

**COLLECTIVE AGREEMENT**

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

**Full Time and Part Time Nurses**

**EXPIRY: March 31, 2023**

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**APPENDIX 3 - SALARY SCHEDULE****BROCKVILLE GENERAL HOSPITAL**Registered Nurse

	<b>Effective April 1, 2022</b>
Start	<b>\$34.24</b>
1 Year	<b>\$34.40</b>
2 Years	<b>\$34.97</b>
3 Years	<b>\$36.70</b>
4 Years	<b>\$38.43</b>
5 Years	<b>\$40.59</b>
6 Years	<b>\$42.78</b>
7 Years	<b>\$44.97</b>
8 Years	<b>\$48.17</b>
25 Years	<b>\$49.02</b>

Graduate Nurse

	<b>Effective April 1, 2022</b>
Start	<b>\$32.97</b>

Occupational Health Nurse  
Professional Practice Learning Specialist

	<b>Effective April 1, 2022</b>
Start	<b>\$36.80</b>
1 Year	<b>\$36.98</b>
2 Years	<b>\$37.56</b>
3 Years	<b>\$39.45</b>
4 Years	<b>\$41.28</b>
5 Years	<b>\$43.54</b>
6 Years	<b>\$45.85</b>
7 Years	<b>\$48.20</b>
8 Years	<b>\$51.62</b>
25 Years	<b>\$52.51</b>

Nurse Practitioner

	<b>Effective April 1, 2022</b>
Start	<b>\$51.53</b>
1 Year	<b>\$51.89</b>
2 Years	<b>\$52.32</b>
3 Years	<b>\$53.59</b>
4 Years	<b>\$54.87</b>
5 Years	<b>\$56.48</b>
6 Years	<b>\$58.08</b>
7 Years	<b>\$59.73</b>
8 Years	<b>\$62.09</b>
25 Years	<b>\$62.70</b>

## **APPENDIX 4 - SUPERIOR CONDITIONS**

### **FULL TIME**

#### **ARTICLE HEADING**

Article 5 - Association Security

Article 19 - Compensation: Education Allowance

#### **ARTICLE 5 – ASSOCIATION SECURITY**

NOTE: The list provided for in Section 5.05 shall include any other information that is currently provided to ONA. Additionally, the Hospital will provide each nurse with a T-4 Supplementary Slip showing the dues deducted in the previous year for income tax purposes where such information is or becomes readily available through the Hospital's payroll system.

#### **DUES DEDUCTION LIST**

The list provided for in Section 5.05 shall contain the following information:

Name, address, status, social insurance number.

#### **ARTICLE 19.09 – EDUCATIONAL BONUS**

Provisions in existing collective agreements providing for educational allowances shall be continued in effect.

Nursing Unit Administration Course or 6 Months Post Graduate Specialty	\$15.00 per month
Successful completion of One Year University	\$40.00 per month
Baccalaureate degree	\$80.00 per month

**APPENDIX 4 - SUPERIOR CONDITIONS**

**ST. VINCENT DE PAUL**

The parties agree that the following superior condition will be retained as amended by setting out a schedule of full time nurses employed by the former St. Vincent de Paul Hospital as of October 1, 2006:

**Sick Leave and Long Term Disability**

The Hospital share of the Long Term Disability portion of the HOODIP plan shall continue to be at 85% for full time nurses employed at the former St. Vincent de Paul Hospital at the date of transfer to Brockville General Hospital (October 1, 2006) as follows:

Bailey, Mary  
~~Brummell, Karen~~  
~~Duncan, Karen~~  
~~Elston, Kym~~  
~~Young, Laura~~

Howison, Anne  
~~Wing, Dianne M.~~  
Gilbert, Karen

## **APPENDIX 4 - SUPERIOR CONDITIONS**

### **PART TIME**

#### **ARTICLE HEADING**

Article 5 - Association Security

Article 15 - Paid Holidays

#### **ARTICLE 5 – ASSOCIATION SECURITY**

NOTE: The list provided for in Section 5.05 shall include any other information that is currently provided to ONA. Additionally, the Hospital will provide each nurse with a T-4 Supplementary Slip showing the dues deducted in the previous year for income tax purposes where such information is or becomes readily available through the Hospital's payroll system.

#### **DUES DEDUCTION LIST**

The list provided for in Section 5.05 shall contain the following information:

Name, address, status, social insurance number.

#### **ARTICLE 15 – PAID HOLIDAYS**

NOTE: Where existing Collective Agreements contain provisions relating to payment to nurses for holidays, whether worked or not, that exceed any payment required under the Employment Standards Act, such provisions shall be continued. Payment of holiday pay under this note applies only to nurses presently enjoying such payment. Nurses presently enjoying holiday pay pursuant to this Note or otherwise as of December 14, 1987 will continue to enjoy such payment until they cease to be employed at the Hospital or until they transfer to a status to which this superior condition does not apply, whichever first occurs.

Part-time nurses shall be remunerated for any statutory holiday when they have worked twelve (12) days in the thirty (30) day period preceding the holiday and the last scheduled day of work prior to the holiday.

If a part time nurse works on any of the paid holidays listed in Article G.1, they shall be paid at the rate of time and one half (1-1/2) for all hours worked.

## **APPENDIX 5 - LOCAL PROVISIONS**

### **ARTICLE A – RECOGNITION**

A.1 Full time

The Employer recognizes the Ontario Nurses' Association as the sole bargaining agent of all registered and graduate nurses employed in a nursing capacity and in teaching by Brockville General Hospital in Brockville, save and except supervisors and persons above the rank of supervisor.

A.2 Part time

The Employer recognizes the Ontario Nurses' Association as the sole bargaining agent of all registered and graduate nurses employed in a nursing capacity and in teaching by Brockville General Hospital in Brockville, save and except supervisors and persons above the rank of supervisor.

For the purpose of clarity, the bargaining unit described above shall be read subject to the terms of endorsement on the record of the Ontario Labour Relations Board.

### **ARTICLE B – DEFINITIONS**

B.1 The term "nurse" or "nurses" wherever used in this Agreement shall mean any or all of the employees of the Bargaining Unit herein defined.

B.2 "Tour" to read synonymous with "shift".

B.3 For purposes of Article 14.10, an evening shift shall be defined as a shift from 1500 hours to 2300 hours. A night shift shall be defined as one that starts at 2300 hours until 0700.

B.4 Whenever "she" or "her" is used it shall also mean "he" or "his" and vice versa.

B.5 A regular part time employee is one who works a pre-determined schedule.

B.6 A casual part time employee is one whose hours of work are not pre-determined and who is asked to work in accordance with Article P.

### **ARTICLE C – MANAGEMENT RIGHTS**

C.1 The right to hire, retire, promote, classify, layoff, recall, demote, transfer, discharge, or discipline for just cause, to maintain order, discipline and efficiency, and to establish and enforce reasonable rules and regulations governing the conduct of the employees which rules and regulations are primarily designed to safeguard the interests of the patients of the hospital, is the exclusive function and responsibility of the Employer, subject to the terms and conditions of this Agreement. All matters concerning the operations of the Hospital not specifically dealt with herein shall be reserved to the Employer and be its exclusive



responsibility. The Hospital may make and enforce and alter from time to time reasonable rules and regulations to be observed by the employees.

