

SOURCE	CNA		
EFF.	93	04	01
TERM.	96	03	31
No. OF EMPLOYEES	295		
NOMBRE D'EMPLOYÉS	dF		

COLLECTIVE AGREEMENT

BETWEEN:

THE QUEENSWAY-CARLETON HOSPITAL
(hereinafter referred to as "the Hospitalⁿ")

- and -

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

EXPIRY: 31 March, 1996

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ARTICLE 23

To The
COLLECTIVE AGREEMENT

between

THE QUEENSWAY-CARLETON HOSPITAL
(Hereinafter called the "Hospital")

and

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

ONTARIO NURSES' ASSOCIATION
ASSOCIATION DES INFIRMIÈRES ET INFIRMIERS DE L'ONTARIO

GRIEVANCE REPORT / RAPPORT DE GRIEF

ONTARIO LOCAL SECTION LOCALE / L'AMO	EMPLOYER EMPLOYEUR	STEP ÉTAPE	DATE SUBMITTED TO EMPLOYER DATE DE SOUMISSION À L'EMPLOYEUR
GRIEVOR PLAIGNANTE		1.	
DEPARTMENT SERVICE	GRIEVANCE NO. N° DU GRIEF	2.	
		3.	

NATURE OF GRIEVANCE AND DATE OF OCCURRENCE / NATURE DU GRIEF ET DATE DE L'ÉVÈNEMENT

SETTLEMENT REQUESTED / RÉGLEMENT DEMANDÉ

SIGNATURE OF GRIEVOR:
SIGNATURE DE LA PLAIGNANTE:

SIGNATURE OF ASSOCIATION REP.:
SIGNATURE DE LA RÉP. DE L'AMO:

STEP ONE PREMIÈRE ÉTAPE	EMPLOYER'S ANSWER / RÉPONSE DE L'EMPLOYEUR	DATE: DATE:
DATE RECEIVED BY LOCAL: DATE DE RÉCEPTION PAR LA SECTION LOCALE:	SIGNATURE & POSITION OF EMPLOYER'S REPRESENTATIVE SIGNATURE ET TITRE DU REPRÉSENTANT DE L'EMPLOYEUR	
STEP TWO DEUXIÈME ÉTAPE	EMPLOYER'S ANSWER / RÉPONSE DE L'EMPLOYEUR	DATE: DATE:
DATE RECEIVED BY LOCAL: DATE DE RÉCEPTION PAR LA SECTION LOCALE:	SIGNATURE & POSITION OF EMPLOYER'S REPRESENTATIVE SIGNATURE ET TITRE DU REPRÉSENTANT DE L'EMPLOYEUR	
STEP THREE TROISIÈME ÉTAPE	EMPLOYER'S ANSWER / RÉPONSE DE L'EMPLOYEUR	DATE: DATE:
DATE RECEIVED BY LOCAL: DATE DE RÉCEPTION PAR LA SECTION LOCALE:	SIGNATURE & POSITION OF EMPLOYER'S REPRESENTATIVE SIGNATURE ET TITRE DU REPRÉSENTANT DE L'EMPLOYEUR	

APPENDIX 2LIST OF PROFESSIONAL RESPONSIBILITYASSESSMENT COMMITTEE - CHAIRPERSONS

1. Ms. Marilyn G. Booth
Program Manager
Continuing Education - Nursing
Ryerson Polytechnical Institute
350 Victoria Street
Toronto, ON M5B 2K3
(w) 979-5035
2. Mrs. Patricia Lang
Vice-president, Academic
Georgian College
One Georgian Drive
Barrie, ON L4M 3X9
(w) 705-728-1968 x1260
3. Ms. Louise Lemieux-Charles
Asst. Prof. & Program Director
HMRU, Dept. of Health Admin.
Faculty of Medicine
University of Toronto
Room 201, McMurrich Bldg
12 Queens Park Crescent West
Toronto, ON M4S 1A8
(w) 978-6963
4. Ms. Patricia Mandy
Director of Nursing
Henderson General Division
Hamilton Civic Hospitals
711 Concession Street
Hamilton, ON L8V 1C3
(w) 905-389-4411
5. Mrs. Maxine Pastirik
Teacher/Program Developer
Niagara College of Applied Arts
& Technology
54 Third Street
Welland, ON L3B 4W4
(w) 416-735-2211
6. Ms. Darlene Steven
Associate Professor
School of Nursing
Lakehead University
966 Oliver Road
Thunder Bay, ON P7B 5E1
(w) 807-343-8643
7. Ms. Judy Tiivel
Clinical Nurse Specialist -
Gerontology
Department of Nursing
The Toronto Hospital
Western Division
399 Bathurst Street
Toronto, ON M5T 2S8
8. Ms. Donna Tremblay
Dean, Health Sciences
Sault College of Applied Arts
& Technology
433 Northern Avenue
Sault Ste. Marie, ON P6A 5L3
(w) 705-759-6774

