

SOURCE	GWA		
EFF.	91	04	01
TERM.	93	03	31
No. OF EMPLOYEES	25		
NOMBRE D'EMPLOYÉS	80		

25 empl.

FULL-TIME

COLLECTIVE AGREEMENT

between

NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP
(Hereinafter called the "Hospital")

and

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

EXPIRY: March 31, 1993

AUG 3 - 1992
AOUT

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SALARIES APPENDIX 3

FULL-TIME

		Effective <u>April 1, 1991</u>	Effective <u>October 1, 1991</u>	Effective <u>April 1, 1992</u>
<u>REGISTERED NURSE</u>				
Start	- Monthly	2732.17	2732.17	2732.17
	- Hourly	16.81	16.81	16.81
1 Year	- Monthly	2877.67	2877.67	2877.67
	- Hourly	17.71	17.71	17.71
2 Years	- Monthly	2941.67	2941.67	3000.00
	- Hourly	18.10	18.10	18.46
3 Years	- Monthly	3038.33	3083.33	3166.67
	- Hourly	18.97	18.97	19.49
4 Years	- Monthly	3208.33	3250.00	3333.33
	- Hourly	19.74	20.00	20.51
5 Years	- Monthly	3333.33	3375.00	3500.00
	- Hourly	20.51	20.77	21.54
6 Years	- Monthly	3458.33	3500.00	3708.33
	- Yearly	21.28	21.54	22.82
7 Years	- Monthly	3583.33	3666.67	3916.67
	- Hourly	22.05	22.56	24.10
a Years	- Monthly	3708.33	3833.33	4125.00
	- Hourly	22.82	23.59	25.38
9 Years	- Monthly	3833.33	4000.00	4333.33
	- Hourly	23.59	24.62	26.67

APPENDIX 3 (Continued)

		Effective <u>April 1, 1991</u>	Effective <u>October 1, 1991</u>	Effective <u>April 1, 1992</u>
<u>GRADUATE NURSE</u>				
Start	- Monthly	2585.38	2585.38	2585.38
	- Hourly	15.91	15.91	15.91
1 Year	- Monthly	2702.38	2702.38	2702.38
	- Hourly	16.63	16.63	16.63
2 Years	- Monthly	2730.23	2730.23	2784.53
	- Hourly	16.80	16.80	17.14
3 Years	- Monthly	2855.34	2855.34	2933.61
	- Hourly	17.57	17.57	18.05
4 Years	- Monthly	2961.53	3000.53	3077.05
	- Hourly	18.22	18.46	18.94
5 Years	- Monthly	3050.63	3089.31	3203.84
	- Hourly	18.77	19.01	19.72
6 Years	- Monthly	3146.69	3185.14	3374.41
	- Hourly	19.36	19.60	20.77
7 Years	- Monthly	3245.13	3319.74	3546.35
	- Hourly	19.97	20.43	21.82
8 Years	- Monthly	3357.69	3470.99	3734.37
	- Hourly	20.66	21.36	22.98
9 Years	- Monthly	3470.86	3622.41	3924.03
	- Hourly	21.36	22.29	24.15

APPENDIX 3 (Continued)

		<u>Effective</u> <u>April 1, 1991</u>	<u>Effective</u> <u>Oct. 1, 1991</u>	<u>Effective</u> <u>April 1/92</u>
<u>TEAR LEADER</u>				
Start	- Monthly	2819.38	2819.38	2819.38
	- Hourly	17.35	17.35	17.35
1 Year	- Monthly	2964.00	2964.00	2964.00
	- Hourly	18.24	18.24	18.24
2 Years	- Monthly	3026.31	3026.31	3086.51
	- Hourly	18.62	18.62	18.99
3 Years	- Monthly	3168.49	3168.49	3255.34
	- Hourly	19.50	19.50	20.03
4 Years	- Monthly	3306.92	3350.48	3435.92
	- Hourly	20.35	20.62	21.14
5 Years	- Monthly	3425.21	3468.63	3597.23
	- Hourly	21.08	21.35	22.14
6 Years	- Monthly	3549.98	3593.35	3806.88
	- Hourly	21.85	22.11	23.43
7 Years	- Monthly	3678.03	3763.10	4019.98
	- Yearly	22.63	23.16	24.74
8 Years	- Monthly	3806.84	3935.30	4233.91
	- Hourly	23.43	24.22	26.05
9 Years	- Monthly	3933.76	4105.52	4447.37
	- Hourly	24.21	25.26	27.37

