such leave, the employee shall be reinstated to her former position in the program and/or office to which she was assigned.*
- (v) *Effective February **1, 1991**, on confirmation by the Unemployment Insurance Commission of the appropriateness of the Region's Supplemental Unemployment Benefit (**SUB**) Plan, a nurse who is on pregnancy leave as provided under this agreement who is in receipt of Unemployment Insurance Pregnancy Benefits pursuant to Sections **18** and **20** of the Unemployment Insurance Act, 1971, shall be paid a supplemental unemployment benefit.*

*That benefit will be equivalent to the difference between seventy-five (75%) of her regular weekly earnings and the sum of her regular weekly unemployment insurance benefits and any other earnings.*

**ARTICLE 6 - LEAVE OF ABSENCE** (continued)

(a) Pregnancy Leave (continued)

*The fifteen (15) week entitlement under Unemployment Insurance shall be topped by the Employer so that the nurse receives seventy-five per cent (75%) of her current earnings.*

*The nurse's regular weekly earnings shall be determined by multiplying her regular hourly rate on her last day prior to the commencement of the leave, times her normal weekly hours. (Regular hourly rate shall include all premiums and in the case of part-time nurses, the percentage in lieu).*

(b) Parental leave

- (i) *A nurse who becomes a parent of a child is eligible to take a parental leave in accordance with the provisions of the Employment Standards Act, R.S.O. 1990, except where amended in this provision.*

*A nurse is eligible to be granted a parental leave of up to eighteen (18) weeks duration, in accordance with the Employment Standards Act. A nurse who is eligible for a parental leave may extend the parental leave for a period of up to six (6) months duration, consideration being given to any requirements of regulating authorities. In cases of the coming of a child into the custody, care and control of a nurse for the first time, the nurse shall advise the Employer as far in advance as possible with respect to a prospective parental leave and shall request the leave of absence, in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the coming of a child into the custody, care and control of a nurse for the first time, the nurse finds it impossible to request the leave of absence in writing, the request may be made verbally and subsequently verified in writing.*

- (ii) *Nurses shall continue to accumulate seniority and service benefits during said Parental Leave. The Employer shall continue to pay the premium for all applicable benefits unless the employee gives the Employer a written notice that the employee does not intend to pay the employee's contributions, if any.*





**ARTICLE 6 - LEAVE OF ABSENCE**

***(b) Parental Leave (continued)***

***(iii) The employer may temporarily fill the position during such leave. Upon return from such leave, the employee shall be reinstated to her former position in the program and/or office to which she was assigned.***

***(c) The nurse, on request, will be permitted to extend the above leaves to a maximum of twelve (12) months, it being understood that such additional leave shall be without pay.***

**6.03 Education Leave**

(a) Information concerning professional meetings, educational courses, and/or workshops pertaining to any aspect of Public Health Nursing shall be posted on bulletin boards in all offices by the Employer as far as possible in advance so that the nurses may apply for leave of absence for the course.

At the time of the posting, the Employer will indicate the number of nurses that shall be considered under Article 6.03 (b).

When the number of positions posted by the Employer has been filled, the Employer may make whatever arrangements he deems necessary by mutual consent, with any other nurses who have expressed interest in the posting.

(b) The Employer shall continue the nurse's salary and shall pay registration expenses, reasonable travel and living expenses for all approved educational meetings, courses, workshops, etc. Such leave shall, where reasonably possible, be rotated amongst the staff on an equitable basis.

(c) When a nurse has completed a course relevant to her duties, she shall be granted leave of absence with pay to write the required examination.

(d) Leave of absence with pay to attend Association meetings shall be granted if requested, but the Employer may limit this to two (2) nurses and not exceed twenty (20) days per year. If the Association finds it necessary, they may request an additional ten (10) days unpaid leave per year.



**ARTICLE 6 - LEAVE OF ABSENCE** (continued)

- (e) A nurse who is elected to the office of President of the Ontario Nurses' Association shall be granted, upon request, leave(s) of absence without loss of seniority and benefits up to one (1) year. During such leave of absence, salary and benefits will be kept whole by the Employer, and the Association agrees to reimburse the Employer on a monthly basis for such salary and employer contributions to benefits. The nurse agrees to notify the Employer of her intention to return to work within two (2) weeks following the termination of office.

***Should the term of office for President of the Ontario Nurses' Association be extended to two (2) years, upon written application, leave of absence shall be extended as above.***

- (f) A nurse who is elected to the Board of Directors of the Ontario Nurses' Association, other than to the office of President, shall be granted leave of absence without pay up to a total of fifty (50) days annually. There shall be no loss of seniority or service during such leave of absence.

Leave of absence under this provision shall be in addition to the Association leave provided in Article 6.03 (d) above. During such leave of absence, the nurse's salary and applicable benefits shall be maintained by the employer and the Association agrees to reimburse the employer in the amount of the full cost of such salary and applicable benefits on a monthly basis.

- (g) ***Upon mutual agreement between the supervisor and the nurse, hours of work may be altered in order to permit attendance at educational courses.***

**6.04 Jury Duty**

If a nurse is required to serve as a juror in any court of law or required by subpoena to attend a court of law, she shall not lose her regular pay because of such attendance provided that she:

- (a) notifies the Employer immediately upon her notification that she will be required to attend court;
- (b) presents proof of service requiring her attendance;
- (c) promptly repays the amount (other than expenses) paid to her for such service of attendance, to the Employer.



ARTICLE 6 - LEAVE OF ABSENCE (continued)

Should a regular part-time nurse be scheduled to work, she shall be paid in accordance with this Article for those hours she was scheduled to work.

ARTICLE 7 - COMPASSIONATE LEAVE

- 01 A nurse will be granted five (5) working days leave of absence without loss of normal salary on the death of a spouse, child, or parent.
- 02 A nurse will be granted three (3) working days leave of absence without loss of normal salary in the death of an immediate relative. Immediate relative shall mean:
- (a) the nurse's sister; brother; mother-in-law; father-in-law; grandparent; grandchild; brother-in-law, sister-in-law.
  - (b) a person who is a blood relative of the nurse or her spouse, and is normally a resident in the nurse's household and has been dependent upon the nurse.
- 03 Should a regular part-time nurse be scheduled to work, she shall be paid in accordance with the Article for those hours she was scheduled to work.
- 04 In case where travel time is required, additional leave of absence without pay shall be granted by the Employer.