APPENDIX 3 - SALARY SCHEDULE

FULL-TIME NURSES - MONTHLY & HOURLY RATES

START 1 YR. 2 YRS. 3 YRS. 4 YRS. 5 YRS. 6 YRS. 7 YRS. 8 YRS. 9 YRS.

Effective April 1, 1993

Graduate Nurse

2656.49 2799.23 2915.86 3063.18
16.35 17.23 17.94 18.85

Registered Nurse

2778.75 2925.00 3046.88 3214.25 3380.00 3547.38 3755.38 3963.38 4171.38 4381.00
17.10 18.00 18.75 19.78 20.80 21.83 23.11 24.39 25.67 26.96

Teaching Registered Nurse

2892.68 3044.93 3167.23 3338.96 3509.79 3681.11 3890.57 4104.87 4319.88 4534.77
17.80 18.74 19.49 20.55 21.60 22.65 23.94 25.26 26.58 27.91

Effective January 1, 1994

Graduate Nurse

2699.98 2842.77 2959.40 3106.54
16.62 17.49 18.21 19.12

Registered Nurse

2824.25 2970.50 3092.38 3259.75 3425.50 3592.88 3800.88 4008.88 4216.88 4426.50
17.38 18.28 19.03 20.06 21.08 22.11 23.39 24.67 25.95 27.24

Teaching Registered Nurse

2940.04 3092.29 3214.52 3386.23 3557.04 3728.33 3937.71 4151.99 4367.00 4581.87
18.09 19.03 19.78 20.84 21.89 22.94 24.23 25.55 26.87 28.20

APPENDIX 3 - SALARY SCHEDULEFULL-TIME NURSES - MONTHLY & HOURLY RATES

<u>START</u>	<u>1 YR.</u>	<u>2 YRS.</u>	<u>3 YRS.</u>	<u>4 YRS.</u>	<u>5 YRS.</u>	<u>6 YRS.</u>	<u>7 YRS.</u>	<u>8 YRS.</u>	<u>9 YRS.</u>
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Effective January 1, 1995Graduate Nurse

2743.48	2886.31	3002.95	3149.90
16.88	17.76	18.48	19.38

Registered Nurse

2869.75	3016.00	3137.88	3305.25	3471.00	3638.38	3846.38	4054.38	4262.38	4472.00
17.66	18.56	19.31	20.34	21.36	22.39	23.67	24.95	26.23	27.52

Teaching Registered Nurse

2987.41	3139.66	3261.82	3433.49	3604.29	3775.54	3984.84	4199.12	4414.12	4628.97
18.38	19.32	20.07	21.13	22.18	23.23	24.52	25.84	27.16	28.49

Effective January 1, 1996Graduate Nurse

2786.98	2929.86	3046.49	3193.26
17.15	18.03	18.75	19.65

Registered Nurse

2915.25	3061.50	3183.38	3350.75	3516.50	3683.88	3891.88	4099.88	4307.88	4517.50
17.94	18.84	19.59	20.62	21.64	22.67	23.95	25.23	26.51	27.80

Teaching Registered Nurse

3034.78	3187.02	3309.12	3480.76	3651.53	3822.76	4031.98	4246.24	4461.24	4676.06
18.68	19.61	20.36	21.42	22.47	23.52	24.81	26.13	27.45	28.78

APPENDIX 3 - SALARY SCHEDULE**PART-TIME NURSES - HOURLY RATES**

<u>START</u>	<u>1 YR.</u>	<u>2 YRS.</u>	<u>3 YRS.</u>	<u>4 YRS.</u>	<u>5 YRS.</u>	<u>6 YRS.</u>	<u>7 YRS.</u>	<u>8 YRS.</u>	<u>9 YRS.</u>
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Effective April 1, 1993**Graduate Nurse**

16.35	17.23	17.94	18.85						
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Registered Nurse

17.10	18.00	18.75	19.78	20.80	21.83	23.11	24.39	25.67	26.96
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Teaching Registered Nurse

