

COLLECTIVE AGREEMENT

Between:

GREY BRUCE HEALTH UNIT
(hereinafter referred to as "the Employer")

And:

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

Expiry Date: December 31, 2004

BRUCE01C04doc

RECEIVED
DEC 1 1 2002

118112

TABLE OF CONTENTS

ARTICLE 1 –PURPOSE	1
ARTICLE 2 – RECOGNITION	1
ARTICLE 3 – DEFINITIONS.....	1
ARTICLE 4 - NO DISCRIMINATION.....	2
ARTICLE 5 - RESERVATION OF MANAGEMENT RIGHTS.....	2
ARTICLE 6 - STRIKES AND LOCKOUTS.....	3
ARTICLE 7 - ASSOCIATION REPRESENTATION.....	3
ARTICLE 8 - ASSOCIATION SECURITY.....	5
ARTICLE 9 - GRIEVANCE PROCEDURE.....	5
ARTICLE 10 – ARBITRATION.....	7
ARTICLE 11 - ACCESS TO FILES AND DISCIPLINE.....	8
ARTICLE 12 – SENIORITY.....	9
ARTICLE 13 - HOURS OF WORK AND OVERTIME	13
ARTICLE 14 - LEAVES OF ABSENCE	14
ARTICLE 15 - ORIENTATION AND IN-SERVICE.....	18
ARTICLE 16 - RATE OF PAY.....	18
ARTICLE 17 - PAID HOLIDAYS.....	19
ARTICLE 18 – VACATIONS.....	20
ARTICLE 19 - SICK LEAVE PLAN.....	21
ARTICLE 20 - INSURANCE AND PENSION	21
ARTICLE 21 - TRAVEL ALLOWANCE.....	23
ARTICLE 22 - TERMINATION OF EMPLOYMENT	24
ARTICLE 23 – MISCELLANEOUS.....	24
ARTICLE 24 – DURATION.....	24
SIGNING PAGE	25
SCHEDULE "A"	26
SALARY SCHEDULES.....	26
SCHEDULE "B"	29
SHORT TERM DISABILITY BENEFITS.....	29
LETTER OF UNDERSTANDING.....	32
Re: Job Sharing	32
LETTER OF UNDERSTANDING.....	33
Re: Flex Time	33

ARTICLE 1 – PURPOSE

- 1.01 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. It is recognized that nurses wish to work co-operatively with the Employer to provide the best possible community health services.

ARTICLE 2 – RECOGNITION

- 2.01 The Employer recognizes the Association as the sole and exclusive bargaining agent for all registered and graduate nurses employed in a nursing capacity by the Grey Bruce Health Unit, save and except supervisors, persons above the rank of supervisor and classifications and employees represented by another Union.

ARTICLE 3 – DEFINITIONS

- 3.01 A Registered Nurse is defined as a person who is registered by the College of Nurses of Ontario in accordance with the Regulated Health Professions Act as amended.
- 3.02 A Graduate Nurse is defined as a nurse with registration incomplete, who is a graduate of a program acceptable to the College of Nurses of Ontario.
- 3.03 A full time employee is one who works thirty-five (35) hours per week on a regularly scheduled basis.
- 3.04 A part-time employee is one who works less than thirty-five (35) hours per week on a regularly scheduled basis.
- 3.05 A temporary employee is one who is required:
- (a) to replace an employee who:
 - i) is on vacation; or
 - ii) is temporarily transferred to another position with the Employer; or
 - iii) is on an approved leave of absence; or
 - iv) has a compensable or non-compensable accident or illness; or
 - (b) to temporarily fill a vacant permanent position while action is being taken to fill the permanent position; or
 - (c) for a specific period of one or more days or to perform a specific project not to exceed six (6) months unless the parties agree to an extension in writing.

- 3.06 Part-time nurses selected to fill a temporary vacancy or to temporarily fill a vacant permanent position shall retain their part-time status for the purposes of this Agreement and shall return to their original position at the end of the temporary assignment.
- 3.07 (a) Provided there is no break in service of more than six (6) months, a temporary employee who is hired as a permanent employee shall have a service date based on the employee's last date of hire as a temporary full-time employee or temporary part-time employee.
- (b) In the event there is a break in service of more than six (6) months, a temporary employee who is subsequently hired as a permanent employee shall have a service date based on the employee's date of hire as a permanent employee.
- 3.08 In this Agreement, the use of a feminine pronoun shall be construed as if the masculine pronoun had been used where the context so requires.
- 3.09 For the purpose of this Agreement, "working days" means days in which the Employer's offices are open.

ARTICLE 4 - NO DISCRIMINATION

- 4.01 The parties agree that there shall be no discrimination against any employee for reasons of age, sex, sexual orientation, marital status, race, creed, colour, political or religious affiliation, nationality, or union activity.
- 4.02 The parties agree that there shall be no intimidation, interference, restraint or coercion exercised or practised by them or their representatives upon employees because of membership or non-membership in the Association.
- 4.03 The Association agrees that there shall be no solicitation of members or other Association activities on the premises of the Employer or during working hours except as permitted by this Agreement. It is understood that no meetings by the Association or its members will be held on the premises of the Employer at any time without the prior approval of the Human Resources Co-ordinator or his/her designate.

ARTICLE 5 - RESERVATION OF MANAGEMENT RIGHTS

- 5.01 The Association recognizes and acknowledges that the management of the operations and the direction of the working forces are fixed exclusively in the Employer. The Employer, therefore, retaining all rights not otherwise specifically and expressly abridged in this Agreement.
- 5.02 The Employer agrees that it will not exercise its functions in a manner inconsistent with the express provisions of this Agreement.

ARTICLE 6 - STRIKES AND LOCKOUTS

- 6.01 There shall be no strikes or lockouts during the term of this Agreement. The words "strike" and "lockout" shall be as defined in the Labour Relations Act, 1995, as amended.
- (a) "Lockout" includes the closing of a place of employment, a suspension of work or a refusal by an Employer to continue to employ a number of his employees, with a view to compel or induce his employees, or to aid another Employer to compel or induce his employees, to refrain from exercising any rights or privileges under this Act or to agree to provisions or changes in provisions respecting terms or conditions of employment or the rights, privileges or duties of the Employer, an employer's organization, the trade union, or the employees.
- (b) "Strike" includes a cessation of work, a refusal to work or to continue to work by employees in combination or in concert or in accordance with a common understanding, or a slow-down or other concerted activity on the part of employees designed to restrict or limit output.

ARTICLE 7 - ASSOCIATION REPRESENTATION

- 7.01 The Employer agrees to recognize five (5) nurse representatives to be elected or appointed from amongst the nurses in the Bargaining Unit for the purpose of presenting grievances under Article 9 - Grievance Procedure.
- 7.02 Grievance Committee
- The Employer recognizes an Association grievance committee composed of two (2) employees and one (1) alternate for the purpose of processing grievances on behalf of employees in the bargaining unit. Such committee may have the assistance of an O.N.A. staff representative at any time.
- 7.03 Negotiating Committee
- The Employer acknowledges the right of the Association to appoint or elect three (3) employees of the Health Unit to a committee to negotiate with the Employer with regard to the renewal of this Agreement. Such committee may have the assistance of an O.N.A. staff representative in negotiations with the Employer.
- 7.04 Management/Association Committee
- The Employer recognizes a Management/Association Committee composed of two (2) representatives of both the Employer and the Local Association.
- The function of this committee is to discuss matters of mutual concern. It is understood that grievances or negotiations shall not be discussed by this Committee.

