

COLLECTIVE AGREEMENT

Between:

THE WEST NIPISSING GENERAL HOSPITAL
(hereinafter referred to as the "Hospital")

And:

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

Expiry: March 31, 2004

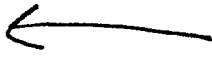
128³⁷ X3C02

DATED AT Sturgeon Falls, Ontario, this 27th day of Nov, 2002. ink
lam
JD

FOR THE ASSOCIATION

FOR THE HOSPITALS

Judy Coulter



Jan Quenell LRO

Conie Bennett MD

C. Salasman

h. [unclear]

[unclear]

[unclear]

[unclear]

[unclear]

LOCAL ISSUES
TO THE
COLLECTIVE AGREEMENT

Between:

THE WEST NIPISSING GENERAL HOSPITAL
(hereinafter referred to as the "Hospital")

And:

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

FULL-TIME AND PART-TIME

Expiry: March 31, 2004

TABLE OF CONTENTS

APPENDIX 3.....	1
SALARY SCHEDULE.....	1
APPENDIX 4.....	3
APPENDIX OF SUPERIOR BENEFITS.....	3
APPENDIX V.....	4
APPENDIX OF LOCAL ISSUES.....	4
ARTICLE A - RECOGNITION AND DEFINITIONS.....	4
ARTICLE B - RESERVATION AND CONTINUATION OF MANAGEMENT FUNCTIONS.....	4
ARTICLE C - COMMITTEES AND REPRESENTATIVES.....	5
ARTICLE D - HOURS OF WORK.....	6
ARTICLE E - SCHEDULING REGULATIONS.....	6
ARTICLE F - PAID HOLIDAYS.....	11
ARTICLE G - VACATIONS.....	11
ARTICLE H - SENIORITY LIST.....	12
ARTICLE I - ASSOCIATION LEAVE.....	12
ARTICLE J - BULLETIN BOARDS.....	13
ARTICLE K - ORIENTATION.....	13
ARTICLE L - PRE-PAID LEAVE PLAN.....	13
ARTICLE M - JOB SHARING.....	13
ARTICLE N - MISCELLANEOUS.....	14
ARTICLE O - WORKPLACE SAFETY AND INSURANCE BOARD/MODIFIED WORK PROGRAM.....	15
ARTICLE P - VIOLENCE IN THE WORKPLACE.....	16
LETTER OF UNDERSTANDING.....	18
Re: Trial Extended Tours ICU.....	18
LETTER OF UNDERSTANDING.....	19
Re: Paid Professional Leave.....	19
LETTER OF UNDERSTANDING.....	20
Re: Voluntary Part Time Benefits.....	20
LETTER OF UNDERSTANDING.....	21
Re: Tours of Less Than 7.5 Hours – Operating Room.....	21

APPENDIX 3

SALARY SCHEDULE**Hourly Rate****Classification - Registered Nurse**

	<u>April 1,2001</u>	<u>April 1, 2002</u>	<u>April 1, 2003</u>
Start	\$21.12	\$21.75	\$22.44
1 Year	\$21.95	\$22.61	\$23.33
2 Years	\$23.10	\$23.80	\$24.56
3 Years	\$24.25	\$24.97	\$25.77
4 Years	\$25.40	\$26.16	\$27.00
5 Years	\$26.83	\$27.64	\$28.52
6 Years	\$28.26	\$29.11	\$30.04
7 Years	\$29.71	\$30.60	\$31.58
8 Years	\$31.45	\$32.71	\$33.75

Classification – Diabetic Educator

	<u>April 1,2001</u>	<u>April 1,2002</u>	<u>April 1,2003</u>
Start	\$23.22	\$23.91	\$24.68
1 Year	\$24.14	\$24.87	\$25.66
2 Years	\$25.41	\$26.18	\$27.02
3 Years	\$26.68	\$27.47	\$28.35
4 Years	\$27.94	\$28.78	\$29.71
5 Years	\$29.52	\$30.41	\$31.38
6 Years	\$31.09	\$32.03	\$33.04
7 Years	\$32.68	\$33.66	\$34.73
8 Years	\$34.59	\$35.98	\$37.13

