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ARTICLE 1 - PREAMBLE AND DEFINITIONS

1.01 Preamble

The purpose of this Agreement is to set out those terms and conditions of employment applicable only to employees included in the Hospital Services Nurses Component as described in Appendix 1 (b) of the Master Agreement.

ARTICLE 2 - HOURS OF WORK

2.01 Work Day

The hours of work shall be 7 1/2 consecutive hours, interrupted only by the meal break as provided in Clause 2.02.

2.02 Meal Time

Meal time of a minimum of 30 minutes to a maximum of 45 minutes shall be scheduled during an employee's work day.

2.03 Compensation - Escort Duty

An employee required to act as an escort to a patient will be compensated as follows:

- (1) All hours in excess of seven and one-half in any one day (or multiples of seven and one-half hours for two or more days) will be paid at overtime premium rates, providing they return by the first available transport system, after surrendering their charge.
- (2) Where the employee has elected and has been given permission to return at a later time or date, the employee shall be on unpaid leave of absence from the time of surrendering their charge to the time of commencing their return journey, at which time they will commence their regular rate of pay.
- (3) In respect of (2) above, an employee may utilize vacation and/or Article 26 credits to avoid loss of earnings.

(4) In the event of the employee being unable to return by any transport system as a result of adverse weather conditions following the surrendering of their charge, they will be reimbursed for such accommodation and subsistence expenses in accordance with the rates applicable to travel status. Under such circumstance, overtime payments are inappropriate, but there shall be no loss of basic pay.

(5) Where, however, circumstances of (4) are appropriate but the employee's charge has not been surrendered, e.g. travel restrictions occur between connections en route, they are considered to be still on duty and therefore will be subject to compensation shown under subsection (1) above.

ARTICLE 3 - SHIFT AND ROTATION

3.01 Shifts, Shift Schedules, and Shift Rotations

(a) All employees covered by the provisions of this Agreement shall continue to work shifts and rotations currently in effect.

(b) Once an employee is assigned to a specific rotation of shifts and days off, the Employer will make every effort to ensure that this rotation is maintained.

(c) Notwithstanding the provisions of subsections (a) and (b), an employee may be required to work five consecutive days to provide for the changing of shifts and (or) rotations. It is agreed that the interruption to the four days on and two days off shift pattern shall be kept to a minimum.

(d) To meet the principle needs of the Service as defined under Clause 1.01 of the Master Agreement, changes in shifts, shift schedules, and shift rotations may be determined at Local Standing Joint Committee Level, subject to the written approval of the Bargaining Principals.

3.02 Shift Break

If shifts are scheduled so that there is not a period of at least 15 hours and 45 minutes between the end of one work period and the beginning of the next, overtime rates will apply to hours worked on the succeeding work period within the 24-hour period.

3.03 Shift Cycles

- (a) All shift cycles shall not last less than 12 calendar days, nor more than 30 calendar days. The foregoing shift cycle lengths may be lessened or extended to allow a shift change on employees' scheduled days off.
- (b) By mutual agreement between an employee and their supervisor, an employee may work two or more consecutive cycles on the night shift.
- (c) Supervisory personnel (Nurse Level 7 and 9) on their own initiative and with agreement from local management, may reduce or increase their shift cycle lengths.

3.04 Shift Assignment

Rosters covering a minimum of 24 days shall be posted 14 calendar days in advance, and any subsequent change shall be subject to the provisions of Clause 15.05 of the Master Agreement.

3.05 Rotations and Adjustment

- (a) There shall be no pay back for short fall in the shift systems.
- (b) Shift employees shall work a pattern of four days work and two days off (4-2 shift pattern).
- (c) All other employees shall work a pattern of five days work and two days off (5-2 shift pattern).
- (d)
 - (1) Shift employees working the 4 - 2 shift pattern where the length of the scheduled work shift is 7 hours and 30 minutes, exclusive of meal break, will earn a surplus of time off the equivalent of 10 working days per year (in addition to any compensation or premium due under Clause 17.07 of the Master Agreement) which shall be paid in accordance with the provisions of Clause 26.02 of the Master Agreement.
 - (2) Employees working the 5 - 2 shift pattern where the length of the scheduled work shift is 7 hours and 30 minutes exclusive of meal breaks will earn a surplus of time off the equivalent of 17 working days per year (in addition to any compensation or premium due under Article 17 of the

Master Agreement). The time shall be paid by permitting the employee to schedule off one of the days owing each month at a time convenient to the employee but subject that minimum operational requirements are maintained, and the remaining five days shall be paid in accordance with Clause 26.02 of the Master Agreement.