APPENDIX 3 (Continued)

Effective
April 1, 1991

Effective
Oct. 1, 1991

Effective
April 1/92

ASSISTANT HEAD NURSE AND R.N. HEALTH EDUCATOR

Start	- Monthly	2921.75	2921.75	2921.75
	- Hourly	17.98	17.98	17.98
1 Year	- Monthly	3072.88	3072.88	3072.88
	- Hourly	18.91	18.91	18.91
2 Years	- Monthly	3142.46	3142.46	3204.96
	- Hourly	19.34	19.34	19.72
3 Years	- Monthly	3289.70	3289.70	3379.88
	- Hourly	20.24	20.24	20.80
4 Years	- Monthly	3424.91	3470.02	3558.50
	- Hourly	21.08	21.35	21.90
5 Years	- Monthly	3554.14	3599.19	3732.62
	- Hourly	21.87	22.15	22.97
6 Years	- Monthly	3673.79	3718.68	3939.66
	- Hourly	22.61	22.88	24.24
7 Years	- Monthly	3801.59	3889.51	4155.02
	- Hourly	23.39	23.94	25.57
8 Years	- Monthly	3934.65	4067.42	4376.05
	- Hourly	24.21	25.03	26.93
9 Years	- Monthly	4065.76	4243.28	4502.88
	- Hourly	25.02	26.11	28.28

APPENDIX 4

SUPERIOR CONDITIONS AWARDED BY THE CENTRAL
ARBITRATION AWARD DATED OCTOBER 23, 1981

FULL-TIME

CLAUSE FROM
COLLECTIVE
AGREEMENT

SUPERIOR CONDITIONS

- 5.05 NOTE The Hospital agrees to submit to the Association last known addresses, once annually.
- 16.01 (d) Nurses who, as of October 23, 1981, have completed twelve (12) years or more of continuous service will be allowed five (5) weeks' vacation with pay or twenty-five (25) working days at their regular rate. Nurses who have not completed twelve (12) years of continuous service prior to October 23, 1981, will receive additional entitlement in accordance with Article 16.01 (d) of the Collective Agreement.
- 16.01 NOTE All permanent Assistant Head Nurses who have completed one (1) year of continuous service as of October 23, 1981 will be allowed four (4) weeks vacation with pay or twenty (20) working days at their regular rate. Permanent Assistant Head Nurses who have not completed one (1) year of service prior to October 23, 1981, will receive vacation entitlement in accordance with Article 16.01 (a) of the Collective Agreement.
- 16.01 NOTE All permanent Assistant Head Nurses who have completed ten (10) or more years of continuous service as of October 23, 1981, will be allowed five (5) weeks vacation with pay or twenty-, five (25) working days at their regular rate. Permanent Assistant Head Nurses who have' not completed ten (10) years or more of continuous service as of October 23, 1981, will be granted vacation entitlement in accordance with Article 16.01 (b) or 16.01 (c) of the Collective Agreement as appropriate for her years of service.

18.05 Health Examinations

When required by the Executive Director, the Nurse will submit to a physical examination, stool examination and/or culture; including laboratory tests, X-rays, inoculations and vaccinations, it being understood that the examinations may be conducted by the Nurse's own personal physician and without limiting the generality of the foregoing, Nurses agree to submit to any examination required from time to time by the Public Hospital's Act, R.S.O., 1970, Chapter 378, and amendments thereof and or regulations thereto.

