

CNA MAILROOM
TORONTO

SEP 25 9 12 AM '92
FULL TIME

SOURCE	CNA		
EFF.	91	04	01
TERM.	03	03	31
NO. OF EMPLOYEES	570		
NOMBRE D'EMPLOYÉS	580		

COLLECTIVE AGREEMENT

Between

ST. JOSEPH'S HEALTH CENTRE OF LONDON
(Hereinafter called the "Hospital")

- and -

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

EXPIRY: 31 March, 1993

NOV - 4 1992

STJOL01.F-S

0580605

Signed at St. Catharines, Ontario, this 26th day of August, 1992.

FOR THE HOSPITAL

Paul Gagny

Gail David-Becks

FOR THE ASSOCIATION

E. Lott Bay
Employment Relations Officer

M. Allen President Local 4

M. G. G. G.

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APPENDIX 3

SALARY SCHEDULE

REGULAR OR BASIC MONTHLY RATES

	<u>CHARGE NURSE</u>	<u>REGISTERED NURSE</u>	<u>GRADUATE NURSE</u>
<u>Effective April 1, 1991</u>			
Start	2,829.98	2,732.17	2,637.36
1 Year	2,982.42	2,877.67	2,772.92
2 Years	3,046.98	2,941.67	2,830.18
3 Years	3,188.78	3,083.33	2,959.38
4 Years	3,319.02	3,208.33	3,069.41
5 Years	3,442.66	3,333.33	3,180.33
6 Years	3,572.80	3,458.33	3,303.05
7 Years	3,699.43	3,583.33	3,424.59
8 Years	3,828.48	3,708.33	3,544.05
9 Years	3,957.53	3,833.33	3,663.51
<u>Effective October 1, 1991</u>			
Start	2,829.98	2,732.17	2,637.36
1 Year	2,982.42	2,877.67	2,772.92
2 Years	3,046.98	2,941.67	2,830.18
3 Years	3,188.78	3,083.33	2,959.38
4 Years	3,362.13	3,250.00	3,109.28
5 Years	3,485.70	3,375.00	3,220.09
6 Years	3,615.85	3,500.00	3,342.85
7 Years	3,785.47	3,666.67	3,504.24
8 Years	3,957.53	3,833.33	3,663.51
9 Years	4,129.60	4,000.00	3,822.80
<u>Effective April 1, 1992</u>			
Start	2,829.98	2,732.17	2,637.36
1 Year	2,982.42	2,877.67	2,772.92
2 Years	3,107.40	3,000.00	2,886.30
3 Years	3,274.97	3,166.67	3,039.37
4 Years	3,448.33	3,333.33	3,189.00
5 Years	3,614.80	3,500.00	3,339.35
6 Years	3,831.08	3,708.33	3,541.83
7 Years	4,043.57	3,916.67	3,743.16
8 Years	4,258.65	4,125.00	3,942.26
9 Years	4,473.73	4,333.33	4,141.36

APPENDIX 4
SUPERIOR CONDITIONS
(if any)

APPENDIX V

LOCAL PROVISIONS

ARTICLE 1 - RECOGNITION

- A1.01 The Employer recognizes the Association as the exclusive bargaining agent for all lay Registered and Graduate Nurses employed in a nursing capacity by the Employer at St. Joseph's and St. Mary's Hospitals at London, Ontario, save and except Nursing Managers, persons above the rank of Nursing Manager, Nurse in Charge Central Supply, Employee Health Nurse, and Nurses regularly employed for not more than twenty-four (24) hours per week. This agreement shall apply to the said nurses in the said Bargaining Unit which said Nurses are hereinafter referred to as employee(s) or Nurse(s).
- A1.02 Where the term "Hospital" is used throughout this entire Collective Agreement, it shall mean St. Joseph's Hospital, St. Mary's Hospital and all outlying clinical areas where nurses are employed by St. Mary's Hospital or St. Joseph's Hospital in a nursing capacity,

