

COLLECTIVE AGREEMENT

BETWEEN

SHAUGHNESSY CARE CENTRE

-AND -

THE BRITISH COLUMBIA NURSES' UNION

TERM OF AGREEMENT

DECEMBER 3, 2014 – DECEMBER 2, 2021

TABLE OF CONTENTS

ARTICLE 1 – DEFINITIONS	1
ARTICLE 2 – PREAMBLE	2
2.01 Purpose of Agreement	2
2.02 Resident Care.....	2
ARTICLE 3 – EMPLOYER’S RIGHTS	2
3.01	2
3.02	2
3.03	2
ARTICLE 4 – UNION RECOGNITION, RIGHTS AND SECURITY	2
4.01 Recognition.....	2
4.02 Scope of Agreement	2
4.03 Bulletin Boards.....	2
4.04	3
4.05	3
4.06	3
4.07 Union Representative Visits	3
4.08 Stewards	3
4.09	3
4.10	3
4.11	3
4.12	4
4.13	4
4.14 Union Shop.....	4
4.15 Union Induction.....	4
4.16 Union Check-Off	4
4.17 Unpaid Leave – Union Business	5
4.18 Paid President	5
ARTICLE 5 – NO CESSATION OF WORK	5
5.01	5
5.02	5
ARTICLE 6 – UNION/MANAGEMENT COMMITTEE	6
6.01	6
6.02	6
6.03	6
6.04	6
6.05 Union/Management	6
ARTICLE 7 – REGISTRATION	6
7.01	6
7.02	6
ARTICLE 8 – GRIEVANCE PROCEDURE	7
8.01 Discussion of Differences.....	7
8.02	7
Step 1	7
Time Limit	7
Step 2	7
8.03	7
8.04 Industry Troubleshooter	7
8.05	8

8.06	General Application Dispute	8
8.07	.....	8
8.08	Deviation from Grievance Procedure	8
8.09	Arbitration	8
8.10	.....	8
8.11	.....	9
8.12	.....	9
8.13	.....	9
8.14	.....	9
8.15	.....	9
8.16	Time Limits	9
8.17	Expedited Arbitration	9
ARTICLE 9 – DEFINITION OF EMPLOYEE STATUS AND BENEFIT ENTITLEMENT.....		10
9.01	.....	10
9.02	Regular Full-Time Employees.....	10
9.03	Benefit Entitlement.....	11
9.04	Regular Part-time Employees.....	11
9.05	Benefit Entitlement.....	11
9.06	Casual Employees	11
9.07	.....	12
9.08	.....	12
9.09	Off Duty Rights	12
ARTICLE 10 – ANNIVERSARY DATE AND INCREMENT		13
10.01	.....	13
10.02	.....	13
10.03	.....	13
ARTICLE 11 – SENIORITY		13
11.01	.....	13
11.02	.....	13
11.03	.....	13
11.04	Seniority – Maintained and Accumulated	13
11.05	.....	14
11.06	.....	14
ARTICLE 12 – PROBATIONARY PERIOD		14
12.01	.....	14
12.02	.....	14
ARTICLE 13 – TERMINATION OF EMPLOYMENT		14
13.01	Employment Termination.....	14
13.02	Lay-Off.....	15
13.03	Recall.....	15
13.04	Laid Off Employees.....	16
13.05	.....	16
13.06	Severance Pay.....	16
ARTICLE 14 – PERFORMANCE APPRAISAL		16
14.01	.....	16
14.02	.....	16
14.03	Personnel File	17
14.04	.....	17
ARTICLE 15 – VACANCY POSTING		17
15.01	Postings.....	17
15.02	.....	17

15.03	Temporary Appointments.....	17
15.04	.....	18
15.05	.....	18
15.06	Orientation and Training	18
ARTICLE 16 – PROMOTION, TRANSFER, AND DEMOTION		18
16.01	First Consideration	18
16.02	Filling Vacancies	18
16.03	Qualifying Period	18
16.04	Returning to Formerly Held Position	19
16.05	Salary on Promotion	19
16.06	Increment Anniversary Date.....	19
16.07	Temporary Assignment to a Lower Rated Position.....	19
16.08	Voluntary Demotion.....	19
ARTICLE 17 – CREATION OR CHANGES IN CLASSIFICATION		19
17.01	.....	19
17.02	.....	20
17.03	.....	20
ARTICLE 18 – JOB DESCRIPTIONS.....		20
18.01	.....	20
18.02	.....	20
ARTICLE 19 – TECHNOLOGICAL CHANGE.....		20
19.01	Notice	20
19.02	Technological Policy	20
19.03	Wages on Reassignment.....	20
19.04	.....	20
19.05	Lay-Off Due to Technological Change	21
ARTICLE 20 – NURSING STAFF WORK SCHEDULES		21
20.01	.....	21
20.02	.....	21
20.03	Shift Changes.....	21
20.04	.....	21
20.05	Voluntary Shift Exchange	22
ARTICLE 21 – HOURS OF WORK, MEAL PERIODS, REST PERIODS.....		22
21.01	Hours of Work.....	22
21.02	.....	22
21.03	Meal Periods.....	22
21.04	Rest Periods	22
ARTICLE 22 – OVERTIME		23
22.01	Definition.....	23
22.02	Authorization	23
22.03	Employee’s Right to Decline Overtime.....	23
22.04	Application	23
22.05	Overtime Pay Calculation.....	23
ARTICLE 23 – SHIFT PREMIUM/WEEKEND PREMIUM.....		24
23.01	.....	24
ARTICLE 24 – CALL-IN AND CALL-BACK.....		24
24.01	Call-in	24
24.02	Call-In and Call-Back on a Statutory Holiday.....	24
24.03	Use of Employee Vehicle	25
ARTICLE 25 – RELIEF IN HIGHER RATED POSITION		25
ARTICLE 26 – HEALTH PROGRAM		25

26.01	25
26.02 Joint Occupational Health and Safety Committee	25
26.03 Workload	26
26.04 Medical Examinations	26
26.05	26
26.06	26
26.07	26
ARTICLE 27 – NON-DISCRIMINATION	26
ARTICLE 28 – LEAVE - COMPASSIONATE	27
28.01	27
28.02	27
28.03	27
ARTICLE 29 – LEAVE – COURT DUTY	27
29.01	27
29.02	27
29.03	27
ARTICLE 30 – LEAVE – MATERNITY/ADOPTION/PARENTAL	27
30.01 Natural Mother	27
30.02 Natural Father	29
30.03 Adoptive Parents	29
30.04 Return to Employment.....	30
30.05 Bridging of Service.....	30
ARTICLE 31 – LEAVE – PROFESSIONAL ASSOCIATION MEETINGS	31
ARTICLE 32 – EMPLOYER BUSINESS	31
ARTICLE 33 – LEAVE – PUBLIC OFFICE	31
ARTICLE 34 – LEAVE –SICK.....	31
34.01 Short Term Illness and Injury Plan (STIIP).....	31
34.02 Proof of Sickness	32
34.03	32
34.05 Leave – Workers’ Compensation	32
34.06	32
34.07	33
ARTICLE 35 – LEAVE – UNPAID	33
35.01	33
35.02	33
35.03	33
ARTICLE 36 – LEAVE – SPECIAL LEAVE.....	33
36.01 Accumulation	33
36.02 Application	33
36.03 Leave – Elections	34
ARTICLE 37 – ANNUAL VACATION.....	34
37.01 Vacation Entitlement	34
37.02 Vacation Entitlement for Other Than Regular Full-Time Employees.....	34
37.03	34
37.04 Partial Year of Service.....	34
37.05	34
37.06 Vacation Scheduling.....	34
37.07 Terminating Employees.....	35
37.08	35
ARTICLE 38 – STATUTORY HOLIDAYS	35
38.01 Statutory Holiday Entitlement	35

38.02	Payment for Statutory Holidays	35
38.03	.....	35
38.04	Work on Statutory Holidays	35
38.05	Statutory Holiday Falling Within a Vacation	36
38.06	Statutory Holiday Rescheduled with Insufficient Notice	36
38.07	Scheduling of Statutory Holidays.....	36
38.08	.....	36
ARTICLE 39 – MEDICAL, EXTENDED HEALTH, DENTAL COVERAGE, AND LONG TERM DISABILITY INSURANCE PLAN		36
39.01	Medical Plan.....	36
39.02	Dental Plan	36
39.03	Extended Health Care Plan.....	37
39.04	Group Life Insurance Plan.....	37
39.05	Long Term Disability Plan	37
39.06	.....	37
39.07	.....	37
39.08	Benefit Plans.....	38
39.09	.....	38
ARTICLE 40 – EMPLOYMENT INSURANCE		38
ARTICLE 41 – WORKERS’ COMPENSATION		38
ARTICLE 42 – EXEMPT AND SAVE HARMLESS.....		38
ARTICLE 43 – PERSONAL PROPERTY DAMAGE.....		38
ARTICLE 44 – PREVIOUS EXPERIENCE.....		38
ARTICLE 45 – SUPERIOR BENEFITS		39
ARTICLE 46 – QUALIFICATION DIFFERENTIALS		39
46.01	Special Clinical Preparation	39
46.02	CHA/CAN and BCIT Courses	39
46.03	Baccalaureate Degree	39
46.04	Master’s Degree.....	39
46.05	Multiple Payments Prohibited	39
46.06	.....	40
ARTICLE 47 – PAY DAYS		40
47.01	Pay Days	40
47.02	.....	40
47.03	Statement of Wages	40
ARTICLE 48 – AMENDMENTS		40
ARTICLE 49 – RETIREMENT SCHEME.....		41
ARTICLE 50 – PROVISIONS OF WAGE SCHEDULES		41
50.01	.....	41
ARTICLE 51 – SEVERANCE ALLOWANCE		41
ARTICLE 52 – EFFECTIVE AND TERMINATING DATES		41
52.01	Expiration of Agreement	41
52.02	Commencement of Bargaining	41
52.03	Effective Date of Agreement.....	41
52.04	.....	41
ARTICLE 53 – STAFF DEVELOPMENT PROGRAMS		41
ARTICLE 54 – WAGE SCHEDULES.....		42
ARTICLE 55 – PROFESSIONAL RESPONSIBILITY CLAUSE		42
55.01	.....	42
55.02	.....	42
55.03	.....	42

55.04	43
55.05	43
55.06	43
55.07	43
ARTICLE 56 – FAMILY RESPONSIBILITY LEAVE.....	43
APPENDIX “A”	44
LONG TERM DISABILITY PLAN	44
Section 1 – Eligibility	44
Section 2 – Waiting Period and Benefits	44
Section 3 – Total Disability Defined.....	45
Section 4 – Exclusions and Limitations	45
Section 5 – Integration with Other Disability Income	46
Section 6 – Successive Disabilities.....	46
Section 7 – Expiration of Sick Leave.....	47
Section 8 – Benefits Upon Plan Termination.....	47
Section 9 – Premiums	47
Section 10 – Waiver of Premium.....	47
Section 11 – Claims	47
Section 12 – Administration	48
APPENDIX “B”	50
APPENDIX “C”- WAGE SCHEDULE	51
APPENDIX “D”- RETIREMENT SCHEME	52
APPENDIX “E”- RN NURSING RESPONSIBILITIES	53
MEMORANDUM OF UNDERSTANDING – MEAL PERIODS.....	56

ARTICLE 1 – DEFINITIONS

CALENDAR YEAR means a period of twelve (12) consecutive months commencing on the first of January.

CERTIFICATION means the Certification awarded by the Labour Relations Board of British Columbia (or any succeeding Legislative Body) to the British Columbia Nurses' Union.

COMMON-LAW SPOUSE means two people who have cohabited as spousal partners for a period of not less than two (2) years.

DEMOTION means a move from one position to another position with a lower salary.

EMPLOYEE means a graduate nurse covered by the certification.

EMPLOYER means the Facility, Limited Company or Corporation named in the certification.

EVENING SHIFT means a shift in which the major portion occurs between 1500 and 2300 hours.

INCREMENT STEP means the annual graduation of monthly wages within a classification, as set out in Article 54 - Wage Schedules.

NIGHT SHIFT means a shift in which the major portion occurs between 2300 hours and 0700 hours.

PROMOTION means a move from one position to another position with a higher salary.

REGULAR PAY, NORMAL PAY, OR SALARY means the pay step in the pay scale applicable to an employee exclusive of all allowances and premium payments.

SHIFT PATTERN means the combination of days worked and days off.

SHIFT means the normal working hours scheduled for each employee which occur in any 24-hour period.

SICKNESS means sickness and non-compensable accidents.

STEWARD means an employee within the Employer's service elected or appointed by the Union or its members to represent the Union and its members.

TRANSFER means a move from one position to another position with the same salary.

UNION REPRESENTATIVE means a paid employee of the Union.

UNION means the British Columbia Nurses' Union.

YEAR means a period from any given date in one (1) month to the immediately preceding date twelve (12) months later.

ARTICLE 2 – PREAMBLE

2.01 Purpose of Agreement

The purpose of this Agreement is to maintain a harmonious relationship between the Employer, its employees, and the Union, and to set forth those terms and conditions of employment affecting employees covered by the Agreement.

2.02 Resident Care

The parties to this Agreement share a desire to provide quality resident care, to maintain professional standards and to promote the well-being and increased efficiency of employees, so that the residents will be well and effectively served.

ARTICLE 3 – EMPLOYER’S RIGHTS

3.01

The Union agrees that the management, operation and the direction of the workforce including, but not limited to hiring, firing, promotion, demotion, classification, reclassification, evaluation and scheduling of employees, is vested solely with the Employer unless the Agreement otherwise specifies. All rights and functions of the Employer shall be retained unless specifically modified by this Agreement.

3.02

The Employer may conduct its business in all respects in accordance with its commitments and responsibilities, including the right to maintain and improve order, discipline, and efficiency, except as this Agreement otherwise specifies.

3.03

- A) The Employer may make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees, except that such rules of conduct shall not be in breach of this Agreement.
- B) The Employer agrees not to contract out bargaining unit work to any outside agency or individual that will directly result in the layoff of employees within the bargaining unit to the extent that Licensed Practical Nurses are utilized within their scope of practice, the Employer undertakes that the utilization of LPN’s will not be the cause of layoff of RN’s.

ARTICLE 4 – UNION RECOGNITION, RIGHTS AND SECURITY

4.01 Recognition

The Employer recognizes the Union as the exclusive bargaining agent for all employees for whom the Union has been certified as bargaining agent.

4.02 Scope of Agreement

This Agreement applied to all employees of the Employer who are included within the bargaining unit for which the Union is the certified bargaining agent.

4.03 Bulletin Boards

The Employer will provide space on a mutually agreed to bulletin board for the use of the Union.

4.04

The Employer agrees not to enter into any agreement or contract with the employees covered by this Agreement individually or collectively which in any way conflicts with the terms and provisions of this Agreement.

4.05

At the time of hire, the Employer will provide the new employee with a copy of the Collective Agreement and the names of the Stewards.

The Employer and the Union desire every employee to be familiar with the provisions of this Agreement and the employee's rights and obligations under it.

For this reason, the Employer shall photocopy sufficient copies of the Agreement for distribution to employees.

All Agreements shall be printed in a Union Shop and bear a recognized Union label.

The cost of the printed Agreement shall be shared equally between the Employer and the Union.