Meetings shall be convened by consent or at least two (2) times a year. The committee may be expanded as necessary by mutual consent. The minutes of the meeting shall be sent to the Human Resources Co-ordinator.

7.05 Accident Prevention - Health and Safety Committee

The Association shall have at least two (2) representatives on the Accident Prevention - Health and Safety Committee. The Committee shall meet in accordance with the requirements of the Occupational Health and Safety Act.

7.06 The Association acknowledges that the representatives of the Association have regular duties to perform on behalf of the Employer, and that such nurses will therefore, not leave their regular duties without first obtaining permission to do so from their immediate supervisor. It is understood that the discussion of grievances and the taking of time away from regular duties shall be kept to a minimum, and therefore, permission shall not be unreasonably withheld. Representatives shall return to their regular duties as expeditiously as possible. The Employer reserves the right to limit such time if the time requested is unreasonable.

7.07 Nurse Representatives and Committee Members shall receive their regular rates of pay at straight time for time spent in Employer/Association meetings during their normally scheduled hours of work to a maximum of seven (7) hours per day.

7.08 The Association shall notify the Employer in writing of the names of its officers, representatives and committee members. The Employer shall not be required to recognize any representative until such notification from the Association has been received.

7.09 A request by a representative of the Ontario Nurses' Association for access to the Employer's premises for the purpose of consulting with a committee representative or the Employer shall not be unreasonably withheld.

7.10 All references to officers, representatives and committee members in this Agreement shall be deemed to mean officers, representatives and committee members of the bargaining unit who are employees of the Employer.

7.11 An officer of the Association shall be allowed sufficient time outside regular working hours to hold a meeting on the Employer's premises with prospective Association members during their orientation period.

7.12 The Employer agrees to recognize a committee of two (2) Bargaining Unit members for the examination of matters relating to quality and quantity of nursing care. Should this Committee and Health Unit representatives be unable to resolve a problem satisfactorily, either party may request the Minister of Health to appoint a public health nursing consultant from the Ontario Ministry of Health to adjudicate the differences. The findings of the nursing consultant will be accepted by the parties to this Agreement.

ARTICLE 8 - ASSOCIATION SECURITY

- 8.01 The Employer shall deduct each month from the wages of employees covered by this Agreement, such monthly dues as may be adopted and designated by the Association. The Association dues shall be deducted from the employee's pay each month beginning with the month in which the employee commences employment.
- 8.02 The Association shall notify the Employer in writing of the amount of such dues and shall notify the Employer in writing of any changes in these amounts during the term of this Agreement.
- 8.03 Dues deducted pursuant to paragraph 8.01 together with a list of the names, addresses and Social Insurance Numbers of the employees from whom such deductions have been made shall be remitted by the Employer to the Association at its business office, not later than the fifteenth (15th) day of the month following the month in which the deductions were made. The list shall also include terminations, new hires and nurses on leaves of absence.
- 8.04 The Association shall indemnify and save the Employer harmless from any and all claims with respect to all dues **so** deducted and remitted under the terms of this Article.

9 - GRIEVANCE PROCEDURE

- 9.01 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is understood that an employee may present an oral complaint at any time, without recourse to the grievance procedure herein.
- 9.02 A grievance shall be defined as a complaint regarding the interpretation, application or alleged violation of this Agreement.
- 9.03 It **is** understood that an employee has **no** grievance until she has first given her immediate supervisor or her designate an opportunity to adjust her complaint. If an employee has a complaint she shall, with the assistance of a nurse representative if she desires, discuss it with her immediate supervisor. In order to be considered a grievance, such discussion must take place within ten (10) working days after the circumstances giving rise to the complaint first occurred or originated, or within ten (10) working days of the time she reasonably ought to have known **of** the circumstances. The immediate supervisor or her designate shall communicate a reply to the complainant within ten (10) working days **of** the discussion. If such complaint is not settled to the satisfaction of the employee concerned, the complainant may file a written grievance in the following manner and sequence:

Step No. 1

The employee may with the assistance of a member of the grievance committee if she desires, submit a signed, dated written statement of such grievance (on a form supplied by the Association) to the Director of her department or her designate within five (5) working days after she has received a reply from her supervisor. The nature

of the grievance, the article(s) of the Agreement that has been violated or misinterpreted, and the relief or remedy sought shall be clearly set out in the grievance. The Director or her designate shall deliver her decision in writing within five (5) working days following the day on which the grievance was presented to her. Failing settlement, then:

Step No. 2

Within five (5) working days following the decision under Step No. 1 the employee may, with the assistance of a member of the grievance committee if desired, present the written grievance to the Medical Officer of Health or his designate who will hold a meeting within seven (7) working days with the grievor, a nurse representative and the ONA representative, if requested by either party, to discuss the grievance. The Medical Officer of Health or his designate will give his decision in writing within ten (10) working days from the date of the meeting.

9.04 A grievance arising directly between the Employer and the Association concerning the general interpretation or application of this Agreement, shall be originated under Step No. 2.

However, it is expressly understood that the provisions of this paragraph may not be used by the Association to institute any individual grievance directly affecting a nurse which such nurse could herself institute and the regular grievance procedure shall not therefore be bypassed.

Any grievance by the Employer or the Association as provided for in this paragraph shall be commenced within ten (10) working days after the original circumstances giving rise to the grievance have occurred or within ten (10) working days of the time the grieving party reasonably ought to have known of the circumstances. The grievance must be signed by the Medical Officer of Health or the designated Executive Officer of the Chartered Local, respectively, or their designates. The reply on behalf of the Association in Step No. 2 shall be made by the designated Executive Officer of the Chartered Local in writing within ten (10) working days from the date of the meeting.

- 9.05**
- (a) An employee other than a temporary or a probationary employee, claiming that she has been disciplined without just cause may file a signed, dated, written statement of such grievance setting out the nature of the grievance and the specific remedy sought at Step No. 2 of the Grievance Procedure providing such grievance is lodged with the Medical Officer of Health within six (6) working days of the discipline.
 - (b) In the event there is a meeting with an employee at which she is to be suspended or discharged, said employee shall have the right to request that a nurse representative attend said meeting. The Employer shall notify the nurse of this right in advance of the meeting.
 - (c) The reasons for any disciplinary action including the discharge of any employee, shall be reduced to writing and given to the employee and the designated Executive Officer of the Chartered Local.

- 9.06 The parties expressly agree that this Article does not apply in the case of lay-off, failure to recall from lay-off or discharge for any reason whatsoever of a temporary or a probationary employee.
- 9.07 Any step of the Grievance Procedure may be waived by mutual agreement confirmed in writing between the Employer and the Association.
- 9.08 Any complaint or grievance which is not commenced or processed through the next stage of the Grievance Procedure within the time specified shall be deemed to have been dropped and if commenced considered to have been settled on the basis of the Employer's reply to the grievance. However, time limits specified in the Grievance Procedure may be extended by mutual agreement confirmed in writing between the Employer and the Association. If no written answer has been given to the grievance within the time limits specified, the grievor shall be entitled to submit the grievance to the next stage including Arbitration.
- 9.09 All agreements arrived at between the Employer and the Association on the disposition of any specific employee, Association or Employer grievance shall be final and binding upon the Employer, the Association and the employees concerned.
- 9.10 If final settlement of a grievance is not reached at Step No. 2 or 9.05 including the question of whether a matter is arbitrable, then the grievance may be referred in writing by either party to arbitration as provided in Article 10 - Arbitration, at any time within ten (10) working days after the final decision is given in Step No. 2 or 9.05 or showing a post mark no later than eight (8) days after the final decision is given in Step No. 2 or Article 9.05. If no such written request for Arbitration is received within the time limits then the grievance shall be deemed to have been abandoned.

