

**Ontario Nurses' Association and VON Canada
Items in Agreement
March 28, 2023**

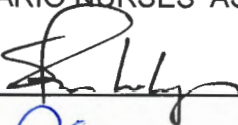
The parties agree that the items in agreement signed off between the parties on March 28, 2023 replace any similar articles in the existing Collective Agreement.

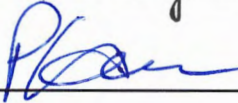
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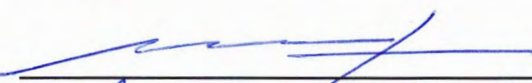
DATED this 28th day of March 2023.

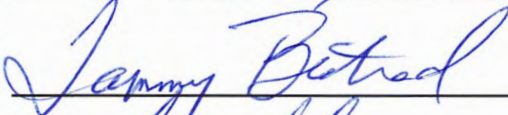
ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:

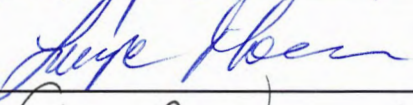
ON BEHALF OF
VON CANADA – ONTARIO BRANCH:

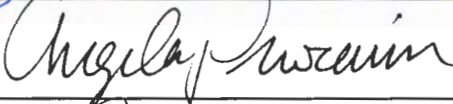





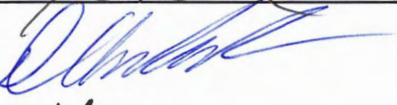









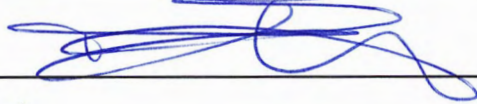





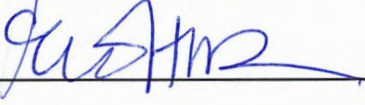










ARTICLE 8 – REPRESENTATIVES AND COMMITTEES

8.16 North Bay—Incident Debriefing

The Employer agrees to provide one (1) hour of paid time for a support meeting for critical incident debriefing if requested by the Nurse(s).

ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURE

9.20 Any matter referred to the Grievance Commissioner shall be heard by one of the Grievance Commissioners selected in rotation from the following panel:

~~Dana Randall~~ **Eli Gedalof**
John Stout
Christine Schmidt

The Employer and the Union may upon written agreement add further names to the panel.

ARTICLE 14 – HOURS OF WORK

14.05 (f) **Delete – duplicated in Article 16.07**

~~Brant, Haldimand, Norfolk; Chatham-Kent; North Bay; Peterborough, Victoria & Haliburton; Sarnia-Lambton~~

~~A tour that begins during the twenty four (24) hour period of the above holidays, with the majority of hours worked to fall within the holiday, shall be deemed to be work performed on the holiday for the full period of the tour.~~

ARTICLE 15 – CASELOAD MANAGEMENT

15.01 Daily Assignment of Work

Continuity of care for the patients shall be considered when determining patient assignments.

Brant, Haldimand, Norfolk

The full-time Nurse(s) assigned to a team will have first priority for RN work assignment within the team. ~~Continuity of care for the patients shall be considered when determining patient assignments.~~ The primary Nurse for a patient may be a full-time Nurse or a part-time Nurse. In all cases where there is work, which cannot be done by the full-time Nurse, the work shall be assigned to other Nurses in the following order:

Perth-Huron

- (a) ii) Daily work assignments are the responsibility of the Team Leader. ~~Continuity of care for the clients shall be considered when determining client assignments.~~

Sarnia-Lambton

The full-time Nurse(s) assigned to a team will have first priority for RN work assignment within the team. ~~Continuity of care for the patients shall be considered when determining patient assignments.~~ The primary Nurse for a patient may be a full-time Nurse or a part-time Nurse. In all cases where there is work, which cannot be done by the full-time Nurse, the work shall be assigned to other Nurses in the following order:

ARTICLE 16 – PAID HOLIDAYS

16.06 Thunder Bay and District

- (c) A casual part-time Nurse and an interim replacement Nurse will be paid one and a half (1½) times their regular straight time hourly rate for all regular hours worked on any of the ~~seven (7)~~ **nine (9)** paid holidays listed in the *Employment Standards Act*.

Letter of Understanding – Sarnia-Lambton – Palliative Care Project and GRRT (Geriatric Rapid Response Team) Project Amend

In cooperation with the Erie-St. Clair ~~Community Care Access Centre~~ **Home and Community Care Support Services**, the Employer has agreed to continue facilitating the Palliative Care Project and the GRRT Project that began as a pilot in the spring of 2009. A Nurse will be on-call to act as a resource consultant to assist caregivers from any service provider agency with maintaining palliative clients in their own home. Another Nurse will also be on call to act as a resource for the Geriatric Rapid Response Team.

Remainder status quo.