SALARY SCHEDULE

Hourly Rate

Classification - Graduate Nurse

	<u>April 1, 2001</u>	<u>April 1, 2002</u>	<u>April 1, 2003</u>
Start	\$20.48	\$21.09	\$21.76
1 Year	\$21.17	\$21.80	\$22.49

APPENDIX 4

APPENDIX OF SUPERIOR BENEF

FULL-TIME AND PART-TIME

- A-1 List of names submitted in Article 5.05 will include the addresses of nurses to be provided semi-annually.
- A-2 In calculating vacation entitlement for nurses, continuous service accumulated at St. Jean de Brebeuf Hospital by nurses who accepted employment with the Hospital on July 16, 1977, shall be included.

APPENDIX V

APPENDIX OF LOCAL ISSUES

FULL-TIME AND PART-TIME

ARTICLE A - RECOGNITION AND DEFINITIONS

A-1 Full-time

The Hospital recognizes the Association as the sole and exclusive bargaining agent for all registered and graduate nurses employed by the West Nipissing General Hospital at Sturgeon Falls engaged on a full-time basis in a nursing capacity save and except head nurses, persons above the rank of head nurses.

Part-time

The Hospital recognizes the Association as the sole and exclusive bargaining agent for all registered and graduate nurses employed by the West Nipissing General Hospital at Sturgeon Falls engaged to work less than five (5) full tours in the average week in a nursing capacity, save and except head nurses, persons above the rank of head nurses.

A-2 The phrase "Immediate Supervisor" when used throughout this Agreement shall mean Co-ordinator or designee.

A-3 "Bargaining Unit" refers to the Local of the Ontario Nurses' Association at the West Nipissing General Hospital; namely, Local 20.

ARTICLE B - RESERVATION AND CONTROL OF MANAGEMENT FUNCTIONS

B-1 The Association acknowledges that it is the function of the Employer:-

- (a) to maintain order, discipline and efficiency, and to establish and from time to time alter reasonable rules and regulations governing the conduct of nurses. Such reasonable rules and regulations and any changes thereto shall be communicated to the nurses and the Association, and shall be posted on all bulletin boards;
- (b) to direct the working forces and to decide on the number of nurses needed by the Hospital at any time and to decide on the use of new or improved or changed methods and equipment;
- (c) to hire, discharge, retire, transfer, promote, demote, suspend or otherwise discipline nurses, provided that a claim of unjust promotion, demotion, transfer, lay-off, or suspension or a claim that a nurse has been discharged or disciplined unjustly may be the subject of a grievance dealt with as herein provided.

B-2 These rights shall not be exercised in a manner inconsistent with the provisions of the collective agreement.

ARTICLE C - COMMITTEES AND REPRESENTATIVES

C-1 Nurses' Representatives

There will be three (3) nurse representatives from the nurses in either bargaining unit.

C-2 Negotiating Committee

There will be a local negotiating committee of up to three (3) nurses from the nurses in either bargaining unit.

C-3 Grievance Committee

There will be a grievance committee of three (3) nurses from the nurses in either bargaining unit.

C-4 Hospital-Association Committee

(a) There shall be a Hospital-Association Committee comprised of three (3) representatives of the Association from the nurses in the bargaining unit and three (3) representatives of the Hospital.

(b) The bargaining Unit President/Designate will identify to the Hospital which two (2) committee members require payment under Article 6.03(e) at each Hospital Association Committee meeting.

C-5 Association Interview

The Association will be allowed to interview newly employed nurses during the Hospital's general orientation and, when possible, be notified of the date for the interview at least two (2) weeks in advance.

C-6 The Hospital will provide the Association with a list of all newly hired nurses and their classification, within two (2) weeks of hire.

C-7 The Employer shall recognize one (1) O.N.A. member as a certified worker pursuant to the Occupational Health and Safety Act. Selection of the individual will be by mutual agreement of the parties.

C-8 The Bargaining Unit President will be paid at her regular straight time hourly rate for time spent in meetings arranged or requested by the Hospital which occur outside her scheduled hours of work, Such hours will be invisible for purposes of determining premium payments (i.e. these hours will not attract premium payment and will not be counted for purposes of determining eligibility for premium payment on other hours worked.)