ARTICLE 10 – ARBITRATION

- 10.01 Both parties to this Agreement agree that any dispute or grievance concerning the interpretation, application or alleged violation of this Agreement, which has been properly carried through **all** the requisite steps of the Grievance Procedure outlined in Article 9 and which has not been settled or abandoned, will be referred to Arbitration, at the written request of either of the parties hereto.
- 10.02 The Board of Arbitration will be composed of one (1) person appointed by the Employer, one **(1)** person appointed by the Association, and the third [**3rd**] person to act as Chairman chosen by the other two **(2)** members of the Board.
- 10.03 The notice shall contain the name of the first party's appointee to an Arbitration Board in the event a Board is requested. Within ten (10) full working days of the written request by either party for a single arbitrator or Board of Arbitration, the other party shall nominate an arbitrator or its nominee to the Board if it agrees to a Board of Arbitration. The parties or nominees shall, within ten (10) full working days after the reply of the second [**2nd**] party, endeavour to agree to the single arbitrator or Chairperson respectively.

- 10.04 Should the parties fail to agree on a single Arbitrator, or if the recipient fails to appoint a nominee, or if the two (2) nominees fail to agree on a Chairperson within the time limit, the appointment shall be made by the Ministry of Labour of the Province of Ontario in accordance with the provisions of the Ontario Labour Relations Act, upon the request of either party.
- 10.05 No person may be appointed as an Arbitrator who has been involved in any attempt to negotiate or settle the grievance.
- 10.06 The decision of the Arbitrator or Board of Arbitration, including any decision as to whether the matter is arbitrable, shall be final and binding upon the parties and upon any employee affected by it. In the absence of an unanimous decision, the majority decision shall be accepted as the decision of the Board. In the event there is no majority decision, the decision of the Chairperson will be final.
- 10.07 (a) The Arbitrator or Board of Arbitration shall not have jurisdiction to amend, alter, modify, or add to, any of the provisions of this Agreement nor to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- (b) The Arbitrator or Board of Arbitration shall have no jurisdiction to hear a lay-off, failure to recall from lay-off or discharge grievance put forth by or on behalf of a temporary or a probationary employee.
- 10.08 Each of the parties hereto shall bear the fee and expenses of the nominee appointed by it and the parties shall equally share the fee and expenses of the Chairman of the Arbitration Board.
- 10.09 Time limits fixed in this Article may be extended by mutual agreement confirmed in writing between the Employer and the Association.
- 10.10 Where both parties agree, a single arbitrator may be substituted for a Board of Arbitration. In such case, the parties shall endeavour to agree on the selection of an arbitrator who shall have the same powers as a Board of Arbitration. In the event that the parties are unable to agree, a Board of Arbitration shall be constituted in accordance with paragraph 10.03.

ARTICLE 11 - ACCESS TO FILES AND RECORDS

- 11.01 A copy of any completed evaluation which is to be placed in a nurse's file shall be first reviewed with the nurse. The nurse shall initial such evaluation as having been read and shall have the opportunity to add her views to such evaluation prior to it being placed in her file. It is understood that such evaluations do not constitute disciplinary action by the Employer against the nurse. A copy of the evaluation will be provided to the nurse at her request.
- 11.02 Upon giving reasonable notice to the Employer, a nurse may review her personnel file in the presence of her supervisor.

ARTICLE 12 – SENIORITY

- 12.01 Subject to 12.07 (a), seniority is based upon the length of continuous employment with the Employer since the last date of hire but adjusted to recognize any periods of leave of absence in which seniority was maintained but did not accumulate.
- 12.02 Seniority lists showing each nurse's name, job classification, date of employment, and amount of seniority shall be posted in each of the Employer's locations in which employees work on March 31st and September 30th of each year.
- Complaints concerning the accuracy of such lists shall be considered within thirty (30) days of the posting and, if no complaint is received within that time, it shall be deemed to be accurate and such lists will then be sent to the Association.
- 12.03 A new Full-Time employee shall be considered probationary until she has completed three (3) continuous months of employment. A new Part-Time employee shall be considered probationary until she has completed three hundred and fifty (350) hours or six (6) months whichever comes first. The probationary period may be extended by agreement of the Employer, the Association and the employee concerned. It is expressly understood by both parties that during the probationary period an employee shall be considered as being employed on a trial basis and may be discharged at any time at the sole discretion of the Employer. The discharge of a probationary employee shall not be the subject of a grievance and/or arbitration pursuant to this Agreement.
- On successful completion of the probationary period an employee shall be placed on the seniority list and her seniority shall date from the date of last hire in accordance with clause 12.01 above. Employees acquiring seniority on the same date shall be added to the appropriate position on the seniority list by the "flip of a coin" in the presence of the employees affected and a Union Representative.
- 12.04 Seniority for part-time nurses shall accumulate in accordance with the number of hours worked since the last date of hire, such that one thousand three hundred and fifty (1350) hours worked is equivalent to one (1) year of seniority.
- 12.05 Seniority and service as calculated in accordance with 12.04 shall be retained and transferred by a nurse when she elects to transfer from full-time to part-time and vice versa.
- 12.06 Temporary employees have no seniority rights under this Agreement.
- 12.07 (a) Seniority for a temporary employee who is subsequently hired as a permanent employee shall date from the date of last hire as a temporary employee provided there is no break in service with the Employer. It is understood that all hours of work from date of last hire as a temporary employee shall count towards the employee's probationary period.
- (b) Any temporary employee with more than six (6) months break in service shall be treated as a new hire.

- 12.08 (a) Subject to 12.09 seniority shall be retained and accumulated when a nurse is absent from work under the following circumstances:
- i) approved leave of absence with pay;
 - ii) approved leave of absence without pay up to two **(2)** continuous months in any one (1) year;
 - iii) when in receipt of Workplace Safety and Insurance Board (WSIB) benefits as a result of injury or illness received while in the employment of the Employer;
 - iv) when in receipt of Short Term Disability Benefits as set out herein;
 - v) while on LTD for two (2) years;
 - vi) while on pregnancy and parental leave.
- (b) Subject to 12.09 seniority shall be retained but not accumulated when a nurse is absent from work under the following circumstances:
- i) with the exception of pregnancy and parental leave an approved leave of absence without pay for periods in excess of two (2) continuous months in any twelve **(12)** month period;
 - ii) when in receipt of Workplace Safety & Insurance Board (WSIB) benefits as the result of an illness or injury received while in the employ of another or former Employer;
 - iii) when a nurse has been laid *off* due to reduction in the nursing staff, seniority shall be retained for a period of fifteen (15) months.
- 12.09 **An** employee's seniority shall be forfeited and her employment shall be deemed to be terminated under the following conditions:
- (a) she voluntarily resigns or quits;
 - (b) she retires or is retired under Board Policy;
 - (c) she is discharged and not reinstated through the grievance procedure;
 - (d) she is laid off for a period of fifteen (15) consecutive months;
 - (e) she is absent from work for a period in excess of three (3) consecutive scheduled working days without notifying the Employer unless a reason satisfactory to the Employer is given;
 - (f) she fails to comply with a recall to work notice as outlined in paragraph 12.15;

- (g) she uses a leave of absence for a purpose other than that for which it was granted; or fails to return to work at the expiration of a leave of absence without justifiable excuse;
- (h) she is absent from work for more than twenty-four **(24)** months due to accident or illness, subject to any requirements of the law.