ARTICLE 8 - CLASSIFICATION AND SALARIES

- 01 Positions shall be classified according to Appendices "A", "Et", and "C" attached and salaries shall be paid according to the rates applicable for the periods specified therein.
- 02 Regular part-time nurses shall advance up the grid as outlined in Appendix "B" after each two hundred (200) worked days.

ARTICLE 9 - HOURS OF WORK

- 01 The normal hours of work for full-time nurses covered by this agreement shall be between 0830 hours and 1630 hours, exclusive of a one-hour (1) meal break, Monday to Friday inclusive.

**ARTICLE 9 - HOURS OF WORK** (continued)

- 9.02 Each nurse will be entitled to two (2) fifteen-minute rest periods per day.
- 9.03 Time worked in excess of thirty-five (35) hours per week shall be compensated by time off at a mutually agreeable time or payment in lieu at a rate of time and one half (1.5). ***Full-time nurses shall not be required to take time off her regular scheduled work week as a direct consequence of pre-authorized overtime hours worked during the same work week.***
- 9.04 Hours of work shall not be changed except by mutual consent
- 9.05 ***Nurses shall not suffer any loss of her regular daily salary in strictly those instances where the nurse has reported to work, commenced her normal duties and the Regional Chair subsequently declares all regional buildings closed due to adverse weather conditions.***

**ARTICLE 10 - SENIORITY**

10.01 (a) Probationary Period:

Newly-hired nurses shall be subject to a probationary period of six (6) months for full-time and nine (9) months for regular part-time and casual nurses. During the probationary period, nurses shall be entitled to all rights and privileges of this Agreement, except with respect to discharge. The employment of such nurses may be terminated at any time during the probationary period without recourse to the grievance procedure unless the Association claims discrimination as the basis of termination. After completion of the probationary period, seniority shall be effective from the original date of employment.

- (b) All nurses shall receive salary for orientation required by the Employer. Consideration shall be given by the Employer to any request by a nurse for additional orientation.

10.02 In all cases of transfer or promotion in the bargaining unit, the following factors shall be considered:

- (a) ability, experience and performance;
- (b) seniority



**ARTICLE 10 - SENIORITY** (continued)

Where the qualifications of factor (a) are relatively equal, in the opinion of the Employer, factor (b) shall govern. However, if senior applicants are refused a position, they will be given the reason for such refusal in writing.

- 10.03 (a) In the event that a reduction of the nurse force is required, the Employer shall lay off nurses provided that probationary nurses shall be laid off first and the most junior nurses shall be laid off thereafter provided that the nurses who are entitled to remain on the basis of seniority are qualified to perform the available work.
- (b) Nurses shall be recalled to positions in the bargaining unit in reverse order of layoff.
- 10.04 (a) For all provisions of this Agreement, seniority shall commence and accumulate from the date on which a nurse was first employed by the present Employer or the former employers; namely, the St. Catharines-Lincoln Health Unit, Welland District Health Unit, or any other Health Department which existed in the former Counties of Lincoln and Welland, less extended periods of absence when they were not on the payroll of any of the above employers.
- (b) A seniority list showing each nurse's name, professional category and length of service shall be posted by January 15th of each year, on all bulletin boards in conspicuous places and shall be revised once a year. A copy of such list will be provided for the Association at the time of posting. The initial seniority list is to be prepared by the Employer and the Association before such list is posted.
- (c) Regular part-time and casual nurses shall accumulate seniority since last date of hire on the basis of two hundred (200) working days, equalling one (1) year of seniority.
- (d) A nurse who transfers from full-time to part-time shall retain her seniority and shall be placed on the salary grid recognizing her seniority.



**ARTICLE 10 - SENIORITY** (continued)

**10.05** Seniority shall be retained and accumulated:

- (a) during active employment with the Health Unit;
- (b) while absent on paid sick leave;
- (c) while in receipt of Workers' Compensation;
- (d) while on approved leave of absence without pay up to a maximum of three (3) months in any calendar year;
- (e) when on leave of absence due to pregnancy or adoption up to maximum of **twelve (12)** months from commencement of pregnancy or adoption leave.

**10.06** Seniority shall be retained but not accumulated:

- (a) when absent on sick leave to a maximum of one (1) year;
- (b) when laid off due to reduction in staff up to a maximum of **eighteen (18) months** from date of layoff;
- (c) when on leave of absence for educational purposes;
- (d) approved leave of absence without pay **in excess of thirty (30) calendar days other than (c) above.**

**10.07** Seniority shall be lost and employment terminated:

- (a) on resignation;
- (b) on discharge for just cause;
- (c) on layoff for a period of eighteen (18) months;
- (d) on the expiration of period stated in Article 10.06 above. However, when it is established that a nurse who is absent on sick leave may be able to return to active employment within three (3) months of the expiration of eighteen (18) months continuing sick absence, seniority may be extended accordingly;
- (e) a nurse who is proven to have been employed elsewhere during an unauthorized absence from work shall be considered as having terminated her employment.

**ARTICLE 10 - SENIORITY** (continued)

1.08 Nurses shall be given first opportunity to fill temporary vacancies. The Employer will outline to the nurse selected to fill a temporary vacancy, the conditions and duration of such vacancy. In any event, such temporary vacancy shall not exceed the time required to complete the specific circumstances which gave rise to the temporary vacancy. A nurse who is absent due to illness or leave of absence shall have the right to return to her former position. Any vacancy which is not created through an illness or leave of absence shall be deemed to be a permanent vacancy.

Effective date of signing of this agreement, registered nurses on staff shall not be terminated by the Employer for failing to obtain a university degree.

