

**COLLECTIVE AGREEMENT**

between

**RED LAKE MARGARET COCHENOUR MEMORIAL HOSPITAL**  
(hereinafter referred to as the "Hospital")

and

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

RECEIVED  
JUL 10 2003

**EXPIRY: MARCH 31, 2004**

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**APPENDIX 3****RED LAKE MARGARET COCHENOUR MEMORIAL HOSPITAL**

<b>REGISTERED NURSE</b>			
	<b>Effective April 1, 2001</b>	<b>Effective April 1, 2002</b>	<b>Effective April 1, 2003</b>
<b>Start</b>	<b>\$21.12</b>	<b>\$21.75</b>	<b>\$22.44</b>
<b>1 Year</b>	<b>\$21.95</b>	<b>\$22.61</b>	<b>\$23.33</b>
<b>2 Years</b>	<b>\$23.10</b>	<b>\$23.80</b>	<b>\$24.56</b>
<b>3 Years</b>	<b>\$24.25</b>	<b>\$24.97</b>	<b>\$25.77</b>
<b>4 Years</b>	<b>\$25.40</b>	<b>\$26.16</b>	<b>\$27.00</b>
<b>5 Years</b>	<b>\$26.83</b>	<b>\$27.64</b>	<b>\$28.52</b>
<b>6 Years</b>	<b>\$28.26</b>	<b>\$29.11</b>	<b>\$30.04</b>
<b>7 Years</b>	<b>\$29.71</b>	<b>\$30.60</b>	<b>\$31.58</b>
<b>8 Years</b>	<b>\$31.45</b>	<b>\$32.71</b>	<b>\$33.75</b>
<b>GRADUATE NURSE</b>			
<b>Start</b>	<b>\$20.02</b>	<b>\$20.62</b>	<b>\$21.28</b>
<b>IN-SERVICE CO-ORDINATOR/OCCUPATIONAL HEALTH NURSE AND CHARGE/EMERGENCY NURSE</b>			
<b>Start</b>	<b>\$22.74</b>	<b>\$23.42</b>	<b>\$24.17</b>
<b>1 Year</b>	<b>\$23.61</b>	<b>\$24.32</b>	<b>\$25.10</b>
<b>2 Years</b>	<b>\$24.80</b>	<b>\$25.54</b>	<b>\$26.36</b>
<b>3 Years</b>	<b>\$26.01</b>	<b>\$26.79</b>	<b>\$27.65</b>
<b>4 Years</b>	<b>\$27.20</b>	<b>\$28.02</b>	<b>\$28.92</b>
<b>5 Years</b>	<b>\$28.69</b>	<b>\$29.55</b>	<b>\$30.50</b>
<b>6 Years</b>	<b>\$30.19</b>	<b>\$31.10</b>	<b>\$32.10</b>
<b>7 Years</b>	<b>\$31.72</b>	<b>\$32.67</b>	<b>\$33.71</b>
<b>8 Years</b>	<b>\$33.58</b>	<b>\$34.92</b>	<b>\$36.03</b>

APPENDIX 4

RED LAKE MARGARET COCHENOUR MEMORIAL HOSPITAL

SUPERIOR CONDITIONS

1. The dues deducted will be forwarded to the Association each month together with a list indicating the Social Insurance Number and name of the nurses on whose behalf such deductions have been made. The Hospital agrees to provide the Association with all current addresses for all employees in the bargaining unit.

APPENDIX 5

APPENDIX

ON

LOCAL ISSUES

BETWEEN:

RED LAKE MARGARET COCHENOUR MEMORIAL HOSPITAL  
(hereinafter referred to as the "Hospital")

AND:

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

ARTICLE A - RECOGNITION

- A.1 The Hospital recognizes the Association as the sole and exclusive bargaining agent for all registered and graduate nurses engaged in a nursing capacity by Red Lake Margaret Cochenour Memorial Hospital, save and except the Assistant Executive Director and those persons above the rank of Assistant Executive Director, Manager, Nursing Services and students employed during summer vacation.

ARTICLE B - DEFINITIONS

- B.1 The word "nurses" when used in this Agreement, shall mean persons included in the above-described bargaining unit.
- B.2 "Supervisor" or "Immediate Supervisor" when used in this Agreement, shall mean the first supervisory level excluded from the bargaining unit.