4.06

The Employer will provide the Union with a monthly list of new and terminated employees (if applicable at that month) and the list shall specify the status of the employee.

4.07 Union Representative Visits

The Union representative shall inform the Employer of their presence prior to meeting with employees to conduct Union business at the Employer's place of business. The visit of the Union representative will not interfere with the normal operation of the facility.

4.08 Stewards

The Employer agrees to recognize employees who are designated as Contract Administration Stewards and as the Occupational Health and Safety Steward by the Union to act on behalf of employees.

4.09

The names of the Stewards will be supplied to the Employer by the Union and the Employer will be advised by the Union, in writing, of any changes in that list.

4.10

Stewards will be entitled to reasonable time while on duty, without loss of salary and benefits, to perform duties that include, but are not limited to, the following:

- i) investigating complaints of an urgent matter, and
- ii) investigating grievances, and
- iii) assisting employees in preparing and presenting a grievance in accordance with the grievance procedure, and
- iv) supervising ballot boxes and other related functions during ratification votes, and
- v) attending meetings called by management, and
- vi) accompanying employees at meetings of a disciplinary nature, and
- vii) meeting with new employees as a group during the orientation program.

4.11

The Stewards must obtain consent of the Supervisor prior to leaving the work station. Such consent will not be unreasonably withheld. The Stewards will make every effort to complete their business in as short

a time as possible and will advise the Supervisor, if present, of their return to the work station.

4.12

The Stewards will not unduly interrupt normal operation of the facility.

4.13

Employees shall have the option of having a shop Steward present during meetings of a disciplinary nature with the Employer. The exercise of this option shall not result in undue delay in the holding of such meetings.

4.14 Union Shop

- A) Employees covered by the certificate of bargaining authority who are members of BCNU, shall maintain membership in good standing as a condition of continuing employment.

All employees who are covered by the certificate of bargaining authority shall, as a condition of continuing employment, authorize a deduction from their pay cheques of the amount of Union dues, levies, and assessments payable to the Union by a member of the Union.

- B) All employees who are brought within the bargaining unit, including newly-hired employees, shall become members of the Union within thirty (30) calendar days after their initial date of employment in the bargaining unit and shall maintain membership in good standing as a condition of continuing employment.

Such employees shall, as a condition of continuing employment, authorize the deduction from their pay cheques of the amount of the initiation fees, Union dues, levies, and assessments payable to the Union by a member of the Union.

- C) Upon receipt by the Employer of written advice from the Union, employees who fail to maintain the authorization for a deduction from their pay cheques of the amount of initiation fees, Union dues, levies, and assessments, as required in (A) and (B) above, shall be terminated by the Employer from their employment.

4.15 Union Induction

The Employer agrees to sign into the Union all new employees whose jobs are in the bargaining unit in accordance with the provisions of Article 4.14.

The Union shall supply the Employer with a sufficient supply of membership forms and dues authorization forms for this purpose.

4.16 Union Check-Off

The Employer agrees to deduct the amount of the Union dues, levies, assessments, and initiation fees payable by an employee in the bargaining unit and remit such deductions to the Union by the end of the month following the month of the deduction. The Employer will provide the Union with a list of employees from whom the deductions were made and the amount deducted from each employee. It is the obligation of the Union to keep the Employer informed of the amounts to be deducted.

The Employer shall supply each employee, without charge, a receipt for income tax purposes, shown on the T4 slip, in the amount of the deductions paid to the Union by the employee during the taxation year. The receipts shall be provided to the employee prior to March 1st of the succeeding year.

4.17 Unpaid Leave – Union Business

- A) Subject to the operational requirements of the facility and on reasonable notice in writing, unpaid leave of absence will be granted to one employee who is elected or appointed by the Union for the purpose of conducting official Union business.
- B) Unpaid leave of absence will be granted to members of the Union’s negotiating committee for time spent, including travelling time, preparation for negotiations, and thereafter for meetings with representatives of the Employer during negotiation, including mediation and arbitration of the Collective Agreement.
- C) Subject to operational requirements, unpaid leave of absence shall be granted to members of Council and members of Council committees in lieu of missed scheduled days off.
- D) Employees on leave of absence pursuant to (A), (B), and (C) above, shall have their salaries and benefits maintained for scheduled work days, provided the Union reimburses the Employer in full for the costs of maintaining such salaries and benefits.

4.18 Paid President

An employee who holds the position of full-time president with the Union shall be granted a leave of absence without pay for the period during which the employee holds the position.

Such leave will not affect the employee’s seniority, increment anniversary date, service for the purpose of vacation leave, sick leave, and special leave accumulation. The Employer will continue to pay premiums for medical, dental, extended health, group life and LTD for the first three (3) months of the leave and BCNU will reimburse the Employer for the costs of such benefits.

It is further agreed that in the event the employee becomes disabled during this three (3) month period and is not covered by paid sick leave, the employee shall continue to be covered on the Employer’s LTD Plan providing the Employer is reimbursed by the Union for the cost of this benefit.

The employee shall be entitled to return to the employee’s former position with the Employer, and shall be provided with an adequate period of orientation upon return to work.

The Employee shall not be subject to discipline by the Employer for activities related to work on behalf of the Union.

ARTICLE 5 – NO CESSATION OF WORK

5.01

During the life of this Agreement, the Employer agrees that it will not direct the lockout of employees, and the Union and the employees agree that there will be no strikes.

5.02

Subject to the requirements of the appropriate legislation, if any employee employed under the terms of this Collective Agreement refuses in good conscience to cross a legal picket line established by other employees, the employee will not be subject to disciplinary action by the Employer and will be considered to be absent without pay.

ARTICLE 6 – UNION/MANAGEMENT COMMITTEE

6.01

A Union/Management Committee will be established consisting of two (2) Employer Representatives and two (2) Union appointed Representatives. The Chairmanship of the Committee will alternate between an Employer Representative and a Union Representative. The Committee will not have the power to bind the Union or the Employer, but will make recommendations to the Union and the Employer on any matter referred to it by the principals to the Agreement. The Committee will not have jurisdiction over any matter contained in this Agreement.

6.02

The Committee will meet once every two (2) months to discuss matters of concern under Articles 2.01 – 2.02, including quality of resident care, safe nursing practice, continuing education, and job-training that may arise from technological change. Terms of reference for the Committee and an acceptable reporting format will be mutually agreed upon by the Committee. By mutual agreement, the Committee may access outside resources.

6.03

Copies of the Union/Management Committee meeting minutes shall be forwarded to the Administrator and to the BCNU.

6.04

Committee discussions on continuing education and professional development of nurses shall include leaves of absence, with full- or partial-pay, for nurses wishing to take courses, seminars, or studies relevant to geriatric nursing. The Employer will not arbitrarily withhold paid leave for the above.

6.05 Union/Management

Union representatives who attend Union/Management Committee meetings outside of scheduled work hours shall be paid at straight-time rates for time spent at meetings.

ARTICLE 7 – REGISTRATION

7.01

A non-registered nurse is a nurse who is a graduate of an approved nursing program recognized by the Registered Nurses' Association of B.C. or the Registered Psychiatric Nurses' Association of B.C., and who is either:

- A) currently licensed with one of the Associations;
- B) in receipt of a temporary license from one of the Associations prior to licensure; or
- C) in receipt of an interim permit from one of the Associations prior to registration.

7.02

A registered nurse is a nurse who is a graduate of an approved nursing program and who is currently registered as a member of one of the Associations.

ARTICLE 8 – GRIEVANCE PROCEDURE

8.01 Discussion of Differences

It is recognized that grievances may arise during the life of this Agreement concerning the interpretation, application, operation, or alleged violation of the Collective Agreement, including the question of whether the matter is arbitrable. The parties will attempt to resolve these grievances through the following process, and the employee(s) will continue to work in accordance with the Agreement until the difference is resolved.

8.02

Step 1

The Employer and the Union agree that every effort shall be made to settle the dispute at the local level. The aggrieved employee, with the Steward, shall request a resolution of the matter from the supervisor. If the excluded supervisor fails to resolve the matter to the satisfaction of the employee, or fails to respond to the employee's request for resolution within the prescribed time, the employee shall inform the excluded supervisor that the matter is proceeding to Step 2 and put the grievance in writing to the excluded supervisor.

Time Limit

An employee who wishes to present a grievance at Step 1 of the grievance procedure must do so no later than thirty (30) days after the date:

- A) on which the employee was notified orally or in writing of the action or circumstances giving rise to the grievance; or
- B) on which the employee first became aware of the action or circumstances giving rise to the grievance.
- C) the Employer shall respond to the grievance within seven (7) calendar days.

If the grievance is not satisfactorily settled under Step 1, then the Steward will notify the Union within fourteen (14) calendar days of receipt of the written response to the grievance.

Step 2

The Union will within a further twenty-one (21) calendar days of this notification, discuss the grievance with the Manager or nominee.

The Employer shall respond to the Union within seven (7) calendar days of the Step 2 meeting.

Failing settlement at this step, the grievance may be referred to industry troubleshooter and/or arbitration.

8.03

Employees dismissed or suspended for alleged cause shall receive from the Employer written notice setting out the reason(s) for dismissal or suspension. Such notice to be provided to the employee within twenty-four (24) hours or up to seventy-two (72) hours if occurrence is during the weekend of the dismissal or suspension, and a copy shall be forwarded to the Union within ten (10) days.

8.04 Industry Troubleshooter

Unless mutually agreed otherwise, disputes may be referred to the Industry Troubleshooter only after the completion of Step 2 of the grievance procedure.

Where a difference arises between the parties relating to the dismissal, discipline, or suspension of an

employee, or to the interpretation, application, operation, or alleges violation of this Agreement, including any question as to whether a matter is arbitrable, during the term of this Collective Agreement, Chris Sullivan, Joan Gordon, Judi Korbin and Mark Atkinson or a substitute agreed to by the parties, shall at the request of either party:

- A) investigate the difference,
- B) define the issue in the difference, and
- C) make written recommendations to resolve the difference,

within five (5) days of the date of receipt of the request, and for those five (5) days from that date, time does not run in respect of the grievance procedure.

In the event the parties are unable to agree on any Industry Troubleshooter within a period of thirty (30) days from the date of signing this Collective Agreement, either party may apply to the Minister of Labour for the Province of British Columbia to appoint such person.

Failing settlement at this step, the grievance may be referred to Arbitration.

8.05

In the case of a grievance involving the dismissal or suspension of an employee, Steps 1 and 2 of the Grievance Procedure may be omitted.

8.06 General Application Dispute

If a difference of a general nature arises between the Employer and the Union concerning the interpretation, application, or alleges violation of this Agreement, which does not specifically involve an employee, a written grievance within fourteen (14) days will be submitted as the case may be, by the Employer to the Union, or by the Union to the Employer, and Step 2 of Article 8.02 shall apply.

8.07

If, within two (2) months of receiving a response or a response being due at Step 2, a grievance has not been committed to a Board of Arbitration for resolution, either party may enquire, in writing, by registered letter, as to the status of such grievance. If, within thirty (30) days of receipt of such letter, the grievance has not been advanced to a Board of Arbitration, the grievance will be deemed to be abandoned.

8.08 Deviation from Grievance Procedure

The Employer agrees that after a grievance has been initiated by the employee or Union at Step 2 of the grievance procedure, the Employer or its representatives shall not initiate any discussion or negotiation with respect to the grievance either directly or indirectly with the aggrieved employee without the consent of the Union.

8.09 Arbitration

A matter being referred to Arbitration pursuant to Article 8.02 shall proceed in the following manner: The normal form of the Arbitration shall be by the use of a sole Arbitrator (who may be referred to as the: "Arbitration Board") mutually agreed to by the parties from the list of names at Article 8.11.

8.10

Either party may make notification of its intent to forward the issue to Arbitration within thirty (30) days of the conclusion of Step 2 of the Grievance Procedure. The notice of intent to arbitrate by either party

shall contain the name of the preferred Arbitrator pursuant to Article 8.11. On receipt of the party's notification of intent to arbitrate the party shall within thirty (30) days, respond to the other party indicating its preference of Arbitrator pursuant to Article 8.11. If agreement is reached, the Arbitrator shall hear the matter. If the two parties fail to reach agreement, the matter shall be referred to the Minister of Labour of British Columbia by either party to make the appointment.

8.11

The following is the list of Arbitrators referred to in Article 8.10:

Stephen Kelleher
Rod Germaine
Dalton Larson
Daniel B. Johnston
Catherine Bruce
Joan Gordon

8.12

The Employer shall grant leave without loss of pay to an employee called as a witness by an Arbitration Board or by the Employer.

8.13

By mutual agreement, the parties may agree to the use of a three (3) person Arbitration Board in the same fashion as the sole Arbitrator referred in Article 8.09. Each party shall inform the other party of its appointee to the Board within seven (7) days of the referral to Arbitration. The two appointees shall, within a further seven (7) days, shall agree on a Chairperson from the list. If the two appointees fail to reach agreement, the matter shall be referred to the Minister of Labour of British Columbia by either party to make the appointment.

8.14

The expenses of the sole Arbitrator or Arbitration Chairperson will be shared equally between the parties. The expenses of the appointees in the case of a three (3) person Arbitration Board shall be borne separately by the respective parties.

- A) It is agreed that the decision of the Arbitration Board shall be final and binding on both parties.
- B) The Arbitration Board shall have no authority in any way to alter, modify or extend the Agreement or to make any decision inconsistent with its terms and provisions.

8.15

A Board of Arbitration established under this Article of the Collective Agreement shall endeavour, within twenty (20) days from the completion of the hearings, to render a decision.

8.16 Time Limits

Whenever a time limit is stipulated in the grievance/arbitration procedure, it may be extended by mutual consent of the parties. However, should the Union fail to present a grievance at any step within the time limits set out in the procedure, the grievance shall be deemed to be abandoned.

8.17 Expedited Arbitration

- A) Those grievances agreed to be suitable for expedited arbitration shall be scheduled to be heard on the next available expedited arbitration date. Expedited arbitration dates shall be agreed to by parties and

shall be scheduled monthly, or as otherwise mutually agreed to by the parties.

- B) The location of the hearing is to be agreed to by the parties but will be at a location central to the geographic area in which the dispute arose.
- C) As the process is intended to be informal, lawyers will not be used to represent either party.
- D) All presentations are to be short and concise and are to include a comprehensive opening statement. The parties agree to make limited use of authorities during their presentations.
- E) Prior to rendering a decision, the Arbitrator may assist the parties in mediating a resolution to the grievance. If this occurs, the cost will be borne in accordance with Section 103 of the Labour Relations Code.
- F) Where mediation fails, or is not appropriate, a decision shall be rendered as contemplated herein.
- G) The decision of the Arbitrator is to be completed on the agreed to form and mailed to the parties within three (3) working days of the hearing.
- H) All decisions of the Arbitrators are to be limited in application to that particular dispute and are without prejudice. These decisions shall have no precedential value and shall not be referred to by either party in any subsequent proceeding.
- I) All settlement of proposed expedited arbitration cases made prior to hearing shall be without prejudice.
- J) The parties shall equally share the costs of the fees and expenses of the Arbitrator.
- K) The expedited arbitrators, who shall act as sole arbitrators, shall be Chris Sullivan, Rod Germaine, Mark Atkinson, Dalton Larson, Judi Korbin or Joan Gordon.
- L) The expedited arbitrator shall have the same powers and authority as an arbitration board established under the provisions of Article 8, excepting Article 8.14.

