

12

COLLECTIVE AGREEMENT

SOURCE	ONA		
Wages EFF.	93	04	01
TERM	96	03	31
NO. OF EMPLOYEES	12		
NOMBRE D'EMPLOYES	12		

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(hereinafter referred to as "the Hospital")

- and -

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

EXPIRY: 31 March, 1996.

FEB 28 1996

ARTICLE 22 - DURATION

- 22.01** This Agreement shall continue in effect until March 31, 1996 and shall remain in effect from year to year thereafter unless either party gives the other party written notice of termination or desire to amend the Agreement.
- 22.02** Notice that amendments are required or that either party desires to terminate this Agreement may only be given within a period of ninety (90) days prior to the expiration date of this Agreement or to any anniversary of such expiration date.
- 22.03** If notice of amendment or termination is given by either party, the other party agrees to meet for the purpose of negotiation within thirty (30) days after the giving of notice, if requested to do so.
- 22.04** Notwithstanding the foregoing provisions, in the event the parties to this Agreement agree to negotiate for its renewal through the process of central bargaining, the parties will meet to determine the procedures to be followed.

ARTICLE 23

- 23.01** Attached hereto and forming part of this Agreement are the following appendices:
- Appendix 1 - O.N.A. Grievance Form
 - Appendix 2 - List of Professional Responsibility Assessment Committee - Chairpersons
 - Appendix 3 - Salary Schedule
 - Appendix 4 - Superior Conditions - If Any
 - Appendix 5 - Appendix of Local Provisions
 - Appendix 6 - O.N.A, Professional Responsibility Complaint Form

Dated at Geraldton Ontario, this 11 day of January, 1996

FOR THE EMPLOYER

[Signature]
[Signature]
A. M. Pawlowski

FOR THE ASSOCIATION

Colleen Morson ERO
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]



ONTARIO NURSES ASSOCIATION
ASSOCIATION DES INFIRMIÈRES ET INFIRMIERS DE L'ONTARIO
GRIEVANCE REPORT / RAPPORT DE GRIEF



ONA LOCAL SECTION LOCALE DE L'AIIO	EMPLOYER EMPLOYEUR	STEP ÉTAPE	DATE SUBMITTED DATE DE SOUSSION A L'EMPLOYEUR
GRIEVOR PLAIGNANTE		1.	
DEPARTMENT SERVICE	GREAVANCE NO. N° DU GRIEF	2.	
		3.	

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

Lined area for reporting the nature of the grievance and date of occurrence.

SETTLEMENT REQUESTED/RÈGLEMENT DEMANDÉ

Lined area for reporting the settlement requested.

SIGNATURE OF GRIEVOR:
SIGNATURE DE LA PLAIGNANTE:

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

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

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

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

APPENDIX 2LIST OF PROFESSIONAL RESPONSIBILITYASSESSMENT COMMITTEE - CHAIRPERSONS

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

APPENDIX 3GERALDTON DISTRICT HOSPITAL INC.SALARY SCHEDULEFULL-TIMEClassification - Registered Nurse

	<u>Apr. 1/93</u>		<u>Jan. 1/94</u>		<u>Jan. 1/95</u>		<u>Jan. 1/96</u>	
	Monthly/Hourly		Monthly/Hourly		Monthly/Hourly		Monthly/Hourly	
Start	2778.75	17.10	2824.25	17.38	2869.75	17.66	2915.25	17.94
1 Year	2925.00	18.00	2970.50	18.28	3016.00	18.56	3061.50	18.84
2 Years	3046.88	18.75	3092.38	19.03	3137.88	19.31	3183.38	19.59
3 Years	3214.25	19.78	3259.75	20.06	3305.25	20.34	3350.75	20.62
4 Years	3380.00	20.80	3425.50	21.08	3471.00	21.36	3516.50	21.64
5 Years	3547.38	21.83	3592.88	22.11	3638.38	22.39	3683.88	22.67
6 Years	3755.38	23.11	3800.88	23.39	3846.38	23.67	3891.88	23.95
7 Years	3963.38	24.39	4008.88	24.67	4054.38	24.95	4099.88	25.23
8 Years	4171.38	25.67	4216.88	25.95	4262.38	26.23	4307.88	26.51
9 Years	4381.00	26.96	4426.50	27.24	4472.00	27.52	4517.50	27.80

GRADUATE NURSE

Start	2748.46	16.91	2793.47	17.19	2838.47	17.74	2883.47	17.74
1 Year	2788.07	17.16	2831.44	17.42	2874.81	17.69	2918.18	17.96
2 Years	2902.15	17.86	2945.49	18.13	2988.83	18.39	3032.17	18.66

HEAD NURSE/HOME CARE CO-ORDINATOR

Start	3159.72	19.44	3211.45	19.76	3263.19	20.08	3314.93	20.40
1 Year	3433.66	21.13	3487.07	21.46	3540.49	21.79	3593.90	22.12
2 Years	3609.33	22.21	3663.23	22.54	3717.13	22.87	3771.03	23.21
3 Years	3836.85	23.61	3891.16	23.95	3945.47	24.28	3999.79	24.61
4 Years	3994.15	24.58	4047.92	24.91	4101.68	25.24	4155.45	25.57
5 Years	4169.95	25.66	4223.43	25.99	4276.92	26.32	4330.40	26.65
6 Years	4385.16	26.99	4438.29	27.31	4491.42	27.64	4544.55	27.97
7 Years	4588.80	28.24	4641.48	28.56	4694.16	28.89	4746.84	29.21

APPENDIX 4GERALDTON DISTRICT HOSPITAL INC.
(in the Hospital in Geraldton)SUPERIOR CONDITIONS

1. Full-time nurses who on or before September 24, 1987 have completed fifteen (15) years of continuous service shall be entitled to an annual vacation of five (5) weeks.
2. A nurse will be paid time and one-half for an ambulance trip if the time required for the total trip is in excess of the nurse's regular shift. It is understood that the nurse will be paid as if she completed her return in the most expeditious manner available.