ARTICLE 2 - RESERVATION OF MANAGEMENT RIGHTS

- A2.01 The Association acknowledges that it is the exclusive function of the Employer to manage and direct its operations and affairs in all respects and, without limiting or restricting that function:
- (a) To maintain order, discipline and efficiency;
 - (b) To determine the number and location of the Employer's establishments, the services to be rendered, the methods, the work procedures, the kinds and locations of machines, tools, instruments and equipment to be used; to select, control and direct the use of all materials required in the operation of the Employer's Hospital; to schedule the work and services to be provided and performed, and to make, alter and enforce regulations governing the use of materials, equipment and services as may be deemed necessary in the interests of safety and well-being of the Employer's patients and the public;

- (c) To make, alter and enforce reasonable rules and regulations to be observed by the Nurses:
- (d) To hire, retire, classify, direct, promote, demote, transfer, discipline, suspend and discharge nurses, and to assign nurses to shifts and to increase and decrease working forces.
- (e) It is understood that the Employer will exercise their rights in a fair and consistent manner.

A2.02 The powers and authority given under this Article A2 will not be exercised in violation or breach of this Agreement or any of the provisions thereof.

ARTICLE 3 - ASSOCIATION REPRESENTATIVES

A3.01 The Association may appoint or elect thirty-five (35) Representatives from the Full-time or Part-time Bargaining Units to represent the nurses in the Bargaining Units.

A3.02 On an annual basis the Association will supply the Health Centre with a list of these representatives and their normal area of representation within the Health Centre.

A3.03 The Employer shall allow new employees at the time of their orientation, thirty (30) minutes to meet with an Association Representative at a time and place predetermined and specified by the Employer. The Association representative may collect the initial membership fee from orientees.

A3.04 The Health Centre shall provide the Association with copies of all job postings and successful candidates on a monthly basis.

ARTICLE 4 - COMMITTEE REPRESENTATION

A4.01 Grievance Committee

The Health Centre will recognize a Grievance Committee composed of four (4) nurses from the Bargaining Unit, one (1) of whom may be a part-time nurse.

A4.02 Negotiation Committee

The Health Centre will recognize a Negotiation Committee of five (5) nurses from the Bargaining Unit. Nurses on the Negotiating Team will be scheduled to work the day shift on days that the Negotiating Teams are meeting.

A4.03 Hospital-Association Committee

The Health Centre will recognize a Committee of three (3) full-time nurses and two (2) part-time nurses from the Bargaining Units. The numbers of Hospital representatives shall not exceed the number of Association members. Each party may have alternates to replace a member from time to time.

ARTICLE 5 - LEAVES FOR ASSOCIATION BUSINESS

A5.01 (a) In accordance with Article 11 of the Full-Time Collective Agreement leave of absence for Association business will be as follows:

- i) no more than four (4) nurses off at any one time.
- ii) no more than one (1) nurse off on any one unit at any one time. Consideration will be given to more than one nurse off on a unit at any given time.
- iii) no more than ninety (90) working days in total for any single calendar year to be taken off by the Bargaining Unit.

A5.02 Requests for leave shall be filed in writing signed by the Association Representative two (2) weeks prior to the period of the leave requested. The Employer will consider applications with less notice in emergency cases.

A5.03 The Employer shall grant the President or her/his designate one (1) day's leave of absence per month without pay to attend to the Local's business. This shall be included in the total number of leave of absence days for Association business, as set out in Article 5.01 (a).

ARTICLE 6 - BULLETIN BOARDS

A6.01 The Employer will provide bulletin board space for the purpose of posting notices regarding meetings and other matters pertaining to the Association and its members. All such notices must be signed by an Officer of the Association prior to being posted.

ARTICLE 7 - SENIORITY

A7.01 The seniority list will be compiled effective February 1st and August 1st and will be posted March 1st and September 1st of each year.

A7.02 The seniority list will contain the seniority date and the last date of hire into the Health Centre.

ARTICLE 8 - PAID HOLIDAYS

A8.01 The following are the Paid Holidays which will be observed for the purpose of this Agreement, namely:

New Year's Day - January 1
 3rd Monday in February
 Good Friday
 Easter Monday
 Victoria Day
 Canada Day - July 1
 Civic Holiday
 Labour Day
 Thanksgiving Day
 Remembrance Day - November 11
 Christmas Day - December 25
 Boxing Day - December 26

A8.02 Nurses shall be paid premium pay in accordance with Articles 14 and 15 as may be appropriate for all hours worked between 0000 hours and 2400 hours on the days so listed in Article A8.01.