Registered nurses without a degree may be allowed to transfer from full-time to part-time and vice-versa, and a degree alone shall not be sufficient reason to deny a request to transfer.

It is understood that if the Employer posts a position requiring a degree as a basic requirement, full-time and part-time registered nurses currently on staff shall not be denied the right to apply and her application will receive reasonable consideration.

**ARTICLE 11 - JOB POSTINGS AND VACANCIES**

1.01 A nurse will be able to apply in writing to the employer indicating her interest in working elsewhere in the Health Services Department, and her application will be retained for a period of twelve (12) months and will be considered when a vacancy occurs.

1.02 (a) All vacancies, new positions and promotions either full-time or part-time shall be posted by the Employer on the bulletin boards of all offices stating the area of same, for a period of seven (7) working days prior to making a permanent appointment to any such position in order that any interested nurse may apply.

If such position or positions are not to be posted by the Employer, he will notify the Association in writing of his intent, including reasons for not posting, within a reasonable length of time.

(b) Copies of all postings shall be sent to the Association. If no qualified nurse applies, the Employer may then hire a new nurse.



**ARTICLE 11 - JOB POSTINGS AND VACANCIES** (continued)

(c) The name(s) of the successful applicant(s) shall be posted by the Employer within two (2) weeks following the closing date of the posting and the Association shall be informed in writing of the successful applicant(s).

11.02 (d) Successful candidates shall commence their duties within thirty (30) calendar days of the closing date of the posting.

11.03 (a) A position not occupied by reason of an extended illness or leave of absence of over one (1) month's duration, may be temporarily filled by the Employer, but shall be subject to Article 10.07 (d).

(b) When one (1) month's notice of intention not to return to **work** has been received by the Employer from a nurse on leave of absence for pregnancy or adoption, a vacancy shall be deemed to have been created.

(c) The Employer will advise the Association of any changes of nursing positions regardless of whether or not these changes require posting.

11.04 The Employer shall have the right to fill any permanent vacancy, on a temporary basis, until the posting procedure provided herein has been complied with and arrangements have been made to permit the nurse selected to fill the vacancy to be assigned to the job.

11.05 A nurse will not be transferred from one office or responsibility to another within the Health Services Department without prior discussion between the Employer and nurse. The nurse will be given at least one (1) month's notice in advance of such transfer, except on a temporary basis or in the event of an emergency.





## **ARTICLE 12 - PAID HOLIDAYS**

**2.01** Each nurse shall be entitled to a holiday with pay on each of the following days or a day declared in lieu thereof, at the discretion of the Medical Officer of Health:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	<b><i>Christmas Eve Day</i></b>
Victoria Day	Christmas Day
Canada Day	Boxing Day
Civic Holiday	<b><i>New Year's Eve Day</i></b>

Heritage Day (if and when proclaimed as a holiday by the Dominion Government).

***A nurse will be granted two (2) hours off with pay, subject to the approval of her Supervisor, to a maximum of two hours, to attend a Remembrance Day Services whenever Remembrance day falls on a regular work day.***

**2.02** A nurse who works on a recognized holiday shall receive one and one-half (1.5) times her normal salary for hours worked and will be given a lieu day with pay at a mutually agreeable time.

**2.03** A nurse scheduled to work on the day of observance of one of the above holidays and who fails to work shall forfeit the pay for the day, unless excused in writing by the Employer.

**2.04** If the holiday is observed on a normal working day during a nurse's vacation, the nurse shall receive another day's vacation with pay.

**2.05** A part-time nurse shall not be entitled to a paid holiday as outlined in this Agreement if she:

- (a) is employed for less than three (3) months;
- (b) has not earned wages on at least twelve (12) days during the four (4) work weeks immediately preceding a paid holiday;
- (c) fails to work her scheduled regular work day of work preceding or her scheduled regular day of work following a paid holiday;
- (d) has agreed to work on a paid holiday and who, without reasonable cause, fails to report for and perform the work.

**2.06** A nurse shall be entitled to paid holidays which occur during a leave of absence without pay of four (4) weeks or less. Nurses on approved leave of absence without pay in excess of four (4) weeks shall not receive paid holidays during the leave of absence.



## **ARTICLE 13 - VACATIONS**

- 13.01** (a) A nurse who has been employed for less than one (1) year on the 30th of June of the current year will receive vacation with pay on a pro-rata basis of 1-2/3 days per month, calculated to the nearest day.
- (b) A nurse who has been employed for one (1) year or more as of June 30 of the current year will receive twenty (20) working days vacation with pay annually.
- (c) A nurse who has been employed for seventeen (17) years or more as of June 30 of the current year will receive twenty-five (25) working days vacation with pay annually, effective first year of agreement.
- (d) A nurse who has been employed for twenty-seven (27) years or more as of June 30 of the current year will receive thirty (30) working days vacation with pay annually.
- (e) ***A nurse who has been employed for thirty (30) years or more as of June 30 of the current year will receive one day paid vacation for each year after 30 years.***
- (f) No vacation will be taken before six (6) months employment.
- (g) Upon termination of employment, a nurse will receive termination pay for holidays and/or vacation earned, but not taken.

**13.02** By February 15 of each year, a list according to seniority will be posted in each office. Nurses will indicate by March 15 the vacation period they would prefer. The Employer shall then set the vacation period taking into account the preference indicated by the nurses on the basis of length of continuous service insofar as the Employer considers consistent with the efficient functioning of the Department. The Employer will post the approved vacation and approved leaves of absence for July and August by April 15.

**13.03** ***No changes shall be made to the vacation period except by the mutual consent of the employee and the manager.***

**13.04** Unused vacation may not be accumulated without the prior approval in writing of the Employer and in any case, may not be accumulated for more than one (1) year. Each nurse shall receive vacation pay for the pay period following the starting date of her vacation.



**RTICLE 13 - VACATIONS** (continued)

**3.05** Vacations shall be arranged in such a manner that the workload will be adequately covered as calculated by the Employer. Requests for vacation shall not be unreasonably denied.