#### **ARTICLE D – INTERVIEW**

- D.1 (a) The Employer shall notify the Union of all new hires, their addresses and the dates for orientation as soon as possible after the date of hire. A fifteen (15) minute interview for new hires shall take place at the time of general orientation.
- (b) The Union will include in the orientation package a letter of introduction to the Ontario Nurses' Association, the Collective Agreement and Local Appendix booklets, as well as a current listing of the Executive of the bargaining unit.

#### **ARTICLE E – REPRESENTATIVES AND COMMITTEES**

- E.1 Union Representatives - There shall be nine (9) union representatives designated:
- |   |                      |
|---|----------------------|
| Med/Surg (2)                                    | Women and Children's |
| Critical Care                                   | ACU                  |
| O.R., Recovery and Day Surgery                  | Mental Health        |
| Complex Continuing Care/Rehabilitation Services |                      |
| Palliative Care                                 |                      |
- E.2 Negotiating Committee - There shall be a negotiating committee composed of four (4) employees, at least one of whom shall be a part-time employee. The Union will endeavour not to elect or appoint more than one (1) representative from a nursing unit.
- E.3 Grievance Committee - There shall be a grievance committee composed of three (3) employees, one of whom shall be the Employee Representative of the aggrieved employee. The Union will endeavour not to elect or appoint more than one (1) representative from a nursing unit.
- E.4 Union/Hospital Committee - There shall be a Union/Hospital Committee composed of five (5) members of the Union, one of whom may be a part-time employee, and five (5) representatives of the Hospital, one of whom shall be a Unit Manager/Director.
- It is understood that one Union/Hospital Committee, one Grievance Committee, and one Negotiating Committee shall represent both full time and part time.
- E.5 The parties agree that as long as more than one site exists at the Hospital, each site shall have nurse representation on the committees.

E.6 (a) Professional Development Committee

The composition of the Professional Development Committee shall include representatives of the Hospital and the Union who also sit on the Union/Hospital Committee.

The terms of reference shall be as determined by the representatives.

- (b) i) The Hospital will provide on-site courses and re-certification whenever possible.
- ii) Where the Hospital deems changes to existing certification requirements are essential to allow a nurse to practice in a specific unit, program or service, any such change will be discussed at the Union/Hospital Committee.

E.7 Whenever more than two representatives of the Union are in attendance at a Committee meeting outside of their regularly scheduled hours, the Union will advise the employer of which two will be paid for such time by the Employer as per Article 6.03(e). At the request of the representative, such paid time may be banked, within the hours set out in Article P. 15 and subject to the seventy-five (75) hour maximum.

E.8 The Employer will pay the Bargaining Unit President one hundred and eighty hours per year in order to attend to Union business on behalf of the bargaining unit, including meetings with the Employer. Such shifts will be scheduled between Monday and Friday during regular business hours.

The Bargaining Unit President and their manager will meet to determine a mutually agreeable schedule. In the event of a dispute the matter will be forwarded to the Hospital Association Committee for resolution.

The Bargaining Unit President must be on-site and available to meet with the Hospital during said paid time.

**ARTICLE F – SENIORITY LISTS**

F.1 Seniority lists will be posted on the bulletin board on July 1 and December 1 of each year.

**ARTICLE G – PAID HOLIDAYS**

G.1 The following shall be recognized as paid holidays:

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

- G.2 In accordance with Article 15.06, where a nurse accumulates more than thirty (30) hours of lieu time, such excess hours will be paid out in the next pay period.

Every effort shall be made to schedule and take this lieu time such that no more than fifteen (15) hours is carried from one fiscal year to the next. This provision is not intended to trigger a payout of hours of any kind.

G.3 Christmas Scheduling

- (i) The Christmas schedule shall be from December 15 to January 15 and will be posted on October 1 each year but no later than October 15. The Employer reserves the right to alter the scheduling regulations as defined in the Collective Agreement during the above referenced time period of the Christmas schedule. For greater clarity, this shall not apply to any changes to the schedule as a result of shift exchanges.

The Employer agrees to keep the scheduling regulation disruption to a minimum.

- (ii) Nurses will be granted alternating time off at Christmas or New Years. The Employer will schedule not less than five (5) consecutive days off for each employee at either Christmas or New Year's. Time off at Christmas shall include December 24, 25 and 26. Time off at New Year's shall include December 31 and January 1.

An employee may request in writing to be exempt from having 5 days off at Christmas or New Years in accordance with Article P.1.

A nurse may make a written request to their immediate supervisor to work specific day(s) or to have specific day(s) off during this time frame. Such request may be granted upon mutual agreement of the parties. Requests that have been granted by mutual agreement will not result in overtime payment.

For the Christmas scheduling period, scheduling regulations governing Christmas time off will take precedence over vacation requests. Any vacation time requested during the Christmas period will be considered only after Christmas and New Years' time off has been granted, such requests will be granted by seniority and will not be unreasonably denied.

- G.4 Notices with respect to time off on holidays will be posted as far in advance as is reasonable and possible.

- G.5 Payment for on call hours on a paid holiday shall be paid at the higher rate from 2300 hours of the day prior to the actual paid holiday until 2300 hours of the day of the paid holiday.

- G.6 Payment for work hours on a paid holiday shall be paid at the higher rate from 2300 hours of the day prior to the actual holiday until 2300 hours of the day of the paid holiday.

## **ARTICLE H – VACATIONS**

- H.1 The vacation year shall commence July 1 and end the following June 30. All calculations pertaining to vacation with pay shall be calculated on a quarterly basis by January 1, April 1, July 1 and October 1.
- H.2 The Employer shall give every consideration to the preference of employees as to which time the employees desire their vacations but of necessity the final decision as to the scheduling of vacations remains with the Employer.
- H.3 Vacation requests will not be unreasonably denied. In accordance with the online request form/process a response confirming receipt of request including status of request will be received within ten (10) business days of submission. The nurse is responsible for following up with their Manager, if they have not received a response within seven (7) days.
- H.4 Timelines for Vacation requests

### *Vacations from June 15 – September 15*

An employee shall submit their written request for the vacation period from June 15th to September 15th on or before March 15th of each year. The final schedule for this period will be posted by May 1st. For the vacation periods outside of the months of June 15th to September 15th, and for requests during that period not submitted by March 15th, written requests will be processed as submitted on a first come first served basis, based on the needs of the unit.

### *Vacations from September 16 – June 14*

Employees shall submit preferred vacation time during this period by June 1 annually. Requests for time off during this period are processed and communicated by July 15 annually, with the exception of requests for the Christmas period (December 15th– January 15th). Preference will be given based on seniority. If vacation requests are received after June 1st, they will be considered on a first come first served basis, not on the basis of seniority. Approved vacation will be communicated by July 15.

Where a dispute arises between employees requesting the same vacation times and such requests cannot be accommodated by the Hospital then seniority shall apply. An employee may exercise their seniority rights only once in a calendar year.