12.10

- (a) The term "vacancy" as used in this Agreement shall be defined as any job opening of more than thirty (30) working days duration except that vacancies of more than thirty (30) working days caused by employees being on vacation, on compensable or non-compensable illness or accident or on an approved leave of absence shall be considered temporary.

The initial vacancy caused by Pregnancy and Parental leave will be posted. The successful applicant, if an employee of the Health Unit, will return to their assignment when the leave is finished.

- (b) The Employer may fill at its discretion a vacancy of thirty (30) days or less or a temporary vacancy, or temporarily fill a permanent position. Part-time employees shall be given every consideration in filling a temporary vacancy or to temporarily fill a vacant permanent position.
- (c) When a vacancy, other than a temporary vacancy occurs which comes within the scope of this Agreement and which the Employer wishes to fill, the available position shall be posted at each office of the Employer for a minimum period of seven (7) working days prior to the Employer making a permanent appointment to such position in order that any interested nurse may apply in writing. Nurses on approved leaves of absence, shall be notified by mail of such vacancies. A copy of such notice shall be sent to the Local Association.

All employees, including those in the office in which the vacancy exists, may apply and be considered. The posting will indicate that the position is a position of Public Health Nurse or Registered Nurse; the current office, the current work assignment and status information (i.e. full or part-time).

- (d) An application for transfer system will be established. Under such a system, any nurse will be able to fill out an appropriate form, indicating her interest in working elsewhere in the Health Unit and her application will be considered when a vacancy occurs.
- (e) In selecting an employee for promotion or transfer within the Bargaining Unit, the Employer shall consider:
 - i) proven skill, ability, qualifications and experience,
 - ii) seniority

Where the qualifications of factor (i) are relatively equal, then factor (ii) shall govern.

(f) The Employer shall post the names of the successful applicants.

12.11 The original vacancy and the first [1st] and second [2nd] subsequent vacancy arising out of the original vacancy which the Employer wishes to fill, shall be posted. Any further vacancy may be filled at the discretion of the Employer, without posting. The Employer may consider employees requesting transfers when filling said further vacancy.

12.12 A nurse who is permanently transferred to a position outside the bargaining unit shall retain but not accumulate seniority while in that position. If a nurse in a position outside the bargaining unit is transferred into the bargaining unit, she will be credited with seniority only to the extent that she accumulated such rights within the bargaining unit prior to her promotion.

12.13 (a) The Employer shall notify the Association of an anticipated lay-off as soon as is reasonably possible. Except in extenuating circumstances, the Employer shall provide the Association with at least six (6) weeks notice of lay-off. Employees affected will receive Employment Standards Act notice.

(b) When it becomes necessary to reduce the work force, the employee who is affected by the work shortage may elect to either go on layoff or claim the position held by an employee with less seniority who works in an office chosen by the laid off employee and who has the least seniority in the employee's classification, provided she possesses the necessary qualifications, skill and ability to perform the job being claimed.

The Employer shall meet with the Union to review the following:

- i) reason causing the lay-off.
- ii) the service the Employer will provide after the lay-off.
- iii) the method of implementation including the area of cutback and the employees to be laid off.

Any agreement between the Employer and the Union concerning the method of implementation of the lay-off shall take precedence over the items in this Article.

12.14 (a) Before new employees are hired, the Employer shall recall employees on lay-off **who** possess the necessary qualifications to perform the work available.

(b) When recalling an employee after lay-off, she shall be notified by telephone, registered mail or telegram to the last address of the employee known to the Employer, and allowed twelve (12) working days to report for work, however, she must advise the Employer within two (2) working days of the receipt of notification of return to work of her intention to return to work if she wishes the Employer to hold the job open for her for the full twelve (12) day period.

If the employee is recalled and advises the Employer that she is not immediately available for work, other qualified employees shall be recalled and may be temporarily employed until the employee reports within the twelve (12) working day period.

- (c) It shall be the employee's responsibility to keep the Employer notified as to any change in her address or telephone number so that they will be up-to-date at all times.

ARTICLE 13 - HOURS OF WORK AND OVERTIME

- 13.01
- (a) The following paragraphs are intended to define the normal hours of work and shall not be construed as a guarantee of employment, hours of work per day, nor per week nor of days of work per week nor of overtime.
 - (b)
 - i) The normal work week for a full-time employee shall consist of thirty-five (35) hours, Monday through Friday.
 - ii) The normal work week for a part-time employee shall be less than thirty-five (35) hours, on a predetermined work schedule Monday through Friday.
 - (c) The normal work day shall be seven (7) hours between 8:30 a.m. to 4:30 p.m. with one (1) hour for lunch. However, where applicable, the work day may be flexible in length with the hours of working time to be established by mutual consent between the employee and her supervisor taking into account the needs of the Health Unit.
 - (d) There shall be two (2) fifteen (15) minute paid rest periods during each day.
 - (e) Except as authorized by the Supervisor, hours of work do not include travelling time between place of residence and the office. Such authorization shall not be unreasonably denied.
 - (f) Overtime is defined as work performed in excess of the thirty-five (35) hours flexible work week and approved by the employee's supervisor or her designate. Employees required by the Employer to work in excess of thirty-five (35) hours in any one week, shall be allowed compensating time off without loss of pay, at the rate of one (1) hour time off for every authorized excess hour worked up to thirty-nine (39) hours in any one (1) week. Authorized hours worked in excess of thirty-nine (39) hours in any one (1) week shall be compensated with compensating time off at one and one-half (1½) hours for every hour worked.
 - (g) Compensating time off may be accumulated to a maximum of seven (7) days. Compensating time off shall be taken at a mutually agreeable time as arranged between the nurse and her supervisor.

ARTICLE 14 - LEAVES OF ABSENCE

14.01 Personal Leave

- (a) An employee who has completed her probationary period may apply for a leave of absence without pay and without benefits for legitimate personal reasons. A request for such leave shall be made in writing, stating reasons, at least one (1) month prior to the desired commencement date of the leave unless the requested leave exceeds two (2) months wherein a two (2) month written notification shall be required. If the Employer grants such leave it shall confirm the terms of the leave in writing. The minimum time requirements for such leave requests may be waived in extenuating circumstances. Subject to the efficient operation of the Health Unit applications under this provision shall not be unreasonably withheld.
- (b) Subject to the efficient operation of the Health Unit, an employee may apply for a short term leave of absence of up to five (5) days without pay for legitimate personal reasons. The employee shall continue to receive benefits and accrue seniority while on such short term leave.

14.02 Preplanned Leave

- (a) On one (1) occasion per year, between January 1st and January 31st, a nurse may apply in writing, stating reasons, for a preplanned leave of absence without pay and without benefits for a period of six (6) to twelve (12) months. Said leave would commence within the following year. In the event the Employer grants the leave it shall confirm the terms of the leave in writing. A nurse may withdraw her request for preplanned leave at any time up to two (2) months prior to the scheduled commencement of the leave.
- (b) While on a preplanned leave:
 - i) Service for the purpose of vacation, salary progression and other benefits will be retained but will not accumulate;
 - ii) The nurse shall be responsible for the full payment for any health and welfare in which she is participating;
 - iii) The nurse will not be eligible for any other leave of absence, paid holidays, vacation, travel allowance, sick leave, pensions and long term disability insurance.

