

SOURCE	O.N.A		
EFF.	91	04	01
TERM.	92	03	31
No. OF EMPLOYEES	10		
NOMBRE D'EMPLOYÉS	10		

COLLECTIVE AGREEMENT

BETWEEN

SIOUX LOOKOUT DISTRICT HEALTH CENTRE
(hereinafter referred to as the "Hospital")

AND

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

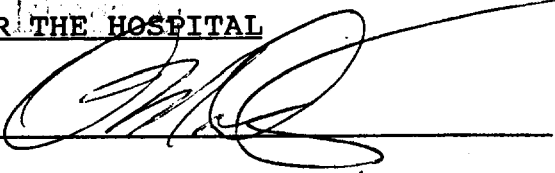
EXPIRY: MARCH 31, 1993

JAN 14 1993

12041001

DATED at Sioux Lookout, Ontario, this 4 day of Dec. , 1992.

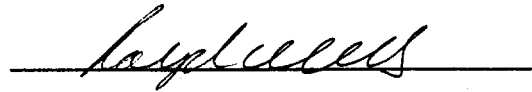
FOR THE HOSPITAL



M. Myrland

Bonnie Donnell

FOR THE ASSOCIATION



Margaret O'Donoghue

Myra Pollock

Debra L. Whalen

APPENDIX 3

SIoux LOOKOUT DISTRICT HEALTH CENTRE

FULL-TIME SALARIES

	<u>EFFECTIVE</u> <u>APRIL 1/91</u>		<u>EFFECTIVE</u> <u>OCT. 1/91</u>		<u>EFFECTIVE</u> <u>APRIL 1/92</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
<u>EDUCATION CO-ORDINATOR</u>						
Start	2945.25	18.13	2945.25	18.13	2945.25	18.13
After 1 Year	3102.12	19.09	3102.12	19.09	3102.12	19.09
After 2 Years	3171.12	19.52	3171.12	19.52	3234.00	19.90
After 3 Years	3323.81	20.45	3323.81	20.45	3413.65	21.00
After 4 Years	3458.57	21.28	3503.49	21.56	3593.32	22.11
After 5 Years	3593.34	22.11	3638.26	22.39	3773.01	23.22
After 6 Years	3728.08	22.94	3773.00	23.22	3997.58	24.60
After 7 Years	3862.82	23.77	3952.67	24.32	4222.16	25.98
After 8 Years	3997.58	24.60	4132.33	25.43	4446.75	27.36
After 9 Years	4132.33	25.43	4312.00	26.54	4671.33	28.75
<u>HEAD NURSE</u>						
Start	2903.71	17.87	2903.71	17.87	2903.71	17.87
After 1 Year	3064.42	18.56	3064.42	18.56	3064.42	18.86
After 2 Years	3132.27	19.28	3132.27	19.28	3194.38	19.66
After 3 Years	3284.97	20.22	3284.97	20.22	3373.76	20.76
After 4 Years	3422.32	21.06	3466.77	21.34	3555.66	21.88
After 5 Years	3552.99	21.87	3597.41	22.14	3730.65	22.96
After 6 Years	3681.73	22.66	3726.09	22.93	3947.88	24.30
After 7 Years	3811.95	23.46	3900.61	24.00	4166.56	25.64
After 8 Years	3944.94	24.28	4077.91	25.10	4388.19	27.00
After 9 Years	4077.91	25.10	4255.22	26.19	4609.81	28.37
<u>O.R./C.S.R. NURSE</u>						
Start	2790.59	17.17	2790.54	17.17	2790.59	17.17
After 1 Year	2939.83	18.09	2939.83	18.09	2939.83	18.09
After 2 Years	3015.49	18.56	3015.49	18.56	3075.29	18.93
After 3 Years	3165.34	19.48	3165.34	19.48	3250.89	20.01
After 4 Years	3297.84	20.29	3340.67	20.56	3426.33	21.09
After 5 Years	3428.68	21.10	3471.54	21.36	3600.12	22.16
After 6 Years	3555.16	21.88	3598.00	22.14	3812.16	23.46
After 7 Years	3681.51	22.66	3767.13	23.18	4023.98	24.76
After 8 Years	3809.95	23.45	3938.37	24.24	4238.04	26.08
After 9 Years	3938.38	24.24	4109.62	25.29	4452.08	27.60