An employee is entitled to take two (2) weeks' vacation from June 15th to September 15th. Requests resulting in a full week (7 consecutive calendar days) will take precedence over single day request. However, additional requests may be granted after all employees have had an opportunity to request vacation for this period. Written requests for vacation during the Christmas schedule will be considered in special circumstances.

In the event that an employee transfers into another nursing unit after the posting of vacations, the Hospital will endeavour to honour the approved vacation in the new unit.

- H.5 Full-time employees will endeavour to take their accrued vacation in a timely fashion. An employee may not have more than one (1) times their annual entitlement in their vacation bank at any time. The Hospital will endeavour to replace employees on their requested vacation days in order to allow the employees to use their accrued vacations.
- H.6 Vacation once requested and approved may only be cancelled by the nurse provided the shift remains unfilled on the posted schedule.
- H.7 An employee may request vacation time off in single day or multiples thereof.

#### **ARTICLE I – LEAVE OF ABSENCE FOR UNION BUSINESS**

- I.1 Upon written request leave of absence for Union business shall be given for up to a total of seventy- five (75) days in a calendar year on the understanding that no more than two employees may be away at one time from the same department.
- I.2 The Hospital agrees to grant leaves of absence to employees elected to the position of Local Coordinator. Subject to reasonable notice, it is understood and agreed that when the Local Coordinator is an employee, an additional twenty (20) days shall be granted in addition to the leave set out in Article I.1. Such leave will not be unreasonably denied.

#### **ARTICLE J – ~~TERMINATION OF EMPLOYMENT STATUS~~**

- J.1 Employees shall endeavour to give four (4) weeks written notice of resignation but in no case shall they give less than two (2) weeks.
- J.2 Nurses may submit a written request to their Clinical Manger to change their status from a regular full time or regular part time to casual status. At the discretion of the Hospital, the Hospital will either accept or deny the nurse's request. A written response will be provided to the nurse no later than two (2) weeks from the date the written request is received.

#### **ARTICLE K – RETIREMENT**

##### **K.1 Retiree Benefits**

Any member of the bargaining unit who retires and wishes to participate in the benefit plans as outlined in Article 17.01(h) will complete a "pre-authorization payment plan form" and authorize the Hospital to deduct monthly deductions from their bank account.

The parties agree that late or non-payment of the monthly premium will result in automatic and permanent cancellation of the benefit. It is understood that any transaction will be the fifth (5<sup>th</sup>) day of every month.

The Employer will notify the Union of the benefit costs to retired employees upon implementation and each time the benefit costs are renegotiated by the Employer.



and subject to the Unit Manager/Director's approval. Such approval will not be unreasonably denied. No further requests will be considered for a change from Category "A" to Category "B" for a period of twelve (12) months following the date of change within the department. Once transfer from Category "A" to "B" has been approved, the vacant Category "A" position will be posted in accordance with Article 10.07 (a) ii) at the discretion of the manager.

(1) CATEGORY "A"

A regular part time nurse is defined as one (1) who has signed a commitment form indicating their ability to meet the following conditions:

- i) Is available to work forty-five (45) hours in two (2) weeks and will be scheduled a minimum of twenty-two and a half (22.5) hour per pay period.
- ii) Is available two (2) weekends in four (4).
- iii) Is available to work December 24th, December 25th and December 26th or December 31st and January 1st.
- iv) To be available for the full year less vacation entitlement as per Article 16.06.
- v) To be available to work a minimum of four (4) additional paid holidays during each calendar year;
- vi) To be available to work two of three shifts for tours of 7.5 hours or to be available to rotate both shifts for extended tours.

(2) CATEGORY "B"

A regular part-time nurse is defined as one (1) who has signed a commitment form indicating their ability to meet the following conditions:

- i) Is available to work fifteen (15) hours in two (2) weeks.
- ii) Is available one (1) weekend in four (4).
- iii) Is available to work December 24th, December 25th and December 26th or December 31st and January 1st.
- iv) To be available for the full year less vacation entitlement as per Article 16.06.
- v) To be available to work a minimum of two (2) additional paid holidays during each calendar year.

- vi) To be available to work two of three shifts for tours of 7.5 hours or to be available to rotate both shifts for extended tours.

O.2 Two (2) consecutive days off will be scheduled after five (5) days of work, however, schedules may be established to provide for more than five (5) consecutive days of work but not more than seven (7) consecutive days of work without days off and as long as four (4) days off are scheduled every two (2) weeks.

O.3 Scheduling Of Part-Time Shifts

- (a) The Hospital agrees to schedule regular part-time nurses on an equitable basis by seniority up to their commitment on the posted schedule of the unit. Nurses who work such pre-scheduled shifts will be deemed to have met their commitment.
- (b) All Category "A" nurses shall be scheduled up to their committed hours before any Category "B" nurses are utilized. When all part-time nurses have reached their commitment in the pay period (Category "A" – 45 hours, Category "B" – 15 hours, Job-sharers – 37.5 hours) unscheduled hours will be offered according to O.3 c).
- (c) When unscheduled hours become available after the posting of the schedule they shall be offered in the following order to regular part-time and casual nurses not on layoff:
  - i) On an equitable basis by seniority to Category "A" nurses on the unit.
  - ii) On an equitable basis by seniority to Category "B" nurses on the unit.
  - iii) On an equitable basis by seniority to job sharers on the unit.
  - iv) On an equitable basis by seniority to casual nurses within the unit.
  - v) On an equitable basis by seniority to regular part-time nurses with an EOI to other units.
  - vi) On an equitable basis by seniority to casual nurses with an EOI to other units.

It is understood that the following conditions apply in offering additional hours:

- i) Nurses will be considered for additional tours unless notice of unavailability, as per P.1 (a) ii), has been provided in a manner prescribed by the Hospital.
- ii) A tour will be deemed to be offered whenever a call is placed.
- iii) The Hospital will not be required to offer tours which would result in overtime premium.



iv) When a nurse accepts an additional tour, they must report for that tour unless arrangements satisfactory to the Hospital are made.

v) The nurse has the required skills/ ability/ training/ qualifications/experience required to work in the required assignment.

(d) Where no regular part time employee is available for extra call in tours laid off regular part time employees shall be called according to seniority then laid off full time employees shall be called according to seniority prior to any casual employee(s) being offered the extra available shift according to seniority.

O.4 (a) The Employer will schedule at least one (1) weekend off in three (3) for all employees.

A weekend is defined as fifty-six (56) consecutive hours off work during the period following completion of the Friday evening shift until the commencement of the Monday day shift.

All employees will receive premium payment for all hours worked on a third consecutive weekend, and subsequent weekends will be paid per the note below save and except where:

i) such weekend has been worked by the employee to satisfy specific days off requested by such employee; or

ii) such employee has requested weekend work; or

iii) such weekend is worked as the result of an exchange of shifts with another employee.

Premium payment for subsequent weekends (beyond initial third), will be equivalent to the number of hours worked on the last scheduled weekend off, or number of actual hours worked, whichever is less.

O.5 (a) On the posted schedule, a nurse shall be schedule a period of at least twenty-four (24) consecutive hours off duty following a change from day tour and forty-eight (48) consecutive hours off duty following a change from night tours unless mutually agreed otherwise.