ARTICLE C - MANAGEMENT FUNCTIONS

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

the Hospital to:

- (a) maintain order, discipline and efficiency;
- (b) hire, assign, retire, discharge, direct, promote, demote, classify, transfer, lay-off, recall and suspend or otherwise discipline nurses, provided that a claim of discharge 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 high standards of service, job rating and classification, the hours of work, work assignment, methods of doing the work and the working establishment for the service;
- (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) discuss with the Association, make, enforce and alter from time to time reasonable rules and regulations to be observed by the nurses which are not inconsistent with the provisions of this Agreement.

C.2 These rights shall not be exercised in a manner inconsistent with the provisions of this Agreement.

#### ARTICLE D - COMMITTEES AND REPRESENTATIVES

##### D.1 Nurse Representatives

The Hospital will recognize three (3) Nurse Representatives.

##### D.2 Grievance Committee

The Hospital will recognize a Grievance Committee of two (2) nurses to attend grievance meetings.

##### D.3 Negotiating Committee

The Chartered Local shall elect a Negotiating Committee not to exceed three (3) nurses.

##### D.4 Hospital-Association Committee

The Hospital-Association Committee shall be composed of two (2) nurses to be elected or otherwise appointed by the Association and two (2) members appointed by the Hospital. The number of Hospital representatives on the

Committee shall not exceed the number of Association representatives. The Bargaining Unit President or designate will identify to the Hospital, as soon as possible, which committee members require payment under Article 6.03 (e) at each Hospital-Association meeting.

D.5 Professional Development Committee

There shall be a Professional Development Committee composed of at least two (2) representatives of the Association, at least one (1) of whom is full-time and one (1) of whom is part-time and an equal number of representatives from the Hospital. Each party may have alternates to replace a member from time to time.

ARTICLE E - INTERVIEW OF NEW EMPLOYEES

E.1 The scheduled time for the interview will be mutually agreed upon between the Association and the Hospital.

ARTICLE F - SENIORITY LISTS

F.1 Revised seniority lists shall be supplied semi-annually by February 15<sup>th</sup> and September 15<sup>th</sup>.

ARTICLE G - LEAVE OF ABSENCE -ASSOCIATION BUSINESS

G.1 In accordance with Article 11.02, leave of absence for Association business shall be given without pay up to an aggregate maximum of forty (40) working days during any calendar year, provided adequate notice is given to the Hospital. It is agreed that no more than two (2) nurses shall be absent on such leave at the same time.

G.2 The Hospital agrees to grant a nurse elected to the position of Local Coordinator unpaid time off in accordance with Article 11.02 to attend required meetings, subject to the exigencies of patient care.

G.3 Payment for Bargaining Unit President

It may become necessary for the Hospital to meet with the Bargaining Unit President in the capacity as Bargaining Unit President of the Association to discuss matters arising out of the administration of the Collective Agreement.

Where the Hospital requests such meetings and the meetings are scheduled outside of the Bargaining Unit President's scheduled hours of work, then the Hospital will compensate the Bargaining Unit President for time spent at such meetings. Such compensation shall be in the form of payment at the

Bargaining Unit President's straight time hourly rate. Such payment, however, shall not exceed a cumulative total of fifteen (15) hours per month. Such hours will be invisible for purposes of determining premium payment (Le., these hours will not be counted for purposes of determining eligibility for premium payment on other hours worked).

To qualify for such payment, the Bargaining Unit President will submit, at the end of each month, a record of times and dates of these meetings to her Clinical Manager. Payment will be issued on the Bargaining Unit President's next payroll cheque, subject to all applicable taxes. Notwithstanding the above, the Bargaining Unit President may, at the time of submitting the monthly record, request time off in lieu of payment. The Clinical Manager will consider such request. If approved, then the Clinical Manager and the Bargaining Unit President will mutually agree on when the time will be taken.

## ARTICLE H - SCHEDULING - HOURS OF WORK

Articles H.1, H.3 (b), H.3 (c), H.3 (d), H.3 (9), H.3 (g), H.3 (h), H.3 (i), H.3 (j), H.3 (k), H.3 (l), H.3 (m), H.4 (a), H.4 (b), H.4 (c), H.4 (d) and H.4 (e) apply to nurses working extended tours of duty.

### H.1 Rest Periods

An employee shall be permitted rest periods in an area made available by the Hospital.

### H.2 Scheduling

A nurse will receive premium pay as provided in Article 14.03 for all hours worked on a third and additional, if any, consecutive and subsequent 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.

