

## **Collective Agreement**

**Between:**

**The Regional Municipality of Durham  
(hereinafter referred to as the "Employer")**

**And:**

**Ontario Nurses' Association  
(hereinafter referred as the "Union")**

Expiry Date: **March 31, 2026**

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## **Article 1 Purpose and Recognition**

- 1.01 The general purpose of this Agreement is to establish mutually satisfactory employment relations between the Employer and the Union. It provides means for the settlement of grievances and for the final settlement of disputes. Salaries, hours of work and other conditions of employment are established under this Agreement. It is recognized that nurses wish to work co-operatively with the Employer to provide the best possible community health services, in a cost-efficient manner.
- 1.02 The Employer recognizes the Union as the exclusive bargaining agent for all public health, registered and graduate nurses performing as nurses employed by the Employer in the Health Department save and except the Managers of Population Health Division and Assistant Managers of Population Health Division and persons above those ranks.
- 1.03 All references to officers, representatives and committee members of the Union in this Agreement shall be deemed to mean officers, representatives and committee members of the bargaining unit.

## **Article 2 Representation and Union Dues**

### **2.01**

- (a) The Employer will recognize a Negotiating Committee of four (4) nurses including the Bargaining Unit President whose function shall be to negotiate the renewal of the Collective Agreement.
- (b) The Employer will recognize a committee of four (4) nurses as Union representatives who will constitute the Grievance Committee hereinafter referred to. The Employer will be notified in writing from time to time of the names of such nurses.
- (c) A representative of the Ontario Nurses' Association shall be recognized by the Employer to assist in (a) and (b) above.
- (d) The parties agree to abide by the provisions of the Ontario Occupational Health and Safety Act. Under the Occupational Health and Safety Act, there is to be a Joint Occupational Health and Safety Committee, to examine all health and safety questions, and make appropriate recommendations in the interest of a safe and healthy work environment.

Two representatives from the Union shall be nominated to sit on the Health and Safety Committee. An alternate representative from the Union may be appointed for the sole purpose of attending a Committee meeting where one of the two representatives cannot attend the meeting. The Employer shall pay for one Union representative to become a certified Occupational Health and Safety Representative through the Workers Health and Safety Centre.

2.02 The privilege of such representatives to leave their work without loss of salary for the purpose of meeting with the Employer shall be granted on the following conditions:

- (a) Such business must be between the Union and the Employer.
- (b) The time shall be devoted to the prompt handling of the said business.
- (c) The representative concerned shall obtain the permission of their immediate Manager before leaving their work. Such permission shall not be unreasonably withheld.
- (d) The time away from work shall be reported in accordance with the timekeeping methods of the Health Department.
- (e) The Employer reserves the right to limit such time if the time so taken is unreasonable. Incidental expenses incurred such as mileage, meals, etcetera. will be borne by the representative(s) concerned.

### 2.03 **Union/Management Committee**

- (a) An Union/Management Committee shall be instituted for the purposes as set out in paragraph (c). The Committee shall consist of four nurses from the Union, including the President of the bargaining unit, and a number of representatives from the Employer, not to exceed four, including the Director, Population Health Division. This Committee shall be co-chaired by the Bargaining Unit President and the Director, Population Health Division, or their designates.
- (b) The role of Chair shall be rotated between the Co-Chairs and written minutes will be maintained as agreed to by the parties.
- (c) The purpose of the Committee includes:
  1. promoting and providing effective and meaningful communication and exchange of ideas between management and the Union;
  2. discussing labour relations matters of concern, except for matters that are subject of a specific, unresolved grievance or changes to the collective agreement while the parties are in negotiations;

3. making recommendations on matters of concern related to the quality and quantity of public health nursing, it being understood that issues regarding workload must first be raised with the applicable Manager and only brought to this Committee if not resolved by the affected program and respective Manager; and
  4. discussing other issues which may be considered by mutual consent of the Committee.
- (d) The Committee shall meet a minimum of three (3) times per year in February, June and October, or at other mutually satisfactory times. All agenda items shall be exchanged ten (10) calendar days prior to the meeting date.
  - (e) The party requesting an additional meeting shall make the request in writing. Every effort shall be made to meet within 30 days of receipt of the request, and all agenda items shall be exchanged ten (10) calendar days prior to the meeting date.
  - (f) A representative of the Ontario Nurses' Association may attend a meeting and shall endeavor to give the Director, Population Health Division five (5) calendar days advance notice.
  - (g) The Employer shall have the right to have a representative or advisor attend a meeting and shall endeavor to give the Union five (5) calendar days advance notice.
  - (h) The Employer further agrees the committee representatives shall suffer no reduction in regular earnings as a result of these meetings with management.

The establishment of this Committee is no way intended to inhibit or replace regular management meetings with programs and/or individual staff.

- 2.04 The Union will not engage in Union activities during working hours or hold meetings at any time on the premises of the Employer without the permission of the Director, Population Health Division or their delegate.
- 2.05 The Employer and the Union agree that there shall be no discrimination as defined by the Human Rights Code on account of race, creed, colour, gender, sexual orientation, gender identity, gender expression, age, residence, ancestry, place of origin, ethnic origin, citizenship, disability, marital status, family status, record of offenses, or membership or non-membership in the Union, or activities on behalf of the Union practiced against any nurse.

## 2.06

- (a) The Employer will deduct each month from the pay due to each nurse who is covered by this Agreement, a sum equal to regular monthly Union dues of each such nurse. Such deductions will be made in the second pay period of each month along with a list of nurses from whom deductions have been made. The Union shall notify the Employer in writing of the amount of such dues from time to time. Where a new employee is hired and the employee agrees, the Employer shall advise the Union of the new employee's social insurance number as soon as possible. The Union shall indemnify and save the Employer harmless with respect to all dues so deducted and remitted. The Employer agrees to provide this information electronically to the Union.
- (b) The Employer will include the amount of annual union dues paid on the income tax (T4) form for each union member.

## 2.07

- (a) The Employer will notify the bargaining unit in writing, monthly, of the names and classifications of all newly hired nurses during the previous month, as well as any change relating to a change in classification, change of status (full-time, part-time, job sharing), leaves of absence without pay, maternity or parental leaves of absences, WSIB, LTD, retirements, resignations and terminations provided the employee has given written consent to disclose such information.
- (b) The Employer agrees that a representative of the Union shall be allowed up to one (1) hour per month during regular working hours to meet with newly hired nurses. At such meetings, membership forms may be provided.

2.08 The Employer recognizes that the Union has the right to post Union literature at each office and sub-office. For this purpose, the Union will provide their own bulletin boards, and the location of such bulletin boards will be determined by mutual agreement of the parties. Prior approval is required for any such literature that relates to the business of the Employer. Such approval will not be unreasonably withheld.

2.09 A copy of this Agreement in mutually suitable form will be issued by the Employer to each nurse now employed and as employed. Costs will be shared by the Employer and the Union.

### Article 3      Management Rights

- 3.01 The Union acknowledges that it is the exclusive function of the Employer to hire, promote, demote, transfer and suspend nurses and also the right of the Employer to discipline or discharge any nurse for just cause, provided that a claim by a nurse who has acquired seniority that they have been dealt with contrary to the provisions of this Agreement may be the subject of a grievance and dealt with as hereinafter provided.
- 3.02 The Union further recognizes the right of the Employer to operate and manage the Health Department in all respects in accordance with its commitments and its obligations and responsibilities. The right to decide on the number and type of nurses needed by the Employer at any time; the number and location of offices, clinics, required at any time; the right to use modern methods, machinery and equipment; and jurisdiction over all its required offices are solely and exclusively the responsibility of the Employer. The Employer also has the right to make and alter from time to time reasonable rules and regulations to be observed by the nurses and will advise the Union of any new or altered rule or regulation prior to implementation. The Employer agrees that any such rules shall not conflict with the provisions of this Agreement.

Without limiting the foregoing, the Union recognizes and agrees that the Employer shall retain all rights to operate, control and manage the Health Department except as specifically modified herein.

### Article 4      Definitions and Hours of Work

#### 4.01

- (a) **Regular full-time nurse** - is a nurse who normally works thirty-five (35) hours per week. This also includes nurses who work on this basis during the regular school year. Such nurses shall be entitled to all provisions of this Collective Agreement unless specifically provided otherwise.
- (b) **Regular part-time nurse** - is a nurse who normally works less than thirty-five (35) hours per week. Such nurses shall be entitled to all provisions of this Collective Agreement save and except Articles 4.03, 4.04, 15.09, 18 and any other exclusion specifically provided for in the Collective Agreement.
- (c) **A temporary full-time or part-time nurse** - is a nurse who is hired for a specified period of time for the purpose of: 1) replacing employee

vacancies such as, but not limited to: pregnancy/parental/adoption leave, WSIB, LTD, educational leave; or 2) to staff temporary government funding. A temporary employee hired to staff temporary government funding may only be hired up to twenty-four (24) calendar months, unless otherwise extended by the mutual agreement of the parties. Such nurses shall not be entitled to any provisions of the Collective Agreement except as noted below:

- Article 1 - Purpose and Recognition
- Article 2 - Clauses 2.04, 2.05, 2.06, 2.07, and 2.09 only
- Article 3 - Management Rights
- Article 4 - Definitions and Hours of Work (excluding Article 4.03 – flexible hours of work arrangement)
- Article 6 - Clause 6.01 only
- Article 7 - Holidays
- Article 8 - Clause 8.01 (b) only
- Article 10 - paragraph 10.02 only
- Article 11 - except that no grievance may be filed on any Article in the Collective Agreement other than those contained in this paragraph
- Article 13 - Arbitration
- Article 14 - No Strikes - No Lockouts
- Article 15 - Clauses 15.07 only, 15.11(a), and 15.11(b) only
- Article 16 – Pensions 16.01 (b) only
- Article 17 - Miscellaneous
- Article 19 - Duration of Agreement
- Appendix "A"

Where a temporary nurse successfully obtains a permanent position, they shall be credited with their temporary service solely for the purpose of establishing:

1. A seniority date to be used solely for the purpose of transfers, promotions, lay-offs and recall, all of which shall be subject to the governing Articles of this Agreement; and,
2. A service date to be used solely for the purpose of establishing vacation entitlement. It is understood and agreed that such service shall not count towards the completion of the nurse's probationary period pursuant to Article 5.03.