(3) Part-time employees will earn a surplus of hours and receive repayment on a prorated basis.

3.06 Changing or Trading of Shifts, Rotations of Shifts, or Rest Days

With suitable advance notice to their supervisor, employees shall normally be allowed to trade shifts, rotations, and (or) rest days, providing no extra cost to the Employer will result and that:

- (a) the replacement employee is of a similar and (or) acceptable level of ability, qualifications, and experience; or
- (b) that coverage of the ward or area will not be adversely affected.

3.07 Volunteering for Shifts

(a) Volunteers for any shift will be utilized whenever and wherever practicable, providing this does not involuntarily restrict the rotation of other employees, except where an employee is engaged in a professional development program.

(b) All shift staff who are prepared to remain indefinitely on the afternoon or night may be granted permission to do so, providing this:

- (1) is administratively practicable;
- (2) in no way adversely affects the coverage of the ward or unit, or patient treatment program;
- (3) does not interfere with the employee's professional development and knowledge of various conditions and programs.

With 30 day's notice and after four months' service, including such notice, the Employer may recall employees to rotation.

3.08 Rotation Between Wards and Areas

- (a) Employees can normally expect (and will be expected) to remain on the same ward or area for approximately 18 months. Ward staff members will be expected to rotate through all types of wards. No ward staff shall be permitted to remain on a ward if by doing so they restrict the rotation of others.

- (b) Ward staff assigned as in (a) above may request a move at any time after three months after assignment to a given ward if the request is supported by sound reasons. Before such a request is refused, it shall be referred to the appropriate excluded manager. At the end of 18 months or more on a given ward, the employee requesting transfer to another ward or another type of ward may be transferred at the next shift change, but in any case not more than 60 days following the request. Any application issues arising from this Clause shall be referred to the Local Standing Joint Committee.

- (c) Supervisors after 18 months in the area, and with 60 days' notice, may request assignment to other areas, and such requests shall be granted wherever possible.

- (d) Requests made pursuant to (b) and (c) above shall not be unreasonably denied.

- (e) Temporary reassignment to cover vacation, illness, and similar absence of employees shall be on a compulsory basis of rotating the employees involved, although timely volunteering will be considered.

- (f) Save for the closing of a hospital, clinic or other facility, no employee shall be transferred or sent relieving without their consent to a ward or area in another hospital.

- (g) The Employer shall notify an employee at least 14 calendar days in advance of any move to another ward or area except in the case of temporary assignment made necessary by operational requirements, in which case as much reasonable notice as possible will be provided.

3.09 Shifts, Variations and Flexibility

- (a) (1) Notwithstanding any provision to the contrary contained in Article 3, the following hours of work provisions shall apply for the following enumerated classes of employees.
- program nurse positions as agreed by the parties
 - Central Sterile Supply, all facilities
 - Admissions Nurses, all facilities
 - Staff Trainers, all facilities
 - North Lawn Consultant, Riverview Hospital
 - Community Follow Up, Riverview Hospital
 - (Any other position agreed to by the parties from time to time.)
- (2) For existing incumbents of the topic functions there shall be two work schedule options, either current schedules in effect, or, by mutual agreement at the local level, a seven-hour day, day shift, Monday to Friday, with statutory holidays off.
- (3) In the event of vacancies or newly created positions in subclause (1), the Employer at the local level may establish the work schedule as being a seven-hour day, day shift, Monday to Friday with statutory holidays off. This information will be included in any relevant posting.
- (b) Notwithstanding any provisions to the contrary in Article 3, the representatives of the Employer and the Union at the local level may establish variations to the current shifts and rotations. Any varied work schedule shall meet the following criteria:
- (i) All varied schedules must conform to the program requirements necessary for the delivery of service.
 - (ii) All work schedules shall meet the annualized hours of work.
 - (iii) Any work schedule shall not contain scheduled overtime.
 - (iv) Two-thirds of the affected incumbent nurses must agree to the varied work schedule.

