**HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES BETWEEN**

**ONA AND SUNNYBRTOOK HEALTH SCIENCES CENTRE**

3 days of Bargaining

Team: Paul LoStracco (BUP), Serge Ganzburg, Jane Gaanan, Alisanne Gillespie, Robert Maguire, Jennifer Brown, Savita Singh (LRO)

**TERM:** April 1, 2023 to ?

**Appendix 3 – Salary Schedule**

Amend appendix 3 to remove the “graduate nurse” grid and place all RN who have temporary licenses on the RN **pending** grid.  Further apply centrally negotiated/awarded increase to Appendix 3 wage grids. **This applies to all sites.**

**Article D – Scheduling – Hours of Work – Bayview and Holland Campus**

*D.6 Regular Part-Time Commitment*

1. *Regular part-time nurses must be available for work on the following basis:*
2. *to be available to work their hired commitment per pay period minus their individual vacation requests and approved leaves of absence;*
3. *to rotate regularly on two (2) shifts unless mutually agreed.*
4. ***Regular part-time nurses will not be required to work their full commitment in any pay period where a week of vacation is scheduled.***

**NEW Article S.X Grievance Form**

Delete LOU – Electronic Grievance Form and replace with the following:

Insert language into the body of the Collective Agreement

Both the hard copy and electronic version of the ONA Grievance Form~~,~~ found in Appendix 1 of the Hospital Central Agreement, including electronic signatures, are both valid pursuant to Article 7 of the Collective Agreement. Electronic grievances may be sent via email to the applicable Manager and copied to Human Resources, or the identified designate.

**Article G – Scheduling – Standby – Bayview and Holland Site**

G.4 (a) An employee who is called in to work and;

(i) works a minimum of four hours, and

(ii) works to 0200 hours or beyond, and

(iii) is scheduled for the next day shift,

will be permitted leave with pay for that next day shift.

1. It is understood that employees may request time off as lieu time or vacation

for the next day shift when the above conditions are not met. Requests for

time off shall not be unreasonably denied.

1. In the event that the above criteria is not met and on units where a nurse is required to work standby and is called in and;
   1. Is scheduled to work a regularly scheduled shift the next day, and
   2. Works for a minimum of two (2) hours.

The nurse will be permitted a leave with pay at their straight time hourly rate, for that portion of the next scheduled shift to allow **a ten (10) twelve (12)** **an ~~eight (8~~**~~)~~ hour rest period between the end of the call-in assignment and the commencement of work on the next regularly scheduled shift.

Should operational needs require the call back nurse to work during her/his rest period, she/he shall be paid one and one half (1 ½) times her/his regular rate of pay for all hour worked that fall within the **ten (10)** twelve (12) an eight (8) hour rest period.

Note 1: The **ten (10**) twelve (12) an eight (8) hourrest period commences following the last “call back” time completion.

**Note 2: Interventional Radiology will be excluded from the increase to the rest period from eight (8) hours to ten (10) hours until the expiry of the next Collective Agreement or a new revised master schedule is approved.**

**New LOU**

Re: Composite/Blended Positions

The parties recognize the current challenges in recruiting and retaining experienced part-time Registered Nurses. The parties agree without prejudice and precedent to meet during the term of the Collective Agreement to discuss a composite/blended position.

New LOU

**RE: Safety Equipment RN” – Neonatal Intensive Care Unit**

The parties agree that the role of Safety Equipment will be a temporary assignment in the NICU, the position will be posted as an expression of interest, and will be 8-months in duration, at the end of the 18-months~~,~~ the RN will return to their position and line on the NICU master schedule~~.~~ and the assignment will be re-posted as an expression of interest within the NICU, If there are no other applicants, the incumbent may apply again for another 18-month rotation.

The parties further agree that the Registered Nurse will be paid a premium of $1.50 above each step of the RN wage scale for the entire duration of the assignment, for clarity, this means they will be paid the premium plus benefits while also working at the bedside while in the Safety Equipment RN role.

**New LOU**

**RE: Telephone Standby/Consultation**

A nurse responding to a telephone call while on standby will be paid in accordance with

Articles 14.07, and 14.09 of the Central Collective Agreement, subject to the

following:

The parties agree that a nurse required to provide a patient(s) with telephone consultation while assigned to standby duty, shall be entitled to premium pay, paid at two times (2x) the nurse’s regular hourly rate of pay.

a) Payment for all telephone consultations that occur while an employee is on standby will be paid in 15-minute increments at the two times (2x) the employee’s regular hourly rate.

b) Any other calls received during the same 15-minute period will not result in any additional compensation.

c) Any calls requiring additional consultation beyond the initial fifteen 15-minute period would be paid two times (2x) for each additional 15-minute increment.

d) During the period of telephone consultation, standby premium will cease.

**e)** The nurse will report time spent on telephone consultation to their manager or designate, following each period of standby in order to be paid. Such reporting will be as per the current unit practice.

**Renew Letter of Understandings**

* Parking
* Paid Professional Leave
* Provision of Health Care Benefits to Regular Part-Time Nurses
* Distribution of Overtime
* Clarification of the Roles and Compensation of “Team Co-ordinator - Temporary Assignment” and “Resource Nurse /Charge Nurse- Temporary Assignment”
* Space for Conducting Union Business
* Scheduling – Hours of Work - After the Schedule has been Posted – Extra Shifts
* Electronic Professional Responsibility Workload Report Forms

**Housekeeping: Gender neutral throughout agreement**.