

COLLECTIVE AGREEMENT

between

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

and

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

EXPIRY: MARCH 31, 2020

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APPENDIX 3**GERALDTON DISTRICT HOSPITAL**

REGISTERED NURSE			
	Effective April 1, 2018		Effective April 1, 2019
Start	\$32.66		\$33.23
1 Year	\$32.81		\$33.39
2 Years	\$33.36		\$33.94
3 Years	\$35.00		\$35.62
4 Years	\$36.66		\$37.30
5 Years	\$38.72		\$39.40
6 Years	\$40.80		\$41.52
7 Years	\$42.89		\$43.64
8 Years	\$45.94		\$46.75
25 Years	\$46.76		\$47.57
GRADUATE NURSE			
Start	\$31.14		\$31.68
1 Year	\$31.87		\$32.43
HEAD NURSE/HOME CARE CO-ORDINATOR			
Start	\$38.34		\$39.01
1 Year	\$38.89		\$39.57
2 Years	\$39.79		\$40.49
3 Years	\$41.34		\$42.06
4 Years	\$43.11		\$43.86
5 Years	\$45.23		\$46.02
6 Years	\$47.36		\$48.19
8 Years	\$47.50		\$48.33
25 Years	\$48.32		\$49.17
CLINICAL CARE FACILITATOR/NURSE EDUCATOR			
Start	\$34.79		\$35.40
1 Year	\$34.85		\$35.46
2 Years	\$35.31		\$35.93
3 Years	\$36.96		\$37.61
4 Years	\$38.62		\$39.30
5 Years	\$40.70		\$41.41
6 Years	\$42.74		\$43.49
7 Years	\$44.84		\$45.62
8 Years	\$47.92		\$48.76
25 Years	\$48.75		\$49.60

ARTICLE A – RECOGNITION

- A.1 The Hospital recognizes the Union as the sole and exclusive bargaining agent for all registered and graduate nurses employed in a nursing capacity by Geraldton District Hospital, in Geraldton, Longlac and Nakina, save and except Managers and persons above the rank of Manager.

ARTICLE B – MANAGEMENT RIGHTS

- B.1 The Union recognizes that the management of the Geraldton District Hospital, and the direction of the working forces are fixed exclusively with the Hospital and shall remain with the Hospital except as specifically limited by the provisions of this Agreement, and without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Hospital to:
- (a) maintain order, discipline and efficiency;
 - (b) hire, assign, retire, discharge, direct, promote, demote, classify, transfer, lay-off, recall and suspend or otherwise discipline employee(s), provided that a claim of suspension, discipline or discharge without just cause may be the subject of a grievance and dealt with as hereinafter provided;
 - (c) determine in the interest of efficient operation and high standards of service, hours of work, job rating and classification, work assignments, methods of doing the work and the working establishment for the service;
 - (d) generally to manage the operation that the Hospital is engaged in, and without restricting the generality of the foregoing, to determine the number of personnel required, methods, procedures and equipment in connection therewith;
 - (e) make, enforce and alter from time to time, reasonable rules and regulations to be observed by the employee(s) which are not inconsistent with the provisions of this Agreement.
- B.2 These rights shall not be exercised in a manner inconsistent with the provisions of this Agreement.

ARTICLE C – UNION COMMITTEES AND REPRESENTATIVES

- C.1 The parties agree that Union Representatives and Committee Members, as provided for in the Central Agreement, may be from either the full-time or part-time bargaining unit and shall represent both bargaining units.

The Hospital shall recognize the following representatives and committee members:

(a) Union Representatives

Three (3) Union Representatives, one (1) of whom is full-time from the Hospital, one (1) of whom is part-time from the Hospital and one (1) from the Nakina Clinic.

(b) Grievance Committee

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

(c) Negotiating Committee

Three (3) employee(s), one (1) of whom is full-time from the Hospital, one (1) of whom is part-time from the Hospital and one (1) from the Nakina Clinic.

(d) Hospital-Union Committee

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

(ii) The Bargaining Unit President/designate will identify to the Hospital which committee members require payment under Article 6.03 (e) at each Hospital-Association Committee meeting.

(e) Professional Development Committee

The Professional Development Committee will consist of two (2) employee(s) representing both the full-time and part-time bargaining units appointed by the Local Union. The number of Hospital Representatives shall not exceed the number of Union Representatives.