Renew the following Letters of Understanding

Letter of Understanding, re: Commitment to Equity, Diversity and Inclusivity

Brant, Haldimand, Norfolk:

Letter of Understanding, re: Full-Time Shift Nursing

Letter of Understanding, re: Clinic Nursing

Letter of Understanding, re: Permanent Part-Time Nurses

Letter of Understanding, re: Promoting and Valuing the Work of Nurses

Chatham-Kent:

Letter of Understanding, re: Hybrid 12 - Hour Visiting Nursing Tours

Durham:

Letter of Understanding, re: Clinic Nurses

Letter of Understanding, re: Regular Part-time Nurses Employed to Work Weekends Only

Letter of Understanding, re: SELECT Program Funding

North Bay:

Letter of Understanding, re: Shift Nursing

Letter of Understanding, re: Extended Tours

Letter of Understanding, re: Master Rotation

Peterborough:

Letter of Understanding, re: Shift Nursing

Letter of Understanding, re: Geographic Areas

Letter of Understanding, re: Return to Work

Porcupine, Highway 11, Timmins:

Letter of Understanding, re: Shift Nursing

Letter of Understanding, re: Nurse Practitioners

Sarnia:

Letter of Understanding, re: Four-Day Week

Letter of Understanding, re: Addendum to Article 22 – Compensation in Relation to Visiting Nursing Mentor Program

Letter of Understanding, re: Shift Nursing (formerly Independent Health Practitioners)

Letter of Understanding, re: 12-Hour Visiting Nursing Tours

Toronto-York/Peel:

Letter of Understanding, re: Shift Nursing Program

Letter of Understanding, re: Six Week Scheduling Cycle

**Ontario Nurses' Association and VON Canada
Items in Agreement
March 29, 2023**

The parties agree that the items in agreement signed off between the parties on March 28, 2023 replace any similar articles in the existing Collective Agreement.

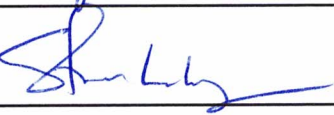
The parties further agree that article numbering and article references will be added/amended while finalizing the collective agreement.

DATED this 30th day of March 2023.

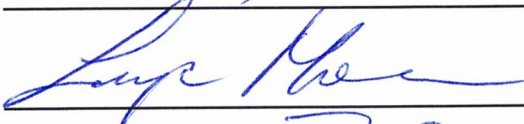
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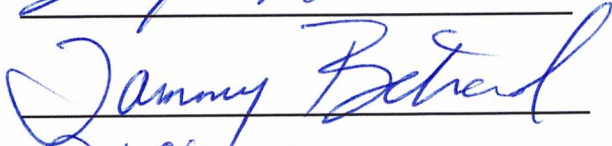
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VON CANADA – ONTARIO BRANCH:

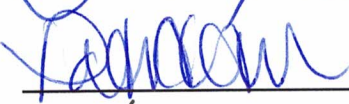








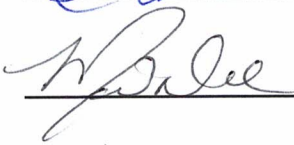


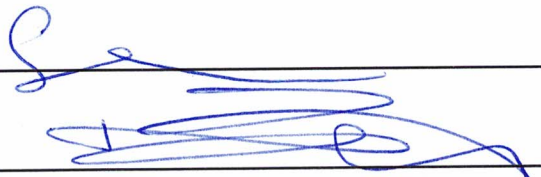





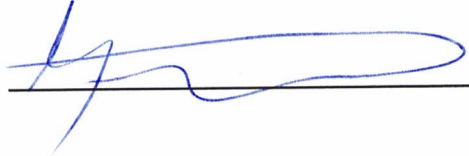












21.05 Medical Exams

Brant, Haldimand, Norfolk; Chatham-Kent; North Bay; Peterborough, Victoria & Haliburton

Where a medical examination is required ~~to comply with the statute~~, a Nurse may choose their personal physician.

Employees hired after January 1, 2009 will receive a fax machine that will remain the property of the Employer.

All machines and supplies provided by the Employer are to be used for the business of the Employer only.

21.14 Toronto/York-Peel – Registration

Nurses may be required to present their current certificate of registration or verification that fees have been paid by January 15 of each year.

22.04 Thunder Bay and District

- (a) ii) No full-time nurses and no regular part-time nurses ~~who have worked the day or evening shift or who will work the next day or evening shift~~ shall be required assigned to take standby duty. ~~Standby duty will be shared between part-time nurses willing to do standby.~~

Renew the following Letters of Understanding

Overtime Banking

Peterborough, Victoria & Haliburton:
Full-Time Four-Fifths Positions

**Ontario Nurses' Association and VON Canada
Items in Agreement
June 8, 2023**

The parties agree that the items in agreement signed off between the parties on May 18, 2023 replace any similar articles in the existing Collective Agreement.

The parties further agree that article numbering and article references will be added/ amended while finalizing the collective agreement.

DATED this 8th day of June 2023.

ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:

ON BEHALF OF
VON CANADA – ONTARIO BRANCH:

Angela Prosser

Leanne DiManno

— R.N.

Ryan Wood

[Signature]

[Signature]

[Signature]

Renew the following Letters of Understanding (Status Quo):

Chatham-Kent:

- New Graduate

Peterborough, Victoria & Haliburton:

- New Graduate

Sarnia:

- New Graduate

Thunder Bay and District:

- Fireline Nursing Services Program