APPENDIX 5

APPENDIX

ON

LOCAL ISSUES

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(in the Hospital in Geraldton)
(hereinafter called the "**Hospital**")

AND :

ONTARIO NURSES' ASSOCIATION
(hereinafter called the "**Association**")

FULL-TIME

ARTICLE A - RECOGNITION

- A.1 The Hospital recognizes the Association as the sole and exclusive bargaining agent of all Registered and Graduate Nurses employed in a nursing capacity by Geraldton District Hospital Inc. in Geraldton, Longlac and Nakina, save and except supervisors, persons above the rank of supervisor and persons regularly employed for not more than twenty-four (**24**) hours per week.
- A.2 The word "**nurses**" when used in this Agreement shall mean persons included in the bargaining unit as set out in A.1 above and who work in the Hospital in Geraldton.

ARTICLE B - MANAGEMENT RIGHTS

- B.1 The Association recognizes that the management of the Geraldton District Hospital Inc. and the direction of the working force are fixed exclusively with the Hospital and shall remain 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 suspension, discipline or discharge without just cause may be the subject of a grievance and be dealt with as hereinafter provided;
- (c) determine in the interest of efficient operation and high standards of service, hours of work, job rating and classification, work assignments, 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) 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.

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

ARTICLE C - ASSOCIATION COMMITTEES AND REPRESENTATIVES

C.1 The parties agree that nurse representatives and committee members as provided for in the Central Agreement may be from either the full-time or part-time bargaining unit and shall represent both bargaining units.

The Hospital shall recognize the following representatives and committee members:

(a) Nurse Representatives

Two (2) nurse representatives, one to represent each of the following groups:

Full-Time Nurses (Hospital) - one (1)
representative.

Part-Time Nurses (Hospital) - one (1)
representative.

(b) Grievance Committee

Two (2) nurses, one (1) of whom is full-time and one (1) of whom is part-time.

(c) Negotiating Committee

Four (4) nurses, one (1) of whom is full-time from the Hospital, one (1) of whom is part-time from the Hospital, one (1) from Home Care and one (1) from the Nakina Clinic.

(d) Hospital-Association Committee

Two (2) representatives of the Association and an equal number of representatives from the Hospital.

C.2 Association Interview

The interview period provided for in the Central Agreement will normally be scheduled during the newly employed nurse's orientation period. The Hospital will notify the Local Association of the date and time of the newly hired nurse's orientation period and the interview times shall be mutually agreed.

ARTICLE D - LEAVE OF ABSENCE

D.1 Association Business

As provided for in the Central Agreement, the cumulative total leave of absence for Association business for the Hospital in Geraldton, the Home Care Programme and the Nakina Clinic shall not exceed forty (40) days (including both full-time and part-time nurses) during the calendar year, subject to the following conditions:

- (a) request for leave shall be made in writing at least three (3) weeks prior to the commencement of the leave, except in unusual circumstances;
- (b) no more than two (2) nurses shall be given leave at the same time;

(c) the granting of the leave may be affected by staffing requirements for the time of the requested leave. The Director of Nursing may then limit the number of nurses absent at one time to no more than one (1) nurse from a unit or work area. Such limitation shall not be unreasonably exercised.

D.2 The number of nurses that may be absent from the Hospital on pre-paid leave at one time shall be one (1) full-time and one (1) part-time.

ARTICLE E - MISCELLANEOUS

E.1 Bulletin Boards

The Hospital will provide the Association with bulletin board space.

E.2 Payment of Wages

The Hospital agrees that wages will be paid on a regular bi-weekly basis every second Friday. When a paid holiday falls on that day, wages will be paid one day in advance.

E.3 Seniority Lists

The seniority list as provided for in the Central Agreement will be posted twice per year by April 1st and October 1st.

E.4 The Hospital will notify the President of the Local Nurses' Association of the names of all nurses off work due to a work related injury or illness (whether or not the nurses are in receipt of W.C.B. benefits) and those on L.T.D. by the 15th of each month in which there are nurses absent for such reasons.

E.5 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.

E.6 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.

ARTICLE F - SCHEDULING OF HOURS

- F.1 The following scheduling regulations for the Hospital will be observed:
- (a) Nurses will not be scheduled to work more than seven (7) consecutive tours of work. Premium pay shall be paid for each subsequent consecutive tour worked in excess of seven (7) until one (1) day off is given,
 - (b) In any two (2) week period, at least four (4) days off must be scheduled. At least two (2) days off must be consecutive. The remaining two (2) days off may be split.
 - (c) The nursing schedule will be posted by the fifteenth day of the preceding month and will cover a one (1) month period. Requests for changes in posted time schedules must be submitted for approval in writing to the Director of Nursing, or her designate, and must be co-signed by the nurse willing to change days off or days of work.
 - (d) The Hospital will schedule one (1) weekend off in three (3) and will endeavour to schedule one (1) weekend off in two (2). A nurse will receive premium pay as outlined in the Central Agreement for all hours worked on a third 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 requested weekend work: or
 - (iii) such weekend is worked as the result of an exchange of shifts with another nurse.
 - (e) A weekend shall consist of at least fifty-six (56) hours starting no later than the end of the Friday evening tour and ending no sooner than the beginning of the Monday day tour.
 - (f) A nurse will be scheduled off work for not less than five (5) consecutive days at either Christmas or New Year's. The foregoing shall not apply in those areas where nurses do not normally work on weekends and paid holidays. The scheduling

regulations listed in Article F.1 other than F.1 (f) may be waived between December 15th and January 15th.

For the purposes of this clause, Christmas shall include December 24th, December 25th and December 26th and New Year's shall include December 31st and January 1st.