17.80	18.74	19.49	20.55	21.60	22.65	23.94	25.26	26.58	27.91
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Effective January 1, 1994**Graduate Nurse**

16.62	17.49	18.21	19.12						
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Registered Nurse

17.38	18.28	19.03	20.06	21.08	22.11	23.39	24.67	25.95	27.24
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Teaching Registered Nurse

18.09	19.03	19.78	20.84	21.89	22.94	24.23	25.55	26.87	28.20
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Effective January 1, 1995**Graduate Nurse**

16.88	17.76	18.48	19.38						
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Registered Nurse

17.66	18.56	19.31	20.34	21.36	22.39	23.67	24.95	26.23	27.52
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Teaching Registered Nurse

18.38	19.32	20.07	21.13	22.18	23.23	24.52	25.84	27.16	28.49
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APPENDIX 3 - SALARY SCHEDULE
PART-TIME NURSES - HOURLY RATES

START 1 YR. 2 YRS. 3 YRS. 4 YRS. 5 YRS. 6 YRS. 7 YRS. 8 YRS. 9 YRS.

Effective January 1, 1996

Graduate Nurse

17.15 18.03 18.75 19.65

Registered Nurse

17.94 18.84 19.59 20.62 21.64 22.67 23.95 25.23 26.51 27.80

Teaching Registered Nurse

18.68 19.61 20.36 21.42 22.47 23.52 24.81 26.13 27.45 28.78

APPENDIX 4 - SUPERIOR CONDITIONSFULL-TIME

Previously existing conditions retained as provided for in the O'Shea Interest Arbitration Award dated October 23, 1981 include the following:

A In addition to the salary set out above in the Salary Schedule, the Hospital will pay the following monthly incrementa providing:

- (a) Proof of standing must be submitted by the nurse to the Hospital.
- (b) There shall be no pyramiding of certificates or degrees.
- (c) Payment of the increment shall commence at the start of the first pay period following filing with the Hospital of the required proof of standing, except that a newly hired nurse who is qualified for an educational increment on her date of hiring shall be paid from that date.

Nursing Unit Administration Course -----	\$15.00
One Year diploma course in Nursing -----	40.00
Baccalaureate Degree -----	80.00
Master's Degree -----	120.00

PART-TIME

Previously existing conditions retained as provided for in the O'Shea Interest Arbitration Award dated October 23, 1981 include the following:

A Paid Holidays

Casual part-time nurses who work on any of the holidays listed in Article K.1 shall be paid time and one-half (1 1/2) for all hours worked.

B Paid Holidays

Regular part-time nurses shall receive holiday pay in accordance with the Employment Standards Act.

c **Vacation**

Part-time nurses who have a minimum of one (1) year of continuous service shall be granted three (3) weeks unpaid vacation time at a time scheduled by the unit co-ordinator. This entitlement will be increased to four (4) weeks after three years of service.

Vacation pay for regular part-time nurses will be based on 6% of earnings for the first 600 tours worked and 8% thereafter.

Vacation pay for casual part-time nurses will be based on 4% of earnings for the first 200 tours worked and 6% thereafter.

D **Education Allowances**

Education Allowances provided in the full-time Agreement shall apply pro rated against tours worked.

APPENDIX 5 - APPENDIX OF LOCAL PROVISIONSTABLE OF CONTENTS

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ARTICLE A - RECOGNITIONA. 1 Full-Time

The Hospital recognizes the Association as the sole and exclusive bargaining agent for all registered and graduate nurses engaged to work in a nursing capacity by the Queensway-Carleton Hospital save and except Head Nurses, persons above the rank of Head Nurse, Staff Development Officer, Quality Control Nurse, Employee Health Nurse, Discharge Planner and nurses working less than five (5) tours per week.

(Dec. 6, 1993: Head Nurse now called Nurse Manager; Staff Development Officer now called Nurse Educator; Employee Health Nurse now called Occupational Health Nurse.)

Part-time

The Hospital recognizes the Association as the sole and

exclusive bargaining agent for all registered and graduate nurses engaged to work in a nursing capacity by the Queensway-Carleton Hospital, save and except Head Nurses, persons above the rank of Head Nurse, Staff Development Officer, Quality Control Nurse, Employee Health Nurse.

(Dec. 6, 1993: Head Nurse now called Nurse Manager; Staff Development Officer now called Nurse Educator; Employee Health Nurse now called Occupational Health Nurse.)

