



To: Bargaining Unit Presidents, Hospital Sector

From: Linda Haslam Stroud, RN, President

Date: February 13, 2009

Re: **Central Hospital Collective Agreement – Revised Student Supervision Premium Questions and Answers (Article 9.08 (a)) and Vacation Enhancement Implementation (Article 16.01 (e))**

C: Board of Directors, Local Coordinators, Staff

Please find attached an amended question and answer (Q & A) document on student supervision, pursuant to Article 9.08 (a). The change from the last version is found in Question 1. Accordingly, this replaces the Q & A document sent to you on December 23, 2008. The student supervision document will also be posted in the Member Section of the website, so our members know their rights regarding this hard-fought premium.

We are also hearing a number of questions pertaining to the implementation of Article 16.01 (e) – the vacation improvement effective April 1, 2009. The clause reads as follows:

Effective April 1, 2009, employees who have completed twenty (20) years or more of full-time continuous service (as of the date for determining vacation entitlement in the individual hospital) shall be entitled to an annual vacation of six (6) weeks' with six (6) weeks' pay (225 hours' pay for employees whose regular hours of work are other than the standard work day), provided the employee works or receives paid leave for a total of at least 1525 hours in the vacation year.

Unfortunately the application of the central provision is not the same for everyone. Firstly, there are a broad range of dates for determining vacation entitlement in the individual hospitals. Secondly, some agreements provide for vacation to be earned in one year and taken in the next. Other agreements allow for vacation credits to be taken as soon as they are earned.

Those members with 20 years of service who earn and take vacation in the same year, will start earning at the six weeks of vacation level, and can take it as of April 1, 2009.

Let's assume you earn vacation in one year and take it the next year. If the vacation entitlement date was prior to April 1, 2009, you would begin accruing at the higher rate on April 1, 2009. If the vacation entitlement date is June 1, 2009, you would begin accruing at the higher rate on June 1, 2009.

In both cases, the taking of the vacation would be in the following year, effective either January 1, 2010 or June 1, 2010 respectively.

Please speak to your Labour Relations Officer (LRO) with any questions you may have.

Hospital Central Collective Agreement – Article 9.08 (a)

Student Supervision Premium Questions

- Q1: Does this apply to RN and RPN students?
A1: **If RNs are in the ONA bargaining unit, the premium would apply for RN to RN students. If the RPNs are in the ONA bargaining unit, the premium would apply for RPN to RPN students and RN to RPN students.**
- Q2: Does it apply if there is a teacher on site?
A2: **Yes.**
- Q3: Does it apply to any time students are on the unit or just fourth-year consolidation?
A3: **It applies to all clinical hours in any year of the nurse's education.**
- Q4: What if I'm assigned more than one student? Do I get the premium for each student?
A4: **No.**
- Q5: Does this apply to paramedic, pharmacy or other students?
A5: **No.**
- Q6: Does it apply to an RN supervising another RN in another course, i.e. taking the OR course and assigned clinical hours?
A6: **Yes. There was, however, a recent case at Rouge Valley Health System arbitrated by Arbitrator Randall, who found the premium does not apply to precepting students who already hold an RN designation. We think Randall's reasoning is wrong and are currently investigating the possibility of a judicial review of this award. We are also encouraging members to continue to pursue grievances in these circumstances, in the expectation we will receive a more favourable award from another arbitrator.**
- Q7: If a student is on the ward for four hours and observes a procedure of a non-assigned patient, who receives the premium?
A7: **The RN assigned to the student for the four hours receives the premium.**
- Q8: In the OR, there is a circulating nurse and scrub nurse. There is a student in the room. Does the RN get the premium if the student is only observing? If the student is scrubbed in, who gets the premium?
A8: **The nurse who is assigned the overall supervision of this student receives the premium.**
- Q9: Some hospitals are not assigning students to an RN. How do we determine the premium?
A9: **Every nursing student should have an RN assigned to them during clinical experience. If a hospital is not assigning students to RNs, it needs to be discussed at the Hospital-Association Committee (HAC), and grievances filed if not done.**
- Q10: Students are assigned to patients, not RNs. Who gets the premium?
A10: **Every nursing student should have an RN assigned during clinical experience. The RN assigned receives the premium.**
- Q11: Can we agree to a letter of understanding defining student, supervision premium and a process to assign?
A11: **No. Article 9.08 (a) applies.**

Q12: A hospital hires student nurses for the summer period as unregulated workers, and wants to assign RNs to supervise and pay the student supervision premium. Is this acceptable?

A12: **No. The student supervision premium is paid for all clinical hours as part of their education.**

Q13: Does the premium apply to RPNs under the central collective agreement when supervising RPN students?

A13: **Yes.**

Q14: Where students have a practice of assigning themselves to patients on a unit, does the RN get the student supervision premium, notwithstanding the fact the employer may not have formally assigned the RN?

A14: **Yes. The nurse who is overseeing the student's patient assignment should notify their manager and sign in for/request the premium.**