If more nurses request a specific time period than can have it, time will be scheduled so that nurses are given the opposite time to what they received the year before.

- (g) The Hospital will not schedule split tours.
- (h) No less than two (2) consecutive tours shall be scheduled off between tour changes, and at least forty-eight (48) hours will be scheduled off after night duty when changing to another tour. Except where the nurse agrees to such short change, premium pay will be paid for the first tour worked as the result of such short change.
- (i) Nurses will not be required to rotate on more than two (2) tours of duty, except in unusual circumstances.
- (j) Requests for specific days off must be submitted in writing no less than two (2) weeks in advance of the posting date of the schedule which covers the requested time off. Nurses will be advised in writing within five (5) days of receipt of the request whether or not the request is granted.

F.2 Nurses working in the Hospital, Home Care or the Nakina Clinic will not be scheduled to work in another section of the Employer's operation unless they so request it and the Hospital approves it.

F.3 The night shift shall be considered the first shift of the day for eight (8) hour tours.

F.4 Where a nurse chooses equivalent time off as provided in Article 14.09, such time off must be taken at a mutually agreeable time within sixty (60) calendar days of the date the overtime was worked or payment in accordance with Article 14.09 shall be made.

ARTICLE G - VACATIONS

- G.1** The vacation year shall be from April 1st in any year to March 31st of the following year. The date for determining vacation entitlement shall be the March 31st prior to the vacation year.
- G.2** Subject to **G.4** vacations may be taken at any time of the year and will be scheduled as follows:
- (i) vacation request lists including the amount of vacation owing to each nurse shall be posted in each area on April 1st of each year and remain posted until May 1st. Nurses will write their requests for vacation time off in the vacation year on the posted list. Vacation requests in the Hospital, Home Care and the Nakina Clinic areas will be separate from each other area. A list of approved vacations will be posted in each area no later than May 15th of each year. In cases of conflict, seniority will govern. It is understood that the Hospital may set reasonable limits regarding the number of nurses off on vacation at one time:
 - (ii) vacations requested on or after May 1st in any year will be granted on a first come basis. Vacation requests will be submitted in writing no later than six (6) weeks prior to the time requested, except in unusual circumstances. The Hospital will reply in writing within one (1) week of receipt of the request;
 - (iii) vacation may be commenced on any day of the week; and
 - (iv) vacations must be taken in periods of not less than five (5) consecutive working days.
- G.3** Vacations may not normally be accumulated from one (1) year to the next but must be taken each vacation year unless otherwise arranged with the Director of Nursing and the Chief Executive Officer.
- G.4** Vacation will only be granted during the Christmas and New Year's holiday period (December 15th to January 15th)

provided the Hospital is adequately staffed during this period.

- G.5 Prior to leaving on vacation, a nurse shall be notified of the date and tour on which she will be required to report for work following her vacation or such information shall be on the posted schedule prior to leaving on vacation.

ARTICLE H - PAID HOLIDAYS

- H.1 In accordance with the Central Agreement, the following are designated as holidays:

New Year's Day	Civic Holiday
3rd Monday in February	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day (July 1st)	Boxing Day

- H.2 When a nurse qualifies for lieu days, the lieu day shall be granted within the period of ninety (90) days following the holiday. Such lieu day shall be by mutual agreement. If not mutually agreed, the nurse will be paid in accordance with the Central Agreement.
- H.3 A tour that begins or ends during the twenty-four (24) hour period of the paid holiday where the majority of hours worked falls within the holiday shall be deemed to be work performed on the holiday for the full period of the tour.
- H.4 The Hospital will endeavour to share time off on paid holidays equally among full-time nurses.
- H.5 A request for lieu days off must be requested in writing at least one (1) week in advance of the requested time off, except in unusual circumstances. The Hospital will respond in writing no later than five (5) days after submission of the request.

ARTICLE I - EXTENDED TOURS

I.1 Objective

To establish extended tours for Registered and Graduate Nurses on any unit in the Hospital.

I.2 Introduction of Extended Tours

- (a) Extended tours shall be introduced into any unit when:
- (i) eighty percent (80%) of the nurses affected so indicate by secret ballot; and
 - (ii) the Hospital agrees to implement extended tours; such agreement shall not be withheld in an unreasonable or arbitrary manner.
- (b) Trial Period

The parties agree that a trial period for extended tours will be up to six (6) months. During or before the end of the trial period, the schedule and the system will be evaluated separately by both nursing administration and the nurses. Extended tours will be continued if eighty percent (80%) of the nurses affected so indicate by secret ballot cast at the end of the trial period and upon agreement of the Hospital; such agreement shall not be withheld in an arbitrary or unreasonable manner.

I.3 Discontinuation of Extended Tours

- (a) Extended tours may be discontinued in any unit when:
- (i) eighty percent (80%) of the nurses affected so indicate by secret ballot; or
 - (ii) the Hospital because of:
 - (1) adverse affects on patient care, or
 - (2) inability to provide a workable staffing schedule, or
 - (3) financial constraints, or
 - (4) any other reason pertaining to the Hospital's responsibilities in operating the Hospital which is neither unreasonable nor arbitrary,

states its intention in writing to the Association to discontinue extended tours.

- (b) When notice of discontinuation is given by either party in accordance with paragraph (a) above:
- (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 extended tours will be discontinued, affected nurses shall be given sixty (60) days' notice before the schedules are so amended.

I.4 Participation

All full-time and part-time nurses falling within the bargaining units on the unit will, as a condition of employment, be required to work extended tours on a rotating basis in accordance with the unit's posted schedules. This will not apply to any nurse who is scheduled to work permanent days or who is scheduled to work less than a full extended tour.