- (d) **Casual Nurse** – is a nurse hired to work on a casual basis to assist with operational peaks and demands through the year. Such nurses shall not be entitled to any provisions of the collective agreement except as noted below:
- Article 1 - Purpose and Recognition
  - Article 2 - Clauses 2.04, 2.05, 2.06, 2.07, and 2.09 only
  - Article 3 - Management Rights
  - Article 4 - Definition 4.01 (d) only
  - Article 6 - Clause 6.01 and 6.05
  - Article 8 - Clause 8.01 (b) only
  - Article 10 - Clause 10.02 only
  - Article 11- except that no grievance may be filed on any Article in the Collective Agreement other than those contained in this paragraph
  - Article 13 - Arbitration
  - Article 14 - No Strikes – No Lockouts
  - Article 16 – Pensions 16.01 (b) only
  - Article 17 - Miscellaneous
  - Article 19 - Duration of Agreement
  - Appendix "A"
- (e) In extenuating circumstances, the Employer may offer part-time nurses and/or job-sharing nurses additional-hours of work at straight pay or, where applicable, time and one half (1½) (in accordance with Article 4.02). It is understood that extenuating circumstances may include temporary requirements to address surges in work volume and to cover temporary staffing shortages. It is also understood that where there are part-time nurses in a program, they will be offered such additional hours of work before job sharing nurses.

#### 4.02

- (a) Overtime is defined as pre-authorized work in excess of 10.5 hrs. per day. Overtime will be compensated at the rate of one and one half hours off for each hour worked or paid at one and one half time their straight time hourly rate for each hour worked at the discretion of the nurse but any time off must be scheduled by mutual agreement.
- (b) Work performed before 8 a.m. or after 10 p.m. shall be compensated as set out in 4.02 (a). This premium shall not apply to regularly scheduled hours which fall outside of these limits. The employer may establish normal hours of work outside of these limits only after consultation with the Union.

- (c) All time worked on a paid holiday, or during a nurse's vacation shall be compensated at the rate of one and one half times the nurse's regular rate of pay, or one and one half hours off for each hour worked. Any time off must be scheduled by mutual agreement.
- (d) Any nurse called to work on a Saturday or Sunday with less than 48 hours notice shall be compensated at the rate of one and one half times the nurse's regular rate of pay or one and one half hours off for each hour worked. This clause shall not apply to planned Saturday/Sunday work or where a nurse flexes their hours.

#### **4.03 Flexible Hours of work Arrangements**

- (a) For the sole purpose of interpreting Article 4.03 and 4.04, the regular hours of work are seven (7) hours a day and thirty-five (35) hours a week.
- (b) Where a nurse has received pre-approval from management, they may enter into a flexible hours of work arrangement whereby the nurse may work their regular daily hours of work, consecutively, between the hours of 8:00 am to 5:00 pm based on one of the following schedules: 1) 8:00 am to 4:00 pm, inclusive of a one hour lunch; 2) 8:30 am to 4:30 pm, inclusive of a one hour lunch; 3) 9:00 am to 5:00 pm, inclusive of a one hour lunch; 4) 8:30 am to 4:00 pm, inclusive of a half-hour lunch; or 5) 9:00 am to 4:30 pm, inclusive of a half-hour lunch. The arrangement(s) may be discontinued by either the Region or the nurse and it is understood that an approved flexible work arrangement may not continue when a nurse changes their assignment/position.
- (c) Nurses will submit a written request for a flexible hours of work arrangement to their Manager or their designate, on an annual basis and no later than June 30<sup>th</sup> with an effective date of the first Tuesday following Labour Day. The duration of such arrangement will be no more than one (1) year unless otherwise approved by the nurses' manager.
- (d) The Managers, Population Health Division will determine the number of nurses within a program that may be permitted to regularly alter their hours of work and approvals will be based on seniority.

#### **4.04 Flex Time**

- (a) Flex time is defined as time a nurse banks, in lieu of payment, for working in excess of their regular daily hours of work.

- (b) A nurse can retain a maximum of thirty-five (35) hours in their flex bank. Regular and flex hours worked in a week cannot cumulatively exceed forty-four (44) hours.
- (c) A nurse can earn flex time where operationally required and where pre-approved by their Manager or designate.
- (d) A nurse can use flex time where pre-approved by their Manager or designate. The Manager or designate will approve such requests where minimum coverage requirements are met and on a first come, first served basis.
- (e) The nurse must report the use and earning of flex time on a weekly basis. This report shall include a description of the work performed and program activity.

#### 4.05 **Standby**

- (a) Employees designated to be on standby duty during other than normal hours of work will receive thirty-one (\$31) dollars per day and if legislatively required, a top-up to ensure compliance with the minimum requirements of the Employment Standards Act, 2000.
- (b) A minimum of four (4) hours of pay at the applicable overtime rate will be paid to a nurse who is on standby and who is called back to work after the completion of their regular shift, but if this period extends into the nurse's regular shift, the regular rate of pay will not be paid for the same hours but will commence only after the expiry of the call back minimum.
- (c) A nurse who is on standby and performs Regional business while still at a work location or outside of a work location, such as a nurse's home office, but is not physically required to attend a work location will receive two times their normal hourly rate for all work performed. The nurse is required to formally log all work performed including telephone calls.

#### 4.06

- (a) A shift premium of one dollar (\$1.00) per hour will be paid for all hours worked on a Saturday or Sunday.
- (b) A nurse shall not receive this shift premium for any hours compensated at the overtime rate.
- (c) Shift premium does not apply to Standby/Call back.

## **Article 5      Seniority and Job Postings**

### **5.01**

- (a) In cases where performance, ability, professional skill, and qualifications, are approximately equal, seniority shall be the deciding factor when decisions are made with regard to promotion.
- (b)
  - 1. When management deems it necessary, it will resolve any internal changes to assignments, including changes to office locations, within a Program. Once management determines that there is a vacancy, the following internal posting process will occur prior to external posting of the vacancy.

#### **Internal Postings Within a Job Classification**

When a vacancy occurs, the Employer shall electronically post the vacancy for a period of five (5) working days.

The posting shall state the Program, as defined by the Employer, office location, job classification, status, posting date and posting removal date.

Where two or more nurses apply for the posting, seniority shall be the determining factor.

The above process will be applied to the next two resulting vacancies, but only posted electronically for a period of three (3) working days. The employer may apply this process to additional vacancies beyond the two resulting vacancies at its discretion.

After completion of the process for Internal Postings within a Job Classification and prior to posting a vacancy externally, a job sharing nurse wishing to attain full time status and who was unsuccessful under the internal posting process, will fill the vacancy. If more than one job sharing nurse wishes to attain full time status, the vacancy will be filled based on seniority. It is understood that in programs with both PHNs and CHNs, nurses in both classifications can concurrently apply for an internal posting, however nurses with the classification identified in the posting will be given first consideration. If a CHN is successful to a PHN posting, the assignment will be modified to reflect the scope of the CHN job classification.

#### **2.    New Provincial Funding**

- 2.1 Where new funding is announced by the province to augment or create new PHN initiatives within the Division and management decides, or is required by the province, to dedicate one full-time nurse to perform the specified work, management will assign the work to the program area in accordance with Article 5.01 (b). Management retains the right to make internal program assignment changes before posting any resulting vacancy pursuant to the internal job posting process.
- 2.2 The parties agree that where performance, ability, professional skills and qualifications are approximately equal, seniority shall be the deciding factor for the posting described in paragraph 2.1, above.
- 2.3 The parties agree that nothing in this Memorandum of Agreement will preclude management from making subsequent changes to the assignment posting pursuant to paragraph 2.1, above.

(c) **External Postings**

All regular full time and regular part-time vacancies, other than Senior Public Health Nurse, will be posted for seven (7) calendar days and applications will be considered on an individual basis, however, the Employer shall have the right at its sole discretion to fill the vacancy from the applications or otherwise. Nurses are not eligible to apply for vacancies posted externally.

- (d) All successful applicants to the internal and external job posting process shall remain in that assignment for one year before they are eligible to apply for another internal job posting. Despite the above, the Director of Population Health Division or their designate, may direct or authorize a nurse to change assignments before the expiration of the year.
- (e) The Employer will provide a quarterly written report to the Union listing all of the successful internal and external job posting candidates from the preceding quarter and associated job posting numbers. This list will be limited to regular full-time and part-time positions.

5.02

- (a) For all provisions of this Agreement seniority for full-time nurses shall commence and accumulate from the date on which a nurse was last hired into the bargaining unit. Seniority for part-time nurses shall be

based on accrued hours worked from the last date of hire into the bargaining unit. It is recognized that fourteen hundred (1400) hours worked equals one (1) year of seniority.