14.03 Compassionate Leave

- (a) In the event of a death in an employee's immediate family, the employee shall be granted a leave of absence of up to a maximum of five (5) consecutive calendar days with pay. The employee shall only receive pay for regularly scheduled work days.

- (b) An employee's "immediate family" shall mean husband, wife or common-law spouse as defined under the Family Law Reform Act, child or parents.
- (c) In the event of a death of an employee's brother, sister, mother-in-law, father-in-law, grandparent or grandchild, the employee shall be granted a leave of absence up to a maximum of three (3) consecutive calendar days with pay. The employee shall only receive pay for the regularly scheduled work days.
- (d) In the event of a death of an aunt, uncle, nephew, niece, sister-in-law or brother-in-law, a seniority employee shall be granted a leave of absence of one (1) day with pay for the purpose of attending the funeral, provided the funeral is on a day the employee would otherwise have worked.
- (e) Additional leave without pay but without loss of seniority may be granted at the discretion of the Employer.
- (f) There shall be no loss of seniority for compassionate leave.

14.04

Jury and Witness Duty Leave

- (a) In the event that an employee is called for jury duty, the Employer shall pay the employee her regular pay for each day the employee is required to be absent from work provided that she:
 - i) notifies the Employer immediately upon notification that she will be required to attend on jury duty;
 - ii) presents proof of service to the Employer requiring such attendance;
 - iii) promptly repays the amount (other than expenses paid to her) which she receives for such attendance;
 - iv) reports to work when not required at court.
- (b) If an employee is required by subpoena to attend a court of law as a witness in connection with any litigation arising from her professional duties for the Employer or as a witness for the Crown, the Employer shall pay the employee her regular pay for each day the employee is required to be in attendance at court provided that she:
 - i) notifies the Employer immediately upon receipt of the subpoena that she will be required to attend court and gives reasonable notice to the Employer of the time and dates at which she will be required to attend;
 - ii) presents proof of service requiring such attendance and keeps the Employer promptly informed as to any subsequent times which she would be required to attend at the court of law arising from the subpoena;

- iii) promptly repays the amount (other than expenses paid to her) which she receives for such attendance:
 - iv) reports to work when not required at court.
- (c) The employee shall accrue all benefits including seniority as if she were performing her regular duties for the Employer provided she fulfils her commitments under paragraphs **14.04 (a)** and **14.04 (b)**.

14.05 Pregnancy and Parental Leave

- (a) The Employer shall grant a pregnancy and parental leave without pay and without loss of benefits or seniority in accordance with the Employment Standards Act.
- (b) The Employer may grant an extended maternity leave without pay and without benefits for up to one **(1)** year in total provided the employee submits a request for extended leave in writing to the Employer at least four **(4)** weeks in advance of the expiration of the statutory leave and provided the Association agrees that a temporary replacement shall be hired during her absence.
- (c) Seniority shall accrue during the extended maternity leave.

14.06 Association Leaves of Absence

- (a) Leave of absence without pay and without **loss** of seniority for Association business shall be granted to employees who have completed their probationary period up to an aggregate of forty-five **(45)** working days per year, provided such leave of absence does not interfere with the continuance of efficient operations of the Employer. It is agreed that no more than two (2) employees shall be absent on such leave at one time. The Association will give the Employer two (2) weeks written notice of an employee's request to be absent for Association business. The Employer, during such absence, will keep the nurse's salary and seniority whole and the Association agrees to reimburse the Employer for the cost of such salary.
- (b) A nurse who is elected to the office of President of the Ontario Nurses' Association shall be granted upon written request (at least thirty (30) days prior to taking office) a leave of absence without loss of seniority up to one (1) year. Seniority shall not accrue during such leave.

During such leave of absence, salary and benefits will be kept whole by the Employer provided the Association agrees to, and does in fact, reimburse the Employer for such salary and Employer contributions to such benefits.

The nurse agrees to notify the Employer in writing of her intention to return to work within two (2) weeks following the termination of office or one (1) year whichever is the lesser. In the event the nurse does not notify the Employer

of her intention to return to work within the aforementioned time limits, she shall be deemed to have resigned.

14.07 Education Leave

- (a) A leave of absence without pay and benefits, and without **loss** of seniority, may be granted to an employee who has completed her probationary period for educational purposes.

The employee shall submit her request in writing at least thirty (30) days before the commencement of the course. Seniority shall not accrue during such leave.

- (b) Leave of absence without **loss** of pay to attend and take part in the business activities of professional meetings (e.g. O.P.H.A., R.N.A.O., College of Nurses, C.N.A., etc.) up to a cumulative total of ten (10) days per year for the employees covered **by** this Agreement shall be granted at the discretion of the employee's Director.
- (c) All leave for attendance at workshops and/or educational seminars sponsored by these organizations will be recognized as separate and apart from 14.07 (b).

14.08 Storm Leave

- (a) Where weather conditions are such that an employee is unable to report to the office to which she is assigned, this absence may be charged to annual vacation credits, ~~or~~ compensatory time credits, or in the case of employees who have accumulated sick leave credits prior to the implementation of the Short Term Disability benefits, the absence may be charged to this sick leave bank.
- (b) An employee who due to inclement weather or road closure, is unable to get to work, may work from another Health Unit office in Grey and Bruce County or work from their home. In such cases, the employee is expected to notify their supervisor as soon as is possible. Further to this, it is agreed that in such cases, the employee will be considered as being at work.
- (c) If the office is closed by the Medical Officer of Health or his designate due to weather conditions preventing the employee from reporting to the Health Unit Office or causing the employee to leave the office early then the employee shall not suffer a **loss** of pay for the time lost.

- 14.09 (a) Subject to **14.05**, seniority shall not accrue during a leave of absence of more than two (2) continuous months.
- (b) Subject to the Employment Standards Act, if an employee's approved leave of absence exceeds one (1) month, she must arrange to prepay the premiums for all benefits.

ARTICLE 15 - ORIENTATION AND IN-SERVICE

15.01 It is agreed that an orientation and in-service programme will be provided by the Employer.

ARTICLE 16 - RATE OF PAY

16.01 The parties agree that the schedule of wages, as set forth in Schedule "A" attached hereto, shall be maintained during the duration of this Agreement.

16.02 Previous nursing experience shall be recognized on the following basis:

- (a) An employee with related experience who has been actively employed as a Public Health Nurse or has Community Nursing experience within the last three (3) years prior to being employed by the Employer, shall receive one (1) increment for every year of related work experience up to a maximum on the salary grid.
- (b) If more than three (3) years have elapsed since the nurse has been actively employed as a Public Health Nurse, in Community Nursing, Home Care or Hospital Administration or Discharge Planning, or the nurse has other related nursing experience, the number of increments to be paid, if any, shall be at the sole discretion of the Employer.
- (c) It shall be the responsibility of the nurse to provide proof of related experience on hiring in order to be considered for a salary increment adjustment. The employer shall determine the employee placement on the salary grid and any dispute must be grieved within four (4) months from the date of hire as per the grievance procedure.
- (d) In the event the nurse does not grieve her rate of pay within the time limits set out in 16.02 (c) above, the Arbitrator or Board of Arbitration has no jurisdiction to hear said grievance.