A8.03 (a) Lieu days off will be scheduled forty-five (45) days prior to or following such paid holidays or at a time mutually agreed upon or payment shall be made in accordance with Article 15.03.

(b) A nurse may accumulate a maximum of three (3) lieu days at any given time. These lieu days may be taken at a time mutually agreed upon.

- A8.04
- (a) A blank Christmas and New Year's Preference Sheet will be posted in each unit no later than September 8th in each year and each employee in the unit shall indicate whether she wants to be scheduled off over Christmas or over New Year's, by October 8th of each year. The schedule reflecting Christmas and New Year's time will be posted by November 8th of each year.
 - (b) The Employer shall schedule each employee off duty for five (5) consecutive days at either Christmas or New Year's. Time off at Christmas shall include December 24th commencing at 0700 hours until 0700 hours December 27th. Time off at New Year's shall include December 31st commencing at 0700 hours until 0700 hours January 2nd of any year.
 - (c) In units where extra staff can be scheduled off at Christmas or New Year's allowing some nurses to have both off then the nurses with the most bargaining unit seniority in the Unit will be granted time off, subject to remaining staff having the necessary skill and experience to meet the essential needs of patient care for that Unit. This provision shall not be exercised in an arbitrary manner.
 - (d) The terms of this Article A8.04 do not apply to those employees working in units where they are not normally scheduled to work on Saturdays and Sundays or Paid Holidays.
 - (e) The terms and provisions of this Article shall not apply to any employee covered by this Agreement who is scheduled to be off duty both Christmas and New Year's Day.
- A8.05
- The scheduling of all off duty days including annual vacation as provided in this Agreement shall be conditional upon the availability of qualified staff to provide efficient and proper care of patients at all times, as required by the Employer.
- A8.06
- It is agreed that the term "Paid Holiday" as used in this Agreement means only each of the above mentioned paid holidays or the single proclaimed substitute therefor.

ARTICLE 9 - VACATION ELIGIBILITY

- A9.01 (a) For the purpose of calculating eligibility for vacations, the vacation year shall be deemed to be from September 1st to August 31st of the following year. A maximum of five (5) days (5 - 8 hour tours or 3 - 12 hour tours) vacation may be carried over to the following year and taken at a time mutually agreed upon.
- (b) Effective July 1, 1992 all registered nurses at St. Mary's will have a September 1 to August 31 vacation year. The Employer and the Association agree to work together to ensure all registered nurses currently employed at St. Mary's Hospital will go from a July/June vacation year to a September/August vacation year. This will not result in these nurses receiving any lesser or any greater entitlement than they would have received had the dates not changed.

A9.02 The Hospital will post by March 1st a vacation sheet in each unit to cover the period from May 15th to November 15th in each year and each nurse employed in the unit should indicate prior to March 31st her preference for that vacation; in the event of conflict, seniority shall govern. The vacation schedule shall be confirmed by May 1st. Any remaining schedule shall be confirmed by November 1st. Any remaining time for vacation in prime time (May 15 to November 15) shall thereafter be granted on a first come first serve basis.

The Hospital will post by September 1st a vacation sheet in each unit to cover the period from November 15th to May 15th in each year and each nurse employed in the unit should indicate prior to October 1st her preference for that vacation; in the event of conflict, seniority shall govern. The vacation schedule shall be confirmed by November 1st. Any remaining time for vacation in prime time (November 15 to May 15) shall thereafter be granted on a first come first serve basis. Where more employees have indicated the same period of time than the Hospital can reasonably grant preference for the choice of vacation period shall be given to employees having the most seniority.