**3.06** A nurse who is granted a leave of absence without pay of more than thirty (30) continuous calendar days, shall receive vacation on a pro-rata basis the following year; a leave of absence of thirty (30) continuous calendar days or less will not affect her vacation entitlement.

**3.07** Nurses assigned to school teams shall be permitted to take up to five (5) days of earned vacation between Labour Day up to and including June 15 when schools are in session.

More than one (1) nurse may be on vacation during that period or at the same time.

Requests for vacation time shall not be unreasonably denied.

**RTICLE 14 - SICK LEAVE**

**4.01** In this article, the word "month" shall mean a calendar month. All regular full-time nurses with three (3) months service or more, and absent from work due to disability, are eligible for sick leave benefits as follows:

<u>Length of Service</u>	<u>100% Salary (eff. Feb. 1/89)</u>	<u>75% Salary</u>
less than 3 months	nil	nil
3 months but less than 12 mos.	nil	25 weeks
12 months but less than 24 mos.	2 weeks	23 weeks
24 months but less than 36 mos.	4 weeks	21 weeks
36 months but less than 48 mos.	6 weeks	19 weeks
48 months but less than 60 mos.	8 weeks	17 weeks
60 months but less than 72 mos.	10 weeks	15 weeks
72 months but less than 84 mos.	12 weeks	13 weeks
84 months but less than 96 mos.	14 weeks	11 weeks
96 months but less than 108 mos.	16 weeks	9 weeks
108 months but less than 120 mos.	18 weeks	7 weeks
120 months but less than 132 mos.	20 weeks	5 weeks
132 months but less than 144 mos.	22 weeks	3 weeks
144 months but less than 156 mos.	24 weeks	1 weeks
156 months but less than 168 mos.	25 weeks	nil



ARTICLE 14 - SICK LEAVE (continued)

14.02 A nurse must report illness or absence to her Program Manager of her home office on the first day of absence and shall indicate the expected duration of the absence. Any variation from the expected duration of the absence will necessitate the nurse calling in the change.

Immediately upon her return to duty, the nurse will advise the Program Manager of her return and the duration of her absence.

14.03 Nurses shall receive sick leave benefits in accordance with Article 14.01 for time lost owing to (1) illness; (2) injury; (3) exposure to a contagious disease for which the nurse has been quarantined by the Medical Officer of Health, except where an award is made under the Workers' Compensation Act; and (4) to attend medical and other health-related appointments.

14.04 The Employer shall have the right at any time to require that a nurse who is absent on account of illness, be examined and reported upon by a legally qualified physician.

14.05 If a nurse suffers a compensable injury while on duty:

- (a) she shall report same to the Program Manager's office as soon as possible;
- (b) the Employer will pay her for the balance of the work day;
- (c) ***Nurses who are entitled to receive Workers' Compensation, may choose to turn over to the Employer all monies received for such compensation in which case the Employer will continue to pay such nurses full salary, taking the difference between compensation payment and full salary from the nurse's accumulated illness allowance credit on the basis of three-quarters (3/4) of an hour for each day until such credit is exhausted, after which time nurses will receive only compensation payments.***

14.06 It is agreed that whenever a nurse shall recover from a third party, (save and except any self-insured benefits) any amount claimed for loss of wages or sick leave in accordance with Article 14.01, she shall repay to the Employer forthwith, the amount of all monies paid to her by the Employer, in respect of the period for which such amount is recovered from the third party as aforesaid, provided that the amount to be repaid to the Employer shall not exceed the amount recovered as aforesaid, and upon such repayment to the Employer, the equivalent amount of any sick leave which may be deducted, shall be restored to such nurse.



**ARTICLE 14 - SICK LEAVE** (continued)

- 14.07** Sick leave credits shall be substituted for vacation where it is satisfied that a nurse has become incapacitated by sickness or accident prior to her vacation.
- 14.08** Nurses having ten (10) or more years of continuous service with the Employer on the thirty-first (31) day of December 1968, shall on termination of employment receive a sick leave gratuity amounting to one-half (.5) of the sick leave standing to her credit at that time, subject to a maximum of six (6) months' earnings.
- 14.09** Credits will be based on information available from existing records as of December 31, 1968, which have been calculated according to the formula included in the previous Personnel Policies of the former St. Catharines-Lincoln Health Unit, Section 12, Subsections I to IV.
- 14.10** Sick leave gratuity outlined in Article 14, Section 10, shall be paid to the nurse on normal retirement or termination or to the estate of the person who dies prior to retirement or termination of employment as continuing salary at the existing rate at time of termination on a biweekly basis until amount of credit is paid up.

**ARTICLE 15 - WELFARE BENEFITS**

- 15.01** The general welfare program shall consist of:
- Item I Ontario Hospital Insurance Plan (OHIP).
  - Item II Ontario Blue **Cross** or equivalent **Semi-Private** Hospital Supplement.
  - Item III Ontario Blue Cross or equivalent plan for Extended Health Care with provisions for eyeglasses \$125 annually (no deductible), \$400 for hearing aids, and physiotherapy \$15.
  - Item IV Group Life Insurance in an amount equal to nearest \$1,000 of one and one-half (1.5) times a nurse's annual salary for each nurse, eligible on completion of probationary period. (Includes Accidental Death and Dismemberment). This coverage shall be purchased by the Employer for each nurse and it is recognized that the indemnification is provided by an insurance company, not the Employer. Retired full-time nurses up to the age of seventy (70) shall have coverage of \$3,000.



ARTICLE 15 - WELFARE BENEFITS (continued)

Item V Ontario Blue Cross or equivalent Dental Plan #9 based on the previous year's O.D.A. Fee Schedule as amended from time to time. The above Plan will provide additional coverage to a lifetime maximum of \$1,500, 50/50 co-insured as follows:

Year I - Crowns

Year II - Orthodontal services

The above items are mandatory as a condition of employment unless a nurse is able to furnish proof of enrolment with spouse on Items I, II, III, IV and V.

The Employer agrees to pay for each participating nurse, 100% of the cost of Items I, II, III, IV and V.

