

Comparisons between Provincial Collective Agreement (PCA) and 15th Nurses' Master and Component Agreements (15th Master)

PCA	15 th Master
Probationary Period – 3 months or 468 hrs. worked. – Art. 14	Probationary Period – 6 months – Inf. App. I
Work Schedules <ul style="list-style-type: none"> • Mutual agreement (25.02) • 6 week advance posting (25.04) • Maximum six consecutive days (25.05) • Days off must be consecutive (25.05) • Average 1 weekend off every 3 weekends in a 9 week period (25.05) • Minimum 10 day notice to change schedule (25.08) 	Work Schedules <ul style="list-style-type: none"> • Set rotations – 4-2 or 5-2 (HC 3.05) • 14 day advance posting (HC 3.04) • Surplus time (HC 3.05) • Minimum 48 hour notice to change schedule (15.05)
Hours of Work – 37.5 hrs/week (26.01) <ul style="list-style-type: none"> • Without any increase in pay a move to a 37.5 hour work week would result in an annual increase in pay of 7.14% 	Hours of Work – 35 hrs/week (14.01)
Surplus Time <ul style="list-style-type: none"> • None 	Surplus Time (HC 3.05(d)) <ul style="list-style-type: none"> • 4-2 shift – 10 working days/year • 5-2 shift – 17 working days/year
Shift & Weekend Premiums (Art. 28) <ul style="list-style-type: none"> • Evening shift - 70¢ • Night shift - \$3.50 • Weekend Premium - \$2.00 • Super Shift Premium - \$1.00 i.e.: Employee working night shift on a weekend earns \$3.50+\$2.00+\$1.00=\$6.50/hr. extra	Shift Differential (15.03 & MOU 22) <ul style="list-style-type: none"> • Evening shift - \$1.50 • Night shift - \$2.95 • Weekend Premium - \$1.50 i.e.: Employee working night shift on a weekend earns \$2.95+\$1.50=\$4.45/hr. extra
On-Call Premium – \$3.75 for first 72 hrs. & \$4.25 thereafter (29.03)	Standby Provisions – paid one shift for every 24 hrs. standing by. (27.14)

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<p>Maternity/Parental Leave SEB Plan – Two weeks at 85% plus 15 weeks at 85% less any other income during maternity leave. No SEB during parental leave. No requirement for repayment should the employee not return or stay for a minimum amount after return. (Art. 38)</p>	<p>Parental Leave SEB Plan – 15 weeks at 85% less any other income during maternity leave. 35 weeks at 75% less any other income during parental leave. Repayment of benefits should employee not return or stay for a minimum amount after return. (Art. 21)</p>
<p>Statutory Holidays – 2½ time for working on Christmas Day, Labour Day or Good Friday. All others paid at double time (Art. 39).</p>	<p>Statutory Holidays – 2½ time for working on Christmas Day or New Year’s Day. All others paid at double time (Art. 17).</p>
<p>Statutory Holidays & Vacation – Casual employees</p> <ul style="list-style-type: none"> • Receive 12.2% of wage in lieu of stats & vacation pay (11.04(G)(2)) • Paid at double time for regular stats and 2½ time for Super Stats worked (39.03(B)) 	<p>Statutory Holidays & Vacation – Casual employees</p> <ul style="list-style-type: none"> • Only receive stat pay if they meet certain requirements (29.08(b)) • Only receive overtime for working a stat if they meet certain requirements (29.08(d)) • Casuals having worked 1827 hrs. in 33 pay periods receive vacation entitlement similar to regular employees but pick after regulars (29.09 (a)). • Casuals with less hours receive 6% in lieu of vacation (29.09(b)).
<p>Special Leave (Art. 43)</p> <ul style="list-style-type: none"> • 0.5 days earned per 4 week period up to a maximum of 20. • Marriage leave – 5 days • Paternity leave – 1 day • Care for an immediate family member who has a serious illness – up to 2 days at any one time. • Leave of 1 day may be added to compassionate leave • Leave of 1 day for travel associated with compassionate leave. 	<p>Special Leave (20.14 & 20.15)</p> <ul style="list-style-type: none"> • Child’s wedding – 1 day • Birth or adoption of child – 2 day • Moving – 1 day • Attend funeral as pall-bearer or mourner - ½ day • Attend formal Canadian citizenship hearing – 1 day • Marriage leave 3 days • Care for an elderly parent who has a serious illness – 1 day per year. • Court appearance for child – 1 day • Child custody hearing – 1 day per year