- C-9 The Professional Committee referred to in Article 9.02, shall include two (2) **representatives** of the Association, one of whom will be the Bargaining Unit President or designate. If the Hospital decides to have more than two (2) representatives on this committee, then the Association will increase its membership representation accordingly.

ARTICLE D - HOURS OF WORK

- D-1 There shall be a rest period during each one-half (1/2) tour
- D-2 When a replacement is needed to allow the nurse to take this rest period and her meal break, the immediate supervisor or her designee shall assign a replacement at the beginning of the tour. If the nurse so assigned is unable to replace, the immediate supervisor or her designee must be notified.
- D-3 If the parties agree to any Innovative Unit Scheduling in accordance with the language of Article 13.03 during the duration of the Collective Agreement, the signed agreement between the parties will be addressed as a Letter of Understanding and appended to the Appendix of Local Provisions.
- D-4 If the parties agree to a Unit Weekend Schedule in accordance with the language of Article 13.04 during the duration of the Collective Agreement, the signed agreement between the parties will be addressed as a Letter of Understanding and appended to the Appendix of Local Provisions.

ARTICLE E - REGULATIONS

- E-1 (a) Schedules will be posted two (2) weeks in advance and shall cover a six (6) week period.
- (b) Casual nurses shall not be prebooked if regular part-time nurses are available.
- (c) A regular part-time nurse must agree to work a predetermined schedule and shall be available for work four (4) 7.5 hour or three (3) 11.25-hour tours per pay period.
- E-2 (a) Requests for specific days off must be submitted in writing at least two (2) weeks in advance of posting of the schedule.
- (b) Requests for change in the posted schedule must be submitted, in writing, to the Co-ordinator and co-signed by the nurse willing to exchange days or tours of duty. In extenuating circumstances which prevents the nurse from submitting request to the Co-ordinator the request may be submitted to the designate. It is understood that such change in tour of duty initiated by the nurse and approved by the Hospital shall not result in overtime payment to any of the nurses affected by such changes. Such change shall not be unreasonably denied.

(c) Christmas/New Year's Time Off

- (i) A nurse will be scheduled off work for not less than six (6) consecutive days at either Christmas or New Year's unless the nurse requests otherwise, except in areas which are not normally required to work on weekends and paid holidays, or premium payment shall be paid in accordance with Article 14.
- (ii) Time off at Christmas shall include Christmas Eve day, Christmas Day and Boxing Day; time off at New Year's shall include New Year's Eve Day, New Year's Day and January 2nd.
- (iii) Written requests for time off at either Christmas or New Year's must be submitted by October 1st, and the finalized schedule shall be posted by November 1st.
- (iv) The normal scheduling provisions may be waived to accommodate this special arrangement between December 15th and January 15th. In the event that these dates split a weekend, the whole weekend will be included.
- (v) Time off at Christmas and New Year's will alternate from year to year. Seniority shall prevail for granting time off at Christmas or New Years.

E-2

- (d) (i) A nurse who has chosen equivalent time off under Article 14.09 may bank up to 75 hours, to be utilized at a mutually agreeable time.
- (ii) All hours accumulated above 75 hours will be paid out at the appropriate rate.
- (iii) Each nurse may have up to 75 hours in her bank at any given time.
- (iv) The Hospital will notify nurses monthly of the amount of time accumulated in lieu banks
- (v) All lieu banks will be paid out on Nov 15 pay period at the applicable rate.
- (vi) If there is difficulty in scheduling time off the time limit may be extended by mutual agreement.

E-3

Normal Daily Tours - 7-1/2 Hour Scheduling

- (a) The Hospital will endeavour to implement a Master Schedule of 7 and 3 with every second weekend off.
- (b) The Hospital will endeavour to schedule every second weekend off.

(c) Week-ends

- (i) At least every third (3rd) weekend shall be scheduled off.
- (ii) A nurse will receive premium pay for all hours worked on a third (3rd) 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 a result of an exchange of tours with another nurse.

(iii) Definition of a Weekend Off

It is understood that a weekend off, Saturday and Sunday, will consist of at least sixty-four **(64)** consecutive hours off work, unless otherwise mutually agreed.