19.09 Educational Allowances

These allowances shall be paid only when in the judgement of the Hospital the position of the Nurse requires the educational qualifications set out below:-

- (a) Successful completion of a course in Nursing Unit Administration (CHA/CNA) or six (6) months Post-Graduate Course - \$15./month.
- (b) One (1) year University Certificate or Diploma in Nursing - \$40./month.
- (c) Baccalaureate Degree
- \$80./month.

APPENDIX 5

APPENDIX OF LOCAL PROVISIONS

FULL-TIME

ARTICLE A - RECOGNITION

- A-1 The Hospital recognizes the Association as the sole and exclusive bargaining agent for all Registered or Graduate Nurses employed by Network North, The Community Mental Health Group, save and except Head Nurses and Supervisors, persons above the rank of Head Nurses and Supervisors, Health Nurse, Community Psychiatric Nurses, persons specifically excluded by the decisions of the Ontario Labour Relations Board dated November 25th, 1970, and part-time employees.
- A-2 Supervisor or Immediate Supervisor, when used in this Agreement, shall mean the first supervisory level excluded from the Bargaining Unit.

ARTICLE B - MANAGEMENT RIGHTS

- B-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 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, suspension or other discipline without just cause may be 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 or classification, the hours of work, work assignments, methods of doing work and the working establishment for the service;
 - d. determine the number of personnel required, the services to be performed and the methods, procedures and equipment therewith;

e. make and enforce and alter from time to time, reasonable rules and regulations to be observed by the Nurses not inconsistent with the provisions of this Agreement.

B-2 It is agreed that the Hospital may exercise any of the rights, powers and functions or authorities which the Hospital had prior to the signing of this Agreement, except those rights, powers, functions or authority, which are specifically abridged or modified by this Agreement and these rights shall not be exercised in a manner inconsistent with the provisions of this Agreement.

ARTICLE C - COMMITTEES AND REPRESENTATIVES

C-1 Negotiating Committee

The Hospital acknowledges the right of the Association to appoint or otherwise select a Negotiating Committee which shall consist of a total of three (3) members from the Nurses in either bargaining unit. No more than one (1) full-time and/or one (1) part-time members shall be from one (1) nursing area.

C-2 Nurses' Representatives

The Hospital recognizes three (3) nurse representatives from the following areas:

1-300 unit
1-500 Unit
1-for all other work areas.

These representatives may be from either bargaining unit.

C-3 Grievance Committee

The Hospital acknowledges the right of the Association to appoint or select a Grievance Committee consisting of one (1) from the Association's Local Executive and two (2) from the nurses in either bargaining Unit. No more than two (2) of these members shall be from the Adult In-patient/Psychiatric Unit.

C-4 Hospital-Association Committee

The Hospital-Association Committee shall be comprised of two (2) representatives of the Hospital and two (2) representatives of the Association from either bargaining unit. Guests may be invited by mutual agreement.

ARTICLE D - LEAVE FOR ASSOCIATION BUSINESS

D-1 Two (2) weeks' notice will be given by the Association when such leaves are requested. The number of nurses on such leave will not exceed one (1) full-time and one (1) part-time nurse from any unit at any one time, unless otherwise mutually agreed. The total leave of absence of all nurses granted under this clause shall not exceed an aggregate in both bargaining units of sixty (60) days in a calendar year.

ARTICLE E - SENIORITY LIST

E-1 The seniority list will be filed and posted in January and July of each year.

ARTICLE F - HOURS OF WORK

F-1 A relief period, in accordance with the Central Collective Agreement, will be allowed during the first and second half of each shift.

ARTICLE G - SCHEDULING PROVISIONS

G-1 If Network North requires a nurse to work a schedule of more than seven (7) consecutive days or afternoons, or six (6) consecutive nights without her consent, the nurse shall be entitled to payment at the appropriate premium pay as set out in Article 14.03 of the Central Agreement for all tours worked in excess of seven (7) consecutive days or evenings or six (6) consecutive nights.

G-2 Shift schedules shall be posted on January 15th, May 15th, and September 15th.

