



ONTARIO NURSES' ASSOCIATION

HIGHLIGHTS OF MEMORANDUM OF AGREEMENT Local negotiations between UHN PMH and ONA

Housekeeping Changes:

Whenever the feminine/masculine pronoun is used in this agreement, it includes the non-binary pronoun, **they/them/their**.

Whenever Occupational Health & Safety is used its changed to **Health Services** and wherever Human Resources is used it has changed to **People & Culture**

Appendix 3

The removal of the grad nurse grid so all grad nurses now start on the RN grid

C.1 (c) Hospital Association Committee

The Hospital Association Committee shall be comprised of not more than ~~three~~ **four (3) (4)** representatives of the Union and ~~three~~ **four (3) (4)** representatives of the Hospital. No more than one (1) nurse from any one unit shall be a member of the Committee. This limitation will not preclude any nurse from being a member of the committee if she is from the same unit as the Bargaining Unit President.

C.1 (f) Professional Development Committee

The Corporate Committee shall be composed of equal numbers of members representing the Union and the Hospital. One (1) of the Hospital's representatives will be the Chief Nursing Executive or designate. This bargaining unit will be represented by one (1) member as well as the Bargaining Unit President or designate.

The Professional Development budget, including any surplus funds for the budget will be reported to the committee each year.

C.1 (g) Equity, Diversity and Inclusion Committee

This committee or Hospital forum will include up to two (2) representatives selected or appointed by the Union from amongst bargaining unit employees and will meet on a frequency as determined by the committee or Hospital forum. Committee members are required to provide notice in advance to their Manager and/or designate.

D.1 (a) For full-time and regular part-time nurses, the Hospital will continue with the concept of master schedules/rotation. Six (6) unworked weeks of the schedule will be posted at all times. Schedules shall be posted no later than 1530 on the day of the posting. Schedules once posted will not be changed without mutual agreement. **The Hospital will endeavour to assign all work available in a unit at the time, prior to the posting of the schedule.**

L.1 The time off vacations will be arranged between nurses and their respective **Manager and/or designate.** ~~supervisors.~~ A vacation schedule will be posted in January on each unit and shall be made available to the nurse at all times. Nurses will request vacation up to February 28th of the upcoming vacation year i.e. April **1st** to March **31st** with the exception of the Christmas/New Year's period referred to in K.9 above.

Letter of Understanding Re: Malignant Hematology Day Unit/Systemic Therapy – Scheduling Initiatives Combined with Regular and Extended 10.5 hour Tours– **RENEW**

Letter of Understanding RE: Registered Nurse Professionalism in the Workplace – **RENEW**

Letter of Understanding RE:Article C.1 (f) Preofessional Development Budget Surplus – **Now in the body of the CA at C.1 (f)**