- (d) No less than two **(2)** consecutive tours **(16 hours)** shall be scheduled off between tour changes, or premium payment shall be paid in accordance with Article **14**.
- (e) No split shifts shall be scheduled or premium payment shall be paid in accordance with Article **14**.
- (9)** A nurse shall not be scheduled to work more than seven **(7)** consecutive tours, or premium payment shall be paid in accordance with Article **14**.
- (g) No less than six **(6)** consecutive tours **(48 hours)** shall be scheduled off on a tour change from the night tour, unless otherwise mutually agreed, or premium payment shall be paid in accordance with Article **14**.
- (h)
 - (i) A nurse shall rotate on two **(2)** shifts only unless otherwise mutually agreed. Individual tour preferences shall be assigned according to departmental seniority.
 - (ii) When a nurse normally rotates, fifty percent (50%) of her tours shall be scheduled on the day tour whenever possible, according to seniority.
 - (iii) If requested, a full-time nurse may be granted permanent evening or night tours.
- (i) Full-time nurses shall not be scheduled single days off unless absolutely necessary, or premium payment shall be paid in accordance with Article **14**.
- (j) There shall be equal distribution of all available part-time shifts according to seniority, unless otherwise mutually agreed.

E-4 Normal Daily Extended Tour - 11-1/4 Hour Scheduling

- (a) Extended tours shall be introduced into any unit when:
 - i) sixty-five percent (65%) of the nurses in the unit so indicate by secret ballot; and
 - ii) the Hospital agrees to implement the extended tours, such agreement shall not be withheld in an unreasonably arbitrary manner.
- (b) Extended tours may be discontinued in any unit when:
 - i) sixty-five percent (65%) of the nurses in the unit so indicate by secret ballot; or
 - ii) the Hospital because of
 - A) adverse effects of patient care
 - B) inability to provide a workable staffing schedule
 - C) states its intention to discontinue the extended tour in the schedule.
- (c) When notice of discontinuation is given by either party in accordance with paragraph (b) above, then:
 - i) the parties shall meet within two (2) weeks of the giving of notice to review the request for discontinuation; and
 - ii) where it is determined that the compressed work week will be discontinued, affected nurses shall be given sixty (60) days notice before the schedules are so amended.
- (d) No more than three (3) consecutive tours shall be scheduled or premium payment shall be paid in accordance with Article 14.
- (e) At least two (2) consecutive days off shall be scheduled between regularly scheduled shifts or premium payment shall be paid in accordance with Article 14.

(9) Weekends

- i) Every second weekend will be scheduled off.
- ii) A nurse will receive premium pay for all hours worked on a second (2nd) 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 a result of an exchange of tours with another nurse.

iii) Definition of a Weekend ~~off~~

It is understood that a weekend off, Saturday and Sunday, will consist of at least sixty-four (64) consecutive hours off work, unless otherwise mutually agreed.

(g) At least fifty percent (50%) of a full-time nurse's tours will be day tours unless otherwise requested by the nurse

(h) Seven (7) consecutive days off shall be scheduled for full-time nurses in each eight (8) week period.

E-5 Nurses will not be scheduled to work any tour other than the normal daily 7-1/2 hour tour or the normal extended 11-1/4 hour tour without their consent.

E-6 (a) The Employer agrees to schedule regular part-time nurses according to their commitment on the posted schedule on that Unit on an equal basis.

(b) All regular part-time nurses shall be scheduled up to their committed hours before any casual part-time nurses are utilized.

(c) Where extra tours become available, they will first be offered on the basis of seniority to regular part-time nurses on that Unit provided that no nurse will exceed her commitment as a result of being offered such extra tours where there are regular part-time nurses who have not been offered their commitment of shifts.

(d) Where all regular part-time nurses have been given the opportunity to work up to their committed tours, extra tours will then be offered to regular part-time nurses on the basis of seniority.

(e) Where no regular part-time nurse is willing to perform the available work, the tour will be offered to casual part-time nurses on the basis of seniority.

E-7 Part Tours

Where tours of less than seven and one-half (7.5) hours are required, Article E in its entirety applies except as amended by the following:

(a) There shall be an equitable distribution of part tours among the part-time nurses in each unit.