G-3 A period of at least two (2) tours defined as fifteen (15) hours will be scheduled off between scheduled shifts worked by a nurse unless a lesser period of time is mutually agreed upon between the nurse and her immediate supervisor.

Any hours worked within the two (2) scheduled tours off shall be paid at the appropriate premium pay as set out in Article 14.03 of the Central Agreement.

G-4 If Network North schedules a single day off without mutual consent, the nurse's next tour worked shall be paid at the appropriate premium pay as set out in Article 14.03 of the Central Agreement.

G-5 (a) The Hospital will endeavour, wherever possible, to schedule a minimum of four (4) weekends (Saturday and Sunday) off in an eight (8) week period.

(b) A weekend shall be at least fifty-six (56) consecutive hours off work.

(c) A Nurse will receive time and one-half (1-1/2) her regular straight time hourly rate for all hours worked on a third (3rd) and subsequent consecutive weekend save and except where -

(i) such weekend has been worked by the nurse to satisfy specific days off requested by such nurse; or

(ii) such nurse has requested weekend work; or

(iii) such weekend is worked as the result of an exchange of shifts with another nurse.

G-6 A nurse who normally rotates on all three (3) shifts shall not be scheduled to work more than two (2) consecutive weeks on any one (1) shift without her consent.

G-7 The Hospital will endeavour, in the case of nurses required to rotate, to schedule as far as reasonably possible, to ensure that the total number of afternoon and night tours shall not exceed the number of day tours unless by mutual consent.

G-8 A request for a change in posted time schedules must be submitted twenty-four (24) hours in advance, in writing, by the nurse requesting the change, and co-signed by the nurse willing to exchange days off or tours of duty. It is understood that such scheduled changes or days off initiated by nurses is subject to the approval of the Hospital and shall not result in overtime payment or compensation.

G-9 The scheduling provisions will not operate during the period of December 15th to January 15th. A nurse shall be scheduled off duty a minimum of five (5) days at either Christmas or New Year's unless the nurse requests otherwise and the Hospital agrees. For the purposes of this Article the five (5) days shall be consecutive. The Hospital will endeavour, whenever possible, to ensure that such time off at Christmas will commence no later than 0730 hours December 24, or that such time off at New Year's will commence no later than 0730 hours on December 31.

G-10 The Hospital will continue its present practice of allowing nurses to work on either days and evenings or days and nights.

G-11 If the Hospital agrees, nurses will be given the opportunity to work permanent evenings or permanent night tours if

requested. It is understood that such nurses will work four (4) consecutive weeks of day tour annually. Permanent arrangements will be reviewed annually by both parties.

G-12 An agreement to do extra tours or change of duty is not to be construed as a waiver of premium pay if applicable as set out in Article 14 of the Full-time Central Agreement and Local Issues.

G-13 Extended Tours

- (a) Shift schedules shall be posted on January 15th, May 15th and September 15th.
- (b) There will be one (1) tour scheduled off duty between tours of duty or premium pay will apply. A tour is defined as 11.25 hours.
- (c) A request for a change in posted time schedules must be submitted twenty-four (24) hours in advance, in writing, by the nurse requesting the change, and co-signed by the nurse willing to exchange days off or tours of duty. It is understood that such scheduled changes or days off initiated by nurses is subject to the approval of the Hospital and shall not result in overtime payment or compensation.
- (d) The scheduling provisions will not operate during the period of December 15th to January 15th. A nurse shall be scheduled off duty a minimum of five (5) days at either Christmas or New Year's unless the nurse requests otherwise and the Hospital agrees. For the purposes of this Article the five (5) days shall be consecutive. The Hospital will endeavour, whenever possible, to ensure that such time off at Christmas will commence no later than 0730 hours December 24, or that such time off at New Year's will commence no later than 0730 hours on December 31.
- (e) The Hospital will not schedule more than three (3) consecutive tours or premium pay will apply.
- (f) The Hospital will endeavour to schedule an average of every second weekend off over the full-time rotation, or premium pay in accordance with G.5 (a) Full-time and G.1 (g) Part-time will apply.
- (g) 1. Extended tours may be implemented into any unit on a trial basis when sixty-six percent (66%) of the nurses, combined full-time and part-time, indicate their willingness to do so by secret ballot vote.