I.5 The terms and conditions of the Collective Agreement apply except as amended below:

(a) Hours of Work

An extended tour on a unit shall consist of twelve (12) hours and normal tour hours will be from 0730 to 1930 and 1930 to 0730. Should a seven and one-half (7½) hour tour be scheduled, the normal tour hours will be:

0000 - 0800
0800 - 1600
1600 - 0000

(b) Meal and Rest Periods

Normally, the paid and unpaid time will be scheduled as follows:

two (2) fifteen minute paid rest periods; and

two (2) thirty minute meal periods of which fifteen (15) minutes will be paid.

(c) Scheduling

- (1) nurses will be scheduled every second weekend off. A nurse will receive the premium pay as provided in Article 14.03 for all hours worked on a second and additional, if any, 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.
- (2) nurses will not be scheduled to work more than three (3) consecutive extended tours. If a nurse works more than three (3) consecutive extended tours at the request of the Hospital, she shall receive the premium pay as provided in Article 14.03 for all hours worked until she receives a day off.
- (3) the day shift shall be considered the first shift of the day for purposes of the extended tour schedule.
- (4) the following scheduling clauses from both Collective Agreements shall not apply to extended tour scheduling:
- F.1 (a),
 - F.1 (d) and
 - F.3.

ARTICLE J - JOB-SHARING

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:

- J.1 Job-sharing requests with regard to full-time positions shall be considered on an individual basis.
- J.2 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 of Nursing or designate.

J.3 The above schedules shall conform with the scheduling provisions of the Full-Time Collective Agreement.

J.4 Each job-sharer may exchange shifts with her partner, as well as with other nurses as provided by the Collective Agreement.

J.5 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.

J.6 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 Director of Nursing or designate must be notified to book coverage. Job-sharers are not required to cover for their partner in the case of prolonged or extended absences.

J.7 Vacation, Maternity Leave and Other Leaves Pursuant to Article 11 of the Central Full-Time and Part-Time Agreements:

In the event that one (1) member of the job-sharing arrangement goes on any of the above leaves of absence, the coverage will be negotiated with the Director of Nursing or designate, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

J.8 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.

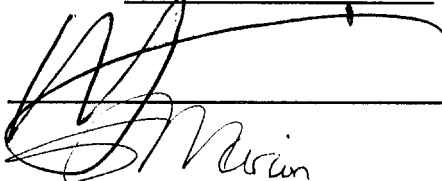
J.9 If one (1) of the job-sharers leaves the arrangement, her position will be posted. If there is not successful applicant to the position, the shared position must revert to a full-time position. The remaining nurse will have the option of continuing the full-time position or reverting to a part-time 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 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.

DATED at Geraldton, Ontario, this 11 day of January, 1996, 1995.

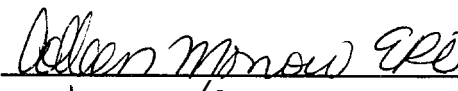
FOR THE HOSPITAL



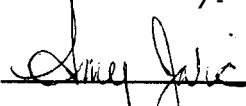
J. Merin

Bill Pawlson

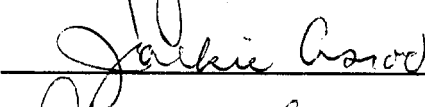
FOR THE ASSOCIATION




Allan Monow CEO



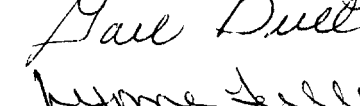
Amy Jovic




Jackie Asaad



Payette Leary



Gail Bull



Wynne Sullivan

APPENDIX 4

GERALDTON DISTRICT HOSPITAL INC.
(Nakina Clinic)

SUPERIOR CONDITIONS

1. A nurse will be paid time and one-half for an ambulance trip if the time required for the total trip is in excess of the nurse's regular shift. It is understood that the nurse will be paid as if she completed her return in the most expeditious manner available.

APPENDIX 5

APPENDIX

ON

LOCAL ISSUES

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(Nakina Clinic)
(hereinafter called the "**Hospital**")

AND :

ONTARIO NURSES' ASSOCIATION
(hereinafter called the "**Association**")

FULL-TIME

ARTICLE A - RECOGNITION

- A.1 The Hospital recognizes the Association as the sole and exclusive bargaining agent of all Registered and Graduate Nurses employed in a nursing capacity by Geraldton District Hospital Inc. in Geraldton, Longlac and Nakina, save and except supervisors, persons above the rank of supervisor and persons regularly employed for not more than twenty-four (**24**) hours per week.
- A.2 The word "**nurses**" when used in this Agreement shall mean persons included in the bargaining unit as set out in A.1 above and who work in the Nakina Clinic.

ARTICLE B - MANAGEMENT RIGHTS

- B.1 The Association recognizes that the management of the Geraldton District Hospital Inc. and the direction of the working force are fixed exclusively with the Hospital and shall remain 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 suspension, discipline or discharge without just cause may be the subject of a grievance and be dealt with as hereinafter provided;
- (c) determine in the interest of efficient operation and high standards of service, hours of work, job rating and classification, work assignments, 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) 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.

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

ARTICLE C - ASSOCIATION COMMITTEES AND REPRESENTATIVES

C.1 The parties agree that nurse representatives and committee members as provided for in the Central Agreement may be from either the full-time or part-time bargaining unit and shall represent both bargaining units.

The Hospital shall recognize the following representatives and committee members:

(a) Nurse Representatives

One (1) nurse representative.

(b) Grievance Committee

Two (2) nurses, one (1) of whom is full-time and one (1) of whom is part-time.

(c) Negotiating Committee

Four (4) nurses, one (1) of whom is full-time from the Hospital, one (1) of whom is part-time from the Hospital, one (1) from Home Care and one (1) from the Nakina Clinic.

(d) Hospital-Association Committee

Two (2) representatives of the Association and an equal number of representatives from the Hospital.

C.2 Association Interview

The interview period provided for in the Central Agreement will normally be scheduled during the newly employed nurse's orientation period. The Hospital will notify the Local Association of the date and time of the newly hired nurse's orientation period and the interview times shall be mutually agreed.