- (v) The varied work schedule shall be reflected in the form of a memorandum between the bargaining principles before it is implemented.
 - (vi) In the event that either the Employer or the Union at the local level, or either of the bargaining principles, determine that such a changed work schedule is no longer desirable, then said schedule shall be cancelled upon one month's notice.
- (c) By mutual agreement between the individual employee(s) and the Employer at the local level, employees classified at Level 7 and 9 may schedule their work on a flexible basis. Scheduling of work on a flexible basis shall meet the following criteria:
- (i) The program requirements necessary for the delivery of service are maintained.
 - (ii) The annualized hours of work must be met. The employee may be requested to keep an accurate record of actual hours worked which will be submitted to their supervisor.
 - (iii) No premium or penalty contemplated on Articles 15 (Shift and Rotation) or 16 (Overtime) of the Master Agreement shall apply where it results from an employee self scheduling their work on a flexible basis. Hours worked in excess of the seven or the seven and one-half in a work day initiated or scheduled by the Employer shall attract the premiums contemplated in Articles 15 and/or 16.
 - (iv) In the event either the employee(s) or the Employer at the local level, or either of the bargaining principles, determine such flexible scheduling of work is no longer desirable, then it shall be cancelled.

3.10 Flexible Schedules

Deleted date of signing of Eleventh Master Agreement

3.11 Criteria

Deleted date of signing of Eleventh Master Agreement

ARTICLE 4 - SAVING CLAUSE

4.01 Invalid Articles

If any article or section of this Agreement or of any riders hereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any article or section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any rider thereto, or the application of such article or section to persons or circumstance other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected.

4.02 Replacement of Articles Held Invalid

In the event that any article or section is held invalid, or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of either party for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the parties do not agree, they shall submit the dispute to the procedure as outlined in Article 9 of the Master Agreement.

ARTICLE 5 - ALLOWANCES

5.01 Overtime Meal Allowance

- (a) An employee who is required to work a minimum of two and one-half consecutive hours overtime before or after, but joined to their scheduled hours of work, shall be provided with a meal or shall be reimbursed in the amount of

\$15.00effective March 29, 2009

A meal break of one-half hour with pay at the straight time rates shall be provided.

(b) An employee who is required to work continuously six and one-half or more hours overtime, excluding the overtime meal break in clause (a), shall receive a further meal or allowance and break as in clause (a). This entitlement shall continue upon the completion of every three hours of overtime worked thereafter.

(c) This Clause shall not apply to an employee who is on travel status which entitles them to claim lodging and (or) meals.

5.02 Out-of-Pocket Expenses

Employees performing their duties within their headquarters area (not on travel status) but away from their hospital, clinic, or other facility, may claim reasonable out-of-pocket expenses, such as meals, subject to the approval of the Employer.

***5.03 Forensic Allowance**

(a) Employees employed in the following wards or areas or any eventual successor wards or areas shall be paid a forensic allowance in accordance with the following:

(1) Maximum Security - A forensic allowance of one extra day off per month:

(i) Forensic Psychiatric Hospital

- Ashworth House
- Dogwood House East
- Physicians Assistants

(ii) Youth Forensic Psychiatric Services

- Inpatient Assessment Unit

(2) Combined Maximum/Medium Security - A forensic allowance of one extra day off every two months:

- Forensic Psychiatric Hospital
- Case Management Services - Nurse Case Coordinators only
- Complex Coordinator (if established)

(3) Medium Security - A forensic allowance of \$80.00 per month:

(a) (i) Forensic Psychiatric Hospital

- Elm House
- Dogwood House West
- Hawthorne House
- Ironwood House
- Juniper House

(ii) Burnaby Youth Custody Services

(b) Maples Adolescent Treatment Centre

- Crossroads Forensic Treatment Program (when operating and clients are required to be “locked-in”)**

(b) Employees entitled to an extra day off shall take the same in conjunction with a regularly scheduled two-day break, and such time shall be posted on the roster at the time the regular schedule of work days is posted.

(c) Where an employee has worked part of a month on one security ward or area and part of a month on another security ward or area, the employee shall receive the allowance appropriate to the ward or area on which the greater length of time was worked. Where an employee has worked an equal amount of time between two security wards or areas, the higher security allowance shall apply.

(d) Where an employee under (a)(3)(b) has worked a full shift directly as a primary care provider with locked forensic clients, the employee shall receive a \$4.00 allowance per shift to a monthly maximum of \$80.00.