2. The Hospital agrees to implement the extended tours; such agreement shall not be withheld in an unreasonable or arbitrary manner.
 3. In order to have a proper vote proposed schedules will be drafted (master schedule) for two (2) weeks so each nurse will have an opportunity to review such schedules prior to the vote.
 4. It is understood that the trial period will be for a period of six (6) months.
- (h) 1. After the completion of the trial period, extended tours shall be introduced into any unit on a permanent basis when:
- (i) eighty percent (80%) of the nurses in the unit so indicated by secret ballot; and
 - (ii) the Hospital agrees to implement the extended tours: such agreement shall not be withheld in an unreasonable or arbitrary manner.
2. Extended tours may be discontinued in any unit when:
- (i) fifty-five percent (55%) of the nurses in the unit so indicated by secret ballot; or
 - (ii) the Hospital because of:
 - a. adverse effects on patient care.
 - b. inability to provide a workable staffing schedule.
 - c. where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary,states its intention in writing to the Association to discontinue the extended tours.
3. When written notice of discontinuation is given by either party in accordance with paragraph (2) above, then,
- (i) the parties shall meet within four (4) weeks of the giving of notice to review the request for 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.

(i) Master rotation will not be changed without mutual consent and only then done with sixty (60) days advance notice.

G-14 A nurse who is ordered to work by the Hospital will be paid two times her regular hourly rate in accordance with Article 14.01. This applies to 7.5 hour and 11.25 hour tours.

G-15 Notwithstanding Article I-2, requests for specific days off shall be submitted in writing to the immediate supervisor on April 15th, August 15th, and December 15th. It is understood that such requests are subject to the approval of Network North and shall not result in premium payment.

G-16 Individual copies of original schedules will be available to all Sudbury Algoma Hospital Division nurses when posted.

G-17 Shift Premium

For the purposes of Article 14.10 Full-time Central Agreement, the night shift at Network North is 2330 hours to 0730 hours and the evening shift is 1530 to 2330 hours. Each shift consists of 7.5 hours.

G-18 Weekend Premium

For the purposes of Article 14.15 full-time and 14.14 part-time, weekend premium is paid for the hours worked between 2400 hours Friday and 2400 hours Sunday.

ARTICLE H - PREMIUM PAYMENT

H-1 Where a nurse has accumulated approved overtime hours and chooses equivalent time off in accordance with the Central Collective Agreement, such time off must be taken within six (6) months.

ARTICLE I - PAID HOLIDAYS

I-1 The paid holidays recognized shall be as follows:

New Year's Day
2nd Monday in February
Good Friday
Easter Monday
Friday preceding
Victoria Day
Victoria Day

Canada Day - July 1
August Civic
Labour Day
Thanksgiving Day
Christmas Day
Boxing Day

- I-2 Where the nurse is entitled to a lieu day, such day off must be taken within six (6) months after the date on which the holiday was observed, to be taken on a day arranged between the nurse and her immediate supervisor or payment shall be made in accordance with the Central Collective Agreement.
- I-3 The Hospital will endeavour, wherever possible, to ensure that Nurses required to work a weekend shall also work the paid Holiday should the holiday fall immediately preceding or following the weekend, unless such scheduling would increase the normal staffing complement for the Unit.