15.02 In case of absence for illness or layoff, the Employer will continue to pay its share of the premiums for the above plans and the Group Life plan to a maximum of three (3) months from commencement of absence or layoff. Thereafter, the nurse may pay the full premiums through the Employer if she so desires.

15.03 Every full-time nurse shall join the Ontario Municipal Employees Retirement Scheme. The Employer and the nurse shall make contributions in accordance with the provisions of the plan.

***Part-time nurses may elect to join OMERS in accordance with the provisions of the plan.***

15.04 The Employer and the nurse shall make contributions to the Canada Pension Plan and Unemployment Insurance as required by legislation.

15.05 The Corporation shall pay 75% and full-time nurses 25% of the billed premium for a mutually agreed upon Long Term Disability Plan which shall provide coverage for 75% of a full-time nurse's gross annual income to age 65, commencing after the expiration of sick leave credits and other statutory benefits.

15.06 ***The Employer will continue its payment for the above plans during any period of paid leave including any period when a nurse is in receipt of Workers' Compensation benefits or any LTD benefits under this Agreement.***



**ARTICLE 15 - WELFARE BENEFITS** (continued)

**15.07** It is understood that the Employer is not the insurer as to any benefits contained in this Agreement and will not, under any circumstances, be liable for any claim declined by the insurer. The Employer undertakes to assist any nurse in resolving any claim disputed by the insurer.

**ARTICLE 16 - RETIREMENT**

**16.01** The last day of the month following the nurse's sixty-fifth (65) birthday will be the normal retirement date.

**ARTICLE 17 - CAR ALLOWANCE**

**17.01** A nurse required to operate her automobile in the course of her duties shall be entitled to reimbursement as follows:

1990:                    \$0.30 per km for the first 500 km per month  
                             \$0.24 per km thereafter per month

***January 1, 1992:***    ***\$0.31*** per km for the first 500 km per month  
                             ***\$0.25*** per km thereafter per month

**ARTICLE 18 - RESIGNATIONS**

**18.01** A period of not less than twenty-eight (28) consecutive days notice is required by the Employer.

**ARTICLE 19 - HEALTH**

**19.01** A written report on recent physical examination shall be provided by a new nurse within thirty (30) days of employment.

**ARTICLE 20 - NEW EMPLOYEES**

**20.01** Starting salaries of nurses hired after the signing of this Agreement shall include recognition of related experience in full-time nursing service at the rate of one increment for each completed two (2) years of continuous service, provided that:

- (a) such service is documented to the satisfaction of the Employer, and
- (b) a period of not more than two (2) years has elapsed since the nurse has occupied a full-time nursing position. If more than two (2) years has elapsed, the number of increments to be paid, if any, shall be at the discretion of the Employer.





**ARTICLE 20 - NEW EMPLOYEES** (continued)

Increments for years of service are to be payable on each nurse's anniversary date.

When a Public Health Nurse is appointed to the position of Senior Public Health Nurse, the nurse will be placed on the salary grid in such a way as to ensure that no loss in wages shall occur.

**ARTICLE 21 - TEMPORARY TEAM LEADER**

21.01 When a nurse covered by this Agreement is assigned as Team Leader in the absence of the regular Team Leader for one (1) week or more, she will receive on a pro-rata basis, the allowance for Team Leader responsibilities for the whole period. The Employer will choose the temporary team leader.

**ARTICLE 22 - DURATION**

22.01 This Agreement shall be for a period of **thirty-six (36)** months commencing on February 1, 1997 and ending on January 31, 1994.

22.02 This Agreement shall remain in force for the period mentioned above and shall be automatically renewed from year to year thereafter, unless either party notifies the other party in writing of its termination or proposed revision, addition or deletion of any of its provisions. Such notification will be made within ninety (90) days prior to the termination of this Agreement.

22.03 Negotiations with respect to renewal of this Agreement shall commence within fifteen (15) days of such notice.

**ARTICLE 23 - REGULAR PART-TIME AND CASUAL NURSES**

23.01 (a) A regular part-time nurse is one who has made a commitment to the Employer to work on a predetermined schedule of less than thirty-five (35) hours per week on a regular basis.

(b) A casual nurse is one who works on a temporary or replacement basis and may have some predetermined schedule of the program she is working in. A casual nurse may decline the request to work.



**ARTICLE 23 - REGULAR PART-TIME AND CASUAL NURSES** (continued)

**23.02** (a) A regular part-time or casual nurse will receive four **(4)** calendar weeks vacation leave without pay annually.

(b) The following articles shall not apply to casual nurses:

1. Article **7**           Compassionate Leave
2. Article **6.04**       Jury Duty
3. Article **14**         Sick Leave
4. Article **15**         Welfare Benefits:
  - Semi-Private Hospital Supplement
  - Extended Care
  - Vision and Hearing
  - Group Life Insurance
  - **OMERS**
  - Dental Plan
  - Long Term Disability Insurance

(c) The following articles shall not apply to regular part-time nurses:

1. Article **14**         Sick Leave
2. Article **15**         Welfare Benefits:
  - Semi-Private Hospital Supplement
  - Extended Care
  - Vision and Hearing
  - Group Life Insurance
  - **OMERS**
  - Dental Plan
  - Long Term Disability Insurance

(d) In lieu of Article **23.02 (b)** and (c), the regular part-time and casual nurse shall receive salary at a rate of **14%** in excess of her position on the salary grid as outlined in Appendices **"B"** and **"C"**. It is understood that this **14%** allowance will include **6%** in lieu of vacation pay and **8%** in lieu of benefits as outlined in **Article 23.02 (b)**. The percentage in lieu shall be calculated on a daily basis.



**ARTICLE 24 - COMMUNICATIONS CLAUSE**

**24.01** All communications between the parties to this Agreement shall be addressed to:

- (a) Director of Human Resources  
The Regional Municipality of Niagara  
Human Resources Department  
2201 St. David's Road, P.O. Box 1042  
Thorold, Ontario, L2V 4T7
- (b) The President and Secretary of Local 39 of the Ontario Nurses' Association.
- (c) Employment Relations Officer  
393 Rymal Road West  
Suite 205  
Hamilton, Ontario, L9B 1V2

**ARTICLE 25 - GENERAL**

**25.01** Wherever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context so requires.

**25.02** The Employer agrees to designate an area on the existing bulletin board in each office for the use of the Association.