A9.03 The Employer agrees that it will endeavour to schedule the employee "off duty" on the weekend preceding commencement of the employee's annual

vacation and the weekend preceding that one part of the employee's annual vacation, requested by the employee, if the period of annual vacation is arranged in two (2) or more parts, particularly where the employee on the vacation sheet showing her preferred period of vacation, has requested a vacation period immediately preceded by a scheduled off duty weekend in accordance with the rotation in effect immediately prior to March 1st or June 15th as the case may be. In addition, the Employer agrees it will endeavour to schedule the employee "off-duty" on the weekend following an employee's requested vacation. The Employer will also endeavour to schedule the employee's vacation to commence on a Monday.

- A9.04 The Employer shall give every consideration to the preference of employees as to which time the employees desire their vacation but of necessity the final decision as to the scheduling of vacations remains with the Employer. Notice shall be posted in all departments giving employees an opportunity to indicate the time desired for their vacation. Where more employees have indicated the same period of time than the Hospital can reasonably grant, preference for the choice of vacation periods shall be given to employees having the longest period of seniority with the Employer; allocation of vacation periods shall be subject to the Employer's requirements in maintaining adequate, capable staff as required by it, to provide patient care in all departments of the Hospital. If preferred, a nurse may request scheduling of her vacation in periods of single days to a maximum of five (5) single, extended tour or short tour, days off with a minimum of two (2) weeks' notice to her Nursing Manager/Supervisor; unless the notice is less by mutual agreement.
- A9.05 An employee voluntarily transferring from one unit to another unit shall notify her nursing manager in the new unit of her vacation preference. The Employer shall use its best endeavour to accommodate the employee.
- A9.06 A nurse terminating employment with the Employer must endeavour to give four (4) weeks' notice of termination and in any event shall give a minimum of two (2) weeks' notice.
- A9.07 Vacation sheets shall be posted in all units where nurses are covered by a separate vacation planner.

ARTICLE 10 - SCHEDULING SHORT TOWRS

- A10.01 Scheduling shall be determined by the Hospital to maintain adequate and capable staff in order to provide proper patient care in all departments.
- A10.02 The Employer agrees:
- (a) Employees shall not be scheduled to work more than seven (7) consecutive working days.
 - (b)
 - i) The Employer will endeavour to ensure that nurses are scheduled to be off duty at least four (4) weekends in the twelve (12) week period.
 - ii) Where an employee is scheduled to be on duty for three or more consecutive weekends, the employee will be paid premium payment in accordance with Article 14.03 for the weekend shifts worked on the third and any successive weekends until she is scheduled off duty for a weekend.
 - iii) It is understood that a weekend off consists of fifty-five and three-quarter (55³/₄) consecutive hours off work during the period 1500 hours Friday until 0700 hours of the following Monday.
 - (c) A period of approximately fifteen (15) consecutive hours off duty will be scheduled between changes of shift.
 - (d) Forty-eight (48) hours off duty will be scheduled following a change in scheduled hours from nights.
 - (e) Where an employee is scheduled to be off duty on a holiday weekend the Employer will normally schedule her off duty on the holiday. e.g. Monday or Friday. Likewise if a nurse is scheduled to work on a holiday weekend she shall normally be scheduled to work on the holiday. This Article shall not apply to Christmas Day, Boxing Day or New Year's Day.
 - (f) The parties understand and agree that where the Employer in any Article contained in this Agreement, undertakes or agrees to endeavour to schedule or to endeavour to observe conditions or provisions respecting scheduling,

as herein contained, the Employer shall be obliged to meet such endeavour only if it may do so using available existing staff (without relief staff), without additional expense and without breaching other Agreements or undertakings respecting scheduling and without adversely affecting the Employer's staffing requirements to maintain proper patient care.

- (g) Schedules of six (6) weeks will be posted two (2) weeks prior to the commencement of the period covered by the schedule.
- (h) An employee wishing to change her scheduled shift shall submit the request in writing to her Nursing Manager co-signed by the employee, who agrees to work the shift at least forty-eight (48) hours prior to the commencement of the shift. Consideration will be given with less on an emergency basis. Such request shall not be unreasonably denied. It is understood that such change in posted time scheduled initiated by the nurse and approved by the Employer shall not result in overtime payment for either of the nurses involved.
- (i) In respect of employees who normally rotate on all three (3) shifts, the Employer may require employees to rotate on all shifts on an equitable basis.
- (j) Employees shall not be required to work more than two (2) consecutive weeks on either evening or night shifts without being scheduled for a week of the day shift,
- (k) Employees will normally be scheduled off duty on the basis of twelve (12) days in any six (6) week period with five (5) periods of two (2) days off duty.