16.03 On promotion or change from Registered Nurse to Public Health Nurse, the nurse shall not suffer a **loss** in pay. The nurse shall be placed at the increment level on the higher classification rate that is equal to her former rate or in the event there is no equivalent rate she shall be placed at the first rate in the higher classification schedule that is higher than her former rate. The nurse shall assume an anniversary date for future wage adjustments based on the effective date of her promotion or change.

16.04 **Grid Progression**

- (a) Each full-time employee automatically progresses on the grid on her anniversary date. With the exception of Pregnancy and Parental Leave

under the Employment Standards Act, the anniversary date shall be adjusted in the event the employee is absent from work in excess of two (2) months.

- (b) Part-time employees shall advance on the salary grid in Schedule "A" on the basis of one (1) year is equivalent to thirteen hundred and fifty (1350) hours.

16.05 Responsibility Allowance

When a nurse is assigned in writing for one (1) day or more to a supervisory position excluded from the bargaining unit, she shall be paid a responsibility allowance of ten dollars (\$10.00) per day in addition to her regular earnings.

ARTICLE 17 - PAID HOLIDAYS

- 17.01 The following paid holidays shall be granted to each eligible full-time employee who has completed a period of twenty (20) continuous working days of employment subject to the provisions set out herein:

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

In the event the Government proclaims an additional statutory holiday, it shall replace the third (3rd) Monday in February.

- 17.02 Where any of the above holidays fall on a Saturday or Sunday, an alternate day shall be designated by the Employer as a holiday in lieu of the holiday falling on these days.

- 17.03 (a) An eligible full-time employee shall receive her regular daily pay at her basic rate for each paid holiday.
- (b) Part-time employees shall receive four point eight percent (4.8%) in lieu of paid holidays.

- 17.04 To be eligible for holiday pay an employee must work the full scheduled work day immediately preceding and the full scheduled work day immediately following such holiday, unless the employee is otherwise on an approved paid leave of absence including compensating time off as specified in Article 13.01. If an employee is absent on either the last work day preceding, or the first work day following the paid holiday due to illness, the employee shall be eligible for pay for the holiday. A medical doctor's certificate may be required at the discretion of the Medical Officer of Health or his designate.

- 17.05 No employee who is off work due to Workers' Compensation, or unpaid leave, or lay-off, shall be entitled to pay for any paid holiday occurring within the period of such Workers' Compensation, or unpaid leave, or lay-off.
- 17.06 Where the paid holiday occurs in the period in which a full-time employee is on her scheduled vacation, or on a scheduled day off, an eligible employee shall receive a day off with pay in lieu at a mutually agreed time.
- 17.07 An eligible employee required to work on a paid holiday shall be allowed compensating time off without loss of pay, at a rate of one (1) hour time off for every authorized hour worked at a mutually agreeable date. Such lieu time off shall be subject to the conditions outlined in Article 13, paragraph 13.01. The employee shall also receive payment at the rate of time and one-half (1½) her regular rate of pay for each hour worked on the paid holiday.

ARTICLE 18 – VACATIONS

- 18.01 (a) The Employer shall provide vacation with pay for active full-time employees based on the length of continuous service as an active full-time employee of the Employer as follows:
- i) one point sixty-six (1.66) days per month;
 - ii) After completion of eleven (11) full years of continuous service, two point zero eight (2.08) days per month.
- (b) Active part-time employees shall receive vacation with pay on a pro-rata basis.
- 18.02 Vacation entitlement shall be calculated based on full years of continuous service as an active full-time employee subject to 12.05, and exclusive of any service as a temporary employee.
- 18.03 Vacations shall be granted at times mutually agreed upon between the employee and the Employer but consistent with the employee's seniority and the efficient operation of the Health Unit.
- 18.04 Upon termination, retirement or death, any vacation with pay owing to the employee will be paid to the employee or her estate. Any advance on vacation with pay owing to the Employer will be returned to the Employer through an adjustment to the employee's final pay or other arrangements.
- 18.05 Vacation time earned by an employee's anniversary date must be taken before the employee's next anniversary date. Under special circumstances, the Board, on the recommendation of the Medical Officer of Health, may permit an employee to carry over a maximum of **two (2)** weeks vacation into the following vacation year.
- 18.06 Payment for vacation shall be based on the employee's current regular weekly pay except if the employee has been on lay-off, unpaid leave of absence or long term disability exceeding one (1) month. If the employee has been on lay-off, unpaid

leave of absence or long term disability exceeding one (1) month, her vacation and vacation pay shall be pro-rated in accordance with the number of days worked in the year that she earned the vacation, paid at the current regular wage rate.

- 18.07 Temporary employees shall receive vacation pay in accordance with the Employment Standards Act and as amended from time to time.

ARTICLE 19 - SICK LEAVE PLAN

- 19.01 The parties agree that the terms and conditions of the Sick Leave Plan (see Schedule "B") shall apply to all full-time employees who have completed their probationary period. The parties further agree that during the life of this Agreement, no decrease in coverage shall occur as a result of such amendment.
- 19.02 (a) Temporary employees shall not be eligible for sick leave.
- (b) Part-time employees shall receive sick leave based on the number of days they work in a year divided by twenty (20), multiplied by one point five (1.5) days.
- 19.03 Application for Sick Leave Benefits shall be submitted to the employee's supervisor or her designate on the forms provided by the Health Unit. A medical doctor's certificate may be required for any illness.

ARTICLE 20 - INSURANCE AND BENEFITS

- 20.01 The Employer shall contribute 100% of the premium costs of the following insurance for all full-time employees who have met the eligibility requirements of the various insurance plans. The Employer is not the insurer and all insurance shall be subject to the terms, conditions, rules and regulations of the governing insurance plan or policy.
- (a) Life Insurance, Accidental Death & Dismemberment
- i) Life Insurance coverage shall be equal to two (2) times annual salary to the nearest \$1,000.00 benefit;
- ii) Accidental Death and Dismemberment coverage shall be equal to the life insurance;
- iii) All coverage ceases at termination of employment or retirement, but in any event at age sixty-five (65).
- (b) Dependant Life
- | | | |
|-----|------------|--------------|
| i) | Spouse | \$2,000.00 |
| ii) | Child(ren) | - \$1,000.00 |

(c) Semi-Private Hospital Coverage(d) Major Medical Benefits

including drug and eyeglass coverage with a \$10.00 single : \$20.00 family deductible maximum in any one benefit year.

(e) Long Term Disability Insurance

Amount of benefit to be equal to up to seventy percent (70%) of the employee's basic earnings, to a maximum of \$4,000.00 per month.

20.02 The Employer shall contribute fifty percent (50%) of the premium costs of Dental Insurance for all full-time employees who have met the eligibility requirements of the insurance plan. The employee shall pay fifty percent (50%) of the premium cost. The Employer is not the insurer and all insurance shall be subject to the terms, conditions, rules and regulations of the governing insurance plan or policy.

Effective July 1, 2003, the Employer will contribute seventy-five percent (75%) of the premium cost of dental insurance.

20.03 Any dispute as to entitlement of benefits under the insurance plans is between the employee and the insurer.

20.04 Pensions

The Ontario Municipal Employees' Retirement System (OMERS) and Canada Pension Plan shall apply to the nurses covered by this Agreement. The Employer shall contribute to the Canada Pension Plan in accordance with the Act and to OMERS, for employees as per the regulations of the Plan.

20.05 Temporary employees as well as employees who work less than thirty-five (35) hours per week on a regular basis shall not be covered for any benefits in this Article, except Pension where required by law.