It is understood that it is not the intention of either party to appeal a decision of an expedited arbitration.

ARTICLE 9 – DEFINITION OF EMPLOYEE STATUS AND BENEFIT ENTITLEMENT

9.01

For the purpose of this Article, “regularly scheduled” means any combination of shifts scheduled in advance and issued by the Employer.

Employees, at the commencement of their employment and on change of status, will be advised in writing into which of the following categories they are assigned.

9.02 Regular Full-Time Employees

Regular full-time employees are those who are scheduled to work the hours of work and shift patterns as provided in Article 21 – Hours of Work, Meal Periods, Rest Periods of the Agreement.

9.03 Benefit Entitlement

Regular full-time employees accumulate seniority and are entitled to all benefits of this Agreement.

9.04 Regular Part-time Employees

Regular part-time employees are those who work fewer hours or days than full-time employees, but who have a commitment to work a regular schedule.

9.05 Benefit Entitlement

Regular part-time employees accumulate seniority and are entitled to salary and benefits of this Agreement on a proportionate basis of the hours they work to the hours of a full-time employee, with the exception of medical, extended health, dental plan coverage, long term disability, and group life insurance premiums, which will be paid on the same basis as for regular full-time employees.

9.06 Casual Employees

A) Casual employees are those hired to work full shifts or part shifts on a continuous or intermittent basis in capacities such as:

- (1) Sickness relief
- (2) Vacation relief
- (3) Leave of absence relief
- (4) Relief pending a regular employee appointment
- (5) Temporary workload relief
- (6) Paid holiday relief
- (7) Overtime owing relief
- (8) Maternity leave relief

B) Casual employees will be called for the above work in order of seniority, as per C) and D) below, before part-time employees.

C) Casual employees shall be called on a shift by shift basis in order of seniority, or for a block of work in order of seniority. A block of work shall be defined as the shifts between regular days off. Blocks of two (2) days or less shall be offered to casual employees on a shift by shift basis, in order of seniority.

D) Telephone Call-In:

- (1) The Employer shall call by telephone or by text, at the employee's choice, only those casual employees on the register at a number provided by the employee. This will be done based on seniority with first call going to the most senior casual. The Employer shall permit the telephone to ring a minimum of eight (8) times. If an answering machine is reached for a need to be filled of less than twelve (12) hours' notice, the next person on the list will be called and offered the shift. For all other calls, the casual shall return the call within fifteen (15) minutes or the next person on the list will be called and offered the shift.
- (2) All such calls shall be recorded in a log book showing the signature of the person making the call, the employee called, the position they are being called to fill, the time the call was made, whether the employee accepts or declines the invitation to work or fails to answer the telephone. In the event of a dispute, the Union shall have reasonable access to the log book and shall be entitled to make copies.

E) Employment Security Considerations

The parties agree that work of a casual nature will be first offered to regular employees who have

been laid off. This preference continues until such employees are severed pursuant to Article 13.06. During their period of layoff they will be deemed to be regular employees but subject to call-in provisions of Article 9 of this Collective Agreement.

F) Wage Entitlement

- (1) Casual employees shall be paid in accordance with the wage schedule.
- (2) Casual employees shall move to the next increment step upon completion of the annual full time equivalent hours (1950 hours) worked with the Employer.
- (3) A casual employee hired having less than one (1) year's experience (1950 hours) shall be placed at the first step of the increment scale.
- (4) A regular employee who terminates employment and is re-employed by the same employer as a casual employee within thirty (30) calendar days shall retain the same increment step attained as a regular employee and be credited with the appropriate hours worked at that step.
- (5) When a casual employee applies for and received a regular position in the same facility in which the employee has been employed, the employee shall either retain the same increment step attained as a casual or be placed at the increment step which recognized previous experience in accordance with the provisions of Article 44 (Previous Experience), whichever is higher, and shall advance to the next increment step pursuant to Article 10.01.

G) Benefit Entitlement

Casual employees shall be paid any earned shift premium, overtime, and premium pay for work on a paid holiday.

H) The provisions of Article 50 – Provisions of Wage Schedules, Article 45 – Superior Benefits, and Article 54 – Wage Schedules, apply to casual employees.

I) Vacation Pay and Statutory Holidays

Casual employees shall receive eight percent (8%) effective May 15, 2013, of their straight-time pay, excluding all premiums, on each pay cheque in lieu of vacations and statutory holidays.

J) A casual employee shall be entitled to overtime pay in accordance with Article 22 in the following circumstances:

- (1) The hours of work in one day exceed seven point five (7.5).
- (2) For any shifts worked in excess of six (6) consecutive shifts where the shift length is seven point five (7.5) hours.

9.07

Casual employees will be entitled to accumulate seniority in accordance with Article 11.03 – Seniority.

9.08

Casual employees have access to the grievance and arbitration procedures.

9.09 Off Duty Rights

When calls are made by the Employer for casual employees to report to work, the acceptance of such work shall be at the employee's discretion. Where a casual employee has not accepted such work for a period longer than three (3) months, the Employer and the Union shall meet to discuss the bona fides of the refusal and the continued employment of the employee.

ARTICLE 10 – ANNIVERSARY DATE AND INCREMENT

10.01

A regular employee's initial date of current employment as a regular employee will be the employee's anniversary date for the purpose of determining benefits and for the purpose of determining increment anniversary date.

10.02

A regular employee will be entitled to increments based on calendar length of service, subject to Article 35 – Leave – Unpaid.

10.03

When a non-registered employee becomes registered, the employee shall maintain their increment anniversary date.

ARTICLE 11 – SENIORITY

11.01

The principle of seniority, as defined in this Article, is recognized by the Employer.

11.02

Seniority for a regular employee is defined at the length of the employee's continuous employment (whether full-time or part-time) from the date of commencement of regular employment, plus any seniority accrued while working as a casual employee of the Employer.

11.03

Seniority for casual employees is defined as the total number of hours worked by the employee for the Employer.

A regular employee who terminates employment and is re-hired by the same Employer as a casual employee within thirty (30) calendar days shall retain the employee's seniority accrued as a regular employee.

11.04 Seniority – Maintained and Accumulated

Seniority shall be maintained and accumulated under the following conditions:

- A) while in receipt of Worker's Compensation benefits (wage loss replacement and rehabilitation benefits);
- B) absence due to maternity leave as provided for in this Agreement;
- C) absence due to any paid leave for the period of leave;
- D) absence due to the conduct of the Union business;
- E) absence due to layoffs, for the first twenty (20) work days;
- F) absence due to a general unpaid leave of absence, for the first twenty (20) work days;
- G) absence while on a long term disability claim

For time periods in excess of those expressed above, seniority shall be maintained but not accumulated.

11.05

During the month of January and July of each calendar year, the Employer will post the seniority of employees covered by this Collective Agreement, and forward a copy to the Union within thirty (30) days.

The seniority list shall contain the following information:

- A) name
- B) status (regular full-time, regular part-time, casual)
- C) position
- D) seniority
- E) Social Insurance Numbers on Union copy only – not for posting

11.06

- A) An employee accepting a position of a continuous nature which is with the same Employer, but outside of the bargaining unit, shall retain seniority accumulated up to the date of leaving the bargaining unit, for a period of ninety (90) calendar days.
- B) An employee temporary substituting in an excluded position, or within another bargaining
- C) unit, shall continue to accumulate seniority.

ARTICLE 12 – PROBATIONARY PERIOD

12.01

All employees will be probationary during their first three (3) months of employment, or one hundred and eighty (180) hours of employment, whichever is greater. Upon completion of their probationary period, the employee will be credited with seniority dating from the first day of employment. Probationary employees may be dismissed if they are found to be unsuitable, providing the factors involved in suitability could reasonably be expected to affect work performance.

12.02

By mutual agreement between the Employer and the Union, the probationary period may be extended.

ARTICLE 13 – TERMINATION OF EMPLOYMENT

13.01 Employment Termination

After completion of the probationary period, a regular employee is required to give twenty-eight (28) calendar days' notice of termination to the Employer.

A regular employee who fails to give twenty-eight (28) calendar days' notice of termination shall be paid earned vacation entitlement less two per cent (2%); for example, an employee entitled to ten per cent (10%) shall be paid eight per cent (8%).

13.02 Lay-Off

In the event of a reduction in the work force, regular employees shall be laid off in reverse order of seniority, provided that there are available employees with greater seniority who are qualified to do the work of the employees laid off.

The Employer shall give regular employees the following written notice of layoff or normal pay in lieu of notice as follows:

A) Regular Full-Time Employees

- i) less than five (5) years' service – twenty-eight (28) calendar days' notice, or regular pay for twenty (20) work days;
- ii) minimum of five (5) years' but less than ten (10) years' service – forty (40) calendar days' notice, or regular pay for thirty (30) work days;
- iii) more than ten (10) years' service – sixty (60) calendar days' notice, or regular pay for forty (40) work days.

B) Regular Part-Time Employees

Regular part-time employees require the same notice, however, pay in lieu of notice shall be calculated as follows:

hours paid per month *(excluding overtime) x ** work days in lieu of notice
(162.50 hours)

* Includes leave without pay up to twenty (20) work days. Reference Article 36 – Leave-Unpaid.

** Entitlement as in (A), i), ii), or iii).

C)

- i) service with a previous Employer shall not be included as service for the purpose of this Article, and
- ii) the period of notice must coincide with scheduled work shifts and must not coincide with vacation.

D) An employee who received notice of layoff may displace a junior employee, provided the employee is capable and qualified to do the job of the junior employee. Displacement rights must be exercised within ten (10) calendar days of receipt of written notification of layoff by written notice to the Manager.

13.03 Recall

Employees on layoff will be recalled to work on the basis of last-off, first-on, provided that the employees being recalled have the capabilities and qualifications to perform the work available. Employees shall receive seven (7) calendar days' notice of recall by registered mail.

Laid off employees failing to report to work within seven (7) calendar days of the date of receipt of the written notice, will be considered as having abandoned their right to re-employment. An exception would be where the employee is obligated to give more than seven (7) calendar days' notice to the employee's current employment, or where the employee can provide satisfactory reason for not reporting within the seven (7) day period.

Satisfactory reason is in the opinion of the Employment and will not be considered after thirty (30) days of the date of recall.

Regular employees shall have a one (1) year right to recall.

13.04 Laid Off Employees

- A) Should vacancies occur following layoff, those employees on layoff will be recalled to these positions in order of seniority providing they have the capabilities and the qualifications to perform the duties of the vacant position. If no employee on layoff possesses the required capabilities and qualifications, the vacant position will be posted pursuant to Article 15.01.
- B) Any recall shall not result in a promotion unless agreed upon between the Union and the Employer.
- C) No new employee or casual employee shall be hired to fill regular positions until those laid off have been given first option of recall.

13.05

Employees on a leave of absence are not subject to layoff until completion of such leave.

13.06 Severance Pay

After being on lay off for one (1) year, a regular employee will receive the following severance pay:

- A) Two (2) weeks' pay where the employee has completed a period of employment of at least twelve (12) consecutive months, and
- B) After the completion of a period of employment of three (3) consecutive years, one (1) additional week's pay and for each subsequent completed year of employment, an additional week's pay up to a maximum of eight (8) weeks' pay.
- C) Full-time employees recalled for full-time work and who fail to report for such work under Article 13.03 will not be eligible for severance pay.

Part-time employees recalled for full-time or part-time work and who fail to report for such work under Article 13.03 will not be eligible for severance pay.

ARTICLE 14 – PERFORMANCE APPRAISAL

14.01

The Employer may carry out a performance appraisal of an employee at any time. When an appraisal is carried out, the employee will have ten (10) days to determine whether to agree or disagree with the appraisal and sign the appraisal.

An appraisal is grievable only if the employee has signed as disagreeing.

14.02

All record of any disciplinary action shall be removed from the employee's file and destroyed eighteen (18) months after the date of the incident, provided that no further disciplinary action has occurred in the intervening period. Record of suspensions will remain in the employee's file for a period of twenty-four (24) months following the expiry of the suspension.

14.03 Personnel File

A) Employee Access

Employees are entitled to read and review their personnel file and, without limiting the generality of the foregoing, shall be entitled to inspect their performance evaluations, written censures, letters of reprimand, letter of superior performance and excellence, and other adverse reports. Upon request, employees shall be given copies of all such pertinent documents. The Union recognizes that personnel files are the property of the Employer, and that the storage, use and reference to the personnel file are done so at its behest.

B) Union Representative or Steward Access

A Union representative or Steward shall, upon written authority of the employee, be entitled to read and review an employee's personnel file in order to facilitate the investigation of a grievance. Upon request, the Union representative or Steward shall be given copies of all such pertinent documents.

C) Confidential Nature of Personnel File

All documents within an employee's personnel file are considered to be confidential and shall remain within the sole jurisdiction and purview of the Employer and employee subject to Clause (A) above.

14.04

Any employee who disputes any censure, reprimand, letters of superior performance and excellence, or adverse report may have recourse through the grievance procedure, and the eventual resolution thereof shall become part of the employee's personal record, with such amendments or deletions that may be requisite.

ARTICLE 15 – VACANCY POSTING

15.01 Postings

The Employer shall post notice of all nursing department vacancies describing the position, the date of commencement, a summary of the job description and the required qualifications.

15.02

The Employer agrees to post notices at least fourteen (14) calendar days in advance of selection with a copy to the Steward.

15.03 Temporary Appointments

- A) The Employer may make a temporary appointment, without posting, to a vacant position, or a new position in emergent circumstances, provided such position is one in which the former incumbent has terminated employment with the Employer. The temporary appointment shall not exceed twelve (12) calendar weeks, unless the Union and the Employer mutually agree to extend this time limit.
- B) The Employer may make a temporary appointment to a position in which the present incumbent has been granted a leave of absence in excess of three (3) calendar months, the Employer shall post a notice relative to the nursing vacancy. Such temporary employment shall not exceed twelve (12) months, unless the Union and the Employer mutually agree to extend this time limit. The Employer shall advise the Union of such long-term appointments.
- C) A regular employee who is assigned to a temporary appointment, shall return to the employee's former position and pay rate without loss of seniority and accrued prerequisites when the temporary appointment ends.

15.04

The Employer shall also consider applications from those employees who are absent from their normal places of employment and who have filled in an application form before such absence, stating the jobs they would be interested in applying for should a vacancy or new job occur during their absence.

15.05

The Employer shall notify the successful and unsuccessful candidate(s) prior to posting the name(s) of the successful candidate(s). The Employer shall post the name(s) of the successful candidate(s) within seven (7) calendar days of making the appointment.

15.06 Orientation and Training

The parties to the Collective Agreement recognize the value of orientation programs for employees and that the responsibility for providing such programs lies with the Employer. The Employer agrees to provide such orientation in a manner it deems appropriate to employees new to the facility.

Orientation may include:

- a) fire and disaster plan
- b) organization structure
- c) relevant policies and procedures
- d) physical layout of the facility and unit
- e) duties of the position

ARTICLE 16 – PROMOTION, TRANSFER, AND DEMOTION

16.01 First Consideration

The Employer agrees that when a vacancy occurs or a new position is created within the BCNU bargaining unit, the Employer shall give employees in the bargaining unit within the facility, provided there are no employees currently on layoff, first notice and first consideration in filling the vacancy or new position. Each employee who applies for the vacancy or new position shall be given equal opportunity to demonstrate fitness for the position by formal interview and/or assessment. Where an employee within the BCNU bargaining unit is not appointed to fill the vacancy or new position, the employee shall be given an explanation within fourteen (14) calendar days of the appointment of the successful candidate as to why the employee's application was not accepted.