ARTICLE B - DEFINITIONS

- B.1** "Supervisor" or "Immediate Supervisor", when used in this Agreement, shall mean the first supervisory level excluded from the bargaining unit.

ARTICLE C - MANAGEMENT RIGHTS

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

- C.2**
- (a) maintain order, discipline and efficiency;
 - (b) hire, assign, retire, discharge, direct, promote, demote, classify, transfer, lay-off, recall, discharge or otherwise discipline nurses, provided that a claim of discharge or discipline without cause may be the subject of a grievance and dealt with as hereinafter provided;
 - (c) determine, in the interest of efficient operation and highest standards of service, job rating and classification, the hours of work, work assignments, methods of doing the work, and the working establishment for the service and the location of work;
 - (d) generally to manage the operation that the Hospital is engaged in and, without restricting the generality of the foregoing, to determine the number of personnel required, methods, procedures and equipment in connection therewith;
 - (e) make, enforce, and alter from time to time reasonable rules and regulations to be observed by the nurses.

- C.3** These rights shall not be exercised in a manner inconsistent with the provisions of this agreement.

ARTICLE D - REPRESENTATION AND COMMITTEES

D.1 There shall be six (6) full-time nurse representatives, one from each of the following areas:

1. 4th level
2. 3rd level
3. Geriatrics, Psychiatry
4. Operating Room, Recovery Room
5. ICU and CCU
6. Emergency & Ambulatory Care

There shall be two (2) part-time nurse representatives.

D.2 It is understood that one Negotiating Committee, one Grievance Committee and one Association-Hospital Committee shall represent both full-time and part-time nurses.

D.3 Negotiating Committee - There shall be a Negotiating Committee composed of three (3) nurses, at least one of whom shall be a part-time nurse.

D.4 Grievance Committee - There shall be a Grievance Committee composed of three (3) nurses.

D.5 Association-Hospital Committee - There shall be an Association-Hospital Committee composed of three (3) members of the Association, one of whom may be a part-time nurse and three (3) representatives of the Hospital, one of whom shall be the Director of Nursing or her designate.

ARTICLE E - INTERVIEW

E.1 The interview referred to in Article 5.06 shall take place during the general hospital orientation.

ARTICLE F - SENIORITY LIST - ADDRESS LIST

F.1 The Employer shall provide a full-time and part-time seniority list annually, no later than January 31st. The Hospital will provide annually, no later than January 31, a list of addresses of nurses on the seniority list.

ARTICLE G - RESIGNATION NOTICE

G.1 For efficient replacement of staff, nurses are requested to submit to their Coordinator, four (4) weeks' notice, in writing, of intent to resign.

ARTICLE H - LEAVE OF ABSENCE - ASSOCIATION BUSINESS

H.1 Upon written request, leaves of absence for Association business will be granted pursuant to the following provisions:

- (a) Adequate notice of at least four (4) weeks is given to the Hospital.
- (b) That not more than three (3) nurses any one time be allowed such leave and provided that not more than one (1) nurse from a unit shall be absent at any one time.
- (c) That the total number of days in any one (1) calendar year for such leave for all full-time employees not exceed forty (40) and twenty-five (25) for part-time nurses.

ARTICLE I - REST PERIODS

I.1 There shall be two (2) paid rest periods, or equivalent, to be scheduled by the Head Nurse.

ARTICLE J - SCHEDULING REGULATIONS

J.1 Premium rates will apply for the eighth (8th) and successive tours until a nurse is granted a day off.

J.2 A nurse will receive premium pay as provided for in Article 14.03 for all hours worked on a third and subsequent consecutive weekend save and except where:

- (a) such weekend has been worked by the nurse to satisfy specific days off requested by such nurse; or
- (b) such nurse has requested weekend work; or
- (c) such weekend is worked as the result of an exchange of shifts with another nurse.