20.06 Subject to the Employment Standards Act, all benefits shall terminate the month following the month of a lay-off or unpaid leave of absence. However, on expiration of said benefits an employee may arrange to prepay the full premium of any applicable benefit she was receiving at the time of the lay-off or leave to ensure her continued coverage.

20.07 It is understood and agreed that in assessing the expense required for these negotiated employee benefits outlined within this Article, the parties have taken into account any and all savings on premium or elimination of premiums that may be realized during the period of this Agreement under the Employment Insurance Act, OHIP, or any other government legislated Plan, and the full employee's portion of any savings resulting from this assessment are included as part of the negotiated wage increases and improved benefits contained in this Collective Agreement.

- 20.08 The Employer shall not reduce the level of benefits in the above noted plans during the currency of this Agreement.
- 20.09 Effective January 1, 2000, employees who retire on an OMERS unreduced pension and who have been employed by the Employer for a minimum of ten (10) years, the Employer will pay fifty percent (50%) of the monthly premium cost of extended health care and dental care until such time as the Employee reaches sixty-five (65) years of age.

ARTICLE 21 - TRAVEL ALLOWANCE

- 21.01 Effective January 1, 2002, employees who are required to operate a private vehicle for business shall receive thirty-four cents (\$0.34) per kilometre for all business kilometres driven.
- 21.02 Except as authorized by the supervisor, travel allowance does not apply from place of residence to office and return.
- 21.03 (a) On presentation of a certificate of insurance showing a minimum of one million dollars (\$1,000,000), third [3rd] party public liability and property damage insurance, a full-time permanent employee shall receive an allowance of up to a maximum of two hundred dollars (\$200.00) effective January 1, 2000 per calendar year (prorated basis on the number of months worked) towards the cost of business insurance on the personal vehicle used by said employee while performing her duties at the Health Unit. Part-time employees shall receive the above amount on a prorated basis.
- (b) An employee who leaves the employment of the Health Unit during the calendar year shall reimburse the Employer for the portion of her business insurance allowance for the balance of the year.
- 21.04 A full-time permanent employee, employed as of June 29, 1992, who is required to operate a private vehicle for business may elect to be reimbursed in the following manner:
- A travel allowance of eighty dollars (\$80.00) per month plus twenty-four cents (\$0.24) per business kilometre driven.
- 21.05 Employees receiving the basic monthly payment in accordance with Article 21.04 must have it declared as revenue income and said income is subject to all deductions.
- 21.06 Any nurse receiving travel allowance in accordance with Article 21.04 and who is absent from work, for any reason except vacation or paid sick leave, for a period exceeding five (5) working days, shall receive a pro-rated monthly car allowance based on the rate of four dollars (\$4.00) per day for each day actually worked.
- 21.07 (a) Any full-time permanent employee employed as of June 29, 1992, who has elected to be reimbursed in accordance with 21.04, may elect to be

reimbursed in accordance with 21.01 in any calendar year provided the employee makes her election prior to November 30th of said calendar year. Upon making the election, the reimbursement shall be retroactive to January 1st of that year.

- (b) Once an eligible full-time permanent employee has elected to be paid in accordance with (a) above, she can not revert back to be reimbursed in accordance with 21.04.

ARTICLE 22 - NOTICE

- 22.01 (a) An employee shall give the Employer as much notice as possible, but at least two (2) weeks notice in writing, of her intention to resign, exclusive of any vacation time.
- (b) In the event an employee terminates her employment, the last day worked shall be taken to be the effective date of the termination of employment and the employee shall receive, in addition to her regular pay, pay equal to any vacation, or compensating time earned but not taken prior to the last day worked.

ARTICLE 23 - MISCELLANEOUS

- 23.01 A copy of this Agreement shall be reproduced and issued by the Employer to all employees now employed and to new employees at the date of hiring. The cost of said reproduction shall be borne equally by the parties to this Agreement.

ARTICLE 24 - DURATION

- 24.01 This Agreement shall continue in full force and effect up to and including December 31, 2004, and from year to year thereafter, unless in any year, either party gives to the other party written notice of termination or desire to amend this Agreement.

SIGNING PAGE

Dated at **Owen Sound, Ontario**, this 9th day of June 2002.

FOR THE EMPLOYER

FOR THE UNION

Labour Relations Officer

SCHEDULE "A"

ARY(a) Registered Nurse:

	<u>Effective April 1, 2001</u>	<u>Effective July 1, 2001</u>	<u>Effective April 1, 2002</u>
Start	\$21.24	\$21.66	\$22.36
1 Year	\$22.22	\$22.66	\$23.40
2 Years	\$22.51	\$22.96	\$23.71
3 Years	\$22.95	\$23.41	\$24.17
4 Years	\$23.61	\$24.08	\$24.86
5 Years	\$24.40	\$24.89	\$25.70
6 Years	\$25.21	\$25.71	\$26.55
7 Years	\$26.01	\$26.53	\$27.39
8 Years	\$26.81	\$27.35	\$28.24

	<u>Effective April 1, 2003</u>	<u>Effective January 1, 2004</u>
Start	\$23.14	\$23.20
1 Year	\$24.22	\$24.28
2 Years	\$24.54	\$24.60
3 Years	\$25.02	\$25.08
4 Years	\$25.73	\$25.79
5 Years	\$26.60	\$26.67
6 Years	\$27.48	\$27.55
7 Years	\$28.35	\$28.42
8 Years	\$29.23	\$29.30

SCHEDULE "A"

Salary Schedule(a) Public Health Nurse:

	<u>Effective April 1, 2001</u>	<u>Effective July 1, 2001</u>	<u>Effective April 1, 2002</u>
Start	\$22.42	\$22.87	\$23.61
1 Year	\$23.40	\$23.87	\$24.65
2 Years	\$23.72	\$24.19	\$24.98
3 Years	\$24.15	\$24.63	\$25.43
4 Years	\$24.84	\$25.34	\$26.16
5 Years	\$25.64	\$26.15	\$27.00
6 Years	\$26.46	\$26.99	\$27.87
7 Years	\$27.27	\$27.82	\$28.72
8 Years	\$28.11	\$28.67	\$29.60

	<u>Effective April 1, 2003</u>	<u>Effective January 1, 2004</u>	<u>Effective July 1, 2004</u>
Start	\$24.44	\$24.50	\$24.50
1 Year	\$25.51	\$25.57	\$25.57
2 Years	\$25.85	\$25.91	\$25.91
3 Years	\$26.32	\$26.39	\$26.39
4 Years	\$27.08	\$27.15	\$27.15
5 Years	\$27.95	\$28.02	\$28.02
6 Years	\$28.85	\$28.92	\$28.92
7 Years	\$29.73	\$29.80	\$29.80
8 Years	\$30.64	\$30.72	\$30.72
9 Years			*\$32.00

*On July 1, 2004, all employees at the maximum of the **salary** grid will automatically progress to the next step (9th step) on the grid.

(b) Grid Progression

- i) Each full-time employee automatically progresses on the grid on her anniversary date. The anniversary date shall be adjusted in the event the employee is absent from work in excess of two (2) months.
- ii) Part-time employees shall advance on the salary grid in Schedule "A" on the basis of one (1) year is equivalent to 1350 hours.

(c) Pay in Lieu of Insurance and Benefits

Part-time nurses shall receive five percent (5%) in lieu of insurance and benefits paid to full-time employees.

(d) Annual Rates

Annual rates are determined based on hourly rate multiplied by one thousand eight hundred and twenty (1820) hours.