16.02 Filling Vacancies

In the filling of vacancies, new positions, transfers or promotions, appointments shall be made to the employee with the required qualifications, and level of competency and efficiency as required by the position specifications, and where such requirements are relatively equal, seniority shall be the determining factor.

16.03 Qualifying Period

A) If a regular employee is promoted or transferred to a position, then that employee shall be considered a qualifying employee in the new position for a period of ninety (90) calendar days.

If a regular employee is promoted or transferred to a position either within or outside the certification and is found to be unsatisfactory, the employee shall be returned to their previously held position.

If a regular employee is promoted to a position, either within or outside the certification, and finds the position to be unsatisfactory, the employee shall be returned to their previously held position.

- B) If the employee's previous position has been eliminated, the employee may exercise bumping rights pursuant to Article 13.02(D) – Lay-Off. If the ten (10) day bumping period extends beyond the ninety (90) day qualifying period, the employee may remain in the new position for the duration of the bumping period.

16.04 Returning to Formerly Held Position

A) From Outside of Bargaining Unit

The returning employee who was promoted outside of the certification shall return without loss of seniority and accrued benefits and shall be slotted at the increment step to which the employee would have been entitled had the promotion not occurred. These terms and conditions apply for a period of ninety (90) calendar days, or longer when Article 16.03 (B) applies, from the date the employee commences work in the new position. (Reference Article 11.06 – Employment in Excluded Positions and Within Other Bargaining Units.)

B) From Within Bargaining Unit

A regular employee promoted or transferred within the certification and returning to the formerly held position shall do so without loss of seniority or accrued benefits.

C) Other Employees Affected

Any other employees who were promoted or transferred as a result of the promotions or transfers as stated above, shall be returned to their formerly held position under the same terms and conditions as stated in (B) above.

16.05 Salary on Promotion

A promoted employee shall receive the salary which applied to the new position effective the date of the award of the posting.

16.06 Increment Anniversary Date

A promotion will not change an employee's increment anniversary date.

16.07 Temporary Assignment to a Lower Rated Position

If an employee is temporarily assigned to a lower paying position, the employee shall incur no reduction to wages or benefits for the first thirty (30) calendar days. After this period of time has passed, the employee will receive the salary and benefit which applies to the lower paying position.

16.08 Voluntary Demotion

An employee requesting a voluntary demotion from a higher-paying position and is subsequently demoted to the lower-paying position, shall receive the salary and benefit which applied to the lower-paying position effective the date of the demotion.

ARTICLE 17 – CREATION OR CHANGES IN CLASSIFICATION

17.01

If the Employer creates a new position not covered by an existing classification, or a significant change in the job content of an existing position occurs, the Employer shall establish the salary and give written notice to the Union of its intent to implement the new salary.

17.02

If the Union fails to object in writing within twenty-eight (28) days of receipt of the notice from the Employer, the salary will be considered as established.

17.03

If the Union objects to the salary, the parties will meet and negotiate the new salary. Should the parties not reach agreement within a further twenty-eight (28) calendar days of notice from the Employer, the matter may be referred to Arbitration for resolution. Any new salary established by negotiation or arbitration will be retroactive to the employee's date of appointment to the new position or retroactive to the date of the significant change in job content by the Employer.

ARTICLE 18 – JOB DESCRIPTIONS

18.01

During the life of this Collective Agreement, the Employer shall prepare job descriptions for all classifications covered by the Certificate of Bargaining Authority. Job descriptions should contain the job title, name of the department, title of the immediate supervisor, wage level of the job, a summary statement of the job, a list of duties, and the date prepared. Such job descriptions will be presented in writing to the Union. Employees shall have access to a copy of the current job descriptions. If the Union fails to object in writing within twenty-eight (28) calendar days of receipt of the job descriptions from the Employer, the job descriptions will be considered as established.

18.02

Nurses' work is that work that is exclusively done by nurses and is contained in Appendix "E" and the work does not include supervising, directing or evaluating staff. If the responsibilities change, the process outlined in Article 17 – Creation or Changes in Classifications and Article 18.01 – Job Descriptions will be followed.

ARTICLE 19 – TECHNOLOGICAL CHANGE

19.01 Notice

Three (3) months before the introduction of any technological change, the Employer will notify the Union in writing of the contemplated change.

19.02 Technological Policy

The Employer agrees to take all reasonable steps so that no employee shall lose employment because of technological change. Normal turnover of employees to the extent that it arises during the period in which technological change occurs, shall be utilized to absorb employees who otherwise would be displaced because of the technological change.

19.03 Wages on Reassignment

An employee reassigned to a lower rated position because of the introduction of technological change, automation or new methods of operations shall continue to be paid at the employee's current wage rate until the wage rate in the new position equals or exceeds it.

19.04

Any dispute arising in relation to adjustment to technological change shall be resolved in accordance with

Article 54 of the *Labour Relations Code*.

19.05 Lay-Off Due to Technological Change

When it is necessary to reduce staff due to technological change, the layoffs shall be done in accordance with the provisions of Article 13 – Termination of Employment of this Agreement.

ARTICLE 20 – NURSING STAFF WORK SCHEDULES

20.01

The Employer shall post a work schedule and assign employees to a position on it.

Work schedules will be written in ink and shall be posted at least ten (10) calendar days in advance and will be valid for a minimum period of four (4) weeks. In the case of an emergency, the Employer may change the work schedule at such time it is found necessary to do so. It is understood that a high degree of co-operation is required in the facilitation of the work schedule.

20.02

- A) Nursing staff work schedules, whenever possible, will be determined by mutual agreement between the Employer and the employees. If mutual agreement cannot be reached, the employees may request the Union to assist them in developing mutually agreeable schedules.
- B) A regular employee will not be scheduled to work more than six (6) consecutive days, unless requested by the employee and agreed by the Employer.
- C) Nursing staff, work schedules may take the form of either two (2) shift or single (1) shift rotations. This provision may be waived by mutual agreement between the Employer and the employee(s). This provision does not apply to shifts accepted by regular part-time employees in addition to their regularly scheduled work days.
- D) Regular part-time employees shall be entitled to two (2) consecutive designated days off in a seven (7) calendar day period, averaged over the length of rotation, excluding statutory holidays.

20.03 Shift Changes

Except by agreement between the Employer and the employee concerned, each regular employee will receive two (2) clear off-duty shifts when changing shifts, and at least forty-eight (48) hours off-duty after completing the employee's last night shift.

20.04

- A) Regular full-time employees will not be required to work three (3) different shifts in any seven (7) consecutive day period posted in their work schedules, unless the facility's operational circumstances require such arrangement or unless the arrangement is by request of the employee. Employees scheduled to work three (3) different shifts for other than emergent circumstances will be paid time and one-half (1 ½) for each day worked in the third shift change of the three (3) different shifts noted above, unless this arrangement is requested by the employee.
- B) If a regular full-time employee is scheduled to work three (3) different shifts in any seven (7) consecutive day period, and if the employee works on a statutory holiday as the third shift change of the three (3) different shifts, then unless this arrangement is requested by the employee, the employee will be paid at the rate of one and one-half times (1 ½ x) the appropriate statutory holiday rate for all

hours worked on such statutory holiday.

- C) Regular employees who are required to work three (3) different shifts as a result of emergent circumstances shall be paid the applicable overtime rate for each day worked in the third shift change of the three (3) different shifts noted above.

20.05 Voluntary Shift Exchange

At the Employer's discretion, regular employees may exchange shifts among themselves provided that:

- A) Prior approval of such exchange is given by the employee's immediate supervisor(s), and
- B) An employee moving to the exchanged shift is entitled to all benefits this Agreement which would normally be afforded to an employee working that shift. The Employer shall not incur any additional costs over and above those expenses which would have resulted had the exchange not taken place.

ARTICLE 21 – HOURS OF WORK, MEAL PERIODS, REST PERIODS

21.01 Hours of Work

There will be seven and one half (7 ½) work hours per day, and an average of thirty-seven and one half (37.5) work hours per week, exclusive of meal periods, or a mutually agreed equivalent.

21.02

The daily hours of work for each employee will be consecutive.

21.03 Meal Periods

- A) A meal period of at least thirty (30) continuous minutes, away from the work place, shall be provided by the Employer. Such a meal period shall be provided at intervals that result in no employee working longer than five (5) consecutive hours without an eating period.
- B) When an employee is expressly designated to be available for work during a meal period, and:
 - i) The employee is scheduled to work a seven point five (7.5) hour shift and receives thirty (30) minutes for a meal period, exclusive of the seven point five (7.5) hour shift, then the employee shall receive eight point zero (8.0) hours pay at regular rates;
 - ii) The employee is scheduled to work a seven point five (7.5) hour shift and does not receive thirty (30) minutes pay at time and one-half (1 ½) regular rate;
 - iii) In the event an employee in (i) above is recalled to duty, due to an emergency, during the employee's meal period, the provisions of (ii) apply.
- C) Should an employee be recalled to duty during the meal period, the additional time off equal to the unused portion of the meal break shall be provided later in the shift. Article 22 - Overtime will apply as applicable.
- D) Employees receiving payments under this Article shall also receive shift premium and special allowance.

21.04 Rest Periods

Employees working a full shift will receive one rest period of fifteen (15) minutes in each half of the shift. Employees working less than a full shift, but a minimum of four (4) hours will receive one fifteen (15)

minute rest period.

ARTICLE 22 – OVERTIME

22.01 Definition

Overtime means authorized services performed by an employee in excess of the normal daily full shift hours or weekly full shift hours as set out in Article 21.01 - Hours of Work.

22.02 Authorization

The Employer shall advise the employees of the names or the positions authorized to approve overtime and shall advise each employee, upon request, of all overtime due to the employee.

22.03 Employee's Right to Decline Overtime

A) General

The Employer may request an employee to work a reasonable amount of overtime. Overtime shall only be required of the employee by the Employer in an exceptional situation.

B) Double Shift and Work on a Scheduled Day Off

A regular full-time employee may be requested by the Employer to work on only one (1) of his/her scheduled days off per week, or to work a double shift. The right to schedule the work for the scheduled day off or the double shift remains with the Employer but will only be required in emergency situations.

22.04 Application

- A) A record shall be kept of authorized overtime worked by each employee which, at the option of the employee, shall be taken as time off or pay. Should the option be time off, such time off for overtime shall be accumulated and taken at a time mutually agreed to by the employee and the Employer.
- B) The overtime earned between April 1 and September 30 shall, at the employee's option, be taken as time off or pay prior to March 31 of the next calendar year. Any unused portion of the accumulated overtime as of March 31 shall be paid out at the employee's current rate of pay.
- C) Any overtime earned between October 1 and March 31 shall, at the option of the employee, be taken as time off or pay prior to September 30. Any unused portion of the accumulated overtime as of September 30 shall be paid out at the employee's current rate of pay.

22.05 Overtime Pay Calculation

Overtime shall not be claimed or received for less than fifteen (15) minutes. If overtime amounts to fifteen (15) minutes, or more, it shall be paid for the total period.

(Effective July 1, 2007)

- A) Overtime at the rate of the time and one-half (1.5) shall be paid on the following basis:
 - i) For the first four (4) hours in excess of the normal daily full shift hours as defined by Article 21.01 - Hours of Work;
 - ii) For the first normal daily full shift hours in excess of the normal weekly full shift hours as defined by Article 21.01 - Hours of Work.
- B) Overtime at the rate of double time (2x) shall be paid on the following basis:
 - i) For all hours in excess of those worked in (A) i) above;

- ii) For all hours in excess of those worked in A) ii) above;
 - iii) For all hours worked on a full time employee's scheduled day off;
 - iv) For regular part-time employees, for all hours worked on additional shift(s) to their regular schedule resulting in the part-time employee working in excess of six (6) consecutive shifts in any eight (8) day period where the shift length is seven point five (7.5) hours.
- C) Overtime at the rate of one and one half (1.5) times the appropriate holiday rate shall be paid on the following basis:
- i) For all overtime hours worked on a stat holiday.

ARTICLE 23 – SHIFT PREMIUM/WEEKEND PREMIUM

23.01

A shift premium will be paid for all hours worked by employees. This premium is in addition to, and separate from any overtime indexing.

Increase as follows:

Effective April 1, 2009

\$.85per hour for evenings
 \$1.30 per hour for nights
 \$1.20 per hour for weekends

Effective April 1, 2010

\$.95 per hour for evenings
 \$1.40 per hour for nights
 \$1.30 per hour for weekends

Effective April 1, 2011

\$1.05 per hour for evenings
 \$1.50 per hour for nights
 \$1.40 per hour for weekends

ARTICLE 24 – CALL-IN AND CALL-BACK

24.01 Call-in

A regular employee or casual employee reporting to work at the call of the Employer for unscheduled work will be paid for all hours worked, with a minimum of two (2) hours pay at their regular rate unless the employee is unfit to work or does not comply with health and safety regulations established by the Worker's Compensation Board. A regular employee who starts work shall be paid at the regular rate if the employee commences work unless work is suspended for a reason beyond the Employer's control.

24.02 Call-In and Call-Back on a Statutory Holiday

- A) A regular employee called back to work after the completion of the employee's shift will be paid at the applicable overtime rate for all hours worked with a minimum of two (2) hours pay at the applicable overtime rate for each separate call-back.
- B) An employee who is called back to work on a statutory holiday after the completion of the employee's shift will be paid the appropriate overtime rate for all hours worked, with a minimum of two (2) hours pay at the appropriate overtime rate.

24.03 Use of Employee Vehicle

The use of an employee's vehicle for Employer business shall be by mutual agreement between the Employer and the employee. Where the employee is required to use their vehicle for Employer business, the employee shall be paid an allowance of thirty-six cents (\$0.36) per kilometre. There shall be no set minimum, for any trip. The employee is responsible for maintaining a written record of mileage for redemption purposes.

ARTICLE 25 – RELIEF IN HIGHER RATED POSITION

An employee designated by the Employer to relieve in a higher-rated position excluded from the bargaining unit will be paid five per cent (5%) per hour more than the employee's existing rate of pay.

ARTICLE 26 – HEALTH PROGRAM

26.01

The parties agree to cooperate in the promotion of safe work habits and safe working conditions, and to adhere to the provisions of the Worker's Compensation Act and other applicable legislation.

26.02 Joint Occupational Health and Safety Committee

The Employer and the Union recognize the role of the Joint Occupational Health and Safety Committee in promoting a safe and healthful work place.

The parties agree that a Joint Occupational Health and Safety Committee shall be established in each facility covered by this Collective Agreement. The Committee shall govern itself in accordance with the provisions of the Industrial Health and Safety Regulations made pursuant to the Workers' Compensation Act. The Committee shall be as between the Employer and the Union, with equal representation, and with each party appointing its own representatives. Representatives of the Union shall be chosen by the Union membership or appointed by the Union.

The Union further agrees to actively pursue with the other Health Care Unions a Joint Union Committee for the purposes of this Article.

The Employer agrees to provide or cause to be provided to Employer members of the Joint Occupational Health and Safety Committee adequate training and orientation to the duties and responsibilities of Committee members to allow the incumbents to fulfil those duties competently.