ARTICLE D - LEAVE OF ABSENCE

D.1 Association Business

As provided for in the Central Agreement, the cumulative total leave of absence for Association business for the Hospital in Geraldton, the Home Care Programme and the Nakina Clinic shall not exceed forty (40) days (including both full-time and part-time nurses) during the calendar year, subject to the following conditions:

- (a) request for leave shall be made in writing at least three (3) weeks prior to the commencement of the leave, except in unusual circumstances;
- (b) no more than two (2) nurses shall be given leave at the same time;
- (c) the granting of the leave may be affected by staffing requirements for the time of the requested leave. The Director of Nursing may then limit the number of nurses absent at one time to no more than one (1) nurse from a unit or work area. Such limitation shall not be unreasonably exercised.

- D.2 The number of nurses that may be absent from the Nakina Clinic on pre-paid leave at one time shall be one (1) nurse, whether full-time or part-time.

ARTICLE E - MISCELLANEOUS

E.1 Bulletin Boards

The Hospital will provide the Association with bulletin board space.

E.2 Payment of Wages

The Hospital agrees that wages will be paid on a regular bi-weekly basis every second Friday. When a paid holiday falls on that day, wages will be paid one day in advance.

E.3 Seniority Lists

The seniority list as provided for in the Central Agreement will be posted twice per year by April 1st and October 1st.

- E.4 The Hospital will notify the President of the Local Nurses' Association of the names of all nurses off work due to a work related injury or illness (whether or not the nurses are in receipt of W.C.B. benefits) and those on L.T.D. by the 15th of each month in which there are nurses absent for such reasons.

- E.5 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.

- E.6 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.

ARTICLE F - SCHEDULING OF HOURS

- F.1 The following scheduling regulations will be observed:

- (a) Nurses will not be scheduled to work more than five (5) tours in a row, Monday to Friday. The nurses will continue to work a flexible schedule.
- (b) The Hospital will schedule one (1) weekend off in three (3) and will endeavour to schedule one (1) weekend off in two (2). A nurse will receive premium pay as outlined in the Central Agreement for all hours worked on a third 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 requested weekend work; or
 - (iii) such weekend is worked as the result of an exchange of shifts with another nurse.

F.2 Nurses working in the Hospital, Home Care or the Nakina Clinic will not be scheduled to work in another section of the Employer's operation unless they so request it and the Hospital approves it.

F.3 The night shift shall be considered the first shift of the day for eight (8) hour tours.

F.4 Where a nurse chooses equivalent time off as provided in Article 14.09, such time off must be taken at a mutually agreeable time within sixty (60) calendar days of the date the overtime was worked or payment in accordance with Article 14.09 shall be made.

F.5 Those nurses presently taking part in a job-sharing arrangement shall be entitled to continue in a job-sharing situation. If one of the job-sharers leaves and the remaining nurse wishes to continue to job-share, the vacant position shall be posted in accordance with Article 10.06 Full-Time and 10.05 Part-Time of the Collective Agreement.

If the vacancy cannot be filled internally, the remaining nurse shall be offered the full-time position being shared prior to it being posted or advertised externally.

If she does not wish to work full-time she shall be entitled to exercise her rights under the lay-off provisions of the Collective Agreement.

ARTICLE G - VACATIONS

- G.1 The vacation year shall be from April 1st in any year to March 31st of the following year. The date for determining vacation entitlement shall be the March 31st prior to the vacation year.
- G.2 Subject to G.4 vacations may be taken at any time of the year and will be scheduled as follows:
- (i) vacation request lists including the amount of vacation owing to each nurse shall be posted in each area on April 1st of each year and remain posted until May 1st. Nurses will write their requests for vacation time off in the vacation year on the posted list. Vacation requests in the Hospital, Home Care and the Nakina Clinic areas will be separate from each other area. A list of approved vacations will be posted in each area no later than May 15th of each year. In cases of conflict, seniority will govern. It is understood that the Hospital may set reasonable limits regarding the number of nurses off on vacation at one time;
 - (ii) vacations requested on or after May 1st in any year will be granted on a first come basis. Vacation requests will be submitted in writing no later than six (6) weeks prior to the time requested, except in unusual circumstances. The Hospital will reply in writing within one (1) week of receipt of the request;
 - (iii) vacation may be commenced on any day of the week; and
 - (iv) vacations must be taken in periods of not less than five (5) consecutive working days.
- G.3 Vacations may not normally be accumulated from one (1) year to the next but must be taken each vacation year unless otherwise arranged with the Director of Nursing and/or the Executive Director.
- G.4 Vacation will only be granted during the Christmas and New Year's holiday period (December 15th to January 15th)

provided the Hospital is adequately staffed during this period.

- G.5 Prior to leaving on vacation, a nurse shall be notified of the date and tour on which she will be required to report for work following her vacation or such information shall be on the posted schedule prior to leaving on vacation.

ARTICLE H - PAID HOLIDAYS

- H.1 In accordance with the Central Agreement, the following are designated as holidays:

New Year's Day	Civic Holiday
3rd Monday in February	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day (July 1st)	Boxing Day

- H.2 When a nurse qualifies for lieu days, the lieu day shall be granted within the period of ninety (90) days following the holiday. Such lieu day shall be by mutual agreement. If not mutually agreed, the nurse will be paid in accordance with the Central Agreement.
- H.3 A tour that begins or ends during the twenty-four (24) hour period of the paid holiday where the majority of hours worked falls within the holiday shall be deemed to be work performed on the holiday for the full period of the tour.
- H.4 The Hospital will endeavour to share time off on paid holidays equally among full-time nurses.
- H.5 A request for lieu days off must be requested in writing at least one (1) week in advance of the requested time off, except in unusual circumstances. The Hospital will respond in writing no later than five (5) days after submission of the request.