(b) No part-time nurse will be scheduled solely on tours of less than 7.5 hours in the scheduling period, except where such arrangements are requested by the nurse.

(c) The Hospital will endeavor to keep the number of tours comprised of less than seven and one-half (7.5) hours to a minimum (or to a reasonable level).

E-8 In accordance with Article 10.07 (a) of the Central Agreement, if a nurse is to be reassigned for a partial or single shift from her or his area of assignment, the nurse to be reassigned will be the most junior nurse on the Unit who is qualified to perform the available work. The current practice of reassigning the second R.N. in I.C.U. will be continued.

ARTICLE F - PAID HOLIDAYS

F-1 The following holidays shall be recognized:

- | | |
|------------------------|------------------|
| New Year's Day | Civic Holiday |
| January 2nd | Labour Day |
| 2nd Monday in February | Thanksgiving Day |
| Good Friday | Christmas Day |
| Victoria Day | Boxing Day |
| 3rd Monday in June | |
| Canada Day - July 1 | |

F-2 Nurses shall be paid premium payment for all hours worked between 0001 hours and 2400 hours on a paid holiday.

F-3 7-1/2 Hour Scheduling

- (a) A nurse scheduled off on a holiday weekend shall have the paid holiday included with her weekend off.
- (b) If the nurse works the holiday weekend, she shall also work the paid holiday, unless otherwise mutually agreed.

F-4 Full-time

Lieu days shall be granted within sixty (60) days before or after the date on which the holiday was observed to be taken on a day mutually agreed between the nurse and her immediate supervisor.

ARTICLE G - VACATIONS

G-1 The vacation year for the purpose of entitlement shall be the calendar year.

G-2 (a) Vacation schedules shall be posted two (2) times per year for a six (6) month period.

- (i) For the June to November period the schedule will be posted by February 15th of each year. Vacation time shall be requested by March 30th. A finalized vacation request list shall be posted by April 30th.
- (ii) For the December to May period the schedule will be posted by September 15th of each year. Vacation time shall be requested by

October 15th. A finalized vacation request list shall be posted by October 30th.

- (b) A nurse may select from vacation not booked on a first come first served basis. Such request must be submitted in writing at least two (2) weeks in advance of posting the schedule (Article E-I), whenever possible.
- (c) The first three (3) weeks of vacation may be allotted to a nurse separately or on a consecutive basis and the fourth and succeeding weeks of vacation, if any, at a mutually agreeable time.
- (d) Vacation must be taken before December 21st of each year, unless otherwise mutually agreed. Any unused vacation not booked by November 15th will be paid out in the following pay period.

- G-3 Should a full-time nurse desire in advance cheques which would be paid during her vacation period, a request must be submitted to the Payroll Department two weeks in advance of the commencement of the vacation.
- G-4 The Hospital shall schedule as a weekend off the weekend prior to a nurse's vacation and the weekend following her vacation unless waived by the nurse.
- G-5 Prior to leaving on a vacation nurses shall be notified of the date and time on which to report for work following vacation.
- G-6 In the event of conflict with regard to scheduling of vacation, seniority shall prevail.
- G-7 Vacation may be booked in single days off. It is understood and agreed that a nurse requesting a week off will be given preference.

ARTICLE H - SENIORITY LIST

- H-1 Seniority lists shall be posted every six (6) months, January and July.

ARTICLE I - ASSOCIATION LEAVE

- I-1 Leave of absence for Association business shall be given to an aggregate maximum for all nurses of sixty (60) days during any calendar year, provided adequate notice is given the Hospital. It is agreed that not more than two (2) nurses from one section shall be absent on such leave at the same time.
- I-2 LOCAL CO-ORDINATOR LEAVE
 - (a) The Hospital agrees to grant leaves of absences, without pay, to nurses elected to the position of Local Co-ordinator. Subject to reasonable notice, it is understood and agreed that a Local Co-ordinator shall be granted such leave(s) as she or he may require fulfilling the duties of the position.
 - (b) Such Leave will be separate and apart I-1

ARTICLE J - BULLETIN BOARDS

J-1 The Hospital will provide bulletin board space for the purpose of posting notices and other matters restricted to Association business. All such notices must be signed by a member of the Association executive.