- (b) Any nurse who has been in the bargaining unit and who has moved to a position with the Employer outside of the bargaining unit who subsequently returns to a position within the bargaining unit shall be credited with their previous seniority.

The Union will be provided notice prior to the commencement of the transfers mentioned above.

- (c) The Employer will keep up to date seniority lists showing each nurse's name and classification for full and part-time nurses, and post the same in a conspicuous place and supply copies to the Union twice a year on January 31 and July 31 each year and prior to any layoff.

5.03 A newly employed nurse shall be considered a probationary nurse until they have completed six (6) months of service, or 700 hours for part-time nurses and job-sharing nurses, after which their name shall be placed on the seniority list, and their seniority shall date from the date of their last hiring into the bargaining unit. A written assessment of the nurse's performance, ability, etc. etcetera, will be made by the Director, Population Health Division or designate at the end of three (3) months or 350 hours for part-time and job-sharing nurses, and within ten (10) days prior to the expiration of the probationary period. The probationary nurse will meet with the Director, Population Health Division or designate to discuss such assessments. During the probationary period a nurse may be terminated, disciplined or laid-off at the sole discretion of the Employer whose decision shall be final. Where a probationary nurse's employment is terminated, the Employer will give the nurse and the Union written notice within seven (7) days of termination. Such notice shall include the reason for the termination known to the Employer at the time of termination.

#### 5.04

- (a) When a position of Senior Public Health nurse becomes vacant and the Employer intends to fill the vacancy, or a new position within the scope of this Agreement is created, the Employer will post electronically for a period of fourteen (14) calendar days notice of such vacancy. The notice will contain the nature of the position, remuneration and required qualifications. A nurse with at least one year's seniority who wishes to be considered for the position so posted shall submit to the Director, Population Health Division written application for the vacancy within and

not after fourteen (14) calendar days from the date on which the notice of the vacancy was first posted up. Subsequent vacancies created by the filling of a posted vacancy are to be posted for three (3) consecutive working days. Each application shall set forth the applicant's qualifications, training and related experience in the work in question.

- (b) All other regular full time and regular part-time vacancies will be posted for seven (7) calendar days and applications will be considered on an individual basis, however, the Employer shall have the right at its sole discretion to fill the vacancy from the applications or otherwise.

#### 5.05

- (a) Seniority shall be retained and accumulate when a nurse is absent from work under the following circumstances:
  - approved leave of absence with or without pay up to a period of four (4) months;
  - when in receipt of benefits under the Workplace Safety and Insurance Act up to a period of six (6) months;
  - when in receipt of sick leave up to a period of six (6) months;
  - when on Pregnancy and/or Parental Leave without pay.
  - approved leave of absence without pay to a period of twenty-four (24) months to attend University for further education.
  - for the first four (4) months of an assignment to an acting management role in the Department;
  - disability resulting in Long Term Disability benefits including the period of the disability program covered by Employment Insurance.
- (b) Seniority shall be retained, subject to paragraph (a) hereof, only when a nurse is absent from work under the following circumstances:
  - approved leave of absence with or without pay;
  - when in receipt of benefits under the Workplace Safety and Insurance Act;
  - when in receipt of sick leave;
- (c) Seniority shall terminate and a nurse shall cease to be employed by the Employer when they:
  - resigns for any reason;
  - is discharged for just cause and is not reinstated;
  - is absent without pay for a period of one year by reason of illness or accident, provided that such period may be extended in an individual case by agreement between the Employer and the Union;

- is absent from work for more than two (2) consecutive scheduled working days without notifying the Employer except where an acceptable reason is given;
- is absent from work for more than three (3) consecutive working days without leave and without an acceptable reason;
- does not return to work after an approved leave of absence without giving an acceptable reason;
- is no longer registered under the Regulated Health Professions Act, 1991 as amended from time to time, or successor act;
- is laid off and not recalled to work within a period of twenty-four (24) months from the date of lay-off, or after having been laid off for less than twenty-four (24) months fails to return to work within five (5) days after notice of recall has been sent to them by the Employer by registered mail to the last address of the nurse of which the Employer has a record unless the nurse is unable to return because of a satisfactory reason which is given within the aforementioned period and provided they returns within a period of an additional five (5) days thereafter.

#### **5.06 Layoff and Recall**

- (a) In the case of a layoff the Employer shall lay off nurses by classification on the basis of seniority, on a Bargaining Unit wide basis, provided that probationary nurses shall be laid off first and the most junior nurses shall be laid off thereafter.
- (b) No temporary nurses will continue to be employed while any permanent nurses are on layoff.
- (c) Casual part-time nurses will not be utilized while full-time and/or part-time nurses are on layoff.
- (d) Nurses shall be recalled to positions in the bargaining unit on the basis of seniority.
- (e) All nurses who are on layoff will be given job opportunities in the bargaining unit before any new nurse is hired in the bargaining unit.
- (f) In the event of a proposed layoff at the Health Department of a permanent or long-term nature, the Employer will:
  1. provide the Union with no less than thirty (30) calendar days notice of such layoff; and
  2. meet with the Union to review the following:
    - 2.1 the reasons causing the layoff;

2.2 the service which the Health Department will undertake after the layoff; and

2.3 the method of implementation including the areas of cutback and the nurses to be laid off.

(g) Any recall rights contained in Article 5 shall expire twenty-four (24) months from the date of layoff.

## **Article 6      Salaries and Professional Classifications**

6.01 Salaries in present professional classifications are set forth in Appendix "A" and remain in effect for the duration of this Agreement.

6.02 The Employer agrees that the establishment of any new classifications shall be on the basis of fairness and equity and will apply to only newly created positions or the revision of present positions where there has been a significant change in responsibilities. The rates established for such new positions shall be based on the rate structure herein. Before implementing any new professional categories covered by this Agreement the Employer will inform the Union and allow the Union a reasonable opportunity to make representations to the Employer regarding the salary to be paid to employees in any such new categories. A grievance may be filed alleging that such new rates are not fair or equitable or based on the rate structure herein and if such grievance is referred to arbitration the Board of Arbitration shall have the power to order any rate change to be effective from the date the rates were first put into effect by the Employer.

6.03 It is understood that the duties of a Public Health Nurse and Community Health Nurse include Team Co-ordinator and group or program co-ordination in special settings such as school, clinic, child health centre or place of employment.

6.04 A nurse who changes their category from Community Health Nurse to Public Health Nurse shall not receive a reduction in salary as a result.

6.05 Related recent experience in Public Health Nursing which adds to the value of the nurse's service will be recognized as follows:

- for one (1) year's service but less than two (2) - one (1) increment;
- for two (2) year's service but less than three (3) - two (2) increments;
- for three (3) year's service or more - three (3) increments.

The assessment of other past professional experience will be the sole prerogative of the Director, Population Health Division or designate.

## **Article 7      Holidays**

### **7.01**

(a) The following shall be recognized as holidays under this Agreement:

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Remembrance Day
Victoria Day	Christmas Day
Canada Day (July 1st)	Boxing Day
National Day for Truth and Reconciliation	

And any national or provincial holiday declared by the Federal government or the Government of Ontario. Time off with pay will be granted for the last half of the working day preceding Christmas Day and New Year's Day.

(b) An "eligible nurse" as used in this Article is one who:

1. performs work during the payroll period in which the holiday is observed except when absent due to verified illness or other approved absence with pay;
2. works as scheduled or assigned both on their last scheduled work day prior to and their first scheduled work day following the holiday, except when absent due to verified illness or other approved absence with pay.

(c) An "eligible nurse" who is not required to work on one of the above named holidays shall suffer no reduction in their salary by reason of the occurrence of the said holiday.

**7.02** For work performed on the actual day of the holiday, as identified under Article 7.01 (a), nurses shall receive pay at time and one half (1 1/2) the nurses' regular rate of pay and a substitute day off to be scheduled no later than six (6) months from the date of the holiday. Such time will be scheduled at a time which is agreeable between the nurse and the Director, Population Health Division or designate. Any request will not be unreasonably denied. Should agreement not be reached and if the time cannot be scheduled off within six (6) months of the designated holiday, the above time will be paid to the nurse. When the actual day of the holiday falls on a Saturday or Sunday, the substitute day off is the day the holiday is observed by the Region.

Work on a statutory holiday will be distributed on a rotational basis, in order of seniority, among those nurses who normally perform the work in the program or component, as determined by the Program Manager or designate.

- 7.03 For work performed on the day observed by the Region of Durham, nurses shall receive regular pay and a substitute day off which must be scheduled by mutual agreement within six (6) months from the date of the day observed by the Region.
- 7.04 Regular part-time nurses, temporary full-time nurses, temporary part-time nurses and casual nurses shall receive holiday pay equivalent to their average daily hours worked in the four weeks preceding the holiday.

## **Article 8      Vacations**

### **8.01**

- (a) All regular full-time nurses will receive vacation with pay according to the following schedule:
  - 1. Less than one (1) year of service or employed on a ten (10) month basis see paragraph 8.03.
  - 2. At least one (1) year of service but less than fifteen (15) years of service four (4) weeks.
  - 3. At least fifteen (15) years of service but less than twenty-three (23) years of service five (5) weeks.
  - 4. At least twenty-three (23) years of service, but less than thirty (30) years of service, six (6) weeks. Effective the 2024 calendar year, at least twenty-three (23) years of service, but less than twenty-five (25) years of service, six (6) weeks.
  - 5. Thirty (30) or more years of service, six (6) weeks plus 1 day per year of service for a maximum of 5 additional days. Effective the 2024 calendar year, twenty-five (25) or more years of service, six (6) weeks plus 1 day per year of service for a maximum of 5 additional days.