(b) Split tours will not be scheduled.

(c) There shall be a scheduled period of no less than twelve (12) hours off between tours of duty.

Failure to schedule time off as indicated above will result in premium payment in accordance with Article 14.03.

O.6 A full time nurse who normally rotates on all three (3) tours of duty shall be scheduled to work days for at least the combined total of evening and night tours but an evening or night tour shall not exceed two (2) consecutive weeks in duration without written consent or request.

O.7 A full time or regular part time employee requesting evening or night tours on a permanent basis may be granted such a request where possible, except that the Hospital may require the employee to rotate through the alternate tours when deemed necessary.

O.8 Extended Tours

- (a) Extended tours shall be introduced into any unit when,
  - i) seventy (70%) percent of the nurses in the unit so indicate by secret ballot, and
  - ii) the Hospital agrees to implement the compressed work week, such agreement shall not be withheld in an unreasonable or arbitrary manner.
- (b) A compressed work week may be discontinued in any unit when:
  - i) fifty (50%) percent of the nurses in the unit so indicate by secret ballot; or
  - ii) the Hospital because of
    - A) adverse effects on patient care,
    - 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, states its intention to discontinue the compressed work week in the schedule;
- (c) When notice of discontinuation is given by either party in accordance with paragraph (2) 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 the compressed work week will be discontinued, affected employees shall be given sixty (60) days notice before the schedules are so amended.
- (d) Scheduling regulations for extended tours shall be as follows:
  - i) Not more than three (3) extended tours may be scheduled. Following three (3) consecutive tours, employees shall have two (2) days off duty.
  - ii) The maximum number of tours worked in any given seven (7) day period shall be five (5).
  - iii) The Employer will endeavour to schedule alternate weekends off but at least two (2) weekends off in four (4) will be scheduled.

Failure to abide by the above scheduling regulations shall result in premium payment being paid in accordance with the provisions of Article 14.03.

O.9

2D/2N Schedules

2D2N rotations are specific rotations for Full Time Employees where an employee works two (2) twelve (12) hour extended day tours followed by two (2) twelve (12) hour extended night tours, followed by five (5) scheduled days off.

- (a) The master rotation schedule will be developed based on the number of employees who indicate an interest to work a 2D2N rotation. The finalized master rotation must be agreed upon by the parties prior to being presented to the employees on the unit.
- (b) Once the master rotation is finalized, Nurses on the unit will choose their line by seniority taking appropriate skill mix into consideration.
- (c) Nurses will not be required to work more than four (4) days in a row. If a nurse works a fifth (5<sup>th</sup>) day they will be paid time and one-half for the first four hours and double time for the remaining hours.
- (d) Nurses will not be scheduled to work more than three consecutive weekends. If a nurse works a fourth weekend or a portion of a weekend, they will be paid as per the provisions of Article 14 and local provisions on overtime.
- (e) Nurses will be scheduled three (3) weekends off in a nine (9) week schedule. Nurses will receive premium pay for all weekend hours in excess of six (6) weekends off in a nine (9) week schedule.
- (f) In order to ensure 1950 paid hours per year, in each eighteen (18) week cycle, four (4) additional shifts of 11.25 hours on the master rotation will be scheduled which will not incur premium pay and which will be split between days and nights. The nurse may request vacation or paid holidays for these shifts.
- (g) Nurses will be granted either Christmas or New Years off on a rotating basis.
- (h) Paid Holidays will be incorporated into the rotation.
- (i) All other scheduling provisions of Article ~~P~~ **O** shall apply, including:
  - i) posting of schedules;
  - ii) a request for change in posted schedules;
  - iii) time off at Christmas and New Years;
  - iv) part time availability and additional shifts.
- (j) Where a vacancy occurs in a 2D/2N schedule the position will be posted as per Article 10.07 of the central agreement.
- (k) Job sharers will not be scheduled to work 2D/2N unless both job sharers agree to work this schedule.

## O.10

Master Rotations

- (a) Proposed master rotation for each unit will be brought to the Hospital-Union committee meeting prior to implementation. Final copies of each master rotation shall be provided to the Bargaining Unit President two (2) weeks prior to posting. The Bargaining Unit President will be provided with a copy of all current master rotations no later than January 30<sup>th</sup> of each year.
- (b) To allow for a full review of the changes, alterations to any master rotation schedule will be submitted to the Bargaining Unit no less than sixty (60) days prior to the scheduled posting date.
- (c) Where a master rotation schedule is required to change as a result of a permanent long-term layoff, or the addition of new positions, the employees on the affected unit will be provided with 90 days' notice that their master rotation may be amended. Where the staffing changes do not result in a need to change the master rotation schedule, it will not be changed.

Where a master rotation schedule is changed pursuant to the above, individual schedule rotations will be awarded on the basis of seniority with appropriate skill mix consideration. Where the master rotation contains a job sharing arrangement, the original holder of the full-time position shall indicate the line to be taken.

- (d) Individual lines on a master rotation shall not be changed without prior discussion between the employee affected, the union and the Manager. Copies of the master schedule that include the proposed changes will be available.
- (e) Where a unit has a master rotation and a full time line becomes vacant, requests may be submitted in writing for consideration to transfer to the vacant line in the rotation. Considering appropriate skills of registered employees, the transfer may be granted to a full-time employee on the affected unit prior to posting the vacancy.
- (f) Unit nurses without master rotation schedules that wish to formulate and implement master schedules will directly engage the Union, and involve direct input from the manager. To determine a request for master rotations a vote will be held among affected staff with at least 70% voting in favour of a master rotation. In the event there are several versions of acceptable master rotations, the staff will vote on the schedules and the schedule receiving the highest number of votes shall be implemented. Requests for master rotations will not be unreasonably denied.

## O.11

Prior to altering the starting or finishing times in any unit, or prior to introducing different tours on a unit, the Bargaining Unit President shall be notified and the employees in the unit consulted for input and comments.

O.12

Standby

- (a)
  - i) The Hospital will notify the Local President or designate prior to initiating ongoing standby assignments on any unit.
  - ii) Scheduled standby assignments will be distributed equitably amongst the employees in any unit utilizing standby.
  - iii) Should a nurse notify the responsible Manager, that they wishes to be relieved after sixteen (16) hours of work, the Employer shall make every reasonable effort to relieve that nurse from duty.
- (b) Standby assignments shall be posted at the same time as the tours of duty schedules. Employees shall be permitted to exchange their standby assignments or give away standby duty with the mutual consent of the employees involved and the approval of the Manager.
- (c) To be available to work two (2) weekends in four (4) (this would include the normal rotation).
- (d) An employee who is called into work from standby and;
  - i) works a minimum of three (3) hours, and
  - ii) works beyond 2400, and
  - iii) is scheduled for the next day shift,

Shall be permitted leave with pay for that part of the next day shift to allow an eight (8) hour rest period between the end of the call in and the commencement of work on the regularly scheduled shift.
- (e) An Employee whose shift is extended into their standby period, and works beyond midnight (2400 hrs) will not be required to return to regular duties at the Hospital without eight (8) hours of time off, without loss of any earnings. The nurse shall not report to work until after the eight (8) hour rest period has ended, unless specifically requested by the Employer to do so and the nurse agrees.
- (f) The Hospital shall provide communication devices for use by nurses who are required to assume standby duty.