**ARTICLE 26 - PROGRESS EVALUATIONS**

- 26.01**
- (a) A copy of the nurse's written progress evaluation will be given to the employee at the time of her evaluation. The nurse will acknowledge receipt of this evaluation in writing.
  - (b) The nurse at the time of her evaluation will review her work performance file.
  - (c) Any letter of reprimand, suspension or other sanction will be removed from the record of a nurse twelve (12) months following the receipt of such letter, suspension or any other sanction provided that the nurse's record has been discipline-free for such twelve (12) month period.



**ARTICLE 27 - PROFESSIONAL RESPONSIBILITY**

**27.01** In the event that the Employer assigns a number of patients or a workload to an individual nurse or group of nurses such that she or they have cause to believe that she or they are being asked to perform more work than is consistent with proper patient care, she or they shall:

- (a) (i) Complain in writing to the Nurse Management Committee within fifteen (15) calendar days of the alleged improper assignment. The Chairperson of the Nurse Management Committee shall convene a meeting of the Nurse Management Committee within ten (10) calendar days of the filing of the complaint. The Committee shall hear and attempt to resolve the complaint to the satisfaction of both parties.
  - (ii) Failing resolution of the complaint within five (5) calendar days of the meeting of the Nurse Management Committee, the complaint shall be forwarded to an independent Assessment Committee composed of three (3) registered nurses; one chosen by the Association; one chosen by the Regional Corporation and one chosen by the other two from a panel of four (4) independent registered nurses who are well-respected within the profession. The member of the Committee chosen from the panel shall act as Chairperson.
  - (iii) The Assessment Committee shall set a date to conduct a hearing into the complaint within fourteen (14) calendar days of its appointment and shall be empowered to properly assess the merits of the complaint. The Assessment Committee shall report its findings in writing to the parties within thirty (30) calendar days following completion of its hearing.
- (b) (i) The List of Chairpersons - Assessment Committee is attached to and forms part of this Agreement.
- ("See Schedule "A")
- (ii) Each party will bear the cost of its own nominee and will share equally the fee of the Chairperson and whatever other expenses are incurred by the Assessment Committee in the performance of its responsibilities as set out herein.



**ARTICLE 28 - RETROACTIVITY**

**28.01** All monetary items shall be retroactive to ***February 1, 1991***. Any employee hired since that date shall be entitled to retroactivity as from the date of hire. Any nurse who has left the employ of the Employer and **is** entitled to retroactivity will be contacted by the Association. The Employer shall provide the Association with a list of the names and addresses of all nurses who have left the employ of the employer.

All retroactivity shall be paid within six (6) weeks following the signing of this memorandum of agreement.

A handwritten signature in black ink, appearing to be a stylized name or initials, located to the right of the text block.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their respective corporate seals under the hands of their signing officers duly authorized in that behalf, as of this \_\_\_\_\_ day of December, 1992.

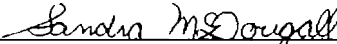
SIGNED, SEALED AND DELIVERED

in the presence of

APPROVED AS TO FORM  
  
REGIONAL SOLICITOR

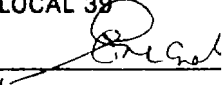
) THE REGIONAL MUNICIPALITY OF NIAGARA

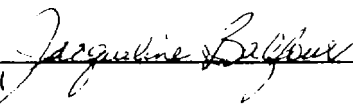
) \_\_\_\_\_  
(Brian E. Merrett, Regional Chair)

)   
(Sandra McDougall, Acting Regional Clerk)

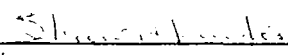
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| ) ONTARIO NURSES' ASSOCIATION

| LOCAL 39

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**SCHEDULE "A"**

**Article 27.01 (b) - Professional Responsibility**

Panel of Chairpersons:

Mrs. Eleanor Graham  
Director, Public Health Nursing  
Middlesex-London District  
Health Unit  
346 South Street  
London, Ontario

Ms. Shirley Smale  
Associate Professor  
School of Nursing  
Queen's University  
Kingston, Ontario



LETTER OF UNDERSTANDING

BETWEEN

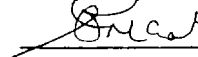
ONTARIO NURSES' ASSOCIATION

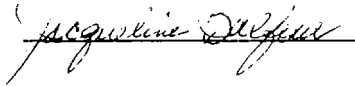
AND

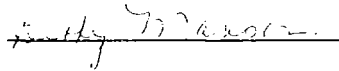
THE REGIONAL MUNICIPALITY OF NIAGARA

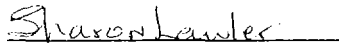
The parties agree to meet during the term of the agreement to negotiate the terms, conditions, and implementation of a prepaid leave plan.

For the Ontario Nurses'  
Association

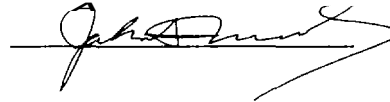
  
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For The Regional Municipality  
of Niagara

  
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LETTER OF UNDERSTANDING

BETWEEN

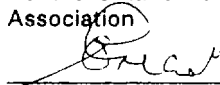
ONTARIO NURSES' ASSOCIATION

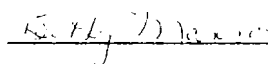
AND

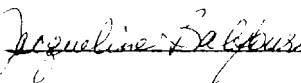
THE REGIONAL MUNICIPALITY OF NIAGARA

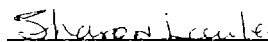
The parties agree to meet during the term of the agreement to negotiate the terms, conditions, and implementation of job sharing to the mutual satisfaction of both parties.