APPENDIX 3 (Continued)

FULL-TIME SALARIES

	<u>EFFECTIVE</u> <u>APRIL 1/91</u>		<u>EFFECTIVE</u> <u>OCT. 1/91</u>		<u>EFFECTIVE</u> <u>APRIL 1/92</u>	
	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>	<u>Monthly</u>	<u>Hourly</u>
<u>REGISTERED NURSE</u>						
Start	2732.17	16.81	2732.17	16.81	2732.17	16.81
After 1 Year	2877.67	17.71	2877.67	17.71	2877.67	17.71
After 2 Years	2941.67	18.10	2941.67	18.10	3000.00	18.46
After 3 Years	3083.33	18.97	3083.33	18.97	3166.67	19.49
After 4 Years	3208.33	19.74	3250.00	20.00	3333.33	20.51
After 5 Years	3333.33	20.51	3375.00	20.77	3500.00	21.51
After 6 Years	3458.33	21.28	3500.00	21.54	3708.33	22.84
After 7 Years	3583.33	22.05	3666.67	22.56	3916.67	24.10
After 8 Years	3708.33	22.82	3833.33	23.59	4125.00	25.38
After 9 Years	3833.33	23.59	4000.00	24.62	4333.33	26.67
<u>GRADUATE NURSE</u>						
Start	2643.60	16.27	2643.60	16.27	2643.60	16.22

APPENDIX 3

SIOUX LOOKOUT DISTRICT HEALTH CENT

STRAIGHT TIME HOURLY SALARY RATES

	<u>EFFECTIVE</u> <u>APRIL 1/91</u>	<u>EFFECTIVE</u> <u>OCT. 1/91</u>	<u>EFFECTIVE</u> <u>APRIL 1/92</u>
	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>EDUCATION CO-ORDINATOR</u>			
Start	18.13	18.13	18.13
After 1 Year	19.09	19.09	19.09
After 2 Years	19.52	19.52	19.90
After 3 Years'	20.45	20.45	21.00
After 4 Years	21.28	21.56	22.11
After 5 Years	22.11	22.39	23.22
After 6 Years	22.94	23.22	24.60
After 7 Years	23.77	24.32	25.98
After 8 Years	24.60	25.43	27.36
After 9 Years	25.43	26.54	28.75
<u>HEAD NURSE</u>			
Start	17.87	17.87	17.87
After 1 Year	18.56	18.56	18.86
After 2 Years	19.28	19.28	19.66
After 3 Years	20.22	20.22	20.76
After 4 Years	21.06	21.34	21.88
After 5 Years	21.87	22.14	22.96
After 6 Years	22.66	22.93	24.30
After 7 Years	23.46	24.00	25.64
After 8 Years	24.28	25.10	27.00
After 9 Years	25.10	26.19	28.37
<u>O.R./C.S.R. NURSE</u>			
Start	17.17	17.17	17.17
After 1 Year	18.09	18.09	18.09
After 2 Years	18.56	18.56	18.93
After 3 Years	19.48	19.48	20.01
After 4 Years	20.29	20.56	21.09
After 5 Years	21.10	21.36	22.16
After 6 Years	21.88	22.14	23.46
After 7 Years	22.66	23.18	24.76
After 8 Years	23.45	24.24	26.08
After 9 Years	24.24	25.29	27.60

APPENDIX 3 (Continued)

STRAIGHT TIME HOURLY RATES

	<u>EFFECTIVE</u> <u>APRIL 1/91</u>	<u>EFFECTIVE</u> <u>OCT. 1/91</u>	<u>EFFECTIVE</u> <u>APRIL 1/92</u>
	<u>Hourly</u>	<u>Hourly</u>	<u>Hourly</u>
<u>REG STERE NURSE</u>			
Start	16.81	16.81	16.81
After 1 Year	17.71	17.71	17.71
After 2 Years	18.10	18.10	18.46
After 3 Years	18.97	18.97	19.49
After 4 Years	19.74	20.00	20.51
After 5 Years	20.51	20.77	21.51
After 6 Years	21.28	21.54	22.84
After 7 Years	22.05	22.56	24.10
After 8 Years	22.82	23.59	25.38
After 9 Years	23.59	24.62	26.67

GRADUATE NURSE

Start	16.27	16.27	16.22
-------	-------	-------	-------

APPENDIX 4

SIOUX LOOKOUT DISTRICT HEALTH CENTRE

SUPERIOR CONDITIONS

1. Seniority List

Each seniority list provided under Article **10.10** NOTE 2 shall include the starting date and accumulated seniority to date.