C.2 Union Interview

The interview period, as provided for in the Central Agreement, will normally be scheduled during the newly employed employee(s) orientation period. The Hospital will notify the Local Union of the date and time of the newly hired employee(s) orientation period and the interview times shall be mutually agreed.

ARTICLE D – LEAVE OF ABSENCE

D.1 Union Business

As provided for in the Central Agreement, the cumulative total leave of absence for Union business for the Hospital in Geraldton and the Nakina Clinic shall not exceed thirty (30) days (including both the full-time and part-time employee(s)) during the calendar year, subject to the following conditions:

(a) request for leave shall be made in writing at least three (3) weeks prior to the commencement of the leave, except in unusual circumstances;

(b) no more than two (2) employee(s) shall be given leave at the same time;

- (c) the granting of the leave may be affected by staffing requirements for the time of the requested leave. The Chief Nursing Officer designate may then limit the number of employee(s) absent at one time to no more than one (1) employee(s) from a unit or work area. Such limitation shall not be unreasonably exercised.
- D.2 The Hospital will grant a leave of absence, without pay, to the Local Co-ordinator to attend Union functions provided that the total number of days does not exceed thirty (30) working days off in one (1) calendar year. There shall be no loss of service and seniority during such leave of absence. Leave under this provision shall be in addition to the Union leave provided in Article D.1 and subject to the terms of Article D.1.
- D.3 The number of employee(s) that may be absent from the Hospital and the Nakina Clinic on pre-paid leave at one time shall be one (1) full-time and one (1) part-time.

ARTICLE E – MISCELLANEOUS

- E.1 The Hospital will provide the Union with bulletin board space.
- E.2 The Hospital agrees that wages will be paid on a regular bi-weekly basis every second Friday. When a paid holiday falls on that day, wages will be paid one (1) day in advance.
- E.3 The seniority lists, as provided for in the Central Agreement, will be posted twice per year by April 15th and October 15th.
- E.4 The Hospital will notify the Bargaining Unit President of the names of all employee(s) who go off work due to a work related injury or when an employee(s) goes on Long-Term Disability.

The Hospital will provide to the Union, a monthly list of all employee(s) on modified work programs at the beginning of each month.
- E.5 When it has been medically determined that an employee(s) is unable to return to the full duties of her or his position due to a disability, the Hospital will notify and meet with the Labour Relations Officer and the Local Representative to discuss the circumstances surrounding the employee(s) return to suitable work.
- E.6 The Hospital agrees to provide the Union and employee(s) with a copy of the Workplace Safety and Insurance Board Form 7 at the same time as it is sent to the Board.
- E.7 The Hospital shall provide a uniform allowance of seventy-five dollars (\$75.00) annually for full-time employee(s) and forty dollars (\$40.00) annually for regular part-time employee(s) to be paid in a lump sum payment in the first pay period of April in each year.
- E.8 An employee(s) required to use her or his automobile for work will be compensated at the present rate of thirty-five cents (\$.35) per kilometre and will be adjusted according to Hospital policy, whichever is greater. Mileage distances will be calculated in accordance with the present practice.

- E.9 Full-time employee(s) shall be able to apply for temporary full-time vacancies in accordance with Article 10.07 (d) of the Central Agreement.
- E.10 The parties agree that any unsuccessful candidate for an ONA job-posting will be notified, in writing, within one (1) week of the decision being made and prior to the posting of the name of the successful candidate. The parties further agree that the above notification will be copied to the ONA Bargaining Unit President.
- E.11 Any bargaining unit employee(s) who retires and wishes to participate in the Benefit Plans as outlined in Article 17.01 (h) will provide advance payment of the benefits either through post-dated cheques provided on a yearly basis or through a pre-authorized withdrawal process. It is understood that any transaction would be dated the first of each and every month. The Hospital will notify the Union of the benefit costs to retired employee(s) in January of each year and each time the benefit costs are re-negotiated by the Hospital.
- E.12 Three (3) months written notice of retirement is recommended, where circumstances permit. Notice shall be submitted to her or his Manager.