O.13

If any of the above scheduling regulations are violated, the nurse shall receive premium payment as applicable.

O.14

Scheduling Regulations for Tours of Less than 7.5 Hours

Where four (4) hour shifts are required, the following scheduling regulations shall apply in addition to O.1, O.2, O.3, O.4 and O.5.

- (a) The Hospital will endeavour to keep the number of four (4) hour shifts to a minimum;
- (b) There shall be an equitable distribution of such tours among the part time employees in each unit;

- (c) No part time nurse will be scheduled solely on tours of less than 7.5 hours in any pay period except where such arrangements are agreed to by the employee;

For nurses working tours of duty of less than 7.5 hours no more than five (5) shifts in a row shall be scheduled. If a nurse is required to work on a sixth (6) consecutive and subsequent tour, then they will receive premium payment for each shift so worked until a day is scheduled off.

- (d) Nurses working less than 7.5 hour tours shall be granted a fifteen (15) minute paid rest period.

- O.15
  - (a) Should the Hospital wish to implement new starting/stopping times for tours or new tours, the Hospital will meet with the Union to discuss such proposed tours, at least four (4) weeks prior to implementation by the Hospital.
  - (b) The parties agree that should the Hospital wish to implement schedules other than those set out in Article P O, the Hospital will meet with the Union to negotiate the introduction, implementation and discontinuation of such other schedules.

- O.16 For the purposes of Article 14.09, a full-time nurse who has chosen equivalent time off in lieu of premium payment may hold up to a maximum of seventy-five (75) hours in their bank. The nurse will arrange with their manager to take such time off at a mutually agreeable time. Where a nurse accumulates more than seventy-five (75) hours, such excess hours will be paid out in the next pay period.

A regular part-time nurse who has chosen equivalent time off in lieu of premium payment may hold up to a maximum of one hundred and twelve and one-half (112.50) hours in their bank. The nurse will arrange with their manager to take such time off at a mutually agreeable time. Where a nurse accumulates more than one hundred and twelve and one-half (112.50) hours, such excess hours will be paid out in the next pay period.

Surgical services nurses will have the option of using additional time banked due to working additional hours when on call as per Article 14 to the maximum of seventy-five hours per fiscal year.

- O.17 Where a casual employee has not worked on the unit for a period of six (6) months, to ensure recency in practice the Employee, Union, and Employer will meet to discuss availability.

- O.18 Rest Periods

In accordance with Article 13.01

- (a) There shall be sixty (60) minutes of rest/meal periods scheduled during a seven and a half (7.5) hour tour. Rest/meal periods will be scheduled in accordance with unit needs. Non-paid and paid breaks will be split equitably between all break periods.

In accordance with Article 13.02

- (b) There shall be ninety (90) minutes of rest/meal periods scheduled during an extended eleven and one quarter (11.25) hour tour. Rest/meal periods will be scheduled in accordance with unit needs. Non-paid and paid breaks will be split equitably between all break periods.

## **ARTICLE P – JOB SHARING**

P.1 Job sharing requests shall be considered on an individual basis. Applications must be made to the VP Chief Nursing Executive or designate who shall discuss with the Association the implementation of such a request. It is understood that such a request shall not be unreasonably withheld.

P.2 The employees involved in job sharing are entitled to all the terms of the part time Collective Agreement except those which are modified as follows:

- (a) Schedules will conform with Articles P and Q of the Collective Agreement which set out scheduling.
- (b) Total hours worked by the job sharers will equal one full time position. Job sharers will have the option of determining between themselves which partner will work on a scheduled tour. However, all scheduled tours must be covered. Such schedules will not be unilaterally imposed or changed by the Employer, but once the schedules are posted they will not be changed without the permission of the supervisor in the area concerned. Such permission will not be unreasonably withheld.
- (c) Employees will be granted at least five (5) consecutive days off over either Christmas or New Years. When one or both job sharers work over Christmas, neither can be required to work over New Years and vice versa unless mutually agreed otherwise.

(d) **Paid Holidays**

Job sharers will not be required to work, in total, more paid holidays than would one (1) full time employee, unless mutually agreed otherwise.

- (e) The job sharers involved will have the right to determine which partner works on scheduled paid holidays and together shall only be required to work the number of paid holidays that a full time employee would be required to work. When the two cannot agree, the decision of the Program Manager will govern.

(f) **Coverage**

- i) It is expected that both job sharers will cover each other's incidental illnesses and vacation. 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. Job sharers

shall be offered additional unscheduled tours only if they have made their availability known.

ii) Vacation, Maternity Leave and other Leaves pursuant to Article 11 of the Central Agreement:

In the event that one member of the job sharing arrangement goes on any of the above leaves of absence exceeding thirty days (30), the remaining partner has the option of covering all of the absent partner's shifts for the duration of the absence. If the employee is unable to cover the entire leave of absence they must inform the manager at least two (2) weeks prior to the posting of each schedule. If the employee cannot cover for their partner, the shifts will be distributed as per Article P.2.

(g) Implementation

Where the job sharing arrangement arises out of the filling of a vacant full time position, the full time position will be posted first and in the event that there are no successful applicants, then both job sharing positions will be posted and selection will be based on the criteria set out in the Collective Agreement.

(h) i) An incumbent full time employee wishing to share their position may do so without having their half of the position posted. The other half of the job position will be posted and selection will be made on the criteria set out in the Collective Agreement.

ii) Where two full time employees on one unit wish to job share one (1) position, neither half will be posted providing this would create one (1) full time position to be posted and filled according to the Collective Agreement.

(i) If one of the job sharers leaves the arrangement their position will be posted. If there is no successful applicant to the position, the remaining employee will revert to their former status. If the remaining employee was previously full time, the shared position will become their position. If the remaining employee was previously part time and there is no part time position available on the same Unit, they shall exercise their layoff bumping rights to obtain a part time position. The shared position would then revert to a full time position and be posted according to the Collective Agreement.

(j) Discontinuation

Either party may discontinue a 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 Q – PRE-PAID LEAVE**

- Q.1 In accordance with Article 11.11 one employee from each unit to a maximum of three (3) employees in any one year may be absent.

## **ARTICLE R – MODIFIED WORK**

- R.1 (a) The Hospital will notify the Local President of the names of all nurses off work due to a work related injury or when a nurse goes on LTD.

The Hospital will provide to the Association, a monthly list of all nurses on modified work programmes at the beginning of each month.

- (b) The Hospital agrees to provide the nurse with a copy of the Workers' Safety and Insurance Board (WSIB) Form 7 at the same time as it is sent to the Board. The Hospital agrees to provide a copy of this form to the Association.

### **R.2 Early and Safe Return to Work**

The Hospital and the Union both recognize their obligations in facilitating the early and safe return to work of disabled employees. The Hospital and the Union agree that ongoing and timely communication by all participants in this process is essential to the success of the process.