ARTICLE I - JOB-SHARING

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:

- I.1 Job-sharing requests with regard to full-time positions shall be considered on an individual basis.
- I.2 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 on the Unit.
- I.3 The above schedules shall conform with the scheduling provisions of the Full-Time Collective Agreement.
- I.4 Each job-sharer may exchange shifts with her partner, as well as with other nurses as provided by the Collective Agreement.
- I.5 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.
- I.6 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.
- I.7 Vacation, Maternity Leave and Other Leaves Pursuant to Article 11 of the Central Full-Time and Part-Time Agreements:
- In the event that one (1) 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.
- I.8 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.

I.9 If one (1) of the job-sharers leaves the arrangement, her position will be posted. If there is not 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 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.

DATED at Geraldton, Ontario, this 11 day of January, 1996, 1995.

FOR THE HOSPITAL

Naron

All Pauline

FOR THE ASSOCIATION

Monow ERD

Amy Jolic

Jackie Aswad

Paulette Leguyer

Gail Dull

Hymme Shelton

APPENDIX 5

APPENDIX

ON

LOCAL ISSUES

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(Home Care Programme)
(hereinafter called the "Hospital")

AND :

ONTARIO NURSES' ASSOCIATION
(hereinafter called the "**Association**")

FULL-TIME

ARTICLE A - RECOGNITION

- A.1 The Hospital recognizes the Association as the sole and exclusive bargaining agent of all Registered and Graduate Nurses employed in a nursing capacity by Geraldton District Hospital Inc. in Geraldton, Longlac and Nakina, save and except supervisors, persons above the rank of supervisor and persons regularly employed for not more than twenty-four (24) hours per week.
- A.2 The word "**nurses**" when used in this Agreement shall mean persons included in the bargaining unit as set out in A.1 above and who work in the Home Care Programme.

ARTICLE B - MANAGEMENT RIGHTS

- B.1 The Association recognizes that the management of the Geraldton District Hospital Inc. and the direction of the working force are fixed exclusively with the Hospital and shall remain 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 suspension, discipline or discharge without just cause may be the subject of a grievance and be dealt with as hereinafter provided;
- (c) determine in the interest of efficient operation and high standards of service, hours of work, job rating and classification, work assignments, 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) 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.

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

ARTICLE C - ASSOCIATION COMMITTEES AND REPRESENTATIVES

C.1 The parties agree that nurse representatives and committee members as provided for in the Central Agreement may be from either the full-time or part-time bargaining unit and shall represent both bargaining units.

The Hospital shall recognize the following representatives and committee members:

(a) Nurse Representatives

One (1) nurse representative.

(b) Grievance Committee

Two (2) nurses, one (1) of whom is full-time and one (1) of whom is part-time.

(c) Negotiating Committee

Four (4) nurses, one (1) of whom is full-time from the Hospital, one (1) of whom is part-time from the Hospital, one (1) from Home Care and one (1) from the Nakina Clinic.

(d) Hospital-Association Committee

Two (2) representatives of the Association and an equal number of representatives from the Hospital.

C.2 Association Interview

The interview period provided for in the Central Agreement will normally be scheduled during the newly employed nurse's orientation period. The Hospital will notify the Local Association of the date and time of the newly hired nurse's orientation period and the interview times shall be mutually agreed.

ARTICLE D - LEAVE OF ABSENCE

D.1 Association Business

As provided for in the Central Agreement, the cumulative total leave of absence for Association business for the Hospital in Geraldton, the Home Care Programme and the Nakina Clinic shall not exceed forty (40) days (including both full-time and part-time nurses) during the calendar year, subject to the following conditions:

- (a) request for leave shall be made in writing at least three (3) weeks prior to the commencement of the leave, except in unusual circumstances;
- (b) no more than two (2) nurses shall be given leave at the same time;
- (c) the granting of the leave may be affected by staffing requirements for the time of the requested leave. The Director of Nursing may then limit the number of nurses absent at one time to no more than one (1) nurse from a unit or work area. Such limitation shall not be unreasonably exercised.

- D.2 The number of nurses that may be absent from the Home Care on pre-paid leave at one time shall be one (1) full-time and one (1) part-time.

ARTICLE E - MISCELLANEOUS

E.1 Bulletin Boards

The Hospital will provide the Association with bulletin board space.

E.2 Payment of Wages

The Hospital agrees that wages will be paid on a regular bi-weekly basis every second Friday. When a paid holiday falls on that day, wages will be paid one day in advance.

E.3 Seniority Lists

The seniority list as provided for in the Central Agreement will be posted twice per year by April 1st and October 1st.

- E.4 A nurse required to use her automobile for work will be compensated at the rate of thirty-six cents (36c) per kilometre. Effective April 1, 1992, increase the rate to thirty-nine cents (39c) per kilometre. Mileage distances will be calculated in accordance with the present practice.

- E.5 The Hospital will notify the President of the Local Nurses' Association of the names of all nurses off work due to a work related injury or illness (whether or not the nurses are in receipt of W.C.B. benefits) and those on L.T.D. by the 15th of each month in which there are nurses absent for such reasons.

- E.6 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.

- E.7 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.