ARTICLE K - ORIENTATION

K-1 Newly hired nurses shall have an orientation program which would include a minimum of:

- (a) one (1) day orientation to the Hospital.
- (b) three (3) days orientation on day shift in the area she shall be assigned. Two (2) shifts orientation on evenings or nights whichever tour she is assigned.

ARTICLE L - PRE-PAID LEAVE PLAN

L-1 At least one (1) full-time nurse and one (1) part-time nurse shall be allowed off at a time.

ARTICLE M - JOB SHARING

M-1 The parties agree to implement job sharing under the following provisions:

- (a) Employees or the Employer may propose a job sharing scheme. Each request shall be considered on an individual basis and if agreed to by the Association and the Employer, it shall be implemented on a trial basis for a period of three (3) months.
- (b) Full-time employees who enter into a job sharing scheme become members of the part-time bargaining unit and shall be covered by the terms of that agreement and will not be able to revert to a full-time position unless a vacant or new position becomes available.
- (c) Such proposal shall be limited to splitting one (1) full-time position into two equal parts.

It is understood and agreed that nurses presently job sharing under a different arrangement can continue to do so until such time that one of the partners leaves. The remaining nurse will then be covered by the above clause.

- (d) Job sharers may be called for additional unscheduled shifts only after all other regular part-time employees have been called.
- (e) Job sharers may exchange shifts with their partner, as well as with other nurses as provided for by the Collective Agreement.

- (9) Job sharers may be expected to cover each other for vacation, maternity leave and other leaves of absence pursuant to Article 11 and 12 of the Central Agreement. They will notify their manager if they are unable to cover the period of absence. Coverage will then follow the collective agreement.

Job sharers will be given the opportunity to replace each other in the event that a job sharer has agreed to do a temporary assignment outside of the bargaining unit.

When job sharers replace each other for vacation, they shall not be counted in their nursing unit's vacation quotas.

(g) Implementation

(i) 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.

(ii) A full-time nurse wishing to share her position may do so without having her portion of the position posted. The remaining portion of the job sharing position will be posted as a temporary job shared position for the trial period and if the position remains as a job shared, then becomes permanent without being reposted and selection will be made on the criteria set out in the Collective Agreement.

(iii) If one of the job sharers leaves the arrangement, her position will be posted. If there is no successful applicant to the posted position, the remaining nurse will revert to her former status. If the remaining nurse was previously part-time, then the shared position would revert to a full-time position and be posted according to the Collective Agreement.

(h) Discontinuation

(i) Either party may discontinue the job sharing arrangement with sixty (60) days notice. It is agreed and understood that such discontinuation shall not be unreasonable or arbitrary.

(ii) Upon receipt of such notice a meeting shall be held between the parties within fifteen (15) days to discuss the discontinuance.

ARTICLE N - MIS I

N-1 Make-up cheques for monies in excess of fifty dollars (\$50.00) will be provided as soon as possible after verification of the error.

N-2 The Hospital may consider full-time nurses for temporary full-time vacancies in accordance with Article 10.06(d).

- O-2 The Hospital will provide to the union, a monthly list of all employees on modified work programs at the beginning of each month.
- O-3 The Hospital agrees to provide the employee with a copy of the Workplace Safety Insurance Board Form 7 at the same time it is sent to the Board

ARTICLE P -VIOLENCE IN THE WORKPLACE

- P-1 The Employer agrees that no form of verbal, physical, sexual, racial or other abuse of employees will be condoned in the workplace. Any employee who believes the situation to be abusive shall report this to the immediate supervisor who will make every reasonable effort to rectify the abusive situation.
- P-2 The parties agree that if incidents involving aggressive patient action occur, such action will be reviewed at the Occupational Health and Safety Committee, while ensuring patient and employee confidentiality. Reasonable steps within the control of the Employer will follow to address the legitimate health and safety concerns of employees presented in that forum.