- (a) A Return to Work Committee (RWC) will be established, at least one member of which will be a representative of the Union. The committee will meet at least once per month. The Union member will suffer no loss of regular earnings for attendance at such meetings. If the Union member is required to attend on their day off they will receive pay at straight time or time in lieu where possible for hours spent in return to work meetings. Such hours are invisible for the purpose of determining premium.

The Hospital will provide an updated list of information to the RWC before each monthly meeting including the following:

- i) Employees absent from work because of disability who are in receipt of Workplace Safety Insurance Board benefits;
  - ii) Employees absent from work because of disability who are in receipt of Long Term Disability benefits including last day worked;
  - iii) Employees who required temporary or permanent accommodation in the workplace.
- (b) It is understood that it is the obligation of the disabled employee in receipt of short-term or long-term disability benefits to ensure the Hospital's Occupational Health Department is advised as soon as possible of any change in medical restrictions which may affect their ability to return to regular or modified duties.

- (c) The Occupational Health Department will discuss the needs of employees for accommodation as soon as possible with their respective manager or designate, and the Union Return to Work Representative. The Occupational Health Department in consultation with the Union Return to Work Representative will examine opportunities for temporary accommodation until such time as an appropriate permanent accommodation is determined.
- (d) The Union will identify two (2) members, in addition to the Bargaining Unit President, who can serve as Return to Work Representatives. Article 6.01 will apply with respect to payment of these nurses.
- (e) The Hospital will advise the Union of offers of permanent accommodation within or outside the bargaining unit.
- (f) The parties recognize that more than one employee requiring accommodation may be suitable for a particular position or arrangement. In such cases the Hospital will consider the skills, ability and experience of the employees and will also consider ability to acquire skills, seniority and path of least disruption in the workplace.
- (g) The committee will monitor the status of accommodated employees and the status of employees awaiting accommodation. The committee will review any circumstances where attempts to accommodate an employee have proven unsuccessful.
- (h) Before posting, the Hospital's Human Resources department will examine all potential vacancies to determine if they can be used to accommodate a disabled employee who requires accommodation but cannot return to their home unit.
- (i) Where such vacancies are within the bargaining unit, the Hospital will consult with the Union on the feasibility of an accommodation giving consideration to all factors including the number of accommodated employees in the unit, the operational needs of the unit, safety of patients and employees working in the unit.
- (j) Whether or not the parties agree to waive the posting procedure in order to facilitate an accommodation and whether or not the position is within the bargaining unit, the parties will sign an agreement containing the details of the accommodation. The parties may also agree to a written agreement for temporary accommodation of extended duration.
- (k) The home position of a nurse who needs permanent accommodation may be posted under the following circumstances:
  - i) the employee is permanently accommodated in another position or arrangement;
  - ii) the weight of the medical evidence establishes that there is no reasonable prospect of a return to their original position in the foreseeable future;

- iii) the Hospital may elect to fill the disabled employee's home position by posting a temporary to permanent vacancy:
  - A) In so selecting, the position will be filled in accordance with the job posting provisions of the collective agreement.
  - B) If and when it is confirmed that the disabled employee cannot return to their original position, the position may be offered to the incumbent on a permanent basis.
  - C) Where a job offer is made for the vacancy, the successful applicant will be clearly advised of the temporary status of the position and of its potential permanency.
  - D) Filling of a disabled employee's home position does not remove the parties' duty to accommodate that employee.

R.3 The Hospital agrees to provide the employees with a copy of the WSIB Form 7 at the same time as it is sent to the Board.

R.4 The Hospital and the Union recognize the purpose of modified work/return to work programmes is to provide fair and consistent practices for accommodating employees who have been ill, injured or permanently disabled, to enable their early and safe return to work.

## **ARTICLE S – MISCELLANEOUS**

### **S.1 Electronic Grievance and/or IWA Form**

- (a) The parties agree to use the electronic version of the (O.N.A. Grievance Form at Appendix 1 of the Hospital Central Agreement or Professional Responsibility Workload Report Form at Appendix 6 of the Hospital Central Agreement).
- (b) The parties agree that hard copies of the electronic form are valid for purposes of Article (7 and/or 8) of the Hospital Central Agreement.
- (c) The union undertakes to get a copy of the electronic version signed by the grievor and/or complainant.
- (d) The parties agree to not use or rely upon any preliminary arguments related to the use of the electronic version should a grievance proceed to mediation or arbitration and/or Professional Responsibility Workload proceed to mediation or Independent Assessment Committee hearing.
- (e) The Union shall educate their members on the appropriate use of the form.

### **S.2 Parking**

The Hospital will notify the Union prior to any increase in parking fees.

### **S.3 Office Space**

The Hospital will provide office space to the Union. The Union agrees to provide its own telephone line, office equipment, and furniture.

S.4 Mentorship

The Employer will advise employees of the mentorship opportunities on their units. Employees interested in participating in mentoring arrangements will indicate their interest in writing annually to their Manager/Director in a manner prescribed by the Employer.

S.5 Notification of Unsuccessful Candidate

The employer will endeavour to notify the unsuccessful candidates within one (1) week of the Employer's decision and prior to the posting of the name of the successful candidate.

S.6 Pay Day

Employees shall be paid every two (2) weeks. Where a payroll error has occurred in excess of fifty dollars (\$50.00) for which the Hospital is responsible, an employee may obtain an advance in the amount of the determined error by no later than the next available business day.

**ARTICLE T – WORKPLACE SAFETY**

T.1 Violence Prevention and Control

(a) Violence shall be defined as any incident in which a nurse is abused, threatened or assaulted during the course of their employment. It includes the application of force, threats with or without weapons and severe verbal abuse. Any nurse who believes they have been subjected to such incident shall complete an incident report.

(b) The Hospital agrees to develop formalized policies and procedures in consultation with the Joint Health and Safety Committee to deal with workplace violence. These policies and procedures shall be communicated to all nurses.

(c) The Hospital will report all incidents of violence to the Joint Health and Safety Committee for review.

(d) Support and Counselling

The Employer and the Union recognize that, where preventative measures have failed to prevent violent incidents, EAP counselling and support must be available to help victims recover from such incidents.

(e) The Hospital, with the nurse's consent, will inform the Union within three (3) days of any nurse who has been subjected to violence while performing their work. Such information shall be submitted in writing to the Union as soon as possible.

- (f) The Hospital will consider requests for reimbursement for damages incurred to the nurse's personal property, such as eyeglasses, ripped uniforms, personal clothing as a result of being assaulted while performing their work.

T.2 Musculoskeletal Injury Prevention and Control

The Hospital, in consultation with the Joint Health and Safety Committee (JHSC), shall develop, establish and put into effect, musculoskeletal prevention and control measures, procedures, practices and training for the health and safety of employees.

T.3 Needlestick/Sharps Safety

The Hospital, in consultation with the Joint Health and Safety Committee (JHSC), shall develop, implement and monitor a program for the prevention of needlestick and sharp injuries and the treatment of such injuries should they occur. The program shall be evaluated annually by the Hospital in consultation with the Joint Health and Safety Committee.