For the Ontario Nurses' Association

  
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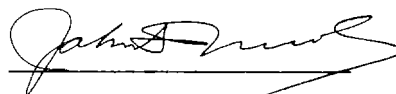
  
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For The Regional Municipality of Niagara

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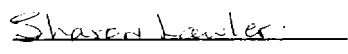
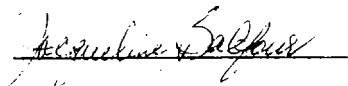
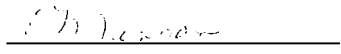
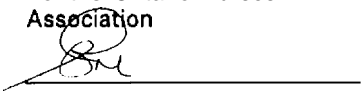
LETTER OF UNDERSTANDING  
BETWEEN  
ONTARIO NURSES' ASSOCIATION  
AND  
THE REGIONAL MUNICIPALITY OF NIAGARA

Nurses assigned to school teams may elect to accept a temporary lay-off during the months of July and August.

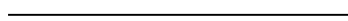
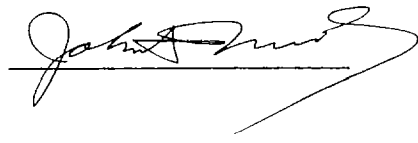
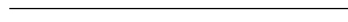
Should the workload decrease to the point where the Employer has to lay off nurses in school programs on a temporary basis, such nurses can only exercise their seniority rights within the school teams or any other program for which they are qualified.

It is understood and agreed that these rules apply only to temporary lay-offs during summer school breaks and that all nurses laid off will be returned to their former positions on September 1.

For the Ontario Nurses'  
Association



For The Regional Municipality  
of Niagara



LETTER OF UNDERSTANDING

BETWEEN

ONTARIO NURSES' ASSOCIATION

AND

THE REGIONAL MUNICIPALITY OF NIAGARA

.

The parties agree to meet during the term of the agreement to negotiate a mutually agreeable short-term/long-term disability plan.

For the Ontario Nurses'  
Association

*[Signature]*

*Maria*

*Jacqueline Bell*

*Sharon Lawler*

For The Regional Municipality  
of Niagara

*[Signature]*

*Sandra McLaughlin*

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APPROVED AS TO FORM

*[Signature]*  
REGIONAL SOLICITOR

LETTER OF UNDERSTANDING

BETWEEN

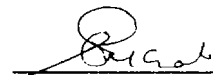
ONTARIO NURSES' ASSOCIATION

AND

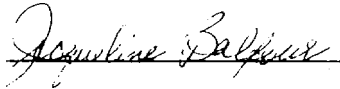
THE REGIONAL MUNICIPALITY OF NIAGARA

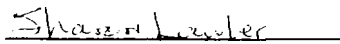
The parties agree to meet during the term of the agreement to discuss the method of implementing the agreed-upon bi-weekly pay and direct deposit system.

For the Ontario Nurses'  
Association

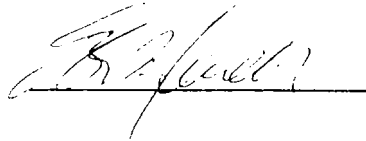
  
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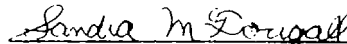
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For The Regional Municipality  
of Niagara

  
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LETTER OF UNDERSTANDING

BETWEEN

ONTARIO NURSES' ASSOCIATION


AND

THE REGIONAL MUNICIPALITY OF NIAGARA

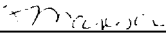
The parties agree to meet during the term of the agreement to discuss the merits of additional education as it relates to the job and compensation.

For the Ontario Nurses'  
Association

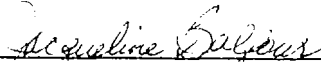
For The Regional Municipality  
of Niagara

  
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APPROVED AS TO FORM

  
\_\_\_\_\_  
REGIONAL SOLICITOR

APPENDIX 'A'  
SALARY SCHEDULE

REGULAR FULL-TIME NURSES

February 1, 1991 - January 31, 1992

CLASSIFICATION	STARTING	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	7 YRS.	8 YRS.	9 YRS.
REGISTERED NURSE	30,492.00 16.75	31,278.00 17.18	32,059.00 17.61	32,840.00 18.04	33,625.00 18.48	34,407.00 18.90	35,383.00 19.43	35,970.00 19.76	36,689.00 20.16	37,423.00 20.56
PUBLIC HEALTH NURSE	34,726.00 19.08	35,563.00 19.54	36,401.00 20.00	37,238.00 20.46	38,072.00 20.92	38,911.00 21.38	39,750.00 21.84	40,586.00 22.30	41,396.00 22.75	42,225.00 23.20
B.S.C.N.	35,502.00 19.51	36,340.00 19.97	37,177.00 20.43	38,017.00 20.89	38,852.00 21.35	39,690.00 21.81	40,527.00 22.27	41,364.00 22.73	42,191.00 23.18	43,035.00 23.65
REGISTERED NURSE (SUPPLEMENT + 25%)	31,743.00 17.44	32,540.00 17.88	33,337.00 18.32	34,134.00 18.75	34,929.00 19.19	35,727.00 19.63	36,523.00 20.07	37,318.00 20.50	38,064.00 20.91	38,825.00 21.33
REGISTERED NURSE (SUPPLEMENT + 50%)	32,998.00 18.13	33,806.00 18.57	34,617.00 19.02	35,428.00 19.46	36,235.00 19.91	37,045.00 20.35	37,857.00 20.80	38,667.00 21.25	39,441.00 21.67	40,230.00 22.10
REGISTERED NURSE (SUPPLEMENT + 75%)	34,248.00 18.82	35,073.00 19.27	35,897.00 19.72	36,722.00 20.18	37,546.00 20.63	38,370.00 21.08	39,194.00 21.54	40,018.00 21.99	40,816.00 22.43	41,633.00 22.88

*SM*

\*\* \$800 per annum to be paid for Team Leader responsibilities.