The Union agrees to provide or cause to be provided to Union members of the Joint Occupational Health and Safety Committee adequate training and orientation to the duties and responsibilities of Committee members to allow the incumbents to fulfil those duties competently.

Such training and orientation shall take place within six (6) months of taking office.

The parties agree to work together to consider issues such as (but not limited to):

- * Early and Safe Return to Work Programs
- * Employee and Family Assistance Programs
- * Aggressive and Behaviour of Residents and their Implementation at Shaughnessy Care Centre

26.03 Workload

An employee who believes that her/his workload is unsafe or consistently excessive shall discuss the problem with her/his immediate supervisor. If the problem is not resolved in this discussion, the employee may seek a remedy by means of the grievance procedure. If the matter is not resolved in the grievance procedure, it may be referred to troubleshooter who shall:

- A) investigate the difference;
- B) define the issue in the difference; and
- C) make written recommendations to resolve the differences.

26.04 Medical Examinations

An employee may be required by the Employer, at the request of and at the expense of the Employer, to take a medical examination by a physician of the employee's choice. Employees may be required to take skin tests, x-ray examination, vaccination, inoculation, and other immunization (with the exception of rubella vaccination when the employee is of the opinion that a pregnancy is possible), unless the employee's physician has advised, in writing, that such a procedure may have an adverse affect on the employee's health.

26.05

Pregnant employees may request to be transferred from their current duties if, in the opinion of the employee's physician, the pregnancy may be at risk. If such a transfer is not feasible, the pregnant employee, if she so requests, will be granted an unpaid leave of absence until the maternity leave commences.

26.06

Where the Employer identified high risk areas which expose nurses to infectious or communicable diseases for which there are protective immunizations available, such immunization shall be provided at no cost to the employee.

Employees who may be exposed in the course of their employment to Hepatitis B shall be entitled to receive the Hepatitis B vaccine free of charge.

26.07

When the Employer is aware that a resident has a history of aggressive behaviour, the Employer will make such information available to the employee. In-service education and/or instruction in caring for an aggressive resident will continue to be provided by the Employer pursuant to Article 55.

ARTICLE 27 – NON-DISCRIMINATION

- A) The Employer and the Union subscribe to the principles of the Human Rights Code of British Columbia.
- B) The Employer and the Union agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee for reason of membership or lawful activity in the Union.
- C) The Union and the Employer recognize the right of employees to work in an environment free from sexual harassment, and the Employer shall take such actions as are necessary with respect to any person engaging in sexual harassment in the workplace.

ARTICLE 28 – LEAVE - COMPASSIONATE

28.01

Compassionate leave of absence with pay for three (3) work days will be granted by the Employer upon request by a regular employee in the event of the death of a family member, including spouse (including common-law), child, parent, brother, sister, father-in-law, mother-in-law, grandparent and grandchild.

28.02

Up to two (2) additional days with pay will be granted to regular employees for travelling time when this is warranted in the judgement of the Employer.

28.03

The Employer will endeavour to grant additional compassionate leave of absence without pay, if requested by the employee.

ARTICLE 29 – LEAVE – COURT DUTY

29.01

Regular employees who are required by law to serve as jurors or subpoenaed as witnesses in any court of competent jurisdiction shall be granted a leave of absence with pay equal to the length of the court duty.

29.02

An employee in receipt of regular pay and benefits while at court shall remit to the Employer any witness or jury fees received for days that the employee is normally scheduled to work, providing these do not exceed the employee's regular pay.

Travelling and meal allowances paid by the Court and not by the Employer shall not be remitted.

29.03

Regular employees who work evening or night shifts who are required by law to serve as jurors or subpoenaed as witnesses in any court, shall, at the employee's request, be relieved of their assigned shifts and shall be compensated pursuant to subsection (A) preceding.

ARTICLE 30 – LEAVE – MATERNITY/ADOPTION/PARENTAL

30.01 Natural Mother

A) Maternity Leave

A regular employee shall be granted fifty-two (52) weeks maternity leave of absence without pay. Such leave may commence eleven (11) weeks prior to the week in which her predicted week of confinement occurs or any time thereafter at the request of the employee. In no case shall an employee be required to return to work sooner than six (6) weeks following the birth or the termination of her pregnancy, unless a shorter time is requested by the employee and granted by the Employer.

i) Benefits

- (1) For the first twenty (20) work days of such leave, the employee shall be entitled to the benefits under Article 35 – Leave – Unpaid.
- (2) For the balance of a seventeen (17) week period (i.e., seventeen (17) weeks less twenty

(20) work days), the service of an employee who is on maternity leave shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

B) Parental Leave

Within the fifty-two (52) week leave period granted under Article 30.01 (A), weeks eighteen (18) through fifty-two (52) inclusive will be considered parental leave. Parental leave will normally commence immediately following maternity leave unless agreed to by the Employer for reasons such as premature birth or a hospitalized infant.

i) Benefits

For weeks eighteen (18) through fifty-two (52) inclusive, the service of an employee who is on parental leave shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

C) Parental Leave – Special Circumstances

- i) An employee is entitled to up to six (6) additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, she is unable to return to work when her leave ends under (A) above.

A request for special circumstances leave pursuant to Article 30.01 (C) (i) must, if required by the Employer, be accompanied by a medical practitioner's certificate stating the expected or actual birth date or the date the pregnancy terminated or stating the reasons for requesting additional leave under this subsection.

- ii) If the new born child will be or is at least six (6) months of age at the time the child comes under the care of the mother, and a medical practitioner certifies that an additional period of parental care is required because the child suffers from a physical, psychological or emotional condition, the natural mother may apply for additional parental leave without pay. Upon request, up to five (5) additional weeks may be granted.
- iii) An employee's combined entitlement to leave under subsections (A), (B), and (C) of Article 30.01 is limited to sixty-three (63) weeks.

iv) Benefits

For additional leaves arising from subsections (C) (i) or (ii) above, the service of an employee shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

D) Additional Leave

Any further leave granted beyond the fifty-two (52) week period or the sixty-three (63) week period for special circumstances will be unpaid leave without any benefits,

- E) Medical complications of pregnancy, including complications during an unpaid leave of absence for maternity reasons, preceding the period stated by the Unemployment Insurance Act, shall be covered by sick leave credits providing the employee is not in receipt of maternity benefits under the Employment Insurance Act or any wage loss replacement plan.

- F) An employee shall make every effort to give fourteen (14) days notices prior to the commencement of maternity leave of absence, and at least fourteen (14) days notice of her intention to return to work prior to the termination of the leave of absence.
- G) The Employer shall not terminate an employee or change a condition of her employment because of the employee's pregnancy or her absence for maternity reasons.
- H) The employer shall not terminate an employee or change a condition of her employment because of the employee's pregnancy or her absence for maternity reasons.

30.02 Natural Father

A) Parental Leave

On four (4) weeks' notice and within fifty-two (52) weeks of the birth of his child, a natural father may apply for up to thirty-seven (37) weeks parental leave without pay.

i) Benefits

- (1) For the first twenty (20) work days of such leave, the employee shall be entitled to the benefits under Article 35 – Leave – Unpaid.
- (2) For weeks five (5) through thirty-seven (37) inclusive, the service of an employee who is on parental leave shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

B) Parental Leave Beyond Thirty-Seven (37) Weeks – Special Circumstances

Upon request, a regular employee shall be granted up to five (5) additional weeks of parental leave without pay if a medical practitioner certified that an additional period of parental care is required because the child suffers from a physical, psychological or emotional condition. The maximum parental leave is forty-two (42) weeks.

i) Benefits

For weeks thirty-eight (38) through forty-two (42) inclusive, the service of an employee who is on parental leave shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

C) Additional Leave

Any further leave granted beyond the normal thirty-seven (37) week period, or the forty-two (42) week period for special circumstances, will be unpaid leave without any benefits.

30.03 Adoptive Parents

A) Adoption Leave

Upon request, a regular employee shall be granted thirty-seven (37) weeks adoption leave of absence without pay. The employee shall furnish proof of adoption.

i) Benefits

- (1) For the first twenty (20) work days of such leave, the employee shall be entitled to the benefits under Article 35 - Leave – Unpaid.
- (2) For the balance of thirty-seven (37) week period (i.e., thirty-seven (37) weeks less twenty

(20) work days), the service of an employee who is on adoption leave shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

B) Parent Leave

In the event both adoptive parents are employees of the Employer, any adopting parent who did not apply for adoption leave of absence without pay may, on four (4) weeks notice, and within fifty-two (52) weeks from the date of taking custody, apply for up to thirty-seven (37) weeks parental leave without pay.

i) Benefits

(1) For the first twenty (20) work days of such leave the employee shall be entitled to the benefits under Article 35 – Leave – Unpaid.

(2) For weeks five (5) through thirty-seven (37) the service of an employee who is on parental leave shall be considered continuous for the purpose of any pension, medical, or other benefit plans available to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

C) Parental Leave Beyond Thirty-Seven (37) Weeks – Special Circumstances

Upon request, a regular employee shall be granted up to five (5) weeks additional parental leave without pay if a medical practitioner or agency that placed the child certifies that an additional period of parental care is required because the child suffers from a physical, psychological or emotional condition – five (5) weeks additional leave may be taken up to a maximum of combined parental leave and parental leave (special circumstances) or forty-two (42) weeks for each adoptive parent who is an employee of the Employer.

i) Benefits

For weeks thirty-eight (38) through forty-two (42) inclusive, the service of an employee who is on parental leave shall be considered continuous for the purpose of any pension, medical, or other plan beneficial to the employee, and the Employer shall continue to make payment to the plans in the same manner as if the employee was not absent.

D) Additional Leave

Any further leave granted beyond the normal thirty-seven (37) week period, or the forty-two (42) week period for special circumstances, will be unpaid leave without benefits.

30.04 Return to Employment

An employee resuming employment after a maternity, adoption, or parental leave of absence shall be reinstated in all respects to her previous position or to a comparable position, with all increments to wages and benefits to which she would have been entitled during the period of her absence.

30.05 Bridging of Service

If a regular employee terminates as a result of a decision to raise a dependent child or children residing with the employee, and is subsequently re-employed, upon application, she shall be credited with length of service accumulated at the time of termination.

The following conditions shall apply:

A) The employee must have completed three (3) years of service with the Employer.

- B) The resignation must indicate that the reason for termination is to raise a dependent child or children.
- C) The break in service shall be for no longer than three (3) years and during that time the employee must not have been engaged in remunerative employment for more than six (6) months cumulative.
- D) The employee must serve a three (3) month probationary period.
- E) An employee returning to work under this clause shall retain her former increment level and years of service for vacation purposes.

ARTICLE 31 – LEAVE – PROFESSIONAL ASSOCIATION MEETINGS

Leave of absence with pay may be granted for professional meetings not exceeding one (1) week, subject to the approval of the Employer. The Employer will endeavour to grant such leave of absence.

ARTICLE 32 – EMPLOYER BUSINESS

Employees required by the Employer to attend meetings or to attend hearings or to sit on a board established by the Employer, shall continue to receive their salary for the time periods as required. All provisions of this Collective Agreement such as overtime, call-back, etc., shall apply for the time periods as required above. The Employer shall reimburse employees for all expenses including reasonable travel time incurred by the employees during these time periods.

ARTICLE 33 – LEAVE – PUBLIC OFFICE

Employees will be granted unpaid leave of absence to enable them to run in a Municipal, Provincial, or Federal Election if nominated and, if elected, to serve one term of office.

ARTICLE 34 – LEAVE –SICK

34.01 Short Term Illness and Injury Plan (STIIP)

- A) The Employer will arrange for an insurance carrier to provide eligible employees with a Short Term Illness and Injury Plan (STIIP) effective January 1, 1999.
- B) The STIIP shall have the following characteristics:
 - i) STIIP benefits will commence starting on the first (1st) day in the event of an injury or hospitalization, and on the fourth (4th) day in the event of illness.
 - ii) STIIP benefits will be as follows: seventy-five percent (75%) to a maximum of \$950.00 per week for a period not to exceed seventeen (17) weeks.
- C) Regular Employees are eligible to receive two (2) days of sick leave credits annually (fifteen [15] hours). Effective January 1, 2018, regular Employees are eligible to receive three (3) days of sick leave credits annually (twenty two and a half [22.5] hours). All sick leave credits not taken by December 31st of each year will be paid out, unless the employee informs the employer by December 1st of each year that they wish to carry over any unused sick leave. Effective January 1, 2018, the maximum carryover allowed in a sick leave bank shall be five (5) days. Sick leave shall be paid out in full at employee's regular rate of pay.
- D) The above benefit may be supplemented up one hundred per cent (100%) of pay by the use of the following:

- i) Compensatory time-off
- ii) Vacation entitlement
- iii) Any unused sick bank as above in (C)

E) Costs of the premium will be one hundred per cent (100%) Employer-paid.

34.02 Proof of Sickness

Sick leave will only be granted because of sickness and employees who are absent from duty because of sickness may be required by the Employer to prove sickness. Failure to meet this requirement can be cause for disciplinary action. Repeated failure to meet this requirement can lead to dismissal. A doctor's certificate provided by the employee may be required for each leave of more than three (3) or more consecutive work days.

34.03

Employees who are absent due to sickness beyond their accumulated STIIP credits shall be placed on an unpaid leave of absence until they are in receipt of long term disability benefits.

34.05 Leave – Workers' Compensation

A) Entitlement to Leave

A regular employee shall be granted Workers' Compensation Leave with pay in the event that the Workers' Compensation Board determines that the employee has established a claim (time loss benefits) and they are unable to perform their duties by reason of the compensable injury which occurred while employed by the Employer. The term claim will not include any form of W.C.B. allowance or pension, and this section will not be operative while an employee is receiving such a different form of payment from W.C.B. arising from this claim.

B) Reimbursement to Employer

The employee shall pay to the Employer any amount received for loss of wages in settlement of any claim.

C) Benefit Entitlement

When an employee is on a W.C.B. claim all benefits of the Agreement will continue to accrue. However, an employee off work on W.C.B. claim shall receive wages and benefits equaling but not to exceed their normal entitlement had they not suffered a compensable injury. For the first twenty (20) work days on claim, an employee will accrue paid holidays and vacation credits. Once the claim exceeds twenty (20) work days, paid holidays and vacation credits will not accrue. However, unused vacation credits accrued prior to the claim shall not be lost as a result of this clause.

D) Continuation of Employment

Employees who qualify for Workers' Compensation coverage shall be continued on the payroll and shall not have their employment terminated during the compensable period, except for just cause.

34.06

Subject to the operational requirements of the Employer, and upon at least eight (8) days' notice, absence from work to attend other than emergency medical or dental appointments will be granted as an unpaid leave of absence, when the employee is unable to arrange the appointment during normal off-duty hours.

34.07

- A) When an employee's doctor refers the employee to a specialist, then any necessary travel time to a maximum of three (3) work days for the employee to visit such specialist will be subject to operational requirements and granted as an unpaid leave of absence.
- B) Absence from work to attend emergency medical or dental appointments and medical appointments arising from a work related accident covered by Workers' Compensation shall be subject to operational requirements and granted as an unpaid leave of absence.
- C) The employee will be required to furnish proof of need in both (A) and (B) above.