**ARTICLE U – REASSIGNMENT**

- U.1 For the purposes of a single shift reassignment as referred to in Article 10.08 (a), the Hospital will reassign nurses on the following basis:
- (a) Patient care and safety requirements will take priority in all reassignments;
  - (b) Where possible, reassignment will first be of a qualified nurse who volunteers;
  - (c) Where possible, the least senior nurse will be reassigned;
  - (d) The Hospital will not normally reassign probationary or orientation nurses.

**SIGNING PAGE**

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

**FOR THE EMPLOYER:**

"Casie Jones"  
Bailey"

\_\_\_\_\_

"Rebecca Lamb"

\_\_\_\_\_

"Melissa Berquist"

\_\_\_\_\_

"Shawn Souder"

\_\_\_\_\_

\_\_\_\_\_

**FOR THE UNION:**

"Cari

\_\_\_\_\_

*Labour Relations Officer*

"Shelby Wyatt"

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## LETTER OF UNDERSTANDING

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

Re: On Call – Assault Response and Care Centre

The parties agree to the following:

1. A nurse may be incumbent to a full-time or part-time position and be incumbent to a casual part-time position within the Assault Response and Care Centre (ARC-C). It will be understood that if a nurse incumbent to two (2) positions vacates their position within the ARC-C, for any reason including the position being deemed to be redundant, said nurse will continue to be incumbent to the remaining position and deemed not to have been laid off.
2. On call in the ARC-C will be self-scheduled by the nurse(s) based on their availability.
3. Nurses will self-schedule in the ARC-C with no less than eight (8) hours off following the completion of their last booked shift.
4. Nurses will not schedule "on call" in the ARC-C for the eight (8) hours prior to the commencement of a booked shift.
5. Upon signing this Letter of Understanding, and every time a new nurse is hired within the ARC-C, the Union will be notified in writing of the nurse(s) name and the second nursing unit of said nurse, if such nurse is other than a casual nurse.

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

**FOR THE EMPLOYER:**

"Casie Jones"  
Bailey

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"Rebecca Lamb"

---

"Melissa Berquist"

---

"Shawn Souder"

---

**FOR THE UNION:**

"Cari"

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*Labour Relations Officer*

"Shelby Wyatt"

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## LETTER OF UNDERSTANDING

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

### Re: Unit Weekend Schedules

Pursuant to Article 13.04 of the current collective agreement, the parties agree that future Unit Weekend Schedules will be implemented as follows:

#### Introduction:

Where the Union or a Full time nurse makes a written request for a unit weekend schedule, or where the Hospital identifies a need for a unit weekend schedule, the Hospital and Union will meet to discuss. Where a written agreement is reached between the parties the following conditions will apply:

1. Where the request comes from an existing nurse, the manner in which the schedule is altered will be described at the meeting and will be reduced to writing.
2. Where the request comes from the Union or Hospital, the weekend worker position will be posted and filled in accordance with Collective Agreement article 10.07.
3. The agreement will not result in the layoff of any full-time or regular part-time registered nurse.

#### Scheduling Provisions:

It is expected that from time to time the weekend workers may need to be scheduled on weekdays to attend mandatory in-service programs and will be paid according to Article 9.07.

#### Paid Holiday & Vacation Bank:

Article 13.04 (b) and 13.04 (c) of the central agreement, and Article G.2 and H.5 of the local agreement addresses the cash-out and carry-over provisions of these banks.

#### Discontinuation:

The Hospital, the Union or the Nurse may discontinue the agreement with ninety (90) days' notice to the other parties. Upon receipt of such notice, a meeting may be held between the parties to discuss the discontinuation. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary. Discussion will include the reason for discontinuing the Weekend Worker arrangement.

Vacancies that arise in these positions will revert to a traditional Full time position within the Master Rotation and shall be posted and filled in accordance with Article 10.07 of the Collective Agreement unless mutually agreed otherwise.

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

**FOR THE EMPLOYER:**

"Casie Jones"  
Bailey"

\_\_\_\_\_

"Rebecca Lamb"

\_\_\_\_\_

"Melissa Berquist"

\_\_\_\_\_

"Shawn Souder"

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**FOR THE UNION:**

"Cari

\_\_\_\_\_

*Labour Relations Officer*

"Shelby Wyatt"

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## LETTER OF UNDERSTANDING

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

Re: Telephone Consultation

On a without prejudice or precedent setting basis the parties agree to the following terms for telephone consultations in the Palliative Care (PC) and Assertive Community Treatment Team (ACTT) programs.

1. A nurse who is required to remain available for duty on standby outside their regularly scheduled working hours shall receive standby pay in accordance with Article 14.07.
2. When the Nurse on standby receives a telephone call from a Healthcare provider (PC) or client (ACTT) that requires immediate professional consultation they shall be paid time and one half (1 ½) the base rate for the duration of the call and the completion of paperwork to the next one quarter (1/4) hour increment.
3. This agreement is applicable to the Palliative Care and Assertive Community Treatment Team and no other program at Brockville General Hospital.

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

**FOR THE EMPLOYER:**

"Casie Jones"  
Bailey

---

"Rebecca Lamb"

---

"Melissa Berquist"

---

"Shawn Souder"

---

**FOR THE UNION:**

"Cari"

---

*Labour Relations Officer*

"Shelby Wyatt"

---

## LETTER OF UNDERSTANDING

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

### Re: Nursing Resource Team

The parties hereby agree to the creation of a Resource Team. The Resource Team will be assigned to various functions throughout the Hospital on an as needed basis.

The Resource Team will function as a succession planning alternative for future vacancies to aid in the recruitment and retention of Nurses.

The primary goals and functions of the Resource Team are to:

- make available full-time and part-time employment;
- provide staffing alternatives for day to day vacancies, vacation and to assist with workload relief;
- provide opportunities for internal staff who desire specialty training and placement.

The parties agree the following will apply with respect to the creation and staffing of the Resource Team:

- The Hospital will post all positions in the Resource Team in accordance with Article 10.07 (a) of the Collective Agreement. The Hospital shall determine the actual number of full-time and part-time positions required.
- Utilization of the Resource Team will not have a negative impact on the scheduling of regular part-time Nurses on any unit. All provisions of Article P for regular part-time will continue to apply for scheduled and additional tours.
- Temporary vacancies due to sick leave absences, vacation, leaves of absence and pregnancy/parental leaves may be filled by the Resource Team if not accepted by regular part-time on the unit.

For the purposes of re-assignment it is understood that where a Resource Nurse is assigned to a unit and a nurse must be redeployed from that unit to another, the resource nurse will be the nurse to be re-assigned.

For the purposes of vacation, leaves of absence, lay-off or any other seniority or service entitlement under the Collective Agreement the Resource Team shall be treated as a unit.

All other provisions of the collective agreement not amended herein shall remain in effect.

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

**FOR THE EMPLOYER:**

"Casie Jones"  
Bailey"

\_\_\_\_\_

"Rebecca Lamb"

\_\_\_\_\_

"Melissa Berquist"

\_\_\_\_\_

"Shawn Souder"

\_\_\_\_\_

**FOR THE UNION:**

"Cari

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*Labour Relations Officer*

"Shelby Wyatt"

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## LETTER OF UNDERSTANDING

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

Re: Grievance Procedure Time Limits

Notwithstanding Article 7.03 the parties agree to extend the time limits of all grievances at step 2 to be heard at the pre-scheduled monthly ONA/Management Committee Meetings or on an ad hoc basis where combining with this meeting is not practical for all parties.