### **(b)      Vacation Pay Eligibility**

Temporary full-time, temporary part-time, regular part-time and casual nurses shall be eligible for vacation pay at a rate of eight (8%) of all paid hours, paid bi-weekly in lieu of paid vacation time off. After completing 10 years of service, temporary full-time, temporary part-time, regular part-time and casual nurses shall be eligible for vacation pay at a rate of ten (10%) of all paid hours, paid bi-weekly in lieu of paid

vacation time off.

Regular part-time nurses are entitled to unpaid vacation time off in accordance with the following schedule. Such time off must be taken in no less than 3.5 hour increments.

Less than ten years of service: equivalent of 4 weeks

Ten or more years of service: equivalent of 5 weeks

Equivalency is defined as the number of working days per week that a part-time nurse is normally scheduled to work.

- 8.02 All regular full-time nurses shall be entitled to vacation with pay in accordance with credited service. Vacations shall be taken in the calendar year based on the nurse's vacation entitlement as computed to May 31<sup>st</sup> of that same calendar year except that a nurse shall become entitled to increased vacation entitlement after January 1<sup>st</sup> in the calendar year in which the fifteenth (15<sup>th</sup>), twenty-third (23<sup>rd</sup>), thirtieth (30<sup>th</sup>), thirty-first (31<sup>st</sup>), thirty-second (32<sup>nd</sup>), thirty-third (33<sup>rd</sup>), thirty-fourth (34<sup>th</sup>) and thirty-fifth (35<sup>th</sup>) anniversary of service falls. Effective the 2024 calendar year, a nurse shall become entitled to increased vacation entitlement after January 1<sup>st</sup> in the calendar year in which the fifteenth (15<sup>th</sup>), twenty-third (23<sup>rd</sup>), twenty-fifth (25<sup>th</sup>), twenty-sixth (26<sup>th</sup>), twenty-seventh (27<sup>th</sup>) twenty-eighth (28<sup>th</sup>) and twenty-ninth (29<sup>th</sup>) anniversary of service falls.
- 8.03 Each full-time nurse who has less than one year's seniority as at May 31<sup>st</sup> shall be entitled to a vacation of one and two-thirds (1-2/3) working days for each full calendar month of seniority. The entitlement to such vacation credits shall be based on the following:
- If hired on the first day of the month – 1-2/3 day's credit.
  - If hired between the second and tenth days of the month of first month - 1 day's credit.
  - If hired between the eleventh and twentieth days of month of first month - ½ day's credit.
  - If hired between the twenty-first day to end of month - no credit and thereafter on the calendar month.
- 8.04 When a nurse's employment is terminated for any reason, they shall be entitled to vacation allowance covering vacation earned but not taken.
- 8.05
- (a) Vacation schedules are subject to the approval of the Director, Population Health Division or designate and the contingencies of the

Health Department's programs. Seniority will be the deciding factor if a conflict in vacation requests arise.

- (b) Requests for vacation outside of the peak seasons, defined below, shall be approved on a first come, first serve basis in accordance with operational needs.
  - (c) Requests for vacation during the following peak seasons shall be approved based on seniority, and in accordance with operational need, if the request is made in accordance with the following schedule:
    - 1. Requests for vacation during March break shall be submitted in writing by no later than November 15<sup>th</sup> of the preceding calendar year. Employees will be advised of any denied request by no later than December 7<sup>th</sup>.
    - 2. Requests for vacation from the Monday of the July 1<sup>st</sup> week to the Friday of the week when Labour Day falls shall be submitted by no later than March 31<sup>st</sup> of the current calendar year. Employees will be advised of any denied request by no later than April 22<sup>nd</sup>; and,
    - 3. Requests for vacation during the December holiday season (the Monday of the Christmas Eve week to December 31<sup>st</sup>) shall be submitted by no later than March 31<sup>st</sup> of the current calendar year. Employees will be advised of any denied request by no later than April 22<sup>nd</sup>.
  - (d) A nurse who has been approved for a peak season vacation cannot cancel that vacation unless they give their Manager, or designate, two weeks' notice (if possible) of the cancellation and their Manager, or designate, approves the cancellation. Such approval shall not be unreasonably withheld.
  - (e) Where a nurse cancels their approved peak season vacation in accordance with Article 8.05(d), the cancelled vacation time shall be first offered to the nurse with the greatest seniority and who previously submitted a timely request for that cancelled vacation time and was denied.
- 8.06 Vacations may not be accumulated from one vacation year to another and must be taken during the term of the vacation year except under extenuating circumstances and approved by the Medical Officer of Health or designate.
- 8.07 Each full-time nurse who is absent in excess of twenty (20) working days without pay during any vacation year shall only be entitled to vacation with pay on the following basis:

Worked or received full pay for more than fifteen (15) days in a calendar month - one and two thirds - (1-2/3) days.

Worked or received full pay for more than ten (10) days but less than sixteen (16) days in a calendar month -one (1) day.

Worked or received full pay for more than five (5) days but less than eleven (11) days in a calendar month - one half (½) day.

- 8.08 Application for annual vacation is to be made at the earliest possible time using the Region's designated timekeeping software, as may be amended from time to time.
- 8.09 If a nurse is in receipt of Workplace Safety & Insurance benefits prior to going on vacation, they shall be credited with vacation to be scheduled as such at another time.
- 8.10 When a nurse, who would otherwise be using sick leave or vacation suffers a death in the family which entitles them to paid time-off under clause 15.01, the bereavement leave will be allowed to replace either the on-going sick leave or vacation. The nurse will make every effort to advise their Manager of the situation during the leave. The re-scheduling of any vacation will be at a time mutually agreed upon between the nurse and their Manager.
- 8.11 If a nurse is absent due to illness/injury prior to a scheduled vacation and wishes to cancel their scheduled vacation as a result of such illness/injury, their vacation may be re-scheduled at a time mutually convenient to the parties within the current vacation year provided that the nurse provides adequate medical substantiation from their doctor.
- 8.12 If a nurse becomes injured or ill for four (4) or more consecutive days during their vacation, they may cancel their vacation and draw from their accumulated sick leave bank to cover the absence provided they submit medical documentation satisfactory to the employer to substantiate the illness.

## **Article 9 Sick Leave**

- 9.01 Sick leave credits shall accrue on the basis of 1.5 days per month, with no pro ration for less than one (1) month.

Sick leave credits shall commence and accumulate from the date on which a nurse was first employed by the Employer.

Statutory holidays and vacation time shall be credited as working days for the purposes of this Article.

All Regular Part-time nurses shall not be entitled to sick leave.

- 9.02 Sick leave benefits shall be cumulative from year to year. If a nurse leaves the employment of the Employer for any reason after five (5) or more years of continuous service they shall be entitled to be paid at their regular rate for a period of equal to 50% of the value of their accumulated sick leave credit up to a maximum of six month's salary.
- 9.03 When a nurse is injured in the course of their employment and in receipt of Workplace Safety & Insurance benefits in lieu of their regular pay, the Employer will, upon the request of a nurse make up the difference between such compensation and their regular pay to the extent of the maximum of the nurse's accumulated sick leave with pay credits or for a period of six (6) months whichever shall be the shorter of the two. The amount of such make-up pay shall be deducted from such accumulated credits and the nurse must submit proof of amount received from the Workplace Safety & Insurance Board.
- 9.04 When a nurse has been on sick leave, the Director of Population Health Division, Human Resources or designates, may require the nurse to obtain medical documentation satisfactory to the employer to substantiate their absence and/or verify payment under the sick leave plan. Such medical documentation will be required after the nurse is off on sick leave for five consecutive days.
- 9.05 Sick leave credits are granted to the nurse for their own illness and are not to be used for any other purpose save and except for the purpose outlined in Article 15.09.

## **Article 10    Vehicle Allowance**

### **10.01**

- (a) Those nurses who are required to use their automobile to perform their duties for the Health Department and consequently must have a car available at all times and must provide for additional insurance coverage on their vehicle, shall be paid at a flat rate on the excess travel.
- (b) The nurse will be assigned a vehicle allowance as follows based on the expected yearly kilometres to be driven:
  - 1. Kilometre ranges are for the expected annual travel and advances are issued for the minimum kilometres in the category range.
  - 2. Payments are calculated at **\$0.68/km** for the first 5000 kilometres

and **\$0.62/km** for each kilometre travelled beyond 5000 kilometres. In order to remain a non-taxable payment, the rates will be increased or decreased if the reasonable rates as determined by the Department of Finance Canada are amended.

Category	Kilometre Range	Monthly Advance (\$)
<b>1</b>	1000 – 2000	57.00
<b>2</b>	2001 – 3000	113.00
<b>3</b>	3001 – 5000	170.00
<b>4</b>	5001 – 8000	283.00
<b>5</b>	8001 – 12,000	438.00
<b>6</b>	12,001 – 16,000	645.00
<b>7</b>	16,001 – 20,000	852.00
<b>8</b>	20,001 – 24,000	1058.00
<b>9</b>	24,001 – 28,000	1265.00
<b>10</b>	28,001 and over	1472.00

3. A year end conciliation is required for every employee receiving an advance. The adjustment for additional kilometres travelled or recovery of an overpayment must be completed by the end of January of the following calendar year. If an employee terminates employment, or is removed from the vehicle advance system, the reconciliation is due at that time.
4. If no travel records are received, the total amount of the advance will be recovered.
5. Advances shall be paid on the second pay period of the month.
6. The reimbursement is for the use of personal vehicles only. Reimbursement for parking charges and other travel expenses shall be submitted on a separate expense claim.