ARTICLE J - VACATIONS

- J-1 The date for determining vacation entitlement in this Hospital is June 30th in any year.
- J-2 For the purpose of scheduling vacations and vacation entitlement, the vacation year shall be from July 1st to June 30th in any year. In no case may vacation allowance be carried over or accumulated from one year to the next.
- J-3 The first three (3) weeks of vacation may be allotted to a nurse on a consecutive basis and the fourth (4th) and succeeding weeks of vacation, if any, at a time acceptable to both the Nurse and the Hospital.
- J-4 (a) A vacation request list shall be posted by February 1st.
- (b) It is understood and agreed that the Hospital will grant to Nurses, in accordance with seniority, preference in selecting their vacation periods, but such option must be exercised without delay or be lost and, of necessity, the Hospital must reserve the final decision as to the scheduling of vacations.
- (c) All nurses shall indicate their vacation preference by March 1st. Where no request for vacation is received by March 1st, vacation shall be scheduled at a time acceptable to both the nurse and the Hospital.
- (d) Vacation schedules will be posted by April 30th.
- J-5 The Hospital will schedule vacations so that two (2) full-time and two (2) part-time nurses will be off at any one time from the Admitting and Assessment Unit and the Programming Unit.
- One (1) full-time and one (1) part-time nurse will be scheduled vacation off at any one time from the Psychiatric Intensive Care area.

All other work areas will continue their present practice of scheduling vacation.

ARTICLE K- RESIGNATION

K-1 A nurse shall give at least one (1) month's written notice of intention to resign.

ARTICLE L - BULLETIN BOARD

L-1 The Hospital will provide an enclosed bulletin board for the use of the Association. These notices will be signed by the Local President or designee.

ARTICLE M - PAY DAYS

M-1 Pay days shall be every second Friday, except that should a holiday fall on that day, then the preceding day shall be deemed to be the pay day. Full vacation pay and pay for time worked shall be available to the Nurse on the last day to be worked previous to vacation time, provided that the Nurse submits, in writing, to the Supervisor, a request for vacation pay four (4) weeks prior to vacation time.

ARTICLE N - INTERVIEW

N-1 Time allowed for the Association to interview newly-hired Nurses will be scheduled during the nurses' orientation period.

ARTICLE O - SICK LEAVE CREDITS

O-1 The Hospital shall supply a statement of sick leave debits and credits remaining in the register at the end of each calendar year.

ARTICLE P - PRE-PAID LEAVE PLAN

P-1 The number of nurses that may be absent at any one time shall be one from either bargaining unit.

ARTICLE Q - LETTER OF UNDERSTANDING

Q-1 Letter of Understanding re: Hours of Work.

Q-2 Letter of Understanding re: Pharmacy Nurse.

Q-3 Letter of Understanding re: Vacation Schedule.

Q-4 Letter of Understanding re: Registered Nurse in R.C.P.C.

ARTICLE R - JOB SHARING

R-1 If the Hospital agrees to a job-sharing arrangement pursuant to Article 20.01 of the Central Agreement, the following conditions shall apply unless otherwise agreed to by the parties:

- (a) Job sharing requests with regard to full-time positions shall be considered on an individual basis;
- (b) Total hours worked by the job sharer shall equal one (1) full-time position. The division of these hours on the schedule shall be determined by mutual agreement between the two (2) nurses and the Director or designee.
- (c) The above schedules shall conform with the scheduling provisions of the Full-time Collective Agreement.
- (d) Each job sharer may exchange shifts with her partner, as well as with other nurses as provided by the Collective Agreement.
- (e) The job sharers involved will have the right to determine which partner works on scheduled paid holidays and job sharers shall only be required to work the number of paid holidays that a full-time nurse would be required to work.
- (f) Coverage:
 - 1. Job Sharers are not required to cover for their partners in the case of prolonged or extended absences known to be in excess of five (5) working days.
 - 2. Vacation, Maternity Leave, and other leaves pursuant to Article 11 of the Central Full-time and Part-time Agreements:

In the event that one member of the job sharing arrangement goes on any of the above leaves of absence, the coverage will be negotiated with the unit Director or designee, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

Implementation

- (g) 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.

- (h) Any incumbent full-time nurse wishing to share her position and the Hospital agrees, may do so without having her 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.
- (i) If one of the job-sharers leaves the arrangement, her position will be posted. If there is no successful applicant to the position, the shared position must revert to a full-time position. The remaining nurse will have the option of continuing the full-time position or reverting to a part-time position for which she is qualified. If she does not continue full-time, the position must be posted in accordance with the Collective Agreement.