A10.03

The Hospital will endeavour to permit nurses presently regularly working the same shift on a permanent basis to continue to do so. The Hospital reserves the right to require any employee, normally working a permanent shift, to work other shifts for the purposes of reorientation or otherwise; the Hospital will give consideration to all applications from employees requesting that they be assigned on a regular basis to any shift. Such application should be in writing and submitted to the Vice-president - Patient Services.

A10.04 During the period of December 15th until January 15th the Employer will endeavour to observe the provisions and conditions respecting work scheduled.

ARTICLE 11 - SCHEDULING EXTENDED TOURS

- A11.01 (1) A longer daily tour (extended tour) shall be introduced into any unit when:
- (a) eighty percent (80%) of the nurses in the unit so indicate by secret ballot; and
 - (b) the Hospital agrees to implement the compressed workweek, such agreement shall not be withheld in an unreasonably arbitrary manner.
- (2) A longer daily tour (extended tour) may be discontinued in any unit when:
- (a) fifty percent (50%) of the nurses in the unit so indicate by secret ballot; or
 - (b) the Hospital because of
 - i) adverse effects on patient care,
 - ii) inability to provide a workable staffing schedule, states its intention to discontinue the longer daily tour (extended tour) in the schedule.
- (3) When notice of discontinuation is given by either party in accordance with paragraph (2) above, then:
- (a) the parties shall meet within two (2) weeks of the giving of notice to review the request for discontinuation; and
 - (b) 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.
- A11.02 Scheduling shall be determined by the Hospital to maintain adequate and capable staff in order to provide proper patient care in all departments.

A11.03

The Employer agrees

- (a) The employee will not be scheduled to work more than three (3) consecutive tours.
- (b) The employee will be scheduled off duty every other weekend. A weekend shall be defined as seventy-two (72) consecutive hours off duty between 0700 Friday and 0700 Tuesday.
- (c) The Hospital will endeavour to schedule a period of at least twelve (12) consecutive hours off duty between shifts.
- (d) In extended tour units or areas, the Hospital will endeavour to schedule seventy-two (72) consecutive hours off duty when switching from night to day tour.
- (e) The employee will normally be scheduled off duty on the basis of twenty-two (22) tours in a six (6) week scheduled period.
- (f) There will be no scheduling of split days off unless as a result of a request.

A11.04

Rest periods shall be taken at a time or times as scheduled or specified by the Employer.

A11.05

An employee wishing to change her scheduled shift shall submit the request in writing to her Nursing Manager co-signed by the employee who agrees to work the shift at least forty-eight (48) hours prior to the commencement of the shift. Consideration will be given with less on an emergency basis. Such request shall not be unreasonably denied. It is understood that such change in posted time scheduled initiated by the nurse and approved by the Employer shall not result in overtime payment for either of the nurses involved.

ARTICLE 12 - []) Y

A12.01

Nurses shall give the following minimum notice to the Hospital service as designated that they will not be reporting for duty by reason of sickness as follows:

(a) For normal tour units

Day Shift	1 hour notice preceding commencement of day shift
Evening Shift	4 hours notice preceding commencement of evening shift
Night Shift	4 hours notice preceding commencement of night shift.

(b) For extended tour units

Day Shift	1 hour notice preceding commencement of day shift
Night Shift	4 hours notice preceding commencement of night shift.

A12.02

When reporting back for duty after absence due to sickness, nurses shall notify the Hospital service as designated that they are reporting back for duty as follows:

(a) Normal tour units

For the day tours	11 hours notice preceding commencement of the day tour
For the evening tours	5 hours notice preceding commencement of the evening tour
For the night tours	5 hours notice preceding commencement of the night tour

(b) Extended tour units

For the day tour	11 hours notice preceding commencement of the day tour
For the night tour	5 hours notice preceding commencement of the night tour.