10.02 All other nurses who would not normally require a car to perform their duties, and those nurses who drive less than 1,000 km per year, shall be reimbursed at the rate of **\$0.68/km** for the first 5000 km and **\$0.62/km** for every kilometre travelled beyond 5000 km. In order to remain a non-taxable payment, the rates will be increased or decreased if the reasonable rates as determined by the Department of Finance Canada are amended.

- 10.03 Nurses who are required to use their automobile will be designated by their Department Head on a list which will indicate their appropriate vehicle allowance category.
- 10.04 Any nurse who is transferred temporarily to another office will be reimbursed for any distance driven in excess of their normal home-work trip under the appropriate clause of **Article 10 - Vehicle Allowance**.
- 10.05 Subject to advising the Union, the employer may increase the rates of reimbursement.

## **Article 11    Grievance Procedure**

- 11.01 Parties to this Agreement believe that it is important to adjust complaints and grievances as quickly as possible. Notwithstanding any provision contained in this Article, any nurse and/or Union may present a complaint at any time without recourse to the formal written procedure described herein.
- 11.02 A grievance shall be defined as a complaint regarding the interpretation or alleged violation of this Agreement, or, in the case of a nurse who has acquired seniority under this Agreement, a complaint that they have been discharged or disciplined without just cause.
- 11.03 Prior to the initiation of any grievance, the affected employee may discuss the matter with their Manager. They shall have the assistance of a member of the Grievance committee if they so desire. Failing satisfactory resolution of the problem at the complaint stage, a grievance shall be submitted in writing within ten (10) full working days from when the circumstances giving rise to it occurred or originated and be processed in accordance with Article 11.05.
- 11.04 No grievances shall be considered where the circumstances giving rise to it occurred or originated more than ten (10) full working days before the filing of the grievance; in the case of a grievance involving computation of pay, the grievance may be filed within ten (10) working days after receipt of pay.
- 11.05 The following shall be the procedure in processing and handling grievances and the Union acknowledges that the Employer may have present at any step, in addition to those members of management specifically mentioned below, any other staff or representatives which it feels may be of assistance in dealing with the grievance.

### **Step Number 1**

The aggrieved nurse may submit their grievance in writing to the Director, Population Health Division or designate who shall consider it in the presence of the person or persons presenting same and render their decision in writing.

The aggrieved nurse shall have the assistance of a member of the Grievance Committee if they so desire. Should no settlement satisfactory to the nurse concerned be reached within five (5) working days, the next step in the grievance procedure may be taken within five (5) working days thereafter.

### **Step Number 2**

The aggrieved nurse may submit their grievance in writing to the Medical Officer of Health or designate and they may have the assistance of a member of the Grievance Committee if they so desire. Should no settlement satisfactory to the nurse concerned be reached within five (5) working days, the next step in the grievance procedure may be taken within five (5) working days thereafter. The said Grievance Committee may have the assistance of a representative of the Ontario Nurses' Association (ONA) if they so desire.

### **Step Number 3**

The aggrieved nurse may submit their grievance in writing to the Commissioner of Human Resources of the Regional Municipality of Durham or designate. The Grievance Committee as constituted under Article 2 may be present at this stage at the request of either party. The said Grievance Committee may have the assistance of a representative of the Ontario Nurses' Association (ONA) if they so desire.

- 11.06 If a final settlement of the grievance is not completed within ten working days after the grievance has been submitted in writing at Step Number 3 of the grievance procedure, and if the grievance is one concerning the interpretation or alleged violation of this Agreement, or is a claim by a nurse that they have been discharged or disciplined without just cause, the grievance may be referred by either party to a Board of Arbitration as provided in Article 13 at any time within fifteen working days (15) thereafter, but not later.

**Note:** Any of the time allowances provided above may be extended by mutual agreement in writing between the parties.

### **11.07 Management Grievance**

It is understood that the Management may submit to the Union any complaint with respect to the conduct of the Union, its officers or members, or any complaint that a contractual obligation undertaken by the Union in this Agreement has been violated. Such complaint, if not resolved by verbal discussion, shall be reduced to writing and delivered or forwarded to a representative of the Union, whereupon it shall be discussed at Step Number 3 of the grievance procedure. Failing a satisfactory settlement within ten (10) days after the filing of such grievance, the Employer may refer it to arbitration

in accordance with the provisions of Article 13.

#### **11.08 Group Grievance**

Where a number of nurses have identical grievances and each nurse would be entitled to grieve separately, they may present a group grievance in writing signed by each nurse who is grieving. Such grievances shall be submitted at Step Number 1 of the grievance procedure.

#### **11.09 Union Grievance**

The Union may file a grievance as defined in this Agreement which involves all or a substantial number of the nurses covered by this Agreement. Such grievance shall be submitted at Step Number 2 of the grievance procedure.

### **Article 12 Suspension or Discharge Cases**

- 12.01 A nurse who is to be suspended or discharged shall be entitled to a Union representative at the time they are told of their discipline.
- 12.02 A claim by a nurse who has attained seniority that they have been suspended or discharged without just cause shall be treated as a grievance if a written statement of such grievance is filed with Director, Population Health Division or designate, within five (5) working days after the nurse is notified in writing of their discharge or suspension. Such a grievance shall commence at Step Number 2 of the grievance procedure. Such special grievances may be settled by confirming the Employer's action in dismissing or suspending the nurse or by reinstating the nurse with full compensation for time lost, or by any other arrangement which is just and equitable in the opinion of the conferring parties.

### **Article 13 Arbitration**

- 13.01 Both parties to this Agreement agree that any dispute or grievance concerning the interpretation or alleged violation of this Agreement, which has been properly carried through all the steps of the grievance procedure outlined in Article 11 and which has not been settled, will be referred to a Board of Arbitration at the request in writing of either of the parties hereto.
- 13.02 The Board of Arbitration will be composed of one person appointed by the Employer, one person appointed by the Union, and a third person to act as Chairperson chosen by the other two members of the Board. Alternatively, the parties may agree to have a sole arbitrator appointed.
- 13.03 Within five days of the request by either party for a Board, each party shall notify the other of the name of its appointee. Should the recipient of the above request fail to appoint an appointee within five (5) days, the Minister of Labour

of the Province of Ontario will be asked to appoint one on its behalf.

- 13.04 Should the person chosen by the Employer to act on the Board, and the person chosen by the Union, fail to agree on a third person within seven days of the notification mentioned in section 13.03, the Minister of Labour of the Province of Ontario will be asked to appoint a person to act as Chairperson.
- 13.05 The decision of a Board of Arbitration, or a majority thereof, constituted in the above manner, shall be final and binding on both parties. Where there is no majority decision, the decision of the Chairperson shall be the decision of the Board.
- 13.06 The Board of Arbitration shall not have any power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 13.07 Each of the parties to this Agreement will bear the expenses of the arbitrator appointed by it and of its own witnesses; and the parties will jointly bear the expenses, if any, of the Chairperson.
- 13.08 No person shall be selected as arbitrator who has been directly involved in attempts to negotiate or settle the grievance.

#### **Article 14 No Strikes - No Lockouts**

- 14.01 In view of the orderly procedure established by this Agreement for the settling of disputes and the handling of grievances, the Union agrees that, during the lifetime of this Agreement, there will be no strike, picketing, slowdown, or stoppage of work either complete or partial and the Employer agrees that there will be no lockout.
- 14.02 The Employer shall have the right to discharge or otherwise discipline nurses who take part in or instigate any strike, picketing, stoppage or slowdown, but a claim of unjust discharge or treatment may be the subject of a grievance and dealt with as provided in Article 11.
- 14.03 Should the Union claim that a cessation of work constitutes a lockout, it may take the matter up with the Employer as provided in Step Number 3 of Article 11.
- 14.04 The Union further agrees that it will not involve any nurse of the Employer during working hours, or the Employer, itself, in any dispute which may arise between any other employer and the nurses of such other employer.

## **Article 15 Leave of Absence**

### **15.01 Bereavement Leave**

- (a) Leave of absence without loss of pay will be granted to a maximum of seven (7) continuous working days in the event of death of spouse or child (including pregnancy loss).
- (b) Leave of absence without loss of pay will be granted to a maximum of four (4) continuous working days in the event of death of mother, father, brother, sister, mother-in-law, father-in-law and grandparent, sister-in-law, brother-in-law grandchild, stepmother, stepfather, stepsister, or stepbrother.
- (c) Where the nurse is required to travel with respect to the death referred to in sub-paragraph (a) or (b) more than 500 km from the nurse's residence, the nurse shall be granted in addition to the leave of absence referred to in the above sub-paragraphs, reasonable leave of absence for travelling time, not to exceed two (2) working days.
- (d) A nurse shall be granted one (1) day without loss of pay in the event of death of their aunt, uncle, niece or nephew. It is understood that paragraph (c) shall not apply to this entitlement.
- (e) In the case of part-time nurses, the bereavement periods described in paragraphs (a) through (c) shall be observed in continuous calendar days.
- (f) Where tradition dictates or delayed services occur (interment or memorial) the amounts in paragraphs (a) or (b) may be used over two (2) separate occasions within six (6) months of the date of loss.