ARTICLE F – SCHEDULING OF HOURS

- F.1 The following scheduling regulations will be observed:
- (a) (i) employee(s) will not be scheduled to work more than seven (7) consecutive tours of work. Premium pay shall be paid for each subsequent consecutive tour worked in excess of seven (7) until one (1) day off is given.
 - (ii) (Nakina Clinic/Diabetes Education Program/Dedicated Emergency Room Nurse/Telemedicine Coordinator)

employee(s) will not be regularly scheduled to work more than five (5) tours in a row. The employee(s) will continue to work a flexible schedule.
 - (b) In any two (2) week period, at least four (4) days off must be scheduled. At least two (2) days off must be consecutive. The remaining two (2) days off may be split.
 - (c) The nursing schedule will be posted by the fifteenth day of the preceding month and will cover a one (1) month period. Requests for changes in posted time schedules must be submitted for approval in writing to the Chief Nursing Officer or designate and must be co-signed by the employee(s) willing to change days off or days of work.
 - (d) The Hospital will schedule one (1) weekend off in three (3) and will endeavour to schedule one (1) weekend off in two (2). A full-time and regular part-time employee(s) will receive premium pay as outlined in the Central Agreement for all hours worked on a third and subsequent consecutive weekend and a casual part-time employee(s) will receive premium pay as outlined in the Central Agreement for all hours worked on a fourth and subsequent consecutive weekend, save and except where:

- (i) such weekend has been worked by the employee(s) to satisfy specific days off requested by such employee(s); or
 - (ii) such employee(s) requested weekend work; or
 - (iii) such weekend is worked as the result of an exchange of shifts with another employee(s).
- (e) A weekend shall consist of at least fifty-six (56) hours starting no later than the end of the Friday evening tour and ending no sooner than the beginning of the Monday day tour.
- (f) An employee(s) will be scheduled off work for not less than five (5) consecutive days at either Christmas or New Year's. The foregoing shall not apply in those areas where employee(s) do not normally work on weekends and paid holidays. The scheduling regulations listed in Article F.1 other than F.1 (f) may be waived between December 15th and January 7th to provide for the time off. In the event that an employee(s) is scheduled less than five (5) consecutive days off, all scheduling regulations shall remain in effect.

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

If more than one (1) employee(s) requests a specific time period that cannot be accommodated, time will be scheduled so that employee(s) are given the opposite time to what they received the previous year.

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

F.2 Employee(s) working in the Hospital or the Nakina Clinic will not be scheduled to work in another section of the Hospital's operation unless they so request it and the Hospital approves it.

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

F.4 Where an employee(s) chooses equivalent time off as provided in Article 14.09, such time off must be taken at a mutually agreeable time within ninety (90) calendar days

of the date the overtime was worked or payment in accordance with Article 14.09 shall be made.

F.5 Regular Part-Time Commitment

A regular part-time employee(s) shall make a commitment to be available to be scheduled to work as follows:

- (i) six (6) 7.5 hour tours; or
four (4) 11.25 hour tours; or
up to forty-eight (48) hours in a pay period;
- (ii) over either Christmas or New Year's;
- (iii) at least one (1) weekend in two (2);
- (iv) during eleven (11) months of the year.

All other part-time employee(s) shall be casual.

- F.6
- (a) All regular part-time employee(s) in a unit will be scheduled up to their commitment hours by seniority before any casual part-time employee(s) are utilized.
 - (b) When regular part-time employee(s) on the unit have been given the opportunity to work up to their commitment, the Hospital will endeavour to offer additional tours to regular part-time employee(s) on the unit on the basis of seniority, prior to offering tours to casual employee(s), subject to the following:
 - (i) employee(s) who wish to be considered for additional tours must indicate their availability in the manner prescribed by the Hospital;
 - (ii) a tour will be deemed to be offered whenever a call is placed;
 - (iii) it is understood that the Hospital will not be required to offer tours which would result in overtime premium pay;
 - (iv) when a regular part-time employee(s) accepts an additional tour, she or he must report for that tour unless arrangements satisfactory to the Hospital are made;
 - (v) provided they are qualified, employee(s) may submit their availability to work additional tours to more than one (1) unit, if to do so is in accordance with existing Hospital practice.