### H.3 Scheduling Objectives

The Hospital will endeavour to maintain and achieve the following objectives in the formulation of working schedules for nurses working 7.5 hour tours:

- (a) at least one (1) weekend off in three (3);

- (b) no split shifts;
- (c) a nurse will be scheduled off work for not less than three (3) consecutive days at either Christmas or New Year's season, except in areas which are not normally required to work on weekends and statutory holidays, however, the Hospital will endeavour, exigent to providing appropriate patient care, to schedule a nurse off work for not less than five (5) consecutive days. Time off at Christmas will include Christmas Eve, Christmas Day and Boxing Day. Time off at New Year's will include New Year's Eve, New Year's Day and January 2<sup>nd</sup>.
- (d) the request list for time off at either Christmas or New Year's will be posted by October 1<sup>st</sup>. Nurses will make such requests by October 15<sup>th</sup>. Scheduled time off at Christmas or New Year's will be posted by November 1<sup>st</sup>. If there is a dispute, seniority will prevail. For purposes of H.3 (d) only, seniority will mean the combined seniority as outlined in Article 10.03 of the Central Collective Agreement. Time off at Christmas will mean all shifts on December 24<sup>th</sup>, 25<sup>th</sup> and 26<sup>th</sup> (will begin at 1950 hours on December 23<sup>rd</sup> for nurses working extended tours). Time off at New Year's will mean all shifts on December 31<sup>st</sup>, January 1<sup>st</sup> and 2<sup>nd</sup> (will begin at 1950 hours on December 30<sup>th</sup> for nurses working extended tours);
- (e) full-time nurses will not normally be scheduled to work more than seven (7) consecutive days;
- (f) the scheduling objectives, other than H.3 (d), H.3 (k), H.3 (l) and H.3 (m), may be suspended for nurses during the period December 15<sup>th</sup> to January 15<sup>th</sup>, however, the Hospital will endeavour to maintain the scheduling objectives during this period;
- (g) no less than twenty-four (24) hours shall be scheduled off between tour changes for full-time nurses;
- (h) no split days off will be scheduled for full-time nurses;
- (i) schedules will be posted one (1) month in advance and the day shift will be considered the first shift of the day;
- (j) if a full-time nurse rotates on day tour and at least one (1) other shift, the Hospital will schedule at least fifty percent (50%) of the time worked on day shift. Nurses will not be required to rotate on more than two (2) shifts;
- (k) (i) a weekend for nurses working extended tours shall be defined as at least sixty (60) consecutive hours off work from the completion of the nurse's Friday tour;



- (ii) a weekend for nurses working seven and one-half (7 ½) hour tours is defined as at least fifty-six (56) consecutive hours off work from the completion of the nurse's Friday tour;
- (l) for the purpose of Article 14.10 (shift premium), the evening shift is defined as the hours of work between 1550 and 2350 hours;
- (m) for the purpose of Article 14.10 (shift premium), the night shift is defined as the hours of work between 2350 and 0750 hours.

#### H.4 Commitment of Regular Part-Time Nurses

Regular part-time nurses shall be available for work on the following basis:

- (a) must be available for a pre-scheduling of at least two (2) tours per week on average;
- (b) must be available for scheduling either Christmas (December 24<sup>th</sup>, 25<sup>th</sup>, 26<sup>th</sup>) or New Year's (December 31<sup>st</sup>, January 1<sup>st</sup>, 2<sup>nd</sup>);
- (c) must be available for scheduling two (2) weekends in four (4);
- (d) must be available to work during twelve (12) months of the year when not on vacation or approved leave;
- (e) must be available for scheduling six (6) out of the twelve (12) paid holidays;
- (9) must be available for scheduling two (2) shifts out of three (3).

#### H.5 Extended Tours

##### Participation

All full-time and part-time nurses falling within the bargaining unit will, as a condition of employment, be required to work twelve (12) hour tours on a rotating basis in accordance with the units' posted schedules, except in areas that normally do not work extended tours.

##### Hours of Work

The hours of work for an extended tour will normally be from 0750 hours to 1950 hours and from 1950 to 0750 hours. Should a seven and one-half (7 ½) hour tour be scheduled, the normal tour hours will be:

**0750 - 1550;**  
**1550 - 2350; or**  
**2350 - 0750.**

If the Hospital wishes to change the above hours of work, it will provide the Association with at least thirty (30) days' notice and it will be discussed with the Association at a Hospital-Association Committee meeting.