ARTICLE 13 EDULI GENERAL**A13.01 Self-Scheduling**

- (a) Self-scheduling will occur when schedules are totally created by the staff and subsequently approved by the Employer.
- (b) Self-scheduling, including scheduling regulations, shall comply with all of the provisions of the Full-time and Part-time Collective Agreements in all respects.
- (c) Self-scheduling will be reviewed with the Association prior to implementation in any particular unit.
- (d) Prior to discontinuing self-scheduling on any units, the Hospital will meet with the Association, and give the Association six (6) weeks' notice of discontinuation.

A13.02 In the event of proposed changes to the current master schedule in each unit, the Employer will notify the President of the Local Association in advance and agrees to meet with the Association to discuss the matters if the Association requests.

A13.03 In accordance with Article 14.10 of the Full-time Agreement and Article 14.09 of the Part-time Agreement, the evening shift shall be defined as either 1500 hours to 2300 hours or 1530 hours to 2330 hours and the night shift shall be defined as either 2300 hours to 0700 hours or 2330 hours to 0730 hours, or such other hours, depending on the normal starting time of the day shift in the unit.

ARTICLE 14 - JOB SHARING

A14.01 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 Head Nurse of the Unit.

- (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.

A14.02

Coverage

It is expected that both job sharers will cover each other's incidental illnesses. If, because of unavoidable circumstances, one cannot cover the other, the unit supervisor must be notified to book coverage. Job sharers are not required to cover for their partner in the case of prolonged or extended absences.

A14.03

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 supervisor, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

A14.04

Implementation

- (a) 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 Agreements.
- (b) Any incumbent full-time nurse wishing to share her position, 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.

- (c) 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.

A14.05

Discontinuation

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.

ARTICLE 15 - PRE-PAID LEAVE PLAN

A15.01

The number of nurses eligible to participate in the prepaid leave plan in any given year will be no more than twenty-four (24) full-time nurses and twenty-four (24) part-time nurses and not more than one (1) per unit except in units of more than thirty (30) full-time and part-time nurses combined, in which case there may be no more than two (2).

ARTICLE 16 - MISCELLANEOUS

A16.01

Nurses working in speciality units/areas where scrub gowns and/or lab coats are provided at no cost to the nurse, will continue to have such service provided by the Hospital at no cost to the nursing staff working in said areas/units and such practice will not be discontinued without sixty (60) days' notice to the Association and discussion at the Hospital-Association Committee.

A16.02

The established pay period for all employees covered by this Agreement shall begin on Sunday at 0000 hours and extend for two full calendar weeks until Saturday at 2400 hours.

ARTICLE 17 - MODIFIED WORK

- A17.01
- (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) When it has been medically determined that an employee is unable to return to the full duties of her position due to a disability, the Hospital will notify and meet with a staff representative of the Ontario Nurses' Association and a member of the Local Executive to discuss the circumstances surrounding the employee's return to suitable work.
 - (c) The Hospital agrees to provide the employee with a copy of the Workers' Compensation Board Form 7 at the same time as it is sent to the Board.

LETTER OF UNDERSTANDING

Between :

ST. JOSEPH'S HEALTH CENTRE OF LONDON

And:

ONTARIO NURSES' ASSOCIATION

Reference: Article A9.04

The parties will meet to discuss and agree on a definition of a single day in relation to Article A9.04.

Signed this 26th day of August, 1992.

FOR THE HOSPITAL

Paul [Signature]
Chris Douglas - Sicks

FOR THE ASSOCIATION

E. [Signature]
Employment Relations Officer
[Signature]
[Signature]

LETTER OF UNDERSTANDING

Between :

ST. JOSEPH'S HEALTH CENTRE OF LONDON

And :

ONTARIO NURSES' ASSOCIATION

Reference: Job Sharing

Extra shifts will be offered, first to Regular Part-time, second to Casual Part-time and third to Regular Part-time Job Sharers, subject to Article A3.01 (e) of the Part-time Agreement.

Signed this 26th day of August, 1992.

FOR THE HOSPITAL

Paul Lagimodiere

Shirley Douglas - Beck

FOR THE ASSOCIATION

E. Lusk Ben
Employment Relations Officer

J. White President 1991-92

[Signature]