ARTICLE G – VACATIONS

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

- G.2 Subject to G.4, vacations may be taken at any time of the year and will be scheduled as follows:
- (i) vacation request lists including the amount of vacation owing to each employee(s) shall be posted in each area on March 1st of each year and remain posted until April 1st. Employee(s) will write their requests for vacation time off in the vacation year on the posted list. Vacation requests in the Hospital and the Nakina Clinic areas will be separate from each other area. A list of approved vacations will be posted in each area no later than April 30th of each year. In cases of conflict, seniority will govern. It is understood that the Hospital may set reasonable limits regarding the number of employee(s) off on vacation at one time;
 - (ii) vacations requested on or after April 1st in any year will be granted on a first come basis. Vacation requests will be submitted in writing no later than six (6) weeks prior to the time requested, except in unusual circumstances. The Hospital will reply in writing within one (1) week of receipt of the request;
 - (iii) vacation may be commenced on any day of the week; and
 - (iv) during the months of July and August, no more than twenty-eight (28) consecutive calendar days may be taken.
- G.3 Vacations may not normally be accumulated from one (1) year to the next but must be taken each vacation year unless otherwise arranged with the Chief Nursing Officer or designate and the Chief Executive Officer.
- G.4 Vacation will only be granted during the Christmas and New Year's holiday period (December 15th to January 7th), provided the Hospital is adequately staffed during this period.
- G.5 Prior to leaving on vacation, an employee(s) shall be notified of the date and time on which she or he will be required to report for work following her or his vacation or such information shall be on the posted schedule prior to leaving on vacation.
- G.6 Part-time vacation pay will be paid on a bi-weekly basis.
- G.7 Regular part-time employee(s) who have completed sufficient years of equivalent service to be entitled to more than four (4) weeks of vacation time off (in accordance with the full-time qualification levels in the Central Agreement) will be entitled to the greater amount of vacation time off without pay (inclusive of the period provided in Article F.15 (iv)).
- G.8 (a) In departments with more than one (1) employee(s), for the period from May 1st to September 30th,
- A week of vacation is defined as five (5) days of vacation and two (2) days off (seven (7) consecutive calendar days).

(i) Employee(s) Working 7.5 Hour Tours (Full-Time)

An employee(s) will normally take at least five (5) days (37.5 hours) of vacation at any one time. An employee(s) may, however, take five (5) days of vacation in single days.

(ii) Employee(s) Working Extended Tours (Full-Time)

Normally, at least three (3) days (33.75 hours) of vacation must be taken at any one time. An employee(s) may, however, take five (5) days of vacation in single days.

(iii) Part-Time

An employee(s) will normally take a minimum of five (5) calendar days of vacation. An employee(s) may, however, take five (5) days of vacation in single days.

(b) For the remainder of the calendar year, vacation may be taken in single days.

ARTICLE H – PAID HOLIDAYS

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

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

H.2 (Full-Time)

When an employee(s) qualifies for lieu days, the lieu day shall be granted within the period of ninety (90) days following the holiday. Such lieu day shall be by mutual agreement. If not mutually agreed, the employee(s) will be paid in accordance with the Central Agreement. Lieu days will be utilized in the order of accumulation.

H.3 (Full-Time)

The Hospital will endeavour to share time off on paid holidays equally among full-time employee(s).

H.4 (Full-Time)

A request for lieu days off must be requested in writing at least two (2) weeks in advance of the requested time off, except in unusual circumstances. The Hospital will respond in writing no later than five (5) days after submission of the request.

H.5 If a part-time employee(s) is scheduled to work the weekend of a paid holiday, the Hospital shall endeavour to schedule her or him to work the paid holiday.

ARTICLE I – EXTENDED TOURS

I.1 Objective

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

I.2 Introduction of Extended Tours

(a) Extended tours shall be introduced into any unit when:

- (i) eighty percent (80%) of the employee(s) affected so indicate by secret ballot; and
- (ii) the Hospital agrees to implement extended tours; such agreement shall not be withheld in an unreasonable or arbitrary manner.

I.3 Discontinuation of Extended Tours

(a) Extended tours may be discontinued in any unit when:

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

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

(b) When notice of discontinuation is given by either party in accordance with paragraph (a) above,:

- (i) the parties shall meet within two (2) weeks of the giving of notice to review the request for discontinuation; and
- (ii) where it is determined that extended tours will be discontinued, affected employee(s) shall be given sixty (60) days' notice before the schedules are so amended.