### Shift Alterations

To deal with unusual circumstances which result in a disruption of normal scheduling such as Christmas/New Year's period, the Hospital shall have the right to revert the unit back to the standard three (3) tour arrangement for a maximum four (4) week period.

### Scheduling

- (i) Nurses on the twelve (12) hour tours will not be scheduled to work more than four (4) consecutive days and shall be scheduled off every second weekend. Nurses shall receive premium pay as provided in Article 14.03 for all hours worked on the fifth and subsequent extended tour and second and subsequent weekend, save and except where the nurse involved requests such work or such work results from a change of shift with another nurse.

### Discontinuation

A compressed work week may be discontinued on any unit when:

- (i) seventy percent (70%) of the affected nurses indicate by secret ballot; or
- (ii) the Hospital, because of
  - (a) adverse effects on patient care,
  - (b) inability to provide a workable staffing schedule,states its intention to discontinue the compressed work week in the schedule.

In any event, written notice advising the other party of one party's wish to discontinue the compressed work week must be given at least six (6) weeks prior to the date such party wishes to return to work as set out in the Collective Agreement.

## H.6

Each nurse will notify the Hospital, in writing, at the time of hire and by April 1<sup>st</sup> and October 1<sup>st</sup> of each year if she wishes to have her name included on a list of nurses available to work additional shifts. Each nurse will indicate any restrictions. Such lists will be up-dated on a monthly basis. Nurses will not be required to add their names to such list. Nurses may withdraw their

names or have their names added, at any time, by advising the Hospital, in writing, of such requests.

Once full-time nurses have been scheduled, remaining available shifts will be allotted to regular part-time nurses up to their commitment. If shifts still remain to be covered, regular part-time nurses will be asked if they will work shifts in excess of their commitment and the shifts will be allotted to regular part-time nurses agreeing to work extra shifts on the basis of seniority. If there are still shifts remaining to be covered, casual part-time nurses may be asked to work them. All shifts will be offered on the basis of seniority.

Once the schedule has been posted, any shifts that become available with less than twenty-four (24) hours' notice will be first offered to regular part-time R.N.'s, who have not been scheduled work up to their commitment, then offered to casual part-time R.N.'s, then offered to regular part-time R.N.'s, who have been scheduled up to their commitment and indicated a desire to work in excess of their commitment.

Shifts that become available with more than twenty-four (24) hours' notice will be first offered to regular part-time R.N.'s, who have not been scheduled work up to their commitment, then offered to regular part-time R.N.'s, who have been scheduled up to their commitment and indicated a desire to work in excess of their commitment, then offered to casual part-time R.N.'s.

For the purposes of this Article, a shift shall be deemed to have been offered, assigned and worked when:

- (i) a nurse has been assigned a shift in accordance with this procedure but prior to working the shift becomes unavailable and so informs the Hospital; or
- (ii) a nurse cannot be contacted when the Hospital is attempting to assign her shift in accordance with this procedure.

It is recognized that the Hospital shall not be required to offer any additional shifts which may result in premium (including overtime) pay.

H.7 The definition of a weekend for the purpose of weekend premium only shall be 0750 hours Saturday to 0750 hours Monday.

H.8 Should the Hospital decide to initiate a significant change to the master rotation, it will consult with the Hospital-Association Committee prior to initiating the change.

H.9 Requests for vacation under Article K.8, lieu days under Article J.2 and lieu time under Article M.1, must be submitted at least two (2) weeks prior to the posting of the nursing schedule. Requests for time off that are received once the schedule has been posted will be considered as long as the Hospital is

not required to pay premium pay to accommodate the request.

ARTICLE I - STANDBY

- I.1 Scheduled standby assignments will be distributed equitably amongst the nurses in any unit utilizing standby.
- I.2 Nurses shall be permitted to exchange their standby assignments. It is understood that such exchange is covered under the terms of Article H.2 (c).
- I.3 A full-time nurse will not be scheduled for standby on a scheduled day off or scheduled on a weekend off, unless mutually agreed between the nurse and the Hospital.
- I.4 Nurses scheduled for standby shall be provided with beepers.
- I.5 When a nurse has been called in from standby and worked the hours after 2350 hours, such nurse will not be required to work the day shift unless she does so by mutual agreement between the nurse and the Hospital. If such a nurse cannot work the day shift, she will advise the Hospital, as soon as possible, but no later than **0600** hours.