ARTICLE 35 – LEAVE – UNPAID

35.01

An employee granted unpaid leave(s) of absence totalling less than twenty-one (21) working days in any calendar year will continue to accumulate all benefits. Any excess over twenty (20) working days in any calendar year will be deducted from length of service in the computation of benefits and for increment progression purposes, unless otherwise mutually agreed upon by the Union and the Employer.

Employees granted leave of absence for Union business pursuant to Article 4.17 shall be exempt from the provisions of this Article.

35.02

An employee may request unpaid leave of absence for any purpose. Requests for such leave of absence will be made in writing to the Director of Nursing (or designated representative) and may be granted at the Employer's discretion. Reasonable notice of at least eight (8) days will be given to minimize dislocation of staff. The Employer will indicate to the employee, in writing, the acceptance or refusal of such request within a reasonable period of time.

35.03

Leave of absence will not affect annual increments when granted for education purposes, maternity leave, and adoption leave.

ARTICLE 36 – LEAVE – SPECIAL LEAVE

36.01 Accumulation

A regular employee shall earn special leave credit with pay up to a maximum of twenty-five (25) days at the rate of one-half (½) day every four (4) weeks.

36.02 Application

Special leave shall be granted as follows:

- A) marriage leave – five (5) days;
- B) paternity leave – one (1) day;
- C) for serious illness of a spouse or child residing with the employee and when no one at the employee's home other than the employee is available to care for the sick person – up to two (2) days at one time;

D) leave of one (1) day may be added to the three (3) days compassionate leave;

E) leave of one (1) day may be taken for travel associated with compassionate leave.

36.03 Leave – Elections

Employees who are eligible to vote in a Federal or Provincial election or referendum shall be entitled to four (4) consecutive hours free from work during the hours the polls are open to cast their vote. If in order to satisfy this provision, an employee must absent her/himself from work, they shall suffer no loss of salary for the schedule hours away from work.

ARTICLE 37 – ANNUAL VACATION

37.01 Vacation Entitlement

Regular full time employees are entitled to vacation leave at their regular rate of pay as follows:

In years 1 to 3	15 days
In years 4 & 5	20 days
In year 6	21 days
7+ years	add one day per year to a maximum of 25 days

Vacation entitlement is predicated on the employee's anniversary date of his/her employment.

Anniversary year is the year in which the employee's anniversary date of employment falls.

37.02 Vacation Entitlement for Other Than Regular Full-Time Employees

Regular part-time employees are entitled to vacation leave at their regular rate of pay on a prorated basis to that of a regular full-time employee. Vacation credits shall be earned for all extra straight time hours worked.

37.03

Vacation leave cannot be carried over from year to year and must be taken annually.

37.04 Partial Year of Service

During the first partial calendar year of service, all employees earn vacation at the rate of four per cent (4%) of their gross pay.

37.05

Employees who have completed their probationary period are entitled to vacation leave at their regular rate of pay. All vacation not taken by December 31 will be paid out at the employee's regular rate of pay.

37.06 Vacation Scheduling

A) Subject to operational requirements, vacations may be scheduled during the entire calendar year.

B) Vacation time may be divided and employees may, prior to the scheduling of vacations, request to have their vacation scheduled in accordance with either the principle of seniority or on a rotating basis.

Where a consensus of employees cannot be reached as above, vacations will be scheduled according to seniority on the basis that the employees with the most seniority will have the first choice of

vacation times. Employees failing to exercise their rights within the vacation selection time posted by the Employer will forfeit their seniority rights in respect to choice of vacation time.

37.07 Terminating Employees

Employees who terminate part way through a calendar year and who have not taken annual vacation will have their vacation entitlement paid out on the basis of the formula indicated in Article 37.01, 37.02 and 37.04.

37.08

Employees who terminate part way through a calendar year and who have taken more days of vacation than earning according to the formula above will have unearned vacation taken repaid to the Employer.

ARTICLE 38 – STATUTORY HOLIDAYS

38.01 Statutory Holiday Entitlement

Each regular employee will receive a day off, on or for the following statutory holidays and any other general holiday proclaimed by the Federal or Provincial Government:

New Year's Day	Labour Day
BC Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Queen's Birthday	Christmas Day
Canada Day	Boxing Day
British Columbia Day	

38.02 Payment for Statutory Holidays

A regular full-time employee will receive regular pay for each day off for the aforementioned statutory holidays.

38.03

Regular part-time employees will receive the following pay for the aforementioned statutory holidays:

$$\frac{\text{Days paid* per calendar year x regular pay x eleven (11) (excluding overtime)}}{243.6}$$

* includes leave without pay up to twenty (20) days.

38.04 Work on Statutory Holidays

A) Employees who are required to work on a stat holiday, shall be paid at the rate of one and a half times (1.5x) for the first eight (8) hours between 0001 — 2400 on the stat holiday. Regular full-time employees shall receive another day off with pay as a paid holiday.

B) Work on a Super Stat

Employees who are required to work on Christmas Day, or Good Friday shall be paid at the rate of double time (2x) for the first eight (8.0) hours worked and shall receive another day off with pay as a paid holiday.

38.05 Statutory Holiday Falling Within a Vacation

If a statutory holiday falls within a regular employee's annual vacation, the employee will receive an extra paid day off.

38.06 Statutory Holiday Rescheduled with Insufficient Notice

If a regular employee is required to work on a day which has been scheduled as a statutory holiday, and is not given at least fourteen (14) calendar days advance notice of the change of schedule, the employee will be paid the appropriate overtime rate for all hours worked on the day, and will receive another day off with pay as a rescheduled statutory holiday.

38.07 Scheduling of Statutory Holidays

Subject to the operational requirements of the Employer, reasonably applied, statutory holidays whenever possible will be scheduled for a time which is mutually agreeable to the Employer and the employee concerned. A regular employee will receive either Christmas Day or New Year's Day off unless the employee requests to work both days and this is agreed to by the Employer.

38.08

When a regular employee has been on sick leave one or more working days prior to the employee's scheduled statutory holiday and one or more working days following such scheduled statutory holiday, then the scheduled statutory holiday will become a day to which sick leave credits will be applied and the day will be rescheduled.

ARTICLE 39 – MEDICAL, EXTENDED HEALTH, DENTAL COVERAGE, AND LONG TERM DISABILITY INSURANCE PLAN

39.01 Medical Plan

Eligible employees shall be covered by the British Columbia Medical Services plan or carrier approved by the British Columbia Medical Services Commission. The Employer shall pay one hundred per cent (100%) of the monthly premium. An eligible employee who wishes to have coverage for dependents may do so provided the medical plan is agreeable. Effective January 1, 2003, the Employer shall pay one hundred per cent (100%) of the premium for dependents.

Membership in the Basic Medical Plan is a condition of employment for regular employees who are not members or dependents of another approved medical plan.

39.02 Dental Plan

- A) The Dental Plan shall cover eligible employees, provided they are not enrolled in another plan.
- B) Effective July 1, 2003, the Dental Plan shall cover one hundred per cent (100%) of the costs of the basic Plan "A", sixty per cent (60%) of the extended Plan "B", and fifty per cent (50%) Orthodontic Plan "C" up to a maximum of two thousand dollars (\$2,000.00) after twelve (12) months of service for eligible children only.
- C) The Employer shall pay one hundred per cent (100%) of the monthly premiums. An eligible employee who wishes to have coverage for dependents may do so provided the dental plan is agreeable. Effective January 1, 2003 the Employer shall pay one hundred per cent (100%) of the monthly premium for dependents.

39.03 Extended Health Care Plan

- A) The Extended Health Care Plan shall cover eligible employees and their dependents, provided they are not enrolled in another plan.
- B) The Extended Health Care Plan shall include:
 - i) Expenses incurred for the purchase and maintenance of a hearing aid up to a maximum of five hundred dollars (\$500.00) per person every four (4) years. (Excluding batteries, recharging devices or other accessories).
 - ii) Vision care coverage providing a two hundred and twenty-five dollar (\$225.00) benefit every two (2) years.
- C) The Employer shall pay one hundred per cent (100%) of the monthly premium.

39.04 Group Life Insurance Plan

- A) Regular employees shall become members of the Group Life Insurance Plan as a condition of employment.
- B) The Plan shall provide basic life insurance in the amount of one hundred thousand dollars (\$100,000) and standard twenty-four (24) hour accidental death and dismemberment insurance, up to and including age sixty-five (65).

Upon termination of employment, including retirement, coverage shall continue without premium payment for a period of thirty-one (31) days during which time the conversion privilege may be exercised; that is, the individual covered may convert all or part of the employee's group life insurance to any whole life, endowment, or term life policy normally issued by the insurer and the insurer's standard rates at the time, without medical evidence.

- C) Effective date of ratification, the Employer shall pay one hundred per cent (100%) of the premium for the Group Life Insurance Plan.

39.05 Long Term Disability Plan

- A) Regular employees shall become members of the Long Term Disability Plan as a condition of employment.
- B) The Plan will provide two-thirds (2/3) salary continuation until age sixty-five (65) in the event of a disability, to a maximum of three thousand five hundred dollars (\$3,500) per month.
- C) Effective date of ratification, the Employer shall pay one hundred per cent (100%) of the monthly premium for the LTD Plan.
- D) Effective date of ratification, the waiting period for LTD shall be reduced from six (6) months to one hundred and twenty (120) days.

39.06

Coverage under the provisions in Article 39.02, 39.03, 39.04, and 39.05 shall commence on the first day of the calendar month immediately following the completion of three (3) months employment as a regular employee.

39.07

An eligible dependent, for the purposes of Articles 39.01, 39.02, and 39.03, is one who is listed on the

employee's tax deduction return form (TD1), or who is acceptable to the Plan. An employee may cover persons other than dependents if the plan carrier agrees, and if the employee pays the full premium for the non-dependents through payroll deduction.

39.08 Benefit Plans

The Employer will be responsible to advise new employees of the present benefit plans and present them with the necessary application cards. It shall be the responsibility of the employee to fill out such application forms and return them to the Employer to be eligible for coverage. Existing employees who wish to obtain or alter benefit coverage shall have the responsibility of submitting revised application forms to the Employer. The Employer shall not be held liable for any insurance claim not honoured due to a failure by an employee to submit required forms.

39.09

Where a benefit plan is already in effect or is being implemented, the Employer will provide the Union with a detailed breakdown of the plan.

ARTICLE 40 – EMPLOYMENT INSURANCE

Eligible employees will be covered by the Employment Insurance Act, or succeeding Acts.

ARTICLE 41 – WORKERS' COMPENSATION

All employees will be covered by the provisions of the Workers' Compensation Act.

ARTICLE 42 – EXEMPT AND SAVE HARMLESS

The Employer will insure:

- A) To exempt and save harmless employees from any liability action arising from the proper performance of her/his duties for the Employer;
- B) To assume all costs, legal fees, and other expenses arising from any such action.

ARTICLE 43 – PERSONAL PROPERTY DAMAGE

- A) Upon presentation of a written *bona fide* claim by a nurse within thirty (30) days of the occurrence, the Employer shall compensate the employee for the replacement cost of, or repair of, any wearing apparel, false teeth, eye glasses, contact lenses, hearing aids, or other personal property, damaged or destroyed while on duty, caused by the actions of a resident, provided that such personal property is an article of use or wear of a type suitable for use while on duty.
- B) Employees who have the applicable insurance coverage are required to make application for the replacement or repair benefits within seven (7) days of the loss or damage. Proof of the filed claim shall be provided to the Employer by the nurse before the compensation in paragraph (A) is made.
- C) The Employer will only be responsible for providing replacement or repair of items of similar make or quality or type.

ARTICLE 44 – PREVIOUS EXPERIENCE

New employees who are employed for a position shall receive the following salary recognition for relevant nursing experience, provided not more than two (2) years have elapsed since such experience

was obtained;

- * one (1) annual increment for every one (1) year experience.

Any time spent in an education program mutually acceptable to the Employer and the Union will not be counted as experience but will not constitute a break in service.

ARTICLE 45 – SUPERIOR BENEFITS

Employees receiving benefits and/or wages specified in this Agreement, superior to those provided in this Agreement, will remain at the superior benefit level which was in effect on the effective date of this Agreement, until such time as such superior benefits are surpassed by the benefits and/or wages provided in succeeding Agreements. This provision applies only to employees on staff as of the effective date of this Agreement.

ARTICLE 46 – QUALIFICATION DIFFERENTIALS

46.01 Special Clinical Preparation

A regular employee with special clinical preparation of not less than six (6) months approved by the Employer, and who is employed in the special service for which the employee is qualified, shall be paid an additional fifty dollars (\$50.00) per month if the employee has utilized the course within four (4) years prior to employment.

46.02 CHA/CAN and BCIT Courses

A regular employee who has successfully completed the CHA/CAN course Nursing Unit Administration and/or CHA Hospital Department Management Course and/or BCIT certificate program in Health Care Management, and is employed in a capacity utilizing the course(s) shall be paid an additional twenty-five dollars (\$25.00) per month.

46.03 Baccalaureate Degree

A regular employee who has received a baccalaureate degree in nursing shall receive an additional sixty-five dollars (\$65.00) per month.

46.04 Master's Degree

A) In Nursing

A regular employee who has received a Master's degree in nursing shall receive an additional one hundred dollars (\$100.00) per month.

B) Other

A regular employee who has received a Master's degree in a course of study approved by the Employer and where this qualification is utilized in the course of the performance of the employee's duties, and where such qualification does not form part of the job requirement, the employee shall receive an additional one hundred dollars (\$100.00) per month.

46.05 Multiple Payments Prohibited

An employee may not qualify for more than one (1) payment under categories in Articles 46.02 and 46.04.

46.06

The employee must provide proof of qualifications listed in Articles 46.04 and 46.05. The qualifications must be from an accredited Canadian post secondary institution or equivalent.

ARTICLE 47 – PAY DAYS

47.01 Pay Days

Employees working the following shifts shall be paid by cheque no later than:

- A) day shift – on pay day;
- B) afternoon shift – on the day immediately prior to the pay day, if available; and
- C) night shift – coming off the shift the morning of pay day, if available.

When a pay day falls on an employee's scheduled day off, the Employer agrees to issue the employee's cheque on the last shift worked prior to pay day, provided the cheque is available.

If the Employer implements direct deposit, employees will have access to their pay stub during the normal operating hours of the business office. The employee's pay shall be deposited in the bank, trust company, or credit union of the employee's choice on the appropriate pay day. It is understood that, pursuant to the Employment Standards Act, an employee must agree to direct deposit before the Employer implements such a system.

47.02

Unless the employee makes a written request seven (7) days prior to the commencement of the first vacation period that employee will be paid only for the vacation period the employee will be embarking on.

47.03 Statement of Wages

On each pay day, an employee will receive a written statement indicating the following:

- A) in the case of an hourly paid employee, the hourly rate and hours worked;
- B) the hours worked by the employee for which payment of wages is made at the overtime wage rate, and the overtime wage rate;
- C) any qualification differential, premium, or other payment to which the employee is entitled;
- D) the amount of each deduction from the earnings of the employee and the purpose of each deduction;
- E) the amount being received by the employee;
- F) special leave hours used within the pay period;
- G) vacation hours taken with the pay period.

ARTICLE 48 – AMENDMENTS

If either the Employer or the Union wishes to propose amendments to this Agreement, the party

proposing such amendments will notify the other party in writing of this intent within the last four (4) months prior to the expiry date of the Agreement.

