

**Proposed Amendments to the Local Collective Agreement
Between TOH and ONA
Information Sheet May 2011**

Article B – Recognition and Scope

- B.1 amended “**Care Facilitator**” *replaces the Team Leader title*
Coordonnateur de soins remplace Chef d’équipe .

Article D – Scheduling Regulations

- D.2 b) such nurse has requested weekend work **in writing to the Clinical Manager**.
La demande de travailler les fin-de-semaines doit être fait par écrit.

Article G – Extended Tours

- G.3 e) ii) *the request to work weekend must be submitted* “**in writing to the Clinical Manager**”. *La demande de travailler les fin-de-semaines doit être fait par écrit.*

Article J – Vacation Scheduling

- J.8 **Requests to carry over vacation into the next vacation year must be submitted in writing to the Clinical Manager or designate, no later than January 15.** The maximum amount of vacation time that a nurse may request to carry over into the next vacation year is forty-five (45) hours.
Il faut maintenant faire une demande par écrit avant le 15 janvier si ont veut transferer des vacances.

Article L – Christmas and New Years Scheduling

- L.2 a) add; “**Before the schedule is posted, if the Employer is able to grant both Holidays off, it will be offered by seniority subject to patient care requirements**”.
Si l’employeur peut offrir les deux Fêtes, elles seront offertes par ancienneté.
- (b) Nurses will be granted these holiday periods on an alternating basis from year to year in their work unit, **based on what was originally scheduled in the previous year**. However it is recognized that the Hospital may utilize its right to adjust the staffing according to patient requirements. *Selon ce qui était originalement cédulé.*

Article M - Standby

- M.1 d) i) works a minimum of four hours; and/or

This means that if you called back for a minimum of 4 hrs, OR work past 03:30 you are allowed 8 hrs off, without loss of pay, if you are scheduled days following the call back.
En ajoutant le “ou” si vous travaillez 4 heures OU passé 03:30 vous avez le droit à 8 hre sans perte de salaire.

Article N – Assignment of Overtime

- N.1 a) ii) *overtime with less than 24 hrs notice has to be offered* “**by seniority**”.
Temps supplémentaire avec moins de 24 hre d’avis doit être offert par ancienneté.

Article P – Reassignment of Nurses

- P.2 **nurses within the familiarization period and nurses acting as mentors will not be floated.**
Les infirmières en période de familiarisation et ajissants comme mentor ne seront pas réaffectées.

Article Q – Regular Part-Time Nurses / Commitment

- Q.2 a) i) **Change “up to their commitment” to “who have expressed in writing, their availability to work extra shifts.”**
- iii) **Remove “beyond their commitment”**
*This means that once the schedule is posted, all P-T #1 and P-T #2 are zeroed and shifts are offered equitably by seniority and declared availability.
Une fois la cédule affichée, tous les temps partiel # 1 et #2 sont à 0 et ont droit aux quarts d’extra équitablement par ancienneté.*
- v) **For last minute unplanned absences of less than twelve (12) hours notice, the Hospital will call available staff in order of seniority. The first employee who accepts the offer will be assigned the shift.**
*With less than 12 hours notice, shifts will be offered by seniority, but the first nurse who accepts will be scheduled.
Les quarts seront offert par ancienneté, mais la 1ere qui répond sera celle qui aura le quart.*

Article U – Educational Bonuses

- U.2 **Grandfathered Clause: Except where otherwise provided herein, U.2 applies only to nurses employed at the Ottawa Hospital as of May 6, 2011.**
This article will continue to apply for people who were hired before May 6, 2011, even if you have not completed the BSCN or Master. Cet article s’applique seulement aux employés qui ont été engage avant le 6 mai, 2011, même si votre Bachelier ou Maitrise n’est pas complete.

Note: Effective May 6, 2011, all Permanent F.T. and Permanent P.T. nurses shall be entitled to Recognized Certification (C.N.A or equivalent), or short specialty course (4 months or more) from a recognized academic institution in the amount of \$15.00/month.
*The certificate bonus (\$15.00/mth) will apply to everyone regardless of when hired.
Les certifications (\$15.00/mois) s’appliquent à tous.*

Article X – Association Representation

X.2,3,4,5,7 **Local Coordinator/President changed to “Bargaining Unit President”**

X.8 **changed 10 days/month to “37.5 hrs/pay”.**

Appendix 3 – Compensation & Classification ONA Wage Schedule

303 ~~Nurse Clinician~~

— ~~Clinical Teacher (Riverside)~~

The salary classification for the Nurse Clinician/ Clinical Teacher for the Riverside campus was eliminated as there is no one in this position.