2. Ambulance Escort

In accordance with the NOTE to Article **14.11** of the Full-Time Collective Agreement, where the number of hours spent by a full-time nurse in return travel on ambulance escort duties are such that the nurse's daily or weekly regular hours are exceeded, such excess hours shall be paid at time and one-half the nurse's hourly rate. If these excess hours are worked on a paid holiday, the nurse will be paid at double time as per Article 14.04 of the Award.

3. Paid Holidays

- (a) In accordance with the NOTE to Article **15.01** of the Part-Time Award, the following paid holidays shall be recognized by the Hospital:

New Year's Day	August Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Canada Day	Remembrance Day
Christmas Day	2nd Monday in February
Boxing Day	- or Heritage Day if so proclaimed

- (b) If a part-time nurse works on any of the aforementioned designated holidays she shall be paid at time and one-half her regular straight time hourly rate for all hours worked on such holiday. Part-time nurses meeting the qualifications of the Employment Standards Act 1974, shall be paid in accordance with the terms of that Act for those statutory holiday⁸ set out by the Ministry of Labour and will be paid time and one-half for the remaining paid holidays recognized under this Agreement.

4. Vacations

Part-time nurses shall receive vacation pay in accordance with the following schedule, with payment made on December 31st pay period unless otherwise requested:

0 - 200 tours worked	- 4%
200 - 600 tours worked	- 6%
over 600 tours worked	- 8%

APPENDIX 5

APPENDIX

Oh

LOCAL ISSUES

BETWEEN :

SIOUX LOOKOUT DISTRICT HEALTH CENTRE
(hereinafter referred to as the "Hospital")

AND:

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

ARTICLE A - RECOGNITION

- A.1 The Hospital agrees to recognize the Association as the sole bargaining agent for all registered nurses and graduate nurses employed by the Hospital, save and except Supervisors and persons above the rank of Supervisor.
- A.2 Both parties agree that; the classification Head Nurse is included in the bargaining unit. However, if in the future, functions of this position are altered, the Association and the Hospital may re-negotiate the inclusion or exclusion of the Head Nurse classification in the bargaining unit.

ARTICLE B - MANAGEMENT RIGHTS

- B.1 The Association acknowledges that it is the exclusive function of the Hospital to:
- (a) maintain order, discipline and efficiency and to establish and ,enforce reasonable rules and regulations governing the conduct of nurses which rules and regulations are primarily designed to safeguard the interests of the patients in the Hospital. The Hospital will furnish the Association with copies of the published Hospital rules and regulations prior to posting same on the bulletin boards;
 - (b) hire, retire, discharge, transfer, promote, demote, classify, direct,, assign, lay-off, suspend or otherwise discipline a nurse for cause provided that

a claim of unjust promotion, demotion or transfer or a claim that a nurse has been unjustly discharged or disciplined may be the subject of a grievance and may be dealt with as hereinafter provided;

- (c) generally to operate the Hospital in an efficient manner consistent with the obligations of the Hospital to the public and the community served; it being understood and agreed that the Hospital will retain all functions of management inherent in it as the Employer: to determine the kinds and locations of machines, equipment to be used, the allocation and number of nurses and other employees required from time to time, and all other matters concerning the Hospital's operation, save and except only such functions as are specifically modified and altered in this Agreement;
- (d) the Hospital agrees that these functions will be exercised in a manner consistent with the provisions of this Agreement and a claim that the Hospital has exercised any of these rights in a manner inconsistent with any of the provisions of this Agreement shall be the subject of a grievance.

ARTICLE C - INTERPRETATIONS

- C.1 The word "nurse" or "nurses" where used shall mean only the nurse employees in the bargaining unit covered by Article A.
- C.2 "Tour" means consecutive working hours scheduled for a nurse. The day, measured on a midnight to midnight basis, during which the majority of the hours of a tour are worked shall determine the calendar day to which the tour belongs.
- C.3 "Supervisor" or "Immediate Supervisor" when used in this Agreement, shall mean the first supervisory level excluded from the bargaining unit.