J.3 **Scheduling - Full-time and Regular Part-time Nurses**

- (a) A nurse is entitled to at least two (2) weekends off in four (4);
- (b) No less than two (2) consecutive tours shall be scheduled off between tour changes without consent;
- (c) Schedules will be posted no less than ten (10) days in advance;
- (d) Full-time nurses shall not rotate through three (3) different tours in a week. For part-time nurses, no rotation through three (3) different tours in a week shall be scheduled without consent.
- (e) Split days off for full-time nurses will be

scheduled at a minimum, provided it is recognized that some split days off may be scheduled in accordance with Hospital requirements;

- (f) Nurses will not normally be scheduled to work more than seven (7) consecutive days:
- (g) Part-time nurses must be available to work at least three (3) tours per week.
- (h) The Hospital agrees to schedule five (5) consecutive days off for nurses during Christmas and New Year's period so that a nurse will have either period off. Time off at Christmas shall include December 24th, 25th and 26th, if requested, and time off at New Year's shall include December 31st, January 1st and January 2nd, if requested. The Hospital may at its discretion, waive all other scheduling requirements during the period from December 15th to January 15th. This provision will not apply to areas where nurses normally work Monday to Friday and are not normally scheduled to work on a paid holiday. It is understood and agreed that part-time nurses will work if requested either of the five (5) day periods mentioned above.
- (i) Requests for changes in posted time schedules must be submitted in writing and co-signed by a nurse willing to exchange days off or tours. It is understood that such change in tour initiated by the nurse and approved by the Hospital shall not result in any overtime or other premium payment:
- (j) For full-time nurses, at least forty-eight (48) hours time off shall be scheduled when changing from night tour to another tour.
- (k) When a full-time nurse chooses equivalent time off as provided for in Article 14.09, such time off shall be taken within thirty (30) days.
- (l) For part-time nurses, additional shifts shall be offered in descending seniority order on a cyclical basis within each day/night or day/evening rotation. Priority for these additional shifts will be given to nurses in this order:
 - regular part-time nurses:
 - casual part-time nurses, including laid-off nurses interested in incidental work:
 - job sharing nurses when not covering for their partner:
 - job sharing nurses who are covering for their partner, but after all regular part-time and casual nurses have been called.

Regular part-time nurses who wish to be considered for additional shifts shall do so by marking

availability, in writing, as stipulated by the Hospital. It is recognized the Hospital shall not be required to assign any hours which may result in overtime premium pay.

(m) Casual Part-time Nurses

- (a) The nurse will declare on a bi-weekly basis her availability or non-availability for work on specified days of the next two week period.
- (b) A nurse who declares herself available for any tour and later becomes unavailable for work shall notify the Hospital as soon as this change of circumstances becomes known.

J.3 Extended Tours

1. Extended tours shall be introduced into any unit when:
 - i) Eighty percent (80%) of the nurses in the unit so indicate by secret ballot; and
 - ii) The Hospital agrees to implement the extended tours:

such an agreement shall not be withheld in an unreasonable or arbitrary manner.
2. Extended tours may be discontinued in any unit when:
 - i) Fifty percent (50%) of the nurses in the unit so indicate by secret ballot; or
 - ii) The Hospital provides the Association with written notice of its desire to discontinue the extended tours.
3. When written notice of discontinuation is given by either party in accordance with paragraph two (2) above, then,
 - i) The parties shall meet within two (2) weeks of the giving of notice to review the request for a discontinuation; and
 - ii) Where it is determined that the Extended Tours will be discontinued, affected nurses shall be given sixty (60) days notice before the schedules are so amended.
4. There will be an on-going evaluation of the Extended Tour in each unit.

It is understood that the implementation of Extended Tours will be on a trial period for six (6) months. At the completion of the trial period a second vote will be taken

in accordance with paragraph one (1).

ARTICLE K - PAID HOLIDAYS

K.1 The following shall be recognized as paid holidays:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
July 1st	Boxing Day
August Civic Holiday	2nd Mon. in Feb.

In the event of Heritage Day or some other day being proclaimed a holiday, Remembrance Day will be replaced by such day.

K.2 Lieu days shall be granted to full-time nurses within thirty (30) days of the date on which the holiday was observed, to be taken on a day to be arranged between the nurse and the Hospital.

K.3 A tour that begins or ends during the twenty-four (24) hour period of the above holidays where the majority of hours worked falls within the holiday shall be deemed to be work performed on the holiday for the full period of the tour. Likewise, a tour that begins or ends during the twenty-four (24) hour period of the above holidays where the minority of hours worked falls within the holiday shall be deemed not to be work performed on the holiday for the full period of the tour.

K.4 A full-time nurse who is required to stand-by on a recognized holiday shall be paid stand-by pay in accordance with Article 14.07, call-back pay as provided in Article 14.06 in the event that she is called back to work, and in addition, if she qualifies under the provisions of 15 she may elect either of the following:

- (a) holiday pay (straight time rate);
- (b) a lieu day off with pay at her regular straight time hourly rate of pay, such day to be granted within thirty (30) days of the date on which the holiday was observed, to be taken on a day arranged between the nurse and the Hospital;
- (c) failure to elect either (a) or (b) prior to the date on which the holiday occurs will result in holiday pay at her straight time rate.