Discontinuation

Either party may discontinue the job-sharing arrangement by stating its intention in writing. The parties shall meet within four (4) weeks of the giving of notice to review the request for discontinuation. Where it is determined that the job sharing arrangement will be discontinued, affected nurses will be given sixty (60) days notice before their schedules are so amended.

ARTICLE S - MODIFIED WORK

- S-1 (a) 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.
- (b) Prior to any nurse returning to work on a modified/light/alternate work program, Network North will meet with the Co-ordinator of Occupational Health & Safety/Infection Control, the Director of the area, the Director of Human Resources as necessary, the representative of the Ontario Nurses' association, a member of the local executive and the nurse to negotiate a back to work program for the nurse. Directors from other work areas may be invited as necessary.
- (c) The Hospital agrees to provide the employer with a copy of the Workers' Compensation Board Form 7 at the same time as it is sent to the Board.

Q-1

LETTER OF UNDERSTANDING

BETWEEN

ONTARIO NURSES' ASSOCIATION

AND

THE BOARD OF DIRECTORS OF
NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP

RE: HOURS OF WORK

The parties agree that the hours of work for nurses in the bargaining unit are either 7.5 hours or 11.25 hours per tour.

It is recognized that occasionally a nurse will be called in to work extra hours as required.

If Network North foresees the need for nurses to change these hours of work, it will meet with the Local Association to negotiate the change.

DATED AT SUDBURY, ONTARIO, THIS 5th DAY OF June, 1992.

FOR THE HOSPITAL

Mowis

[Signature]

FOR THE ASSOCIATION

[Signature]

Mariette Brunette

[Signature]

[Signature]

Q-2

LETTER OF UNDERSTANDING

BETWEEN

ONTARIO NURSES' ASSOCIATION

AND

THE BOARD OF DIRECTORS OF
NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP

RE: PHARMACY NURSE

The parties agree to the following:

1. The Pharmacy Nurse position is a full-time position.
2. Part-time nurses will be orientated to relieve in this position for scheduled vacation.
3. Part-time nurses will relieve for sick leaves and any leaves of absence.

DATED AT SUDBURY, ONTARIO, THIS 5th DAY OF June, 1992.

FOR THE HOSPITAL

Brown

John Brown

FOR THE ASSOCIATION

M. Brown

Brid

Mariette Brunette

Peltonalci

Q-3

LETTER OF UNDERSTANDING

BETWEEN

NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP

AND

ONTARIO NURSES' ASSOCIATION

RE: VACATION SCHEDULE

It is agreed that the vacation schedule will be reposted on Tuesday, March 24, 1992, until April 7, 1992, scheduling two (2) full-time Registered Nurses and two (2) part-time Registered Nurses on vacation at any one time.

The vacation schedule will be finalized by April 24, 1992.

DATED AT SUDBURY, ONTARIO, THIS ^{5th} DAY OF *June*, 1992.

FOR THE HOSPITAL

FOR THE ASSOCIATION

Mauris

J. D. [unclear]

[Signature]

[Signature]

Marjette Brunette

[Signature]

Q-4

LETTER OF UNDERSTANDING

BETWEEN

NETWORK NORTH
THE COMMUNITY MENTAL HEALTH GROUP

AND

ONTARIO NURSES' ASSOCIATION

REGISTERED NURSE IN R.C.P.C.

The parties agree to the following:

1. Part-time nurses will perform nursing duties in the Regional Children's Psychiatric Centre in the absence of the Co-ordinator of Nursing and Intake and only the nursing duties in that position.
2. Part-time nurses will be orientated to relieve in this position for scheduled vacation.
3. Part-time nurses will relieve for those nursing duties in that position for any leaves of absence and sick leave.
4. This letter will be reviewed on or before September 11, 1992 (3 months) by the parties.

DATED AT SUDBURY, ONTARIO, this 5th day of June, 1992.

FOR THE HOSPITAL

FOR THE ASSOCIATION

Brown

J. D. Thurgel

H. B. B. B. B.

B. B. B.

Mariette Brunette

Peltomaki