### **15.02 Pregnancy Leave**

- (a) Pregnancy leave will be granted in accordance with the provisions of the Employment Standards Act, 2000, except where amended in this provision. The service requirement for eligibility for pregnancy leave shall be at least thirteen (13) weeks of continuous service prior to the expected date of birth.
- (b) The employee shall give written notification at least four (4) weeks in advance of the date of commencement of such leave and the expected date of return. At such time, they shall furnish the Employer with the certificate of a legally qualified medical practitioner stating the expected birth date.

- (c) The employee shall reconfirm their intention to return to work on the date originally approved in subsection (b) above by written notification received by the Employer at least two (2) weeks in advance thereof.
- (d) Credits for service and seniority shall accumulate while an employee is on pregnancy leave except for the calculation of the probationary period.
- (e) An employee who is on pregnancy leave as provided under this Agreement who has applied for and is in receipt of Employment Insurance pregnancy benefits pursuant to Section 22 of the Employment Insurance Act shall be paid a supplement unemployment benefit for a period not exceeding fifteen (15) weeks. The supplement shall be equivalent to the difference between seventy-eight percent (78%) of their regular weekly earnings and the sum of their weekly Employment Insurance benefits and any other earnings. Such payment shall commence following completion of the one (1) week Employment Insurance waiting period. Receipt by the Employer of the employee's Employment Insurance current claim information page or letter from Service Canada (if in receipt of EI Sick Benefits prior to the commencement of EI pregnancy benefits) as proof that they are in receipt of the Employment Insurance pregnancy benefits, and shall continue for a maximum period of fifteen (15) weeks. The employee's regular earnings shall be determined by multiplying their regular hourly rate on their last day worked prior to the commencement of the leave times their normal weekly hours. Where an employee elects to receive parental leave benefits greater than 35 weeks in accordance with the Employment Insurance Act, the amount of any Supplemental Unemployment Benefit payable by the Region for pregnancy leave will be no greater than what would have been payable had the employee elected to receive 35 weeks of the parental leave benefit pursuant to the Employment Insurance Act.

### **15.03 Parental/Adoption Leave**

- (a) Parental leave will be granted in accordance with the provisions of the Employment Standards Act, except where amended in this provision. The service requirement for eligibility for parental leave shall be thirteen (13) weeks of continuous service prior to commencing the parental leave.
- (b) The employee, who qualifies for parental leave, other than an adoptive parent, shall give written notification of at least two (2) weeks in

advance of the date of commencement of such leave and the expected date of return.

- (c) For the purposes of this Article, parent shall be defined in accordance with the parental leave provisions in the Employment Standards Act, 2000, as may be amended from time to time.
- (d) An employee who is an adoptive parent shall advise the Employer as far in advance as possible of having qualified to adopt a child, and shall request the leave of absence in writing, upon receipt of confirmation of the pending adoption. If, because of late receipt of confirmation of the pending adoption, the employee finds it impossible to request the leave of absence in writing, the request may be made verbally and subsequently verified in writing.

An employee who is an adoptive parent must begin their parental leave in accordance with the Employment Standards Act, 2000, as may be amended from time to time.

An employee shall reconfirm their intention to return to work on the date originally approved in subsection (b) above by written notification received by the Employer at least two (2) weeks in advance thereof.

- (e) Credits for service and seniority shall accumulate while an employee is on parental/adoption leave except for the calculation of the probationary period.

#### **15.04 Educational Leave**

It is recognized that substantial contributions can be made to the total public health program through the dissemination of information obtained during educational leave and short courses. Each nurse should be given equal opportunity to participate in courses in which the Employer decides to participate. Any nurse may request a meeting to discuss such courses with the Director, Population Health Division or designate.

- (a) Information concerning such courses and/or workshops pertaining to any aspect of nursing shall be posted as far as possible in advance so that nurses may make application for leave. During attendance at such courses the Employer will continue the nurse's salary and shall pay at its sole discretion such further amounts on account of pay travel and reasonable living expenses as it deems advisable.
- (b) Leave of absence without pay for a period up to one (1) year may be granted to full-time and regular part-time nurses who make application to attend university to further their educational qualifications. The

Employer may permanently fill such nurse's position during this period. Upon notice being given to the Employer that they are available to return to work, the nurse will be given the first opportunity to return to a position for which they are qualified and will be given the opportunity to return to their former position, if and when the position becomes open.

- (c) When a nurse completes such an approved educational leave of absence, they cannot voluntarily resign their employment for two years following their return to work from the leave.

15.05 When a nurse has completed a course relevant to their duties they shall be granted leave of absence with pay to write the required examination.

15.06

- (a) Leave of absence without loss of pay to attend professional meetings (OPHA, RNAO) shall be granted at the discretion of the Employer to nurses of up to a collective total of five (5) working days per year. This maximum shall not apply to ONA meetings which are covered in clause 15.06 (b).
- (b) Leave of absence without pay to attend to Union business will be granted at the discretion of the Director, Population Health Division. Notwithstanding the above, permission for such leave shall not be unreasonably withheld.

15.07 Requests for leaves of absence without pay for personal reasons will be considered on an individual basis by the Director, Population Health Division, having due regard to the requirements of the Employer's programs. Such requests are to be made as far as possible in advance, on the forms provided, and the Director, Population Health Division will reply in writing except in cases of emergency.

15.08 Nurses required to act as jurors or Crown witnesses shall be granted a leave of absence with pay and without loss of seniority or benefits, for this purpose. The Employer shall pay the nurse their full basic wage or salary for the period of such service, provided that the nurse shall turn over to the Employer the full amount of compensation received for said service, excluding payment for travelling and meals, and provided the nurse presents official proof of both service and payment thereof. The nurse shall give the Employer notice of their intention to be absent within twenty-four (24) hours of receipt of subpoena.

### 15.09 **Family Dependent Leave**

Nurses shall be permitted the equivalent of five (5) days off per year (for example thirty-five [35] hours) from their banked sick credits to deal with urgent family/dependent issues. Such time may be taken in hourly increments. Under extenuating circumstances, less than an hour may be utilized. Effective the 2024 calendar year, Nurses shall be permitted the equivalent of six (6) days off per year (for example forty-two [42] hours) from their banked sick credits to deal with urgent family/dependent issues. Such time may be taken in hourly increments. Under extenuating circumstances, less than an hour may be utilized.

### 15.10 **Professional Leaves**

#### (a) **ONA Office of President**

A nurse who is elected to the Office of President of the Ontario Nurses' Association, shall be granted, upon request, leave(s) of absence without loss of seniority and service up to two (2) years. The nurse agrees to notify the Employer of their intention to return to work within two (2) weeks following termination of office.

During such leave of absence, the nurse's salary and applicable benefits shall be maintained by the Employer and the Union agrees to re-imburse the Employer in the amount of the full cost of such salary and applicable benefits.

#### (b) **ONA Board of Directors**

A nurse who is elected to the Board of Directors of the Ontario Nurses' Association other than to the Office of President, shall be granted leave of absence without pay such leaves of absence as they may need to fulfill the duties of the position. There shall be no loss of seniority or credits for the purposes of salary advancement or vacation entitlements or other benefits during such leave of absence. Leave of absence for Board members of the Ontario Nurses' Association will be separate from the Union leave provided in Article 15.06 (b).

During such leave of absence, the nurse's salary and applicable benefits shall be maintained by the Employer and the Union agrees to re-imburse the Employer in the amount of the full cost of such salary and applicable benefits.

Such leaves will be subject to approval of the Director, Population Health Division or Designate. Such leaves will not be unreasonably denied.

#### (c) **ONA Provincial Committee**

A nurse who is elected to a provincial committee of the Ontario Nurses'

Association, may, subject to the efficient operations of the Employer, be granted a leave of absence to fulfil the duties of their position. Reasonable notice shall be given to the Employer for such leave of absence. Such leave shall not be unreasonably denied. There shall be no loss of seniority or service during such leave of absence. Leave of absence under this provision shall be in addition to the Union leave provided elsewhere in this agreement.

During such leave of absence, the nurse's salary and applicable benefits shall be maintained by the Employer and the Union agrees to re-imburse the Employer in the amount of the full cost of such salary and applicable benefits.

(d) Professional leave with pay, will be granted to nurses who are elected to the College of Nurses to attend regularly scheduled meetings of the College of Nurses.

Such leaves will be subject to approval of the Director, Population Health Division or Designate. Such leaves will not be unreasonably denied.

#### **15.11 Family Medical Leave**

- (a) Family Medical Leave, without pay, will be granted to an employee in accordance with the Employment Standards Act 2000.
- (b) An employee who is on Family Medical Leave shall continue to accumulate seniority and service and the Region of Durham will continue to pay its share of the premiums of the subsidized employee benefits, including pension (according to OMERS regulations), in which the employee is participating during the leave.
- (c) Subject to any changes to the employee's status which would have occurred had they not been on Family Medical Leave, the employee shall be reinstated to their former duties, in the same program, and at the same rate of pay.

#### **15.12 Domestic or Sexual Violence Leave**

Domestic or Sexual Violence Leave will be granted in accordance with the Employee Standards Act, 2000, as may be amended from time to time.

### **Article 16 Benefit Plans**

The Employer will provide the following employee benefit program with premiums payable by the Employer, except as noted, to all regular full-time nurses. Enrolment in Extended Health and Dental Benefits, Life Insurance and AD&D will commence after (3) three months of continuous employment. Enrolment in Long Term Disability takes place after six (6) months of continuous employment.

## 16.01 Pensions

- (a) All full-time nurses must as a condition of employment join the Ontario Municipal Employees Retirement System, (OMERS) and make contributions in accordance with the OMERS rules.