ARTICLE L - VACATION (Full-time Only)

L.1 The date for determining full-time vacation entitlement shall be the nurse's anniversary date of employment.

L.2 (a) It is understood and agreed that vacation weeks are not necessarily continuous, however, the Hospital will

endeavour to accommodate the wishes of the nurses with respect to the choice of vacation dates, subject to the right of the employer to operate the Hospital in an efficient manner.

- (b) It is understood and agreed that vacation may not be accumulated from year to year without the express permission of the hospital.

L.3 The Hospital will endeavour to schedule the weekends off prior to the commencement of vacations.

ARTICLE M - BULLETIN BOARDS

M.1 The Hospital will provide bulletin board space for the purpose of posting notices regarding meetings and other matters restricted to Association matters. All such notices must be signed by a member of the Association executive prior to being posted.

ARTICLE N - PREPAID LEAVE PLAN

N.1 The number of nurses who may be absent at any one time under the prepaid leave programme shall be a total of eight (8) and with a guideline of:

- 1 - Emergency, Intensive Care Unit
- 1 - Operating Room, Recovery Room
- 2 - Psychiatry, Geriatrics (2nd Floor)
- 2 - Surgery (3rd Floor)
- 2 - Medicine (4th Floor)

For clarity the total of 8 nurses is the combined total of full-time and part-time nurses.

ARTICLE O - NURSES WEEK COMMITTEE

O.1 The membership of the Nurses Week Committee shall be established by election each November.

ARTICLE P - HEALTH & SAFETY

P.1 a) In all cases of lost-time work related injuries, Hospital and Association representatives along with the injured employee will conduct an accident investigation. Through the investigation the cause(s) of the accident shall be determined and recommendations developed to minimize the risk of reoccurrence. The Association representative and the injured employee will be provided copies of WCB Form 7 and Hospital form PERS-0724-90-02 as part of this process.

b) The Hospital and Association support the establishment

of a Modified Work Program which includes early assessment of injury, a clinical based identification of the employee's physical limitations and reasonable work/workplace accommodation which facilitates the rehabilitation of the injured employee.

ARTICLE Q - T.D. NOTICE

Q.1 The Hospital will provide the Association's local President, the name of each nurse who is off work on L.T.D., once confirmation has been received from the Hospital's L.T.D. carrier that the nurse has been accepted or rejected for benefits.

ARTICLE R - NURSE ABUSE

R.1 The Hospital and the Association recognize that aggressive/abusive behaviour directed at staff is not acceptable. All incidents of aggressive/abusive behaviour directed at nurses are to be reported. The nurse involved shall complete the Hospital's Aggressive/Abusive Behaviour Incident Report and ensure that the report is sent to Occupational Health Services.

The Hospital will consider requests for reimbursement for damages incurred to the nurse's personal property, such as eyeglasses, ripped uniforms and personal clothing as a result of being assaulted while performing her work.

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

DATE/TIME OF OCCURRENCE _____ DATE TO EMPLOYER _____
 DATE/HEURE DE L'INCIDENT _____ DATE DE NOTIFICATION À L'EMPLOYEUR _____

AGENCY _____ WARD _____ SHIFT _____
 ORGANISME _____ SERVICE _____ ÉQUIPE _____

TYPE OF CARE _____ BED CAPACITY _____ PATIENTS (#) _____
 TYPE DE SOINS _____ Nbre de LITS _____ Nbre de PATIENTS (#) _____

STAFFING _____ USUAL STAFFING _____
 EFFECTIF PRÉSENT _____ EFFECTIF NORMAL _____

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

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

To correct this problem, I/we recommend: Pour corriger la situation, nous recommandons:

NAME/TITLE OF IMMEDIATE SUPERVISOR NOTIFIED NOM/TITRE DU SUPERVISEUR IMMÉDIAT QUI A ÉTÉ AVISÉ:

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

RESPONSE/ACTION _____
 RÉACTION/INTERVENTION _____

Signature of Complainant(s): Signature des plaignant(s):

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

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



Dated at Ottawa, this 16th day of Aug, 1995.

FOR THE EMPLOYER

Joan MacLaurie
Joan MacLaurie

FOR THE ASSOCIATION

Karen Leeder
Karen E. Kemp, R.N.