ARTICLE D - COMMITMENT OF REGULAR PART-TIME NURSES

- D.1 Regular part-time nurses shall be available for work on the following basis:
 - (a) must be available for a pre-scheduling of at least two (2) tours per week:
 - (b) must be available for scheduling two (2) weekends in three (3);
 - (c) must be available for scheduling on four (4) paid

holidays;

- (d) must be available for scheduling either at Christmas or New Year's.

ARTICLE E - COMMITTEES AND REPRESENTATIVES

E.1 Grievance Committee

The Association may elect or otherwise select two (2) nurse representatives.,

E.2 Negotiating Committee

The Hospital recognizes a committee of three (3) nurse employees who shall act as a Negotiating Committee.

E.3 Hospital-Association Committee

The Committee shall be composed of three (3) nurses to act on behalf of the local Association and three (3) representatives of the Hospital.

E.4 Nurse Representative

The Employer will recognize one (1) nurse representative or an alternate. The Association is to provide to the Hospital the name of this representative on an annual basis.

ARTICLE F - INTERVIEW OF NEW NURSES

- F.1 It is agreed that a representative of the Association will be allowed to interview new nurses during their orientation period.

ARTICLE G - SENIORITY LISTS

- G.1 Seniority lists shall be supplied to the Association by the Hospital in March and September in each year.

ARTICLE H - PAYROLL DEPOSITS

- H.1 Payrolls are prepared bi-weekly. On the Thursday following cut-off date the Hospital, through the bank, will deposit the employee's net earnings into the bank account designated by the employee. Each employee will provide the Hospital Payroll Office with the name of the local bank and account number into which they wish the net earnings deposited. The bank will allow each employee one free withdrawal each bi-weekly pay period

with said withdrawal not before banking hours on the Friday following payroll deposit day.

- H.2 Each employee will be provided with a pay statement each bi-weekly pay period showing gross earnings, deductions and net earnings. These pay statements may be picked up at the Hospital Business Office during normal office hours, any time after 1230 hours on the Thursday following payroll deposit day.
- H.3 Payroll deposit day may be delayed when a paid holiday interferes with the preparation of payrolls and pay records.

ARTICLE I - SCHEDULING

- I.1 The Hospital agrees that it will not require a nurse to work more than six (6) consecutive shifts on afternoon or night shift or more than seven (7) shifts on day shift without her consent. Days off shall be scheduled consecutively unless otherwise mutually agreed.
- I.2 Work schedules shall be posted two weeks in advance of the effective date of the schedule. Work schedules may be subject to change due to illness, leave of absence, termination or other reasonable cause, and every attempt shall be made to give nurses affected notice in advance of the change in schedule. Request for changes in posted work schedules by all nurses must be submitted in writing and co-signed by the nurse willing to exchange days off or tours of duty.
- I.3 A nurse will receive premium pay as provided in Article 14.03 for all hours worked on a third consecutive and subsequent weekend, save and except where:
- (a) such weekend has been worked by the nurse to satisfy specific days off requested by such nurse; or
 - (b) such nurse has requested weekend work; or
 - (c) such weekend is worked as the result of an exchange of shifts with another nurse.
- I.4 (a) Overtime as provided in Article 14.09 of the Full-Time Collective Agreement, where a nurse chooses equivalent time off such time off must be taken within two months (60 days) from date earned,
- I.5 A nurse who requests a specific tour of duty on a permanent basis may, at the discretion of the Hospital, be granted same when a vacancy occurs.
- I.6 Fifty percent (50%) of working hours shall be spent on

day shift unless otherwise mutually agreed upon by the nurse and the Hospital'.