**APPENDIX "A"  
SALARY SCHEDULE**

**REGULAR FULL-TIME NURSES**

February 1, 1992 - January 31, 1993

(CLASSIFICATION	STARTING	1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	7 YRS.	8 YRS.	9 YRS.
REGISTERED NURSE	31,102.00 17.09	31,902.00 17.53	32,700.00 17.97	33,497.00 18.40	34,298.00 18.85	35,095.00 19.28	36,070.00 19.82	36,689.00 20.16	37,423.00 20.56	38,171.00 20.97
PUBLIC HEALTH NURSE	35,421.00 19.46	36,274.00 19.93	37,129.00 20.40	37,983.00 20.87	38,833.00 21.34	39,689.00 21.81	40,545.00 22.28	41,398.00 22.75	42,224.00 23.20	43,070.00 23.66
B.SC.N.	36,212.00 19.90	37,067.00 20.37	37,921.00 20.84	38,777.00 21.31	39,629.00 21.77	40,484.00 22.24	41,338.00 22.71	42,191.00 23.18	43,035.00 23.65	43,896.00 24.12
REGISTERED NURSE (SUPPLEMENT + 25%)	32,378.00 17.79	33,191.00 18.24	34,004.00 18.68	34,817.00 19.13	35,628.00 19.58	36,442.00 20.02	37,253.00 20.47	38,064.00 20.91	38,825.00 21.33	39,602.00 21.76
REGISTERED NURSE (SUPPLEMENT + 50%)	33,656.00 18.49	34,482.00 18.95	35,309.00 19.40	36,135.00 19.85	36,960.00 20.31	37,786.00 20.76	38,614.00 21.22	39,440.00 21.67	40,230.00 22.10	41,035.00 22.55
REGISTERED NURSE (SUPPLEMENT + 75%)	34,933.00 19.19	35,774.00 19.66	36,615.00 20.12	37,456.00 20.58	38,297.00 21.04	39,137.00 21.50	39,978.00 21.97	40,816.00 22.43	41,632.00 22.87	42,466.00 23.33

\*\* \$600 per annum to be paid for Team Leader responsibilities.

**APPENDIX 'A'**  
**SALARY SCHEDULE**

**REGULAR FULL-TIME NURSES**

February 1, 1993 - January 31, 1994

CLASSIFICATION	STARTING		1 YR.	2 YRS.	3 YRS.	4 YRS.	5 YRS.	6 YRS.	7 YRS.	8 YRS.	9 YRS.
	MIN.	MAX.									
REGISTERED NURSE	32,035.00	32,859.00	34,502.00	35,327.00	36,148.00	37,152.00	37,790.00	38,546.00	39,316.00		
	17.60	18.05	18.51	18.96	19.41	19.86	20.41	20.76	21.18	21.60	
PUBLIC HEALTH NURSE	36,484.00	37,362.00	39,122.00	39,998.00	40,880.00	41,761.00	42,640.00	43,491.00	44,362.00		
	20.05	20.53	21.01	21.50	22.46	22.95	23.43	23.90	24.37		
B.S.C.N.	37,288.00	38,179.00	39,059.00	40,818.00	41,699.00	42,578.00	43,457.00	44,326.00	45,213.00		
	20.49	20.98	21.46	22.43	22.91	23.39	23.88	24.35	24.84		
REGISTERED NURSE (SUPPLEMENT + 25%)	33,349.00	34,187.00	35,024.00	36,697.00	37,535.00	38,371.00	39,206.00	39,990.00	40,790.00		
	18.32	18.78	19.24	20.16	20.62	21.08	21.54	21.97	22.41		
REGISTERED NURSE (SUPPLEMENT + 50%)	34,666.00	35,516.00	36,368.00	38,069.00	38,920.00	39,772.00	40,623.00	41,437.00	42,266.00		
	19.05	19.51	19.98	20.92	21.38	21.85	22.32	22.77	23.22		
REGISTERED NURSE (SUPPLEMENT + 75%)	35,981.00	36,847.00	37,713.00	39,446.00	40,311.00	41,177.00	42,040.00	42,881.00	43,740.00		
	19.77	20.25	20.72	21.67	22.15	22.62	23.10	23.56	24.03		

\*\* \$800 per annum to be paid for Team Leader responsibilities.

APPENDIX "B"  
SALARY SCHEDULE

REGULAR PART-TIME & CASUAL NURSES

CLASSIFICATION	STARTING	1 YR. (200 DAYS WORKED)	2 YRS. (400 DAYS WORKED)	3 YRS. (600 DAYS WORKED)	4 YRS. (800 DAYS WORKED)	5 YRS. (1000 DAYS WORKED)	6 YRS. (1200 DAYS WORKED)	7 YRS. (1400 DAYS WORKED)	8 YRS. (1600 DAYS WORKED)	9 YRS. (1800 DAYS WORKED)

\*\* The above rates include 8% in lieu of welfare benefits and 6% in lieu of vacation.





APPENDIX "B"  
SALARY SCHEDULE

REGULAR PART-TIME & CASUAL NURSES

February 1, 1993 - January 31, 1994

				151.28						
				21.61	22.12	22.64				
PUBLIC HEALTH NURSE	159.97 22.85	163.82 23.40	167.68 23.95	171.54 24.51	175.38 25.05	179.24 25.61	183.11 26.16	186.96 26.71	190.89 27.24	194.51 27.79
B.S.C.N.	163.53 23.36	167.41 23.92	171.26 24.47	175.12 25.02	178.97 25.57	182.84 26.12	186.69 26.67	190.54 27.22	194.36 27.77	198.23 28.32

\*\* The above rates include 8% in lieu of welfare benefits and 6% in lieu of vacation.

**APPENDIX "C"**

**SALARY SCHEDULE**

**REGULAR PART-TIME & CASUAL NURSES**

All part-time nurses (regular and casual) shall receive the same hourly rate as full-time nurses at each step on the salary grid for each classification.

Each part-time nurse (regular and casual) shall be placed on the salary grid in accordance with their service and seniority and will advance up the salary grid on the completion of each two hundred (200) tours, or equivalent *hours*, worked.

The salary rates on the grid for part-time nurses (regular and casual) shall include 14% in lieu of welfare benefits.



## NOTES

## NOTES

## NOTES