ARTICLE J - PAID HOLIDAYS

- J.1 The following twelve (**12**) holidays will be recognized by the Hospital:

New Year's Day	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Easter Monday
Canada Day (July 1 <sup>st</sup> )	Christmas Day (December 25 <sup>th</sup> )
August Civic Holiday	Boxing Day (December 26 <sup>th</sup> )
2 <sup>nd</sup> Monday in February	2 <sup>nd</sup> Monday in June
- J.2 Lieu days for full-time nurses, as provided in Articles 15.04 and 15.05, must be taken within the ninety (90) days following the holiday.
- J.3 For the purposes of Article 15 (Paid Holidays), holiday pay is applicable to the hours of work between 2350 hours the day preceding the holiday to 2350 hours the day of the holiday.

ARTICLE K - VACATIONS

- K.1 (a) The vacation entitlement determination date for full-time nurses shall be their anniversary date of hire.

- (b) All part-time nurses shall receive vacation pay calculated on a fiscal year basis to March 31<sup>st</sup>. Vacation pay will be received on each pay cheque in accordance with Article 16.01 of the Collective Agreement.
- K.2 The Hospital will post by February 15<sup>th</sup> of each year a list of each nurses' vacation entitlement.
- K.3 The Hospital will post by February 15<sup>th</sup> of each year the vacation request list identifying the number of nurses who will be off at any one time.
- K.4 Vacation entitlement shall not be taken in more than four (4) separate time periods within the vacation year.
- K.5 Nurses shall be given preference with respect to their vacation period in accordance with seniority. For purposes of Article K.5 only, seniority shall mean the combined service as outlined in Article 10.03 of the Central Collective Agreement.
- K.6 Vacation preferences will be submitted by the nurse to the Manager, Nursing Services, in writing.
- K.7 Prior to leaving on vacation, nurses shall be notified of the date and time on which to report for work following vacation.
- K.8 Vacation requests are to be submitted in writing to the Manager, Nursing Services, by the 31<sup>st</sup> day of March of each year. Nurses may also submit requests at other times. Such requests will be considered on a "first-come first-served basis". Where more than one (1) nurse requests vacation for the same time period and there is a conflict, the vacation will be granted according to Article K.5.
- K.9 Vacation time requests made by March 31<sup>st</sup> will be responded to in writing by April 30<sup>th</sup>. Other requests will be responded to in writing within thirty (30) days.
- K.10 One (1) week of unused vacation may be carried over into the ensuing year.

#### ARTICLE L - BULLETIN BOARDS

- L. ■ The Hospital will provide bulletin board space for the purpose of posting notices regarding meetings and otherwise restricted to Association matters.

#### ARTICLE M - EQUIVALENT TIME OFF

- M. ■ Overtime as provided in Article 14.09 where a full-time nurse chooses equivalent time off, such time will be taken within ninety (90) days from date

earned.

ARTICLE N - PREPAID LEAVE

- N.1 One (1) nurse may be absent at any one time as provided in Article 1 [11 (c). For purposes of this Article, this number shall mean from the full-time and part-time bargaining units combined.

ARTICLE O - JOB-SHARING

- O.1 The parties mutually agree to implement job-sharing. The Hospital shall not arbitrarily or unreasonably refuse to implement job-sharing.

Job-sharing requests with regard to full-time positions shall be considered on an individual basis. Such approval will not be unreasonably withheld.

- O.2 The nurses involved in job-sharing are entitled to all the terms of the part-time provisions of the Collective Agreement, except those which are modified as follows:

- (a) Schedules will conform with the full-time scheduling provisions of the Collective Agreement.

- (b) Total hours worked by the job-sharers shall equal one (1) full-time position. The division of these hours or the schedule shall be determined by mutual agreement between the two (2) nurses and the Manager, Nursing Services.

- (c) Paid Holidays

Job-sharers will not be required to work, in total, more paid holidays than would one (1) full-time employee, unless mutually agreed otherwise.

- (d) Each job-sharer may exchange shifts with her partner, subject to the approval by the Manager, Nursing Services, as well as with other nurses as provided by the Collective Agreement.

- (e) Coverage

Whenever possible, job-sharers will cover their partner during vacation and pre-scheduled short-term absences.

- (9) Implementation

Where the job-sharing arrangement arises out of the filling of a vacant

full-time position, both job-sharing positions will be posted and selection will be based on the criteria set out in the Collective Agreement.