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

**FOR THE EMPLOYER:**

"Casie Jones"  
Bailey"

\_\_\_\_\_

"Rebecca Lamb"

\_\_\_\_\_

"Melissa Berquist"

\_\_\_\_\_

"Shawn Souder"

\_\_\_\_\_

**FOR THE UNION:**

"Cari

\_\_\_\_\_

*Labour Relations Officer*

"Shelby Wyatt"

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## LETTER OF UNDERSTANDING

Between:

**BROCKVILLE GENERAL HOSPITAL**

And:

**ONTARIO NURSES' ASSOCIATION**

### RE: Timelines for Vacation Requests

Effective upon ratification, the parties agree to the following vacation request timelines to supersede the timeline terms outlined in H.4

#### *Vacations from September 16<sup>th</sup> - January 31<sup>st</sup>*

Employees shall submit preferred vacation time period during this period by June 1 annually. Requests for time off during this period are processed and communicated by July 15 annually, with the exception of requests for the Christmas period (December 15<sup>th</sup> – January 10<sup>th</sup>). Preference will be given based on seniority. If vacation requests are received after June 1<sup>st</sup>, they will be considered on a first come first served basis, not on the basis of seniority. Approved vacation will be communicated by July 15<sup>th</sup>

#### *Vacations from February 1<sup>st</sup> – June 14<sup>th</sup>*

An employee shall submit their written request for the vacation period from February 1<sup>st</sup> to June 14<sup>th</sup> on or before November 1<sup>st</sup> of each year. Requests for time off during this period are processed and communicated by December 15<sup>th</sup> annually. If vacation requests are received after November 1<sup>st</sup> they will be considered on a first come first serve basis, not on the basis of seniority.

#### *Vacations from June 15<sup>th</sup> to September 15<sup>th</sup>*

Employees shall submit preferred vacation time during this period by March 15<sup>th</sup> annually. Requests for time off during this period are processed and communicated by May 1 annually.

This Letter of Understanding can be rescinded by either of the parties by serving the other party with written notice of ninety (90) days.

DATED AT Brockville, ONTARIO, THIS 5 DAY OF May, 2022.

### **FOR THE EMPLOYER:**

"Casie Jones"  
Bailey

\_\_\_\_\_

"Rebecca Lamb"

### **FOR THE UNION:**

"Cari

\_\_\_\_\_

*Labour Relations Officer*

"Shelby Wyatt"

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"Melissa Berquist"

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"Shawn Souder"

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**GEDALOF & STOUT WAGE REOPENER**

BETWEEN:

**BROCKVILLE GENERAL HOSPITAL**  
(Hereinafter referred to as "The Employer")

AND:

**ONTARIO NURSES' ASSOCIATION**  
(Hereinafter referred to as "the Union")

**APPENDIX 3****RN WAGE GRIDS**

FT	% Increase	1.75%	2.00%	3.00%
	Current	April 1, 2020	April 1, 2021	April 1, 2022
Start	\$33.23	\$33.81	\$34.49	\$35.52
1 Year	\$33.39	\$33.97	\$34.65	\$35.69
2 Years	\$33.94	\$34.53	\$35.22	\$36.28
3 Years	\$35.62	\$36.24	\$36.96	\$38.07
4 Years	\$37.30	\$37.95	\$38.71	\$39.87
5 Years	\$39.40	\$40.09	\$40.89	\$42.12
6 Years	\$41.52	\$42.25	\$43.10	\$44.39
7 Years	\$43.64	\$44.40	\$45.29	\$46.65
8 Years	\$46.75	\$47.57	\$48.52	\$49.98
25 Years	\$47.57	\$48.40	\$49.37	\$50.85

**NON-RN WAGE GRIDS**

Current Rates	Grad Nurse	Assistant Head Nurse	Occ Health/Prof Practice	Nurse Practitioner
Start	\$32.00	\$34.37	\$35.72	\$50.01
1 Year		\$34.53	\$35.89	\$50.37
2 Years		\$35.12	\$36.46	\$50.78
3 Years		\$36.88	\$38.29	\$52.01
4 Years		\$38.67	\$40.07	\$53.26
5 Years		\$40.84	\$42.26	\$54.82
6 Years		\$42.96	\$44.50	\$56.37
7 Years		\$45.17	\$46.78	\$57.97
8 Years		\$48.40	\$50.10	\$60.27
25 Years		\$49.25	\$50.97	\$60.86

	<b>Grad Nurse Rates</b>			
	2019	2020	2021	2022
Start	\$32.00	\$32.56	\$33.21	\$34.20

**Assistant Head Nurse Rates**

	2019	2020	2021	2022
Start	\$34.37	\$34.97	\$35.67	\$36.74
1 Year	\$34.53	\$35.13	\$35.83	\$36.91
2 Years	\$35.12	\$35.73	\$36.44	\$37.54
3 Years	\$36.88	\$37.52	\$38.27	\$39.42
4 Years	\$38.67	\$39.34	\$40.13	\$41.33
5 Years	\$40.84	\$41.56	\$42.39	\$43.67
6 Years	\$42.96	\$43.72	\$44.60	\$45.93
7 Years	\$45.17	\$45.96	\$46.88	\$48.29
8 Years	\$48.40	\$49.25	\$50.23	\$51.74
25 Years	\$49.25	\$50.11	\$51.11	\$52.64

**Occ Health/Prof Practice Rates**

	2019	2020	2021	2022
Start	\$35.72	\$36.34	\$37.07	\$38.18
1 Year	\$35.89	\$36.51	\$37.24	\$38.36
2 Years	\$36.46	\$37.09	\$37.83	\$38.97
3 Years	\$38.29	\$38.96	\$39.73	\$40.92
4 Years	\$40.07	\$40.77	\$41.59	\$42.84
5 Years	\$42.26	\$43.00	\$43.86	\$45.18
6 Years	\$44.50	\$45.28	\$46.19	\$47.57
7 Years	\$46.78	\$47.59	\$48.54	\$50.00
8 Years	\$50.10	\$50.98	\$52.00	\$53.56
25 Years	\$50.97	\$51.86	\$52.90	\$54.49

**Nurse Practitioner Rates**

	2019	2020	2021	2022
Start	\$50.01	\$50.88	\$51.90	\$53.45
1 Year	\$50.37	\$51.24	\$52.27	\$53.84
2 Years	\$50.78	\$51.66	\$52.69	\$54.28
3 Years	\$52.01	\$52.92	\$53.97	\$55.59
4 Years	\$53.26	\$54.19	\$55.28	\$56.94
5 Years	\$54.82	\$55.78	\$56.89	\$58.60
6 Years	\$56.37	\$57.36	\$58.51	\$60.26
7 Years	\$57.97	\$58.98	\$60.16	\$61.97
8 Years	\$60.27	\$61.33	\$62.55	\$64.43
25 Years	\$60.86	\$61.92	\$63.16	\$65.05