I.4 Participation

All full-time and part-time employee(s) falling within the bargaining units will, as a condition of employment, be required to work extended tours on a rotating basis in

accordance with the unit's posted schedules. This will not apply to any employee(s) who is scheduled to work permanent days or who is scheduled to work less than a full extended tour.

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

(a) Hours of Work

An extended tour on a unit shall consist of twelve (12) hours and normal tour hours will be from 0730 to 1930 and 1930 to 0730, except for 0800 to 2000 and 1000 to 2200 for Emergency Room shifts. Should a seven and one-half (7 ½) hour tour be scheduled, the normal tour hours will be:

2330 – 0730;
0730 – 1530; or
1530 – 2330.

The normal hours of work for the Nakina Clinic are 0830 – 1630.

The normal hours of work for Telemedicine is 0800 – 1600.

(b) Meal and Rest Periods

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

two (2) fifteen (15) minute paid rest periods; and

two (2) thirty (30) minute meal periods of which fifteen (15) minutes will be paid.

(c) Scheduling

(i) employee(s) will be scheduled every second weekend off. A full-time and regular part-time employee(s) will receive premium pay as provided in Article 14.03 for all hours worked on a second and additional, if any, subsequent consecutive weekend and casual part-time employee(s) will receive premium pay as provided in Article 14.03 for all hours worked on a fourth and additional, if any, subsequent consecutive weekend, save and except where:

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

(2) such employee(s) has requested weekend work; or

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

(ii) employee(s) will not be scheduled to work more than three (3) consecutive extended tours. If an employee(s) works more than three (3) consecutive extended tours at the request of the Hospital,

she or he shall receive the premium pay as provided in Article 14.03 for all hours worked until she or he receives a day off.

- (iii) the day shift shall be considered the first shift of the day for purposes of the extended tour schedule.
- (iv) the following scheduling clauses shall not apply to extended tour scheduling:
 - F.1 (a);
 - F.1 (d); and
 - F.3.
- (v) there shall be no less than twelve (12) hours off between shifts except where an employee(s) agrees to such short change, premium pay will be paid for all hours that extend into the employee(s) next scheduled shift.

ARTICLE J – JOB-SHARING

If the Hospital agrees to a job-sharing arrangement pursuant to Article 20.01 of the Central Agreement, the following conditions shall apply unless otherwise agreed to by the parties:

- J.1 Job-sharing requests with regard to full-time positions shall be considered on an individual basis.
- J.2 Total hours worked by the job-sharer shall equal one (1) full-time position. The division of these hours on the schedule shall be determined by mutual agreement between the two (2) employee(s) and the Chief Nursing Officer or designate.
- J.3 The above schedules shall conform with the full-time scheduling provisions of the Collective Agreement.
- J.4 Each job-sharer may exchange shifts with her or his partner, as well as with other employee(s) as provided by the Collective Agreement.
- J.5 The job-sharers involved will have the right to determine which partner works on scheduled paid holidays and job-sharers shall only be required to work the number of paid holidays that a full-time employee(s) would be required to work.
- J.6 Coverage

It is expected that both job-sharers will cover each other's incidental illnesses. If, because of unavoidable circumstances, one cannot cover the other, the Chief Nursing Officer or designate must be notified to book coverage. Job-sharers are not required to cover for their partner in the case of prolonged or extended absences.
- J.7 Vacation, Maternity Leave and Other Leaves Pursuant to Article 11 of the Central Agreement

In the event that one (1) member of the job-sharing arrangement goes on any of the above leaves of absence, the coverage will be negotiated with the Chief Nursing

Officer or designate but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

J.8 Implementation

- (a) Where the job-sharing arrangement arises out of the filling of a vacant full-time position, both job-sharing positions will be posted and selection will be based on the criteria set out in the Collective Agreement.
- (b) Any incumbent full-time employee(s) wishing to share her or his position, may do so without having her or his half of the position posted. The other half of the job-sharing position will be posted and selection will be made on the criteria set out in the Collective Agreement.

J.9 If one of the job-sharers leaves the arrangement, her or his position will be posted. If there is no successful applicant to the position, the shared position must revert to a full-time position. The remaining employee(s) will have the option of continuing the full-time position or reverting to a part-time position for which she or he is qualified. If she or he does not continue full-time, the position must be posted in accordance with the Collective Agreement.