ARTICLE 49 – RETIREMENT SCHEME

(Effective 2002)

Upon completion of three (3) months service, eligible employees shall be brought within the scope of the Retirement Scheme as outlined in Appendix D.

ARTICLE 50 – PROVISIONS OF WAGE SCHEDULES

50.01

All rates of pay and benefits of this Agreement shall be applied according to their respective dates, as provided in this Agreement. Former employees of the Employer, who are entitled to pay and benefits described above, shall receive them providing they leave a forwarding address for this purpose.

ARTICLE 51 – SEVERANCE ALLOWANCE

The Employer agrees to provide severance either in pay or notice in lieu in accordance with the Employment Standards Act.

ARTICLE 52 – EFFECTIVE AND TERMINATING DATES

52.01 Expiration of Agreement

This Agreement covers the period from December 3, 2014 to and including December 2, 2021, and shall remain in force and be binding upon the parties thereafter until a new Agreement has been consummated.

52.02 Commencement of Bargaining

Where either party has given notice under Article 48, the parties shall, within ten (10) days after the notice was given, commence collective bargaining.

52.03 Effective Date of Agreement

All compensatory provisions of this Agreement are effective date of ratification, unless otherwise specified in the body of the Agreement, or in the attachments on economic provisions provided for each individual facility covered by the Agreement.

All non-compensatory provisions of this Agreement are effective date of ratification.

52.04

The operation of Subsection 2 of Section 50 of the Labour Code of British Columbia (or any succeeding Acts) is specifically excluded from this Agreement.

ARTICLE 53 – STAFF DEVELOPMENT PROGRAMS

A) Transfer of Function

Where the Employer has agreed to a transfer of function, it will be the responsibility of the Employer to provide in-service programs/training to all nurses required to perform the function.

Employees required to attend such programs will be paid at their applicable rate of pay.

B) In -Service Programs

The parties of this Collective Agreement recognize the value of in-service education both to the employee and the Employer.

- i) The Employer reserves the right to identify specific in-service programs deemed compulsory.
- ii) Employees required to attend such programs will be paid at their applicable rate of pay.
- iii) In-service education programs on managing aggressive behaviour of residents will be provided.

C) General Education Programs

- i) An employee shall be granted leave with pay to take courses at the request of the Employer. The Employer shall bear the full cost of the course, including tuition fees and course required books, necessary travelling and subsistence expenses.
- ii) A regular employee shall be granted leave from scheduled work shifts without loss of pay, and reasonable expenses, to take courses where the Employer has approved an employee request to take such courses or where the Employer has offered such courses to the employees in an optional basis.
- iii) A regular employee shall be granted leave from scheduled work shifts without loss of pay, and reasonable expenses to take courses where the Employer has required the Employee's attendance.
- iv) **Leave on Day Off**
Should alterations of the normally scheduled work day be made by the Employer so that an employee's educational day off falls on an off-duty day, the employee shall be paid for that day and be given an additional day off.

ARTICLE 54 – WAGE SCHEDULES

Employees shall be compensated in accordance with wage schedules as per Appendix "C".

ARTICLE 55 – PROFESSIONAL RESPONSIBILITY CLAUSE

In the interest of safe patient care and safe nursing practice, the parties agree to the following problem solving process to address employee concerns relative to patient care including:

- A) nursing practice conditions
- B) safety of residents and nurses
- C) workload

55.01

The employee with a concern will discuss the matter with her immediate supervisor with the objective of resolving the concern. At her request the employee may be accompanied by a Steward.

55.02

If the matter is not resolved to her satisfaction, the employee may complete a Professional Responsibility Report Form within seven (7) calendar days of her discussion with her immediate supervisor. The employee retains the original and forwards copies to the Chair of the Union/Management Committee and the Director of Nursing/Care.

55.03

Meetings of the Committee shall be held at the call of the Chair within fourteen (14) calendar days of

receipt of the Professional Responsibility Report Form.

55.04

Members of the committee shall have access to all Nursing Department policy and procedure manuals, including workload measurement manuals, as may be necessary to assist in satisfactory resolution of the employee's concerns.

55.05

If the matter is not resolved to the employee's satisfaction within seven (7) calendar days of the last meeting of the Committee, the employee may submit the concern in writing to the Facility Administrator/Director of Care and the BCNU. The Administrator/Director of Care shall meet with the employee to discuss resolution of the concern. At his/her request, the employee may be accompanied by a Steward.

The Administrator/Director of Care shall respond to the employee in writing within fourteen (14) calendar days of the meeting.

55.06

If the employee is not satisfied with the written response from the Administrator/Director of Care, the employee with a Union representative may make a presentation to the owner of the facility who shall hear the presentation and read all relevant materials. The owner or designate shall give the employee a written response with *bone fide* reasons for the decision.

55.07

If the matter is not resolved to the employee's satisfaction within a further seven (7) days, the employee may request that the Union proceed to troubleshooter for final resolutions.

ARTICLE 56 – FAMILY RESPONSIBILITY LEAVE

An employee may request up to four (4) days each year as an unpaid leave of absence to attend to the care, health, or education of a child in the employee's care, or other member of the employee's immediate family. Such requests will not be unreasonably withheld.

APPENDIX “A”

LONG TERM DISABILITY PLAN

Section 1 – Eligibility

- A) Regular employees who are on staff at the date of signing of the Agreement and who are not presently disabled from working or who joined the staff following that date shall, upon completion of the three (3) month probationary period, become members of the Long Term Disability Plan as a condition of employment.
- B) Seniority accumulation and benefit entitlement for employees on long term disability shall be consistent with the following provisions:

Any employee granted unpaid leave of absence totally up to twenty (20) working days in any year shall continue to accumulate seniority and all benefits, and shall return to his/her former job and increment step.

If an unpaid leave of absence or an accumulation of unpaid leaves of absence exceeds twenty (20) working days in any year, the employee shall not accumulate benefits from the twenty-first (21st) day of the unpaid leave to the last day of the unpaid leave, but shall accumulate benefits and receive credit for previously earned benefits and seniority upon expiration of the unpaid leave.

Employees on long term disability shall be considered employees for the purposes of the Retirement Scheme.

Employees on long term disability shall have their Group Life Insurance Premiums waived, and coverage under the Group Term Life Insurance Plan shall be continued for an amount not to exceed the amount of life insurance for the employee on the last day he/she was actively at work.

Section 2 – Waiting Period and Benefits

In the event an employee, while enrolled in this Plan, becomes totally disabled as a result of an accident or an illness then, after the employee has been totally disabled for six (6) months, the employee shall receive a benefit equal to two-thirds (2/3) of monthly earnings, to a maximum of three thousand five hundred dollars (\$3,500.00) per month, in accordance with the Plan which shall be filed with the Union.

For the purposes of the above, earnings shall mean basic monthly earnings as at the date of disability. Basic monthly earnings for regular part-time employees shall be calculated on the basis of the employee's average monthly hours of work for the twelve (12) month period or such shorter period that the employee has been employed, prior to the date of disability, multiplied by his/her hourly pay rate as at the date of disability. The long term disability benefit payment shall be made so long as an employee remains totally disabled and shall cease on the date the employee reaches age 65, recovers, or dies, whichever occurs first, or as of the date of failure to provide requested written proof, satisfactory to the Company, of his/her continuous total disability.

Section 3 – Total Disability Defined

- A) Total disability, as used in this Plan, means during the first (1st) twenty-four (24) months of a benefit payment period, the employee's complete inability, as a result of bodily sickness or injury, to engage in his/her normal occupation and after the first (1st) twenty-four (24) months of a benefit payment period, the employee's complete inability, as a result of bodily sickness or injury, to engage in any occupation or employment for wages, compensation or profit, for which he/she is reasonably qualified by education, training, or experience, or may reasonably become so qualified, subject always to the terms of the provision LIMITATIONS AND EXCLUSIONS.
- B) Total disabilities resulting from mental or nervous disorders are covered by the Plan in the same manner as total disabilities resulting from accidents or other sickness.
- C) During a period of total disability, an employee must be under the regular and personal care of a legally qualified doctor of medicine.
- D) After twenty-four (24) months of disability, an employee who is able by reason of education, training, or experience, to perform the duties of any gainful occupation, shall no longer be considered totally disabled and, therefore, shall not continue to be eligible for benefits under this Long Term Disability Plan.
- E) If an employee who is receiving this Long Term Salary Continuance benefit enters into a rehabilitation program, benefits may, at the discretion of the Company, be continued for up to twenty-four (24) months. However, the monthly benefit payable to the employee during the rehabilitation program will be the amount of benefit calculated in accordance with the terms of this policy less twenty-five per cent (25%) of the total amount of any wages, compensation, or profit earned by the employee during the rehabilitation program. In the event that income from rehabilitative employment and the benefit paid under this Plan shall exceed eighty per cent (80%) of the employee's earnings at date of disability, the benefit from this Plan shall be further reduced by the excess amount.

"Rehabilitative employment" shall mean any occupation or employment for wage or profit, or any course of training that entitled the disabled employee to an allowance, provided such rehabilitative employment has the approval of the employee's doctor and the underwriter of the Plan.

The rehabilitative employment of a disabled employee shall continue until such time as the employee's earnings from rehabilitative employment exceed eighty per cent (80%) of the employee's earnings at the date of disability.

If the earnings are received by an employee during a period of total disability and, if such earnings are derived from employment which has not been approved as rehabilitative employment, then the regular monthly benefit from the Plan shall be reduced by one hundred per cent (100%) of such earnings.

Section 4 – Exclusions and Limitations

Exclusions

No benefit shall be payable, in accordance with the terms of this policy, for any disability which is caused by or results from:

- (1) Intentionally self-inflicted bodily injury or sickness, while sane or insane;

- (2) Rebellion or insurrection, war, whether war has been declared or not, or by full or part-time service in any Armed Forces; and
- (3) Flying or air travel, except when flying or travelling as a passenger in an aircraft for which a certificate of airworthiness has been issued by the appropriate government authority and which is operated by a properly licensed pilot.

Limitations

- (1) An employee, physically able to engage in an occupation or employment, shall not be deemed to be totally disabled if he/she is prevented from engaging in that occupation or employment by any disqualification of law, licensing, or employment practice, even though such disqualification may arise from or be related to bodily injury or sickness for which he/she has received benefits provided by this policy.
- (2) In no event shall absence outside the territorial limits of Canada or the United States in North America be considered as part of disability period unless approved by the Company in writing prior to the beginning of such absence.

Section 5 – Integration with Other Disability Income

The amount of benefit payable to an employee shall be the amount for which he/she is insured on the date of commencement of his/her total disability, subject to any provision for the reduction or termination of insurance contained in this policy on such date.

However, if during a disability period, the employee is entitled to receive income from any of the following sources:

- i) Workers' Compensation Act, or similar law;
- ii) Department of Veterans' Affairs;
- iii) Retirement or Pension Plan with any employer;
- iv) Any disability provision or any group insurance policy; and
- v) Any law providing disability or retirement benefits enacted by any government, including the Employee Benefit of the Canada Pension Plan and the Quebec Pension Plan.

The amount of benefit shall be reduced by the amount of such income, excluding any portion the employee was receiving prior to commencement of disability, regardless of whether the employee has actually applied for and received such income.

However, no reduction in the amount of monthly benefit payable to the employee during the same period of disability will be made on account of increases in the amount of his/her income from the above sources if the increases are the direct result of application of a cost-of-living indexing formula to the amount of such income. No reduction will be made in this benefit by reason of the Canada Pension Plan or Quebec Pension Plan Dependent Benefit. Private or individual disability plan benefits of the disabled employee shall not reduce the benefit from this Plan.

Section 6 – Successive Disabilities

Successive disability period means a disability period which begins within one hundred and eighty (180) days after the termination of a prior disability period.

Until the employee has resumed his/her previous occupation on a full-time basis sufficiently recovered to prevent relapse, any period of total disability arising from the same cause or causes as a previous period of total disability will be considered a continuation of the previous period of total disability. In no event, however, will periods of total disability separated by one hundred and eighty (180) days or more of regular employment be considered as one (1) period of total disability.

For each initial disability period, payment of benefits will commence following expiration of the qualification period of one hundred and eighty (180) days. For each successive disability period, payment of benefits will commence following expiration of:

- i) The qualification period less the total number of days absent due to the same cause or causes during the last preceding initial disability period and all intervening successive disability periods, or
- ii) Thirty (30) days, whichever is greater.

Section 7 – Expiration of Sick Leave

Employees who will be eligible for benefits under the Long Term Disability Plan shall not have their employment terminated. Following expiration of their STIIP, they shall be placed on unpaid leave of absence until receipt of long term disability benefits.

Upon return to work following recovery, an employee who was on long term disability shall, where possible, return to his/her former job, exercising his/her seniority rights if necessary, pursuant to Article 13.02 (D), of the Collective Agreement.

Section 8 – Benefits Upon Plan Termination

In the event this Long Term Disability Plan is terminated, the benefit payments shall continue to be paid, in accordance with the provision of this Plan, to disabled employees who became disabled while covered by this Plan prior to its termination.

Section 9 – Premiums

The cost of this Plan shall be borne by the Employee. Payment of premiums shall cease on termination of employment.

Section 10 – Waiver of Premium

In the event an employee is receiving long term salary continuance benefits provided by this policy, the premium for his/her insurance shall be waived for the period during which benefits are paid.

Section 11 – Claims

Written notice of a claim for long term salary continuance benefits must be sent to the Company by the participating Employer on the form provided by the Company for that purpose and received by the Company not later than thirty (30) days after the expiration of the qualification period. Initial proof of total disability, obtained at the employee's expense, must be sent to the Company on the form provided by the Company for that purpose and received by the Company not later than thirty (30) days after the expiration of the qualification period. Further proofs of total disability, when required by the Company,

must be provided at the employee's expense.

Failure by the participating Employer to provide written notice of claim within the time limit specified above shall neither invalidate nor reduce any claim if it is shown that the employee had advised his/her employer of intention to claim within the time limit specified above.

Failure by the employee to provide written proof of claim as required above shall not invalidate a claim if notice is given to the Company within the time limit specified above, showing that it was not reasonably possible to obtain such proof.

Section 12 – Administration

The Employer shall administer the Plan. Upon request, the Union shall be provided access to any reports provided by the claims-paying agent regarding experience information. All questions arising as to the interpretation of the Plan shall be subject to the grievance and arbitration procedures of the Collective Agreement. In cases of discrepancy between this Addendum and the Master Policy, the Master Policy will prevail.

Signed on behalf of:

THE BRITISH COLUMBIA NURSES' UNION	SHAUGHNESSY CARE CENTRE
Cheryl King, Labour Relations Officer	Al Jina, President
Gayle Duteil, Executive Director - Operations	
Marilyn Mallari-Harteveld, RN, BCNU Steward	
Date: February 29, 2008	Date: April 4, 2008

BCNU & SHAUGHNESSY CARE CENTRE
Appendix "A"

Long Term Disability
Section 11 - Claims Review
Paragraph 4

The insurance carrier will adjudicate, and as appropriate, pay claims. If a claim is denied, the employee may appeal the denial with or without the assistance of her Union. The appeal will be considered by a panel of three physicians. One physician will be chosen by the Employee/Union and the second by the Employer. The third physician will be selected by the first two physicians. The three physicians will review the medical information that had been submitted on behalf of the employee, and the carrier's reason for denying the claim. The results of the review will be submitted to the carrier, the Employer and the Union.