- I.7 There shall be not less than a period of sixteen (16) consecutive hours off between different shifts worked by a full-time and part-time nurse. If less than sixteen (16) hours is allowed off between shifts, the nurse will receive premium pay for all hours worked.
- I.8 These scheduling regulations may be waived between December 18th and January 8th to enable nurses to receive at least four (4) consecutive days off at either Christmas or New Year's. Time off at Christmas will include Christmas Eve, Christmas Day and Boxing Day. Time off at New Year's will include New Year's Eve.
- I.9 The request list for time off at Christmas or New Year's will be posted by October 15th. Nurses will be required to request time off at Christmas or New Year's by November 1st. Authorized time off at Christmas and New Year's will then be posted by November 25th. Nurses will alternate time off at Christmas one year with time off at New Year's the following year. If there is a dispute, seniority will prevail.
- I.10 Part-time nurses shall be scheduled available shifts on a seniority basis. Preference of a nurse for a particular shift will be considered in scheduling.
- I.11 For the purposes of part-time nurses a weekend will be defined as eight (8) consecutive tours off during the period following the completion of the Friday day tour.
- I.12 A full-time nurse will be granted a day off with pay to attend a personal, medical or dental appointment which is a referral from a family physician or dentist to see an out-of-town specialist. The nurse will, supply documentation from a family physician/dentist that she has been referred to an out-of-town specialist.

ARTICLE J - VACATIONS

- J.1 The vacation year for full-time nurses shall be concurrent with each nurse's anniversary date of employment as a full-time nurse.
- J.2 All nurses must take their vacation in the year in which it falls due, and will not be allowed to carry over a vacation or portion of a vacation to a succeeding year(s) unless otherwise authorized in writing by the Administrator. Applications for postponed vacation shall be in writing.
- J.3 Requests for vacation must be given in writing to the

Director of Nursing Service or her designate by March 15th. The Hospital shall grant such requests where possible provided that nurses request their vacation in no less than five (5) consecutive day periods. Seniority will prevail for all requests made prior to March 15th. A list of granted vacations will be posted by April 30th. Vacation will not normally be scheduled between December 18th and January 8th, however, such a request will not be unreasonably denied.

- J.4 Part-time nurses shall receive vacation pay on December 31st pay period unless otherwise requested.
- J.5 Prior to leaving on vacation, the Unit Manager and the employee will meet to agree on date and time of return to work. This agreement to be made in writing.

ARTICLE K - PAID HOLIDAYS

- K.1 The following paid holidays shall be recognized by the Hospital:

New Year's Day	August Civic Holiday
Good Friday	Labour Day
Victoria Day	Thanksgiving Day
Canada Day (July 1st)	Remembrance Day (November 11th)
Christmas Day (December 25th)	2nd Monday in February or Heritage Day, if so proclaimed
Boxing Day (December 26th)	2nd Monday in June

It is understood that the Superior Conditions - 3 (b) - Appendix 4 applies only to benefits enjoyed when that condition was agreed to.

- K.2 Lieu days as provided in Article 15.04 will be taken on a day mutually agreed upon by the Director of Nursing or her designate, within a three (3) month period from the time the lieu day was earned.

ARTICLE L - LEAVE FOR ASSOCIATION BUSINESS

- L.1 Leaves of Absence for association business as provided in Article 11.02 shall be administered as follows:
- (a) the cumulative total Leave of Absence for the members of the local association shall be fifty (50) days.
 - (b) there shall be no more than two (2) nurses granted association leave at any given time.
 - (c) requests for Association Leaves of Absence shall be

made in writing in the request book to the Director of Nursing Services, prior to the posting of the applicable time schedule if possible.

ARTICLE M - BULLETIN BOARDS

M.1 The Hospital will provide bulletin boards for the Association in agreed locations.

ARTICLE N - MISCELLANEOUS

N.1 Each nurse shall keep the Hospital and the Association informed in writing of her current mailing address, home address and telephone number (if any). If a nurse fails to do so, the Hospital will not be responsible for failure of a notice sent by Registered Mail to reach the employee.

N.2 The Hospital agrees to provide adequate change and lounge facilities and lockers for safe-keeping of nurses' belongings while on duty.

N.3 The Hospital agrees to launder uniforms of a standard type free of charge for the duration of the Agreement. No liability can be assumed for materials which cannot be processed in a normal laundry operation.

N.4 Notices and correspondence between the parties arising out of this Agreement, or incidental thereto, shall be addressed to:

Association - The President,
Nurses' Association,
(Personal address to be provided annually)
Sioux Lookout, Ontario P0V 2T0

Hospital - The Administrator,
Sioux Lookout General Hospital
Box 909,
Sioux Lookout, Ontario P0V 2T0

N.5 Upon request of either party, a meeting between the Hospital and the Association will be held within seven (7) days of such request to discuss matters of concern to either party.