Discontinuation

Either party may discontinue the job-sharing arrangement with ninety (90) days' notice. Upon receipt of such notice, a meeting shall be held between the parties within fifteen (15) days to discuss the discontinuation. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary.

ARTICLE K – HEALTH AND SAFETY

K.1 Damage to Personal Property

The Hospital will provide reimbursement for replacement of damages incurred to the employee(s) personal property, such as eyeglasses, contact lenses or other prosthesis, etc., ripped uniforms, personal clothing, as a result of being assaulted while performing her or his work.

The employee(s) will endeavour to present her or his claim to the Hospital within seven (7) days after the event, unless it was impossible for her or him to do so during this period.

DATED at Geraldton, Ontario, this 9th day of October, 2018.

FOR THE HOSPITAL

_"Laurie Heerema" _____

FOR THE UNION

_"Michele Martin" _____

_"Sally Ten Hoeve" _____

LETTER OF UNDERSTANDING

BETWEEN:

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

AND:

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

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

The parties agree that when the changeover from Standard Time to Daylight Saving Time occurs, the employee(s) working the shift when the change occurs shall be paid for seven and one-half (7 ½) hours for the regular six and one-half (6 ½) hour tour. Similarly, when the changeover from Daylight Saving Time to Standard Time occurs, the affected employee(s) will be paid for seven and one-half (7 ½) hours for the regular eight and one-half (8 ½) hour tour.

Employee(s) who work extended tours shall be paid eleven and one-quarter (11.25) hours.

DATED at Geraldton, Ontario, this 9th day of October, 2018.

FOR THE HOSPITAL

FOR THE UNION

_"Laurie Heerema" _____

_"Michele Martin" _____

_"Sally Ten Hoeve" _____

LETTER OF UNDERSTANDING

BETWEEN:

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

AND:

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

RE: INNOVATIVE UNIT SCHEDULING – ARTICLE 13.03

Upon written application by the Union or the Hospital, the parties agree to meet to discuss the application and endeavour to develop language to be appended to the Collective Agreement outlining the introduction, discontinuation and circumstances pertaining to Innovative Unit Scheduling.

DATED at Geraldton, Ontario, this 9th day of October, 2018.

FOR THE HOSPITAL

_"Laurie Heerema" _____

FOR THE UNION

_"Michele Martin" _____

_"Sally Ten Hoeve" _____

LETTER OF UNDERSTANDING

BETWEEN:

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

AND:

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

RE: WEEKEND WORKER – ARTICLE 13.04

Upon written application by an individual employee(s) or the Hospital, the parties agree to meet to discuss the application and endeavour to develop language to be appended to the Collective Agreement outlining the introduction, discontinuation and circumstances pertaining to the Unit Weekend Schedule.

DATED at Geraldton, Ontario, this 9th day of October, 2018.

FOR THE HOSPITAL

_"Laurie Heerema" _____

FOR THE UNION

_"Michele Martin" _____

_"Sally Ten Hoeve" _____

LETTER OF UNDERSTANDING

BETWEEN:

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

AND:

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

RE: VIOLENCE IN THE WORKPLACE

The parties acknowledge their obligations to provide a workplace free of violence and harassment. As such, the Hospital has established a Workplace Violence & Harassment Prevention Program with a representative from the Union.

DATED at Geraldton, Ontario, this 9th day of October, 2018.

FOR THE HOSPITAL

_"Laurie Heerema" _____

FOR THE UNION

_"Michele Martin" _____

_"Sally Ten Hoeve" _____

LETTER OF UNDERSTANDING

BETWEEN:

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

AND:

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

RE: MASTER ROTATIONS PART-TIME

For the purposes of retention and recruitment and subject to the Hospital's ability, notwithstanding Article F.5, the parties agree that for the term of the Collective Agreement, regular part-time employee(s) will be scheduled on a master rotation. Each employee(s) will be guaranteed a 0.3 FTE rotation. Once all regular part-time have been scheduled 0.3 FTE, they will be scheduled up to their commitment by seniority. Extra available tours will be distributed in accordance with Article F.6.

DATED at Geraldton, Ontario, this 9th day of October, 2018.

FOR THE HOSPITAL

FOR THE UNION

_"Laurie Heerema" _____

_"Michele Martin" _____

_"Sally Ten Hoeve" _____