ARTICLE F - SCHEDULING OF HOURS

- F.1 The following scheduling regulations will be observed:
- (a) The Hospital will schedule one (1) weekend off in three (3) and will endeavour to schedule one (1) weekend off in two (2). A nurse will receive premium pay as outlined in the Central Agreement for all hours worked on a third and subsequent consecutive weekend, save and except where:
 - (i) such weekend has been worked by a nurse to satisfy days off requested by such nurse:
 - (ii) such nurse requested weekend work: or
 - (iii) such weekend is worked as the result of an exchange of shifts with another nurse.
 - (b) A weekend shall consist of at least fifty-six (56) hours starting no later than the end of the Friday evening tour and ending no sooner than the beginning of the Monday day tour.
 - (c) Nurses will not be scheduled to work more than seven (7) consecutive tours of work. Premium pay shall be paid for each subsequent consecutive tour worked in excess of seven (7) until one (1) day off is given.
 - (d) In any two (2) week period at least four (4) days off must be scheduled. At least two (2) days off must be consecutive. The remaining two (2) days off may be split.
 - (e) The nursing schedule will be posted by the fifteenth day of the preceding month and will cover a one (1) month period. Requests for changes in posted time schedules, must be submitted for approval in writing to the Director of Nursing, or her designate, and must be co-signed by the nurse willing to change days off or days of work.
 - (f) A nurse will be scheduled off work for not less than five (5) consecutive days at either Christmas or New Year's. The foregoing shall not apply unless the nurse has been scheduled to work weekends and paid holidays over Christmas and/or New Year's. The scheduling regulations listed in

Article F.1 (g) may be waived between December 15th and January 15th.

For the purposes of this clause, Christmas shall include December 24th, December 25th and December 26th and New Year's shall include December 31st and January 1st.

If more nurses request a specific time period than can have it, time will be scheduled so that nurses are given the opposite time to what they received the year before.

- (g) Requests for specific days off must be submitted in writing no less than two (2) weeks in advance of the posting date of the schedule which covers the requested time off. Nurses will be advised in writing within five (5) days of receipt of the request whether or not the request is granted.

F.2 Nurses working in the Hospital, Home Care or the Nakina Clinic will not be scheduled to work in another section of the Employer's operation unless they so request it and the Hospital approves it.

F.3 The night shift shall be considered the first shift of the day for eight (8) hour tours.

F.4 Where a nurse chooses equivalent time off as provided in Article 14.09, such time off must be taken at a mutually agreeable time within sixty (60) calendar days of the date the overtime was worked or payment in accordance with Article 14.09 shall be made.

F.5 (i) The Home Care nurses in conjunction with the Nursing Supervisor are mutually responsible for scheduling visits on a weekly basis.

(ii) Travel time will be considered time worked and will be paid for at the nurse's appropriate rate.

ARTICLE G - VACATIONS

G.1 The vacation year shall be from April 1st in any year to March 31st of the following year. The date for determining vacation entitlement shall be the March 31st prior to the vacation year.

- G.2** Subject to G.4 vacations may be taken at any time of the year and will be scheduled as follows:
- (i) vacation request lists including the amount of vacation owing to each nurse shall be posted in each area on April 1st of each year and remain posted until May 1st. Nurses will write their requests for vacation time off in the vacation year on the posted list. Vacation requests in the Hospital, Home Care and the Nakina Clinic areas will be separate from each other area. A list of approved vacations will be posted in each area no later than May 15th of each year. In cases of conflict, seniority will govern. It is understood that the Hospital may set reasonable limits regarding the number of nurses off on vacation at one time;
 - (ii) vacations requested on or after May 1st in any year will be granted on a first come basis. Vacation requests will be submitted in writing no later than six (6) weeks prior to the time requested, except in unusual circumstances. The Hospital will reply in writing within one (1) week of receipt of the request;
 - (iii) vacation may be commenced on any day of the week: and
 - (iv) vacations must be taken in periods of not less than five (5) consecutive working days.
- G.3** Vacations may not normally be accumulated from one (1) year to the next but must be taken each vacation year unless otherwise arranged with the Director of Nursing and/or the Executive Director.
- G.4** Vacation will only be granted during the Christmas and New Year's holiday period (December 15th to January 15th) provided the Hospital is adequately staffed during this period.
- G.5** Prior to leaving on vacation, a nurse shall be notified of the date and tour on which she will be required to report for work, following her vacation or such information shall be on the posted schedule prior to leaving on vacation.

ARTICLE H - PAID HOLIDAYS

H.1 In accordance with the Central Agreement, the following are designated as holidays:

New Year's Day	Civic Holiday
3rd Monday in February	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day (July 1st)	Boxing Day

H.2 When a nurse qualifies for lieu days, the lieu day shall be granted within the period of ninety (90) days following the holiday. Such lieu day shall be by mutual agreement. If not mutually agreed, the nurse will be paid in accordance with the Central Agreement.

H.3 A tour that begins or ends during the twenty-four (24) hour period of the paid holiday where the majority of hours worked falls within the holiday shall be deemed to be work performed on the holiday for the full period of the tour.

H.4 The Hospital will endeavour to share time off on paid holidays equally among full-time nurses.

H.5 A request for lieu days off must be requested in writing at least one (1) week in advance of the requested time off, except in unusual circumstances. The Hospital will respond in writing no later than five (5) days after submission of the request.

ARTICLE I - JOB-SHARING

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:

I.1 Job-sharing requests with regard to full-time positions shall be considered on an individual basis.

I.2 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 of Nursing or designate.

I.3 The above schedules shall conform with the scheduling provisions of the Full-Time Collective Agreement.

I.4 Each job-sharer may exchange shifts with her partner, as well as with other nurses as provided by the Collective Agreement.

I.5 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.

I.6 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 Director of Nursing or designate must be notified to book coverage. Job-sharers are not required to cover for their partner in the case of prolonged or extended absences.

I.7 Vacation, Maternity Leave and Other Leaves Pursuant to Article 11 of the Central Full-Time and Part-Time Agreements:

In the event that one (1) member of the job-sharing arrangement goes on any of the above leaves of absence, the coverage will be negotiated with the Director of Nursing or designate, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

I.8 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.

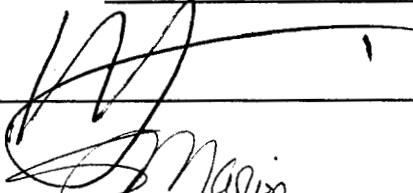
I.9 If one (1) of the job-sharers leaves the arrangement, her position will be posted. If there is not successful applicant to the position, the shared position must revert to a full-time position. The remaining nurse will have the option of continuing the full-time position or reverting to a part-time 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 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.