- (g) (i) An incumbent full-time employee wishing to share her or his position, may do so without having her or his half of the position posted. The other half of the job-sharing position will be posted and selection will be made on the criteria set out in the Collective Agreement.
- (ii) Where mutually agreed and where ~~two~~ (2) full-time nurses on one (1) unit wish to job-share one (1) position, neither half will be posted providing this would create one (1) full-time position to be posted and filled according to the Collective Agreement.
- (h) If one of the job-sharers leaves the arrangement, her or his position will be posted. If there is no successful applicant to the position, the remaining employee will revert to her or his former status. If the remaining employee was previously full-time, the shared position will become her or his position. If the remaining employee was previously part-time and there is no part-time position available on the same unit, she or he shall exercise her or his lay-off bumping rights to obtain a part-time position. The shared position would then revert to a full-time position and be posted according to the Collective Agreement.
- (i) Discontinuation
  - (i) Either party may discontinue the job-sharing arrangement with ninety (90) days' notice. Upon receipt of such notice, a meeting shall be held between the parties within fifteen (15) days to discuss the discontinuation. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary.
  - (ii) Should either party discontinue job-sharing, the nurses currently working those arrangements will revert to their former status.
  - (iii) If the nurses' former status was full-time and there is no full-time position available, she or he shall exercise her or his bumping rights to obtain a full-time position.
  - (iv) If the nurses' former status was regular part-time and there is no regular part-time position available, she or he shall exercise her or his bumping rights to obtain a regular part-time position.
  - (v) If the nurses' former status was casual part-time, she or he will revert to her or his casual status.

ARTICLE P - MODIFIED WORK

The Hospital and the Association recognize they have a joint responsibility under the Human Rights Code to attempt to accommodate the return to work of a nurse who is unable to perform all of the requirements of her or his position due to a handicap.

- P.1** The Hospital will notify the President of the Local Nurses' Association of the names of all nurses who go off work due to a work related injury or when a nurse goes on L.T.D.
- P.2** When it has been medically determined that an employee is unable to return to the full duties of her or his position due to a disability, the Hospital will notify and meet with a Staff Representative of the Ontario Nurses' Association or her or his designate and a member of the Local Executive to discuss the circumstances surrounding the employee's return to suitable work.
- P.3** The Hospital agrees to provide the employee with a copy of the Workplace Safety & Insurance Board Form 7 at the same time as it is sent to the Board.

ARTICLE Q - GENERAL

- Q.1** Any bargaining unit nurse who retires and wishes to participate in the Benefit Plan as outlined in Article **17.01 (h)** of the Central Hospital Collective Agreement will provide advance payment of the premiums either through post-dated cheques provided on a yearly basis or through a pre-authorized withdrawal process. It is understood that any transaction would be dated the first of each and every month.
- Q.2** In accordance with Article **10.07 (b)** of the Central Hospital Collective Agreement, unsuccessful applicants will be notified within one **(1)** week of the filling of a vacancy.
- Q.3** Arbitrations shall be heard at Red Lake, Ontario, or at such other place as may be agreed upon by the Association and the Hospital.

ARTICLE R - VIOLENCE

- R.1** The Hospital and the Association agree that no form of verbal, physical, sexual or racial abuse of nurses will be condoned in the workplace.
- R.2** The Hospital, with the nurse's consent, will inform the Association of any nurse who has been assaulted while performing her or his work. Such information shall be submitted in writing to the Association as soon as possible.



- R.3 If an act of violence against a nurse occurs in the Hospital and is reported, a copy of the Incident Report will be forwarded to the Joint Occupational Health & Safety Committee.
- R.4 The Hospital and the Association recognize that where preventative measures have failed to prevent violent incidents, counselling and support will be available through the Hospital's Employee Assistance Program to help victims recover from such incidents.
- R.5 The Hospital will consider requests for reimbursement for damages incurred to the nurse's personal property such as eye glasses, ripped uniforms and personal clothing as a result of being assaulted while at work.


ARTICLE S – PAID PROFESSIONAL LEAVE

S. 1 Professional Leave Days


In accordance with Article 9, the Hospital may grant nurses paid professional development days. The nurse shall provide the Hospital with as much notice as is practicable to ensure that replacement staff are provided.

DATED at Red Lake, Ontario, this 17<sup>th</sup> day of February, 2003.

FOR THE HOSPITAL

  
 \_\_\_\_\_  
Rebbie Hanson BSc.NRN  
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FOR THE ASSOCIATION

  
 \_\_\_\_\_  
Barbara Menard  
 \_\_\_\_\_  
Arlene Proskiw  
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17