Where permitted by OMERS, an individual in receipt of an OMERS pension may:

1. Elect to have their pension suspended and re-enrol in OMERS while an employee of the Region or;
  2. Continue to receive an OMERS pension and not enrol in OMERS while an employee of the Region
- (b) Non-Full-Time (NFT) nurses (part-time, temporary and casuals), may elect to join OMERS, as per the terms and conditions of the OMERS Plan. A NFT nurse who elects to join the OMERS pension plan must remain a member of the plan until they cease employment with the Employer.

## 16.02 Extended Health Benefits

All eligible nurses will be enrolled in the Extended Health Benefits with family coverage at the nurses' option. There shall be no deductibles. Extended Health Benefits provides:

- (a) Semi-Private Hospital Coverage.
- (b) Drug Plan - Full-time nurses who have access to the Extended Health Plan (including Job Sharing nurses who have access to the Extended Health Plan) shall be issued an electronic prescription drug card with a dispensing fee cap of \$10.00 per prescription. There shall be mandatory generic drug substitution unless otherwise prescribed by a physician.
- (c) Vision Care - prescription glasses \$400 (four hundred dollars) maximum every 2 consecutive calendar years. This money may also be used to cover the cost of laser surgery. One routine eye exam up to a maximum cost of \$100 (one hundred dollars) during any two calendar year period. Effective January 1, 2024, prescription glasses \$450 (four hundred fifty dollars) maximum every 2 consecutive calendar years.
- (d) Ambulance Service and "Other Eligible Extended Benefits Expenses".
- (e) Physiotherapy - Coverage for reasonable and customary charges by a licensed physiotherapist to a maximum of \$2000 (two thousand dollars) per calendar year.

Psychology – Coverage for reasonable and customary charges by a registered psychological practitioner (occupational therapist and social worker, when related to mental health support/treatment, psychotherapist and psychologist), combined maximum, for all of the above noted registered psychological practitioners, of two thousand dollars (\$2,000) per covered person, per calendar year. Effective January 1, 2024, combined maximum for all of the above noted registered psychological practitioners, of two thousand five hundred (\$2,500) per covered person, per calendar year.

Speech Therapy – Coverage for treatment of speech impairments by a registered speech therapist to a maximum of \$5,000 per calendar year.

Chiropractic coverage: Co-insurance with the Employer paying 80% and the employee paying 20% up to a maximum of \$550 per calendar year.

Massage therapy by a registered massage therapist. Co-insurance with the Employer paying 80% and the Employee paying 20% up to a maximum of \$500.00 per calendar year.

### **16.03 Group Insurance**

- (a) Life Insurance - twice basic annual salary to a maximum insured amount of two hundred seventy-five thousand dollars (\$275,000).
- (b) Paid up Life Insurance Policy in the amount of two thousand-five hundred dollars (\$2,500) at the time of retirement for employees who retire at age 65 or older or after achieving the OMERS 90 factor.
- (c) Accidental Death and Dismemberment insurance equal to two (2) times the basic annual salary to a maximum amount of two hundred seventy five thousand dollars (\$275,000) in the event of an employee's accidental death.
- (d) Long Term Disability Insurance – Payable at 66-2/3% of basic earnings (fully integrated with government benefits) to a maximum of seven thousand two hundred (\$7,200) per month. Benefits to commence on 181<sup>st</sup> day of disability. Coverage to commence from the sixth (6<sup>th</sup>) month of service.

### **16.04 Dental Plan**

- Benefits are based on the current year O.D.A. fee schedule.
- Basic Plan - no co-insurance
- Periodontics - co-insurance with the plan paying 75% and the

employee 25%. Scaling and/or root planing to an annual maximum of eight (8) time units per year

- Endodontics - co-insurance with plan paying 75% and employee 25%
- Annual Maximum of \$2500
- Orthodontics (child) 50/50 – lifetime maximum of \$3000
- Major restorative 50/50
- Nine (9) month basic recall.

- 16.05 It is understood and agreed that such programs will be subject to the terms and conditions of any governing master policy or statutory requirements. Any dispute over payment of benefits shall be adjusted between the nurse and the insurer but the Employer will use its best efforts to assist the nurse in dealing with the insurer.
- 16.06 Nurses on approved leaves of absence or on lay-off will be allowed to continue the benefits outlined in clauses 16.02 and 16.03 provided they pay the full cost in advance of the beginning of each month except as required by the Ontario Employment Standards Act.
- 16.07 Part time employees are entitled to participate in Extended Health Care benefits only and after the same waiting period as regular full-time employees.
- 16.08 The 5/12 employees' share of the Employment Insurance Canada premium reduction will be ceded to the Employer to provide partial funding for increased benefit costs.
- 16.09 Extended Health Benefits (Article 16.02) and Dental Benefits (Article 16.04) are provided up to age 65 for those regular full-time employees who retire early (between the age of 55 and 65) on a monthly OMERS retirement pension with a minimum of fifteen (15) years of continuous Regional service at the time of retirement. If a job-sharing nurse satisfies the above noted criteria for early retiree benefits, they will continue to receive the Employer paid Extended Health or Dental Benefits they were in receipt of at the time of retirement up to age 65.
- 16.10 Employees over the age of 65 shall be excluded from Articles, 16.03(c), 16.03(d). Such employees shall also be excluded from Article 16.03(a), except that they will be entitled to a twenty thousand dollars (\$20,000) life insurance policy paid for by the employer up to and including age 75.

## **Article 17    Miscellaneous**

### **17.01 Health Examination**

The Employer may at any time require a nurse to undergo a physical examination. If the nurse's Ontario Health Insurance Plan (OHIP) does not cover such examination and required tests, the expense of such examinations, tests, etcetera will be borne by the Employer.

17.02 Letters of Discipline shall be removed from an employee's file twenty-four (24) months following receipt of such letters provided that the employee's disciplinary record has remained discipline free over the twenty-four month period.

## **Article 18    Job Sharing**

It is understood nurses who work in a job-sharing position are considered to be working as one position and that the Employer will not incur any increased costs except costs directly related to two people on staff sharing a position normally filled by one person. For example:

- two salary cheques instead of one
- two personnel files instead of one
- two performance management reviews instead of one
- counselling and dealing with two employees instead of one

Nurses who work in a job-sharing position will jointly work 35 hours each week ensuring that the entire week is covered. Both job sharers will only work at the same time with the approval of their Manager, Population Health Division, except as provided for in Clause 7.01 below. Job sharers will not be required to work during their partner's paid absence (for example vacation, sick time, flex time).

A nurse working in a job-sharing position is responsible to cover for their partner's program activities. Job sharing partners are responsible for developing a communication strategy to keep each other informed and up-to-date regarding program activities and responsibilities.

The nurses involved in job sharing will be entitled to all provisions of the Collective Agreement as provided for a regular full-time nurse except as detailed below.

## **Article 2 - Representation & Union Dues**

**Clause 2.07** - Each nurse will pay monthly Union dues

## **Article 4 – Definition and Hours of Work**

All job-sharing partners are expected to develop a schedule ensuring that they are jointly sharing each work week. The master schedule, and any subsequent changes to it, must be approved by their Manager, Population Health Division. Their Manager, Population Health Division will be made aware of any incidental variations to their schedule. The hours to be worked are equal to one-half that of a regular full-time nurse. Article 4.04 applies to job-sharing nurses except a job-sharing nurse can only bank up to 17.5 hours in their flex bank.

### **Article 5 - Seniority & Job Postings**

**Clause 5.02** Each job-sharing nurse will accumulate seniority on the basis of accrued hours worked from the last date of hire into the bargaining unit. It is recognized that fourteen hundred (1400) hours worked equals one (1) year of seniority.

### **Article 6 - Salaries and Professional Classifications**

**Clause 6.01** Each nurse will be paid at one-half the annual salary rate at which level they are presently being paid.

### **Article 7 – Holidays**

**Clause 7.01** Each job-sharing nurse will receive one half the pay entitlement of a regular full-time nurse for the statutory holiday designated by the Region. It is recognized that this may cause a variation in pay during the pay period in which the statutory holiday designated by the Region occurs.

Nurses may voluntarily maintain their regular pay by working additional or fewer hours, as the case may be, during the two (2) week pay period prior to the designated holiday, the pay period during which the designated holiday falls or during the two (2) week pay period following the designated holiday. A job-sharing nurse who voluntarily chooses to make up or take off time, as the case may be, will have the flexibility to choose the most appropriate time to do so and is not required to balance this variance with their job-sharing partner.

In the situation when a job share nurse either chooses to take time off or make time up related to a statutory holiday in order to keep their pay whole, the nurse will inform their Manager of when the time variance will take place. It is understood that while making up this time during the above-referenced pay periods a nurse may work at the same time as their job-sharing partner.

### **Article - Vacations**

**Clause 8.02** Each nurse will receive one-half the vacation entitlement of a

regular full-time nurse.

### **Article 9 - Sick Leave**

**Clause 9.01** Each nurse will be entitled to one-half the sick leave benefits of a regular full-time nurse.

### **Article 10 - Vehicle Allowance**

**Clause 10.01** Add to Clause 10.01:

The annual mileage for each position shared by two nurses will be estimated and the appropriate Vehicle Allowance category for the position determined. Each nurse will receive one-half of the vehicle allowance assigned to the position they are job (work) sharing.