N.6 A Charge Nurse will be designated by the Director of Nursing Service or her designate for each and every applicable shift.

N.7 A nurse is to be given prior approval from the Director of Nursing to receive regular wages while attending a

workshop, seminar or course outside the Hospital. With prior approval from the Director of Nursing, a nurse will receive regular pay if she attends a Hospital in-service program that is not a requirement of the Hospital.

- N.8 Pagers, with appropriate ranges, will be provided, without charge, to any nurse on standby. An additional pager will also be available, if necessary.
- N.9 The Hospital will pay for damages to nurses' personal property as the result of a physical assault on duty. Such payment will not result in double payment under any existing benefit plan.

ARTICLE O - LEAVE

- O.1 In accordance with Articles 11.11 (c) of the Full-time and Part-time Collective Agreements, the number of nurses that may be absent at any one time will be not more than one full-time and one part-time nurse.

ARTICLE P - JOB-SHARING

The parties mutually agree to implement job sharing. It is agreed that a full-time job will be share by two (2) nurses on the following basis:

- P.1 Job Sharing requests with regard to full-time positions shall be considered on an individual basis and the Hospital shall reserve the right to determine the number of location of each shared position.
- P.2 Total hours worked by the job sharer shall equal one (1) full-time position. The schedule of this position will be mutually agreed between the Hospital and the two (2) nurses.
- P.3 The above schedules shall conform with the scheduling provisions of the Full-time Collective Agreement save and except Article I.6.
- P.4 Each job sharer may exchange shifts with her partner, as well as with other nurses as provided by the Collective Agreement.
- P.5 Job sharers shall only be required to work the number of paid holidays that a full-time nurse would be required to work.
- P.6 Job sharers are not required to cover their partner during sick leave, vacation or approved leaves of absence.

.7 All other provisions covering job sharing are contained in the central Part-time Agreement.

P.8 Implementation

Where the job sharing arrangement arises out of the filling of a vacant full-time position, both job sharing positions will be posted and selection will be based on the criteria set out in the Collective Agreement.

P.9 An 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.

P.10 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 and the remaining nurse will be required to continue in the full-time position.

P.11 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 O - EXTENDED TOURS

Q.1 Introduction and Discontinuation of Extended Tours

Extended tours will be introduced in any unit in the following manner:

- (a) The eligible staff must indicate by a sixty percent (60%) majority their willingness to try the 12-hour shift.
- (b) The matter will then be presented to management via the Hospital-Association Committee for their approval.
- (c) The tours will be implemented on a trial basis for six (6) months with the option of a three (3) month extension.
- (d) Extended tours shall then be introduced into any unit on a permanent basis when:
 - (i) sixty percent (60%) of the nurses in the unit

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.
- (e) Extended tours may be discontinued in any unit when:
- (i) sixty percent (60%) of the nurses in the unit so affected will indicate by secret ballot; or
 - (ii) the Hospital because of
 - (a) adverse affects on patient care, or
 - (b) inability to provide a workable staffing schedule, or
 - (c) where the Hospital wishes to do so for other reasons which are neither unreasonable nor arbitrary, or
 - (d) financial constraints,states its intention to discontinue extended tours in the schedule.
- (f) When notice of discontinuation is given by either party in accordance with paragraph (e) above, then:
- (i) the parties shall meet within two (2) weeks of the giving of notice to review the request for discontinuation: and
 - (ii) where it is determined that extended tours will be discontinued, affected nurses shall be given sixty (60) days' notice before the schedules are so amended.

ARTICLE R - WORKERS', COMPENSATION AND REINSTATEMENT

- R.1
- (a) The Hospital will notify the President of the Local Nurses' Association of the names of all nurses who go off work due to a work related injury.
 - (b) When it has been medically determined that an employee is unable to return to her former position due to a permanent 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:

SIOUX LOOKOUT DISTRICT HEALTH CENTRE
(hereinafter referred to as the "Hospital")


AND:

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

The Hospital agrees to supply the O.N.A. Local Association with the names of nurses assaulted in the line of work, in writing, on a quarterly basis.

DATED at Sioux Lookout, Ontario, this day of , 1992.

FOR THE HOSPITAL



M. Munnell

Bonnie Donnelly

FOR THE ASSOCIATION