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<p>Sick Leave (Art. 42)</p> <ul style="list-style-type: none"> • 1.5 days banked per month of service to a maximum of 1123.2 hours • Sick days paid at 100% from sick banks. • All benefits accrue while on paid sick leave. • Employees go on unpaid sick leave when sick bank exhausted. 	<p>Sick Leave (19.01 & App. 3)</p> <ul style="list-style-type: none"> • STIIP • Sick days paid at 75% and may be topped up from leave banks or vacation. • All benefits accrue while on paid sick leave. • Unused sick banks cashed in at 50% on retirement (27.16)
<p>Vacation (Art. 45)</p> <ul style="list-style-type: none"> • 1st 5 years = 20 work days • Then 1 additional day per year up to 45 days for 30 years. • Supplementary vacation <ul style="list-style-type: none"> ○ 5 extra days vacation given on date of 25 year's continuing service ○ 10 extra days vacation given on date of 30 year's continuing service ○ 15 extra days vacation given on date of 35 year's continuing service ○ 15 extra days vacation given on date of 40 year's continuing service ○ 15 extra days vacation given on date of 45 year's continuing service 	<p>Vacation (Art. 18)</p> <ul style="list-style-type: none"> • 1st 5 years = 20 work days • Then 1 additional day per year up to 35 days for 20 years. • Supplementary vacation - None
<p>Dental Plan (46.03)</p> <ul style="list-style-type: none"> • Plan A – 100% • Plan B – 60% • Plan C – 60% • Lifetime maximum for orthodontics - \$2,750 per person 	<p>Dental Plan (25.03)</p> <ul style="list-style-type: none"> • Plan A – 100% • Plan B – 65% • Plan C – 55% • Lifetime maximum for orthodontics - \$3,500 per person
<p>Qualification Differentials</p> <ul style="list-style-type: none"> • Diploma in Advanced Psychiatric Nursing - \$50/mo. (53.01) • Administration or management training courses - \$25/mo. (53.02) • Dual RPN/RN registry - \$50/mo. (53.03) • University Preparation - \$25/mo. (53.04) • Baccalaureate Degree - \$100/mo. (53.05) • Master's Degree - \$125/mo. (53.06) 	<p>Qualification Differentials</p> <ul style="list-style-type: none"> • Diploma in Advanced Psychiatric Nursing - \$23 bi-weekly (23.04(f)) • Administration or management training courses - \$11.50 bi-weekly (23.04(e)) • Dual RPN/RN registry - \$23 bi-weekly (23.03) • University Preparation - \$25/mo. (53.04) • Baccalaureate Degree - \$46 bi-weekly (23.04(a)&(c)) • Master's Degree - \$57.49 bi-weekly (23.04(b)&(d))

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<p>Severance Allowance (Art. 55)</p> <ul style="list-style-type: none"> • Eligibility – minimum 10yrs. service • 1 wk. pay per 2 yrs. service • Maximum 20 weeks pay 	<p>Severance Allowance (13.09)</p> <ul style="list-style-type: none"> • Less than 3 years service <ul style="list-style-type: none"> ○ 1 wk/year service ○ Maximum 3 weeks pay • 3 years or more service <ul style="list-style-type: none"> ○ 3 wks/year service ○ 12 month maximum
<p>Forensic Allowance</p> <ul style="list-style-type: none"> • None 	<p>Forensic Allowance (HC 5.03)</p> <ul style="list-style-type: none"> • Maximum Security – 1 day off/mo. • Max/Medium Security – 1 day off/2 mos. • Medium Security - \$80/mo.
<p>Wages (Art. 62)</p> <p><u>Current</u></p> <p>Nurse 1 Top Step</p> <ul style="list-style-type: none"> • \$41.63/hr. • \$6,765/mo. <p>Nurse 2 Top Step</p> <ul style="list-style-type: none"> • \$46.22/hr. • \$7,511/mo. <p><u>Apr. 1/14</u></p> <ul style="list-style-type: none"> • Per negotiations 	<p>Wages (App. 6)</p> <p><u>Current</u></p> <p>Nurse 4 Top Step</p> <ul style="list-style-type: none"> • \$38.85/hr. • \$5,912.59/mo. <p>Nurse 5 Top Step</p> <ul style="list-style-type: none"> • \$41.14/hr. • \$6,261.33/mo. <p><u>June 1/13</u></p> <p>Nurse 4 Top Step</p> <ul style="list-style-type: none"> • \$39.24/hr. • \$5,971.72/mo. <p>Nurse 5 Top Step</p> <ul style="list-style-type: none"> • \$41.55/hr. • \$6,323.95/mo. <p><u>Jan. 1/14</u></p> <p>Nurse 4 Top Step</p> <ul style="list-style-type: none"> • \$39.63/hr. • \$6,031.43/mo. <p>Nurse 5 Top Step</p> <ul style="list-style-type: none"> • \$41.97/hr. • \$6,387.19/mo.