### **Article 12 – Job-Sharing Vacancy**

**Clause 12.01** If one nurse leaves their job-sharing position, it will be posted in accordance with Article 5. If the position is left vacant after the job posting process is complete, management may create a job-sharing arrangement by partnering the remaining job sharer with another remaining job sharer in the same Program. If no remaining job share exists in the same Program, management may partner the remaining job sharer with a remaining job sharer in the Division. When partnering remaining job sharers from different Programs becomes necessary, the junior nurse affected will be partnered in the senior Nurse's Program.

The Employer shall not force a job-sharing nurse to go part-time during the life of the Collective Agreement.

### **Article 15 – Leave of Absence**

**Clause 15.09** Each Job Share nurse will receive one-half (1/2) the Family Dependent Days of a regular full-time nurse.

### **Article 16 - Benefit Plans**

The benefit package for each job-sharing pair will not exceed the cost of benefits for one regular full-time nurse. A job-sharing nurse may elect to purchase the benefits for which they are not already covered as part of the job share arrangement. The cost of the individual's additional benefit coverage will be paid by the nurse(s), who shall pay 100 percent of the premium cost of the benefit coverage purchased. Payment will be made by payroll deduction. The nurse will provide a minimum of fourteen (14) days written notice of their intent to purchase the optional benefits. Such optional coverage will commence on the first day of the month following the written notice. A nurse who wishes to terminate their participation in the optional

coverage must do so in writing giving at least thirty (30) days' notice. Benefit coverage will be subject to the terms and conditions of any governing master policy or statutory requirements.

## **Article 19 Duration of Agreement**

19.01 This Agreement shall remain in force and effect for a term commencing on April 1<sup>st</sup>, 2023 and terminating on March 31<sup>st</sup>, 2026 and thereafter from year to year unless either party gives notice in writing to the other within ninety (90) days prior to the expiry date thereof of that party's intention to terminate this Agreement or to re-negotiate revisions thereof.

The collective agreement was ratified December 10<sup>th</sup>, 2023 and is being signed at Whitby this 29<sup>th</sup> day of May, 2024.

### **For the Employer**

Alexander Harras

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Regional Clerk

John Henry

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Regional Chair

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*Kelly McDermott*

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Senior Solicitor

### **For the Union**

Josh Legere

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Labour Relations Officer

Cynthia Rogers

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Bargaining Unit President

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Lesley Borchuk

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J Lynn Moulton

Carie Eldon

## Appendix 'A'

### ONA 51 Salary Schedule

	April 1, 2023 3.00%	April 1, 2024 3.00%	April 1, 2025 3.25%
<b>Nurse Practitioner</b>	\$65.94	\$67.92	\$70.13
<b>Senior Public Health Nurse</b>	\$56.67	\$58.37	\$60.27
<b>Registered Practical Nurse</b>	\$36.72	\$37.82	\$39.05
<b>Public Health Nurse</b>			
<b>Start</b>	\$45.59	\$46.96	\$48.48
<b>Step 1</b>	\$47.76	\$49.19	\$50.79
<b>Step 2</b>	\$49.93	\$51.43	\$53.10
<b>Step 3</b>	\$52.10	\$53.66	\$55.41
<b>Step 4</b>	\$54.27	\$55.90	\$57.72
<b>Community Health Nurse*</b>			
<b>Start</b>	\$45.59	\$46.96	\$48.48
<b>Step 1</b>	\$47.76	\$49.19	\$50.79
<b>Step 2</b>	\$49.93	\$51.43	\$53.10
<b>Step 3</b>	\$52.10	\$53.66	\$55.41
<b>Step 4</b>	\$54.27	\$55.90	\$57.72

1. Yearly increments shall apply on the anniversary date of commencement of employment.
2. The education premium of \$565 shall be incorporated into the wage rate for Public Health Nurses.
3. The rates to be paid for regular part-time, casual and temporary nurses shall be calculated on the basis of the above salaries as per paragraph 6.05.
4. Nurses shall be placed within the classification that reflects their educational preparation.

## Memorandum of Agreement

**Between:**

**The Regional Municipality of Durham**  
(hereinafter referred to as the "Employer")

**And:**

**Ontario Nurses' Association**  
(hereinafter referred to as the "Union")

**Re: Payroll System:**

1. The parties shall meet during the life of the Collective Agreement to discuss moving current ONA 51 members from a current payroll system to two weeks in arrears.
2. All ONA members hired after ratification of this Agreement shall be subject to a payroll system of two weeks in arrears.
3. All ONA members who transfer from part-time, job-sharing or temporary positions to full-time status shall remain in a two weeks in arrears payroll system.

The collective agreement was ratified December 10<sup>th</sup>, 2023 and is being signed at Whitby this 29<sup>th</sup> day of May, 2024.

**For the Employer**

Kelly McDermott

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Kavine Thangaraj

\_\_\_\_\_  
Louise O'Dell

\_\_\_\_\_  
Melissa D'Souza

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Sue Collins

\_\_\_\_\_  
Susan Lisi

\_\_\_\_\_  
Vicky Olmstead

\_\_\_\_\_  
Jessica Eng

**For the Union**

Josh Legere

\_\_\_\_\_  
Cynthia Rogers

\_\_\_\_\_  
Lesley Borchuk

\_\_\_\_\_  
J Lynn Moulton

\_\_\_\_\_  
Carie Eldon

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## Memorandum of Agreement

### Between:

**The Regional Municipality of Durham**  
(hereinafter referred to as the "Employer")

### And:

**Ontario Nurses' Association**  
(hereinafter referred to as the "Union")

### Re: CHN Rates of Pay:

**Whereas** Community Health Nurses (CHN) were paid at a lower rate of pay than the Public Health Nurses (PHN) as result of differences in educational requirements and scope of work they are able to perform pursuant to the Health Protection and Promotion Act, RSO 1990 and its regulations;

Now Therefore the parties agree as follows:

1. CHNs employed in the Population Health Division shall be paid the same rate of pay as the PHNs only for the life of the Collective Agreement.
2. In consideration for paragraph 1 above, the Union will not grieve any differences in work assignments or job posting requirements that preclude CHNs from applying to PHN vacancies. Further, this agreement is made without prejudice and precedent and cannot be used to justify a further increase in the wage rate for PHNs.
3. This Letter of Understanding shall expire with the 2023-2026 Collective Agreement and shall only be renewed on mutual written agreement.

The collective agreement was ratified December 10<sup>th</sup>, 2023 and is being signed at Whitby this 29<sup>th</sup> day of May, 2024.

#### **For the Employer**

Kelly McDermott

\_\_\_\_\_  
Kavine Thangaraj

\_\_\_\_\_  
Louise O'Dell

\_\_\_\_\_  
Melissa D'Souza

\_\_\_\_\_  
Sue Collins

#### **For the Union**

Josh Legere

\_\_\_\_\_  
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\_\_\_\_\_  
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\_\_\_\_\_  
J Lynn Moulton

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Carie Eldon

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Susan Lisi

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Vicky Olmstead

---

Jessica Eng

## Memorandum of Agreement

**Between:**

**The Regional Municipality of Durham**  
(hereinafter referred to as the "Employer")

**And:**

**Ontario Nurses' Association**  
(hereinafter referred to as the "Union")

### **Re: Article 4.02(b) and School Immunization Clinics:**

It is understood that the premium enumerated in Article 4.02(b) shall not apply to nurses scheduled to work in school immunization clinics between 7:30 a.m. and 8:00 a.m.

The collective agreement was ratified December 10<sup>th</sup>, 2023 and is being signed at Whitby this 29<sup>th</sup> day of May, 2024.

#### **For the Employer**

Kelly McDermott

Kavine Thangaraj

Louise O'Dell

Melissa D'Souza

Sue Collins

Susan Lisi

Vicky Olmstead

Jessica Eng

#### **For the Union**

Josh Legere

Cynthia Rogers

Lesley Borchuk

J Lynn Moulton

Carie Eldon

**Letter of Understanding**

**Between:**

**The Regional Municipality of Durham  
(hereinafter referred to as the "Employer")**

**And:**

**Ontario Nurses' Association  
(hereinafter referred to as the "Union")**

**Re: Registered Practical Nurse Job Classification:**

- (a) Effective on ratification of the Collective Agreement by both parties, the parties shall introduce the job classification of Registered Practical Nurse ("RPN") with a job rate of thirty six dollars (\$36.00), inclusive of any wage increases, from April 1<sup>st</sup>, 2023 to March 31<sup>st</sup>, 2024. In the event CUPE 132 negotiates a higher job rate for its RPN classification as of April 1<sup>st</sup>, 2023, the parties agree to increase the ONA, Local 51 job rate to match the CUPE 132 job rate for the RPN position from April 1<sup>st</sup>, 2023 to March 31<sup>st</sup>, 2024. As of April 1<sup>st</sup>, 2024, the ONA 51 economic increases will apply to the RPN.
- (b) Management shall limit hiring of RPN's to the immunization program, however, the parties shall meet during the life of this Collective Agreement to discuss the possibility of the expansion of the RPN position outside of the immunization program in future collective agreements.
- (c) It is understood that if management posts a PHN or CHN vacancy during the life of this Collective Agreement and is unable to fill that vacancy, management shall not supplant that posting with a RPN job posting without approval from the Union.

The collective agreement was ratified December 10<sup>th</sup>, 2023 and is being signed at Whitby this 29<sup>th</sup> day of May, 2024.

For the Employer

Kelly McDermott

Kavine Thangaraj

Louise O'Dell

Melissa D'Souza

Sue Collins

Susan Lisi

Vicky Olmstead

Jessica Eng

For the Union

Josh Legere

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