Signed on behalf of:

THE BRITISH COLUMBIA NURSES' UNION	SHAUGHNESSY CARE CENTRE
Cheryl King, Labour Relations Officer	Al Jina, President
Gayle Duteil, Executive Director - Operations	
Marilyn Mallari-Harteveld, RN, BCNU Steward	
Date: February 29, 2008	Date: April 4, 2008

APPENDIX “B”

MEMORANDUM OF UNDERSTANDING EARLY SAFE RETURN TO WORK

The Union and the Employer agree that ill or injured employees may benefit from involvement in Early Safe Return to Work Programs which may involve a number of initiatives such as a gradual increase in hours of work up to full shift hours, modified work, work place modification, a work hardening program, or, if necessary a change in work assignment.

Participation in such a program shall be voluntary for both the employee and the Employer and contingent upon the written consent of the employee's physician. The program shall be considered as part of the treatment/rehabilitation process.

All employees engaged in a rehabilitation/treatment process shall be supernumerary, if applicable. The Employer shall provide to the employee an outline of the conditions of the Return to Work Policy prior to the employee agreeing to participate.

The employee, an Employer designate, and the Union Steward will meet to agree on a suitable program.

A written program for the employee will include:

- (1) An overview of the employee's program plan, including its expected outcome and end date. (Programs shall not exceed six months).
- (2) The number of phases in the program, their duration and the number of hours to be worked per shift in each phase.
- (3) A detailed outline of Employer and employee responsibilities under the program.
- (4) A schedule of evaluations to determine progress toward the program outcome. As a result of an evaluation, a program may be modified or discontinued by mutual consent of the parties.

Employees engaged in an Early Safe Return to Work Program shall be provided with a copy of the written program.

The Employer designate shall be responsible for making all necessary arrangements for the employee's return to the work place. The Union Steward shall be allowed time away from her usual assigned duties to meet with Union members at the work site to familiarize them with the terms and conditions of their co-worker's return to work and to ensure co-worker support and encouragement.

The Union and the Employer agree that employees participating in an Early Safe Return to Work Program for the minimum hours per week which defines part-time status under Article 9, are entitled to all the benefits of the agreement, on a proportionate basis, except medical, extended health, dental plan coverage, and group life which shall be paid in accordance with Article 39.

APPENDIX “C”

WAGE SCHEDULE

	1 st Year	2 nd Year	3 rd Year	4 th year	5 th Year	6 th Year
Current Wage	\$30.22	\$31.47	\$32.32	\$33.98	\$35.24	\$36.49
Effective December 3, 2018						
	\$30.37	\$31.63	\$32.48	\$34.15	\$35.42	\$36.67
Effective December 3, 2019						
	\$30.52	\$31.79	\$32.64	\$34.32	\$35.59	\$36.86
Effective December 3, 2019						
	\$30.68	\$31.94	\$32.81	\$34.49	\$35.77	\$37.04

Upon ratification regular full-time employees will receive a five hundred dollar (\$500.00) lump sum payment. Part-time and casual employees shall receive a prorated amount, which shall be based upon the hours worked in the past twelve (12) months previous to date of ratification.

APPENDIX “D”

RETIREMENT SCHEME

(EFFECTIVE 2002)

All regular full-time employees and regular part-time employees, upon completion of the probationary period, shall be enrolled in a Retirement Scheme, the terms and conditions of which are as follows.

Registered Retirement Savings Plan

- A) For regular employees participation is optional. Contributions, matched by the Employer may be made at one per cent (1%) of straight time earnings at three (3) years of employment and one per cent (1%) or two per cent (2%) at four (4) years of employment. Effective June 1, 2003 two per cent (2%) at two (2) years of employment and up to three per cent (3%) at three (3) years of employment.
- B) Employees may make voluntary contributions in addition to their regular contributions. However, the employer does not match voluntary contributions.
- C) Employees are offered a choice in the type of investment, i.e. five (5) year guaranteed fund, one (1) year guaranteed fund.
- D) Employees may make contributions to the Registered Retirement Savings Plan on behalf of a spouse, subject to the Income Tax Act.
- E) Employees may withdraw from their R.R.S.P. account in exceptional circumstances. However, for each withdrawal after the first occasion, the employer contribution will be withheld for one (1) full year.
- F) Employees enrolled in the previous pension plan are subject to provincial locking-in requirements with respect to any withdrawals.
- G) Upon termination an employee shall transfer their R.R.S.P. account balance to a personal R.R.S.P. with the carrier, transfer to an R.R.S.P. with another financial institution, transfer to a registered pension plan (where applicable), or receive the account balance in cash (subject to taxes).
- H) In the event of a death prior to retirement, the employee’s designated beneficiary will receive the full value of the account balance (subject to taxation).
- I) Employees will be provided with semi-annual statements of the balance of their R.R.S.P. accounts and activities related thereto, and will receive annual receipts for taxation purposes.
- J) An annual administration fee will be charged to each employee to offset administration and investment costs of the plan. Additionally, withdrawals will be subject to an administration fee.
- K) With the exception of changes to personal information (e.g. name, beneficiary, etc.) All other changes to the plan, including enrolments, will occur twice (2X) per year on January 1st and July 1st.

APPENDIX “E”

RN NURSING RESPONSIBILITIES

NURSING STAFF:	Oversee that quality medical care is administered to residents under our care. Identify need for and assist with staff development Identify nursing staff concerns and direct them to appropriate administrative head of department.
RESIDENTS:	Supervise and deliver medical care as prescribed by physician and document any changes in their health status. Monitor medical and psychological status. Monitor environmental and safety factors. Educational and emotional support for both residents and their family.
HOUSKEEPING:	Monitor environmental and safety factors. Liaison re residents needs.
KITCHEN:	Monitor residents’ dietary requirements. Check on residents that do not appear for meals.
PHARMACY:	Act as final check in the dispensing of medications as prescribed by the physician.
DIAGNOSTICS:	Oversee proper collections of samples and reporting of results to physicians.
BUILDING:	Monitor environmental factors and bring any concerns to the attention of appropriate head of department. Nursing staff provides both emergency building maintenance and security duties and rounds when administration absent. Outside lights, alarms, cushions, windows, etc.
PHYSICIAN:	Liaison with physicians and co-ordinate plan of care amongst other health care providers. Process written and verbal physicians orders in professional prescribed manner. Liaison with other health care providers to carry out physicians’ treatment plans. Report back to physician the effectiveness of prescribed treatments and discuss alternate modes of therapy as needed.
MEDICATION:	Responsible to assure final accuracy check of medication documentation and dispense prescribed medications using both Shaughnessy Care Centre and

professional association nursing guidelines.

Liaison with Pharmacy staff via Facsimile phone and fax to assure medication regime is dispensed within safety guidelines.

Update MARR sheets to reflect changes in medication administration.

Liaison with pharmacy using the appropriate form for medication reorders and returns due to changes in order or expired treatments.

A monthly MARR changeover and unit dose cassette changeover is done on the night shift by the duty RN using a formatted checklist to assure accuracy of medication administration.

Dispense medications as prescribed using the five (5) rights of medication administration. Question physician and/or pharmacist if uncertain about how medication is to be administered. Utilize CPS in troubleshooting questions re: medication administration. Have pharmacy fax over literature on new medications. Check for expiry dates.

Educate both the resident and their family and nursing staff about the medications being used in their therapy.

Observe for medication reactions and train staff to be on the lookout for adverse drug reactions. Document, treat, (following routine orders) and notify appropriate resources if reaction occurs.

TREATMENT:

Provide emergency first aid to Shaughnessy Care Centre employees, and residents in both the Intermediate and Independent living areas. Initiate appropriate workers' compensation forms and update first aid box. Update Supervisors to course of action taken. Liaison with appropriate emergency services.

Consult with physician re: treatment choices. Initiate, monitor, assess, and document nursing care plans. Liaison with physician re: effectiveness of treatments and alter mode of therapy as prescribed. Provide care in a professional manner. Maintain unit equipment used in treatments.

Consult with staff re: effectiveness of treatments, and concerns at report prior to shift change. Outline for staff the need for each treatment, the expected nursing outcomes and what symptomatology you expect to be reported immediately. Ongoing staff education.

Co-ordinate with various agencies to help provide quality individual health care to the resident. Specialists, EOS, clergy, podiatrist, and hairdresser, etc.

Advanced Directives. Observe residents' wishes as outlined in advanced directives. Give resident medical and psychological support during the dying process. Liaison with agencies as needed. Help guide friends, family, and support staff through their own grieving process or refer them to appropriate support resources.

- DIAGNOSTIC:** Requisition diagnostic testing as prescribed. Insure lab in aware of requested tests and fill out appropriate documentation. Aid lab with test pre-preparation, performance of procedures, and follow up if necessary. Ensure physician is aware of test results.
- DOCUMENTATION:** Utilize appropriate forms as required by Shaughnessy Care Centre. Filing of reports. Update and thin charts. Update census. Communication book. Maintenance book. Fax and photocopy pertinent information. Alphabetize staff time cards.
- UNIT:** Restocking of supplies. Cleaning of medication room. Maintain tidiness of work space. Answer phones when desk staff away.

MEMORANDUM OF UNDERSTANDING

BETWEEN

SHAUGHNESSY CARE CENTRE

AND

THE BRITISH COLUMBIA NURSES' UNION

RE: Article 21.03 - Meal Periods

The parties agree that Maria Arinaza shall retain the benefit of Article 21.03 B) i) for the afternoon shift for one year following the date of ratification of the collective agreement.

Should Maria Arinaza be expressly designated to be available for work during a meal period subsequent to this date, the provisions of the collective agreement shall apply.

Signed on behalf of:

THE BRITISH COLUMBIA NURSES' UNION	SHAUGHNESSY CARE CENTRE
Peter Knapp, Negotiator/ Labour Relations Officer	Peter Kafka, Consultant
Maria Arinaza, BCNU Barg. Cmty.	Jan Taylor, Site Leader/Director of Care
Date: December 14, 2017	Date: December 21, 2017

INDEX

Adoptive Parents.....	29	Joint Occupational Health and Safety Committee	25
Amendments.....	40	Laid Off Employees.....	16
Anniversary Date and increment.....	13	Lay-Off.....	15
Annual Vacation.....	34	Lay-Off Due to Technological Change.....	21
APPENDIX “A”.....	44	Leave - Compassionate.....	27
APPENDIX “B”.....	50	Leave – Court Duty.....	27
APPENDIX “C”.....	51	Leave – Elections.....	34
APPENDIX “D”.....	52	Leave – Maternity/Adoption/Parental.....	27
APPENDIX “E”.....	53	Leave – Professional Association Meetings....	31
Arbitration.....	8	Leave – Public Office.....	31
Baccalaureate Degree.....	39	Leave – Special Leave.....	33
Benefit Plans.....	38	leave – Unpaid.....	33
Bridging of Service.....	30	Leave – Workers’ Compensation.....	32
Bulletin Boards.....	2	Leave –Sick.....	31
Call-In and Call-Back.....	24	Long Term disability plan.....	44
Call-In and Call-Back on a Statutory Holiday.....	24	Long Term Disability Plan.....	37
CHA/CAN and BCIT Courses.....	39	Master’s Degree.....	39
Claims Review.....	49	Maternity Leave.....	27
Commencement of Bargaining.....	41	Meal Periods.....	22
Creation or Changes in Classification.....	19	Medical Examinations.....	26
Definition of Employee Status and Benefit		Medical Plan.....	36
Entitlement.....	10	Medical, Extended Health, Dental Coverage,	
Definitions.....	1	and Long Term Disability Insurance Plan ...	36
Dental Plan.....	36	Memorandum of Agreement.....	56
Deviation from Grievance Procedure.....	8	MEMORANDUM OF UNDERSTANDING..	50
Discussion of Differences.....	7	Multiple Payments Prohibited.....	39
EARLY SAFE RETURN TO WORK.....	50	Natural Father.....	29
Effective and Terminating Dates.....	41	No Cessation of work.....	5
Effective Date of Agreement.....	41	Non-Discrimination.....	26
Employee’s Right to Decline Overtime.....	23	Nursing Staff Work Schedules.....	21
Employer Business.....	31	Off Duty Rights.....	12
Employer’s Rights.....	2	Orientation and Training.....	18
Employment Insurance.....	38	Overtime.....	23
Employment Termination.....	14	Overtime Pay Calculation.....	23
Exempt and Save Harmless.....	38	Paid President.....	5
Expedited Arbitration.....	9	Parental Leave.....	28
Expiration of Agreement.....	41	Parental Leave – Special Circumstances.....	28
Extended Health Care Plan.....	37	Partial Year of Service.....	34
Filling Vacancies.....	18	Pay Days.....	40
First Consideration.....	18	Payment for Statutory Holidays.....	35
General Application Dispute.....	8	Performance Appraisal.....	16
Grievance Procedure.....	7	Personal Property Damage.....	38
Group Life Insurance Plan.....	37	Personnel File.....	17
Health Program.....	25	Postings.....	17
Hours of Work.....	22	Preamble.....	2
Hours of Work, Meal Periods, Rest Periods....	22	Previous Experience.....	38
Increment Anniversary Date.....	19	Probationary Period.....	14
Industry Troubleshooter.....	7	Professional Responsibility Clause.....	42
Job Descriptions.....	20		

Promotion, Transfer, and demotion	18	Statutory Holidays	35
Proof of Sickness	32	Stewards.....	3
Provisions of Wage Schedules.....	41	STIIP.....	31
Purpose of Agreement.....	2	Superior Benefits	39
Qualification Differentials	39	Technological Change	20
Qualifying Period.....	18	Technological Policy	20
Recall	15	Temporary Appointments.....	17
Recognition.....	2	Temporary Assignment to a Lower Rated Position	19
Registration.....	6	Terminating Employees.....	35
Relief in Higher Rated Position	25	Termination of Employment.....	14
Resident Care	2	Union Check-Off	4
Rest Periods	22	Union Induction	4
RETIREMENT SCHEME	52	Union Recognition, Rights and Security	2
Retirement Scheme	41	Union Representative Visits	3
Returning to Formerly Held Position.....	19	Union Shop.....	4
RN Nursing Responsibilities.....	53	Union/Management	6
Salary on Promotion	19	Unpaid Leave – Union Business.....	5
Scheduling of Statutory Holidays	36	Use of Employee Vehicle	25
Scope of Agreement.....	2	vacancy posting	17
Seniority	13	Vacation Entitlement	34
Seniority – Maintained and Accumulated.....	13	Vacation Entitlement for Other Than Regular Full-Time Employees	34
Severance Allowance.....	41	Vacation Scheduling.....	34
Severance Pay	16	Voluntary Demotion	19
Shift Changes	21	Voluntary Shift Exchange.....	22
Shift Premium/Weekend Premium	24	WAGE SCHEDULE	51
Short Term Illness and Injury Plan	31	Wage Schedules.....	42
Special Clinical Preparation.....	39	Wages on Reassignment	20
Staff Development Programs	41	Work on Statutory Holidays	35
Statement of Wages	40	Workers’ Compensation	38
Statutory Holiday Entitlement	35	Workload	26
Statutory Holiday Falling Within a Vacation ..	36		
Statutory Holiday Rescheduled with Insufficient Notice.....	36		