DATED at Geraldton, Ontario, this 11 day of January, 1996, ~~1995~~.

FOR THE HOSPITAL



Allan Parker

FOR THE ASSOCIATION

Aileen Monow ERO

Amy Juc

Jackie Asaad

Laurette Lequyer

Gail Buel

Nymme Sullivan

LETTER OF UNDERSTANDING

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(hereinafter called the "Hospital")

AND:

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

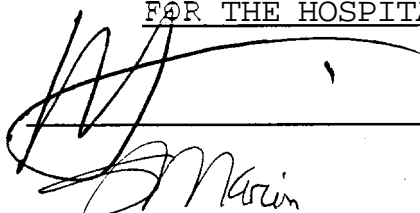
RE: THE APPLICATION OF ARTICLE 14.13 - FULL-TIME AND 14.12 - PART-TIME

The parties agree that the evening shift, including a 15 minute tag end for reporting purposes, ends at 0015. The parties further agree that so long as this circumstance continues to operate, a nurse leaving the Hospital at this normal end of shift time will not be entitled to claim under Article 14.13 Full-Time or 14.12 Part-Time of the Central Agreements.

A nurse who works overtime at the end of the evening shift would still be entitled to benefit under the above clauses.

DATED at Geraldton, Ontario, this 11 day of January, 1996, 1995.

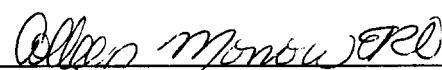
FOR THE HOSPITAL



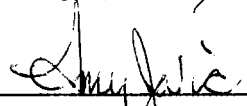
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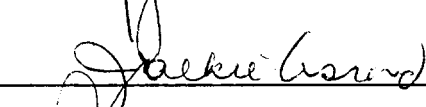
FOR THE ASSOCIATION



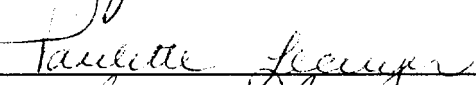
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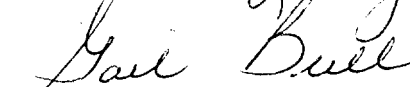
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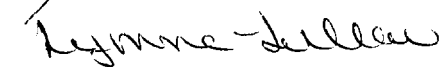
Jackie



Thelma



Gail



Lynne

LETTER OF UNDERSTANDING

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(hereinafter called the "Hospital")

AND :

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

The parties agree that the following regular part-time nurses presently take part in the Hospital Group Benefit Programme (excluding pension):

Pauline Taphorn

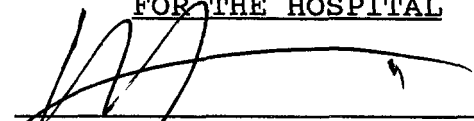
These nurses will be entitled to remain in the benefit group on the following conditions:


1. The nurse is responsible for paying 100% of the billed premiums.
2. These premium payments must be paid to the Hospital in advance of the Hospital being required to pay the insurer. (The Hospital will advise the nurses of the due dates for premiums).
3. Failure to pay the Hospital by the required date will automatically terminate the benefit(s) at the end of the period for which the nurse has already paid.


DATED at Geraldton, Ontario, this 1 day of January, 1996, 1995.

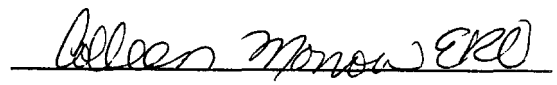
FOR THE HOSPITAL

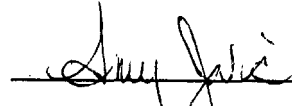
FOR THE ASSOCIATION

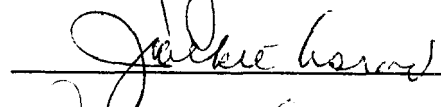


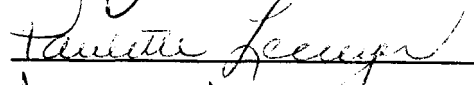












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LETTER OF UNDERSTANDING

BETWEEN :

GERALDTON DISTRICT HOSPITAL INC.
(hereinafter called the "Hospital")

AND :

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

RE: CHANGEOVER FROM DAYLIGHT SAVING TIME TO STANDARD TIME AND VICE
VERSA

The parties agree that when the changeover from Standard Time to Daylight Saving Time occurs, the nurses working the shift when the change occurs shall be paid for seven and one-half (7½) hours for the regular six and one-half (6½) hour tour. Similarly, when the changeover from Daylight Saving Time to Standard Time occurs, the affected nurses will be paid for seven and one-half (7½) hours for the regular (8½ hour) tour.

DATED at Geraldton, Ontario, this 11 day of January, 1996, 1995.

FOR THE HOSPITAL

[Signature]
J. Marion
Bill Paulson

FOR THE ASSOCIATION

Colleen Monowero
Shirley J. [Signature]
Judith [Signature]
Pauline [Signature]
Gail Bull
Terrence [Signature]

LETTER OF UNDERSTANDING

BETWEEN:

GERALDTON DISTRICT HOSPITAL INC.
(hereinafter called the "Hospital")

AND:

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

The parties agree to establish an Ad Hoc Scheduling Committee for developing a staff rotation to consider changing seven (7) tours to six (6) tours and weekend duration from fifty-six (56) to sixty-four (64) hours.

The Committee must operate under all current scheduling regulations within the Collective Agreement.

DATED at Geraldton, Ontario, this 11 day of January, 1996, 1995.

FOR THE HOSPITAL

[Signature]
Marion
A. Upton

FOR THE ASSOCIATION

Colleen Monow ERB
Amy Jolic
Jackie Broad
Paulette Leung
Gail Bull
Hymne Sullivan