The parties further agree that suitable subjects for discussion at the Hospital Association Committee will include aggressive patients.
- P-3 The Employer shall notify the Union within three (3) days of any employee reporting having been assaulted while performing her or his work. The assaulted employee may choose to have her or his name remain confidential. Such information shall be provided to the Association in writing as soon as possible. Updated statistics on numbers of staff assaulted while performing work will be brought to each meeting of the Occupational Health and Safety Committee.
- P-4 The Hospital will consider requests for reimbursement for damage incurred to the nurse's personal property such as eyeglasses, ripped uniforms, personal clothing as a result of being assaulted while performing her work.

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

Signing Page

DATED at Sturgeon Falls, Ontario, this 27th Day of

Nov
~~May~~

~~19~~
2002

FOR THE HOSPITAL

[Signature]

[Signature]

[Signature]

[Signature]

FOR THE ASSOCIATION

[Signature]
Labour Relations Officer

[Signature]

[Signature]

LETTER OF UNDERSTANDING

Between:

WEST NIPISSING GENERAL HOSPITAL

And:

THE ONTARIO NURSES' ASSOCIATION

Re: Trial Extended Tours ICU

The parties agree, without prejudice or precedent, to implement extended tours (11.25) on a trial period in Intensive Care Unit for the period covering December 15, 2001 to January 26, 2002.

The parties agree to the scheduling language, as it currently exists within Article E-4.

Dated at Sturgeon Falls, Ontario, this 27th day of May 2002. lan

FOR THE EMPLOYER

FOR THE UNION

[Signature]

[Signature]
Labour Relations Officer

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

LETTER OF UNDERSTANDING

Between:

WEST NIPISSING GENERAL HOSPITAL

And:

ONTARIO NURSES' ASSOCIATION

Re: Paid Professional Leave

The Hospital agrees to give due consideration to requests received from nurses for paid professional development days. The nurse shall provide the hospital with as much notice as is practical to ensure that replacement staff is provided.

The nurse shall be advised, prior to taking any approved professional development days of any transportation, registration fees, subsistence, and other expenses that will be paid by; the employer.

Additional requests can be submitted for consideration.

Any concerns arising from granting of such days shall be discussed under the professional development section of the ONA - Management Committee.

Dated at Sturgeon Falls, Ontario, this 27th day of Nov 2002. 1 am

FOR THE EMPLOYER

FOR THE UNION

[Signature]

[Signature]
Labour Relations Officer

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

LETTER OF UNDERSTANDING

Between:

WEST NIPISSING GENERAL HOSPITAL

And:

ONTARIO NURSES' ASSOCIATION

Re: Voluntary Part Time Benefits

The Parties agree to meet within six months of signing to discuss the option of voluntary part time benefits

Dated at Sturgeon Falls, Ontario, this ^I 27th day of ^{NOV} May 2002. ^{msf} ^{lam}

FOR THE EMPLOYER

FOR THE UNION

[Signature]

[Signature]
Labour Relations Officer

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

LETTER OF UNDERSTANDING

Between:

WEST NIPISSING GENERAL HOSPITAL

And:

ONTARIO NURSES' ASSOCIATION

Re: Tours of Less Than 7.5 Hours – Operating Room

The parties agree to meet within one (1) month of ratification, to discuss the utilization of shifts of less than 7.5 hours in the Operating Room. The goal of this meeting is to minimize the number of tours of less than 7.5 hours without the Hospital incurring additional costs.

Dated at Sturgeon Falls, Ontario, this 17th day of May 2002 10th

FOR THE EMPLOYER

FOR THE UNION

[Signature]

[Signature]
Labour Relations Officer

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

[Signature]

5

LIBRARY COLLECTIVE AGREEMENT
COVER PAGE

AGENCY NAME: West Nipissing General Hospital AGENCY CODE: WESTN01

SECTOR: Hospital Home Health Unit CCAC

EXPIRY DATE: March 31 2004

FIRST COLLECTIVE AGREEMENT

RENEWAL AGREEMENT

IF RENEWAL, WAS THERE A NAME CHANGE: YES
NO

LIST ALL AGENCIES AND CODES **THIS** AGREEMENT REPLACES:

AGENCY _____ AGENCY CODE: _____

AGENCY _____ AGENCY CODE: _____

AGENCY _____ AGENCY CODE: _____

AGENCY _____ AGENCY CODE: _____

COMMENTS: Sent to ONA Library Dec 2002