SCHEDULE "B"**SHORT TERM TY BENEFITS**

(AS SET OUT IN ARTICLE 19.01)

- (a) All full-time employees who are unable to work because of illness or injury, shall be eligible for Short-Term Disability Benefits in accordance with the following schedule:

<u>LENGTH OF SERVICE</u>	<u>100% SALARY</u>	<u>70% SALARY</u>
3 Months – 1 Year	1	14 weeks
2 Years	2	13 weeks
3 Years	3	12 weeks
4 Years	4	11 weeks
5 Years	5	10 weeks
6 Years	6	9 weeks
7 Years	7	8 weeks
8 Years	8	7 weeks
9 Years	9	6 weeks
10 Years	10	5 weeks

For Short Term Disability purposes, salary shall be defined as the normal rate of pay earned by the employee immediately prior to the commencement of disability.

(b) Limitations

This weekly income will not be payable if your disability results from:

- i) injuries or sickness for which benefits are payable under any Worker's Compensation Act.
- ii) war
- iii) your voluntary participation in a criminal offence
- iv) the habitual use of drugs and alcohol unless you are certified as being actively supervised by, and receiving continuing treatment from a rehabilitation centre, a provincially designated institution or a licensed physician.

- (c) Employees who are unable to work by reason of illness or injury, and who are eligible for Short Term Disability benefits, must make application for same by forwarding a completed application form to the Director of Administration or his designate.

In addition to illness of such degree as to render the employee unable to work, the following guideline may be used to determining eligibility for Short Term Disability Benefits.

Treatment

Elective surgery including D & C, nasal polyps, myringotomy, etc. but does not include cosmetic surgery – e.g. breasts implants, facelift, etc. or other surgery of a non-essential nature.

Diagnosis for Symptoms

Diagnostic tests ordered by a doctor or clinic, including EKG, GI Series, GB X-rays, Sigmoidoscopy, Ultrasound.

Regular Medical Examinations

This would generally involve seeing someone who could not be seen before 8:30 or after 4:30, such as a Gynaecologist or ENT specialist.

Yearly Well dy Exam

An annual physical will also be allowed and will be limited to the time required for such examination. For female employees, this should of course include the routine breast examination and pap smears.

(d) Short Term Disability Benefit

The Employer may require an employee to provide a certificate of a qualified medical practitioner in support of a claim for sick leave pay. A medical certificate will not normally be required in the case of absences of three (3) days or less, unless the absence is the fourth [4th] or subsequent period of absence within the calendar year. The certificate should indicate the period during which the employee was under the physician's care and, where applicable, the probable date of return to work. The employer reserves the right to request a second opinion.

(e) It is agreed and understood that:

- i) in the case of an unrelated claim, the potential fifteen (15) week period of **Short Term Disability** benefits shall be reinstated provided that an employee has returned to active employment and has completed one (1) full shift.
- ii) in the case of a claim that is related to the previous claim, if the employee recovers and returns to work, but the same disability recurs within fourteen (14) calendar days, this will be considered to be a continuation of the previous disability.
- iii) the applicable number of weeks at one hundred percent (100%) salary protection shall be available only once in any calendar year.
- iv) an employee's entitlement to one hundred percent (100%) pay, if any would be dictated by the number of completed years of service with the employer as of

January 1st of that year.

- v) all employees with sick leave credits, will automatically have their Short Term Disability benefits “topped up” to one hundred percent (100%) where applicable.
 - vi) Short Term Disability benefits continuing from one (1) year into the next on a continuous basis would be subject to the fifteen (15) week maximum, however, as of the first day of the new year, benefits will be payable at the new year's higher rate of pay and the one hundred percent (100%) portion of the payment would be reinstated.
 - vii) an employee utilizing fifteen (15) weeks of continuous Short Term Disability benefits would not have these days increased by the number of statutory holidays that may occur during the period of disability.
 - viii) benefits are not payable for the period of time an employee is absent on pregnancy leave or on any leave of absence without pay.
- (f) Coincident with the introduction of the Short Term Plan, there shall be no further accumulation of sick leave credits, and the former cumulative sick leave plan shall be discontinued. Employees who had sick leave credits at the time of discontinuance of the old sick leave plan shall:
- i) Utilize those credits to top-up the seventy percent (70%) salary portion of the Short-Term Disability Plan to one hundred percent (100%) salary. For every one day of “topping-up”, the employee's former sick leave bank shall be charged with 0.3 days debit.
 - ii) Credits remaining at the time of termination, death, or retirement, shall be paid out to the employee or his estate at fifty percent (50%) of his accrued sick leave to a maximum of six (6) months salary, provided that the employee has completed three (3) years [thirty-six (36) months] of employment; prior to such termination, death, or retirement. Payment shall be made at the current rate of salary, at the time of termination.
- (g) It is understood that Clause 6 will not apply to employees hired on or after the date of implementation of the Short Term Disability Plan.

LETTER OF UNDERSTANDING

Between:

GREY BRUCE HEALTH UNIT
[hereinafter referred to as the "Employer"]

And:

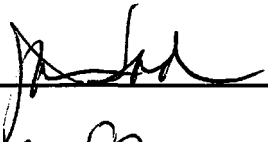
ONTARIO NURSES' ASSOCIATION
[hereinafter referred to as the "Association"]


Re: Job Sharing


In the event two (2) employees wish to enter into a job sharing project, the Employer and the Association shall prepare a Letter of Understanding outlining the terms and conditions.

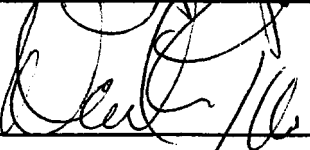
DATED AT OWEN SOUND, ONTARIO, THIS 1st DAY OF APRIL, 1999.
RENEWED AT OWEN SOUND, ONTARIO, THIS 18th DAY OF Feb , 2002.

FOR THE EMPLOYER

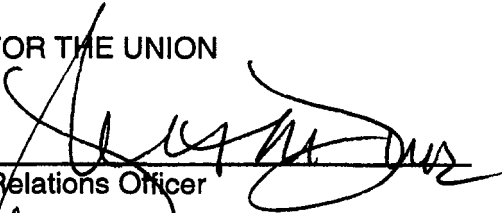


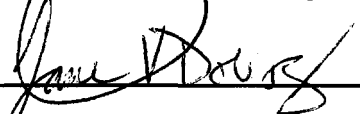


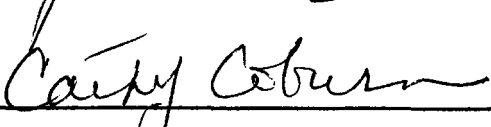


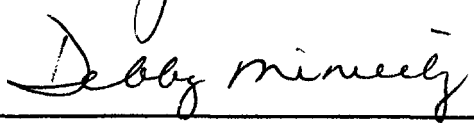


FOR THE UNION



Labour Relations Officer






LETTER OF UNDERSTANDING

Between:

GREY BRUCE HEALTH UNIT
[hereinafter referred to as the "Employer"]

And:

ONTARIO NURSES' ASSOCIATION
[hereinafter referred to as the "Association"]

Re: Flex Time

The parties agree that the policy dated June 27, 1995 is the policy in effect.

DATED AT OWEN SOUND, ONTARIO, THIS 10th DAY OF Feb, 2002.

FOR THE EMPLOYER

FOR THE UNION

Labour Relations Officer

