



## **Use of Nursing Resource Team violates collective agreement**

Region 2 Hospital

ONA has successfully challenged the employer's reliance on a Nursing Resource Team (float pool) to fill available shifts instead of offering those shifts to regular part-time and casual nurses on the unit.

At the time the Nursing Resource Team (NRT) was created, the ONA Bargaining Unit negotiated a letter of understanding regarding the use of the team. For five years, the employer offered shifts to the NRT consistent with the terms of that agreement. In 2011, the employer changed its practice and began to call NRT nurses for shifts once all regular part-time nurses on the unit were at commitment. This effectively meant that regular part-time nurses never worked above commitment.

The arbitrator concluded that the employer's use of the NRT violated the collective agreement. In coming to this decision, she relied on both the language of the collective agreement, the letter of understanding and evidence of past practice. She ordered the employer to first offer additional shifts to regular part-time and casual nurses on the unit prior to offering shifts to the NRT.

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