(e) (1) Authorized absences of less than five scheduled working days in a month, or 10 days in two months under (a)(2) shall not affect an

employee's entitlement to the allowance. Should an employee be on authorized absence for more than five scheduled working days in any month, or 10 days over two months under (a)(2) the allowance shall be reduced on a pro rata basis and shall be the product of a numerator being the actual number of days worked, the denominator being the number of scheduled work days for that employee in the given month, and the multiplicand being the full amount of the appropriate allowance. In such instances, the maximum and combined security allowances shall be converted to a cash payment.

(2) No employee shall suffer any loss of allowance because of absence from their normal work site of five days or less in one month, or 10 days or less in two months under (a)(2), due to temporary assignment by the Employer or due to union business. An employee may combine the absences permitted in sub clauses (1) and (2) without reduction of the allowance; except that an employee may not combine the Employer assignment and union business in the same calendar month under the provisions of sub clause (2) without a prorated reduction in the allowance should the absences in sub clause (2) exceed five working days.

(3) Employee entitled to and who take the security allowances of an additional day off shall not have the day charged against the five days of valid absence permitted in sub clause (1).

(f) No employee shall suffer loss of Forensic allowance because of absence from work due to a work-related injury. Employees in the maximum or combined security areas who are absent from work more than five days in a single month due to a work related injury shall receive their allowance as extra pay.

(g) Regular part-time and auxiliary employees, and employees who commence or terminate employment during a month shall receive the appropriate allowance on a pro rata basis and converted to cash, except that any such employees who work 15 full-time days or more in the month shall receive the full allowance.

(h) Should a pay equity program be agreed to between the parties and incorporate the basis for which these allowance are paid, this Article shall be deleted in its entirety upon implementation of any such pay equity program.

ARTICLE 6 - EMPLOYEE/PATIENT WELFARE

6.01 Health and Convenience

(a) Rooms suitable for consumption of beverages and meals will be provided.

In facilities where meal service is currently provided for employees, meal service shall continue to be provided and be available on the day and afternoon shift at times which are concurrent with the established kitchen hours. Cost for such meals shall be the basis of raw food plus services costs.

(b) A room(s) will be set aside away from the work station to provide staff privacy during breaks. The room shall be minimally equipped for making hot and cold beverages. Chattels will be provided at no cost to the employees. The room will be equipped with one or more couches and (or) chairs.

(c) Lockers which can be locked shall be provided for the safekeeping of personal belongings. These lockers may be located in the staff rooms.

6.02 Placement and Duties of Employees

(a) No employee shall be required to work alone on a ward if the employee indicates to the supervisor that the employee believes the situation may be unsafe.

(b) In concert with other affected bargaining units, placement of male and female employees on shift and rotations as well as wards and units shall, as a minimum, adhere to the following principles:

(1) The modesty, safety, and health of the patient must be assured;

(2) The safety and health, as well as reasonable modesty, of the employee must be assured.

(c) The local union organization or local management may refer differences of interpretation of modesty, safety, and (or) health to the Local Standing Joint Committee referred to in Article 7.

ARTICLE 7 - LOCAL STANDING JOINT COMMITTEE

7.01 Establishment of Committees

A Local Standing Joint Committee shall be established for each unit specified in Appendix 1(b) of the Master Agreement, consisting of equal numbers of employees nominated by the Union and Employer representatives with a minimum of two and a maximum of four from each party. The Committee may use additional persons for technical information or advice.

7.02 Meetings of Local Standing Joint Committee

The Committee shall meet at least once each month at a mutually agreeable time and place. Employees shall be without loss of basic pay for time spent on the Committee

7.03 Chairperson of Meeting

An Employer representative and an employee nominated by the Union shall be designated as joint chairpersons and shall alternate in presiding over meetings.

7.04 Responsibilities of the Committee

(a) Assigned Responsibilities

(1) The Committee shall deal with responsibilities specifically assigned to it under the terms of the Master and this Agreement.

(2) Where the Master Agreement or this Agreement use the terms "by mutual agreement", "local arrangements", or similar terms, and where it is evident that these terms do not apply to another committee(s) of the Union and the Employer nor to arrangements between an individual employee and their supervisor, these matters shall be referred to the Local Standing Joint Committee.

(3) Unless otherwise expressed in the Master or this Agreement, all recommendations of the Committee are subject to the approval of the Bargaining Principals. Where the members of the committee cannot come to an agreement on matters referred to it, the opposing positions

will be reduced to writing and referred to the Bargaining Principals for solution.

Where the Bargaining Principals fail to agree, the question will be handled under the provisions of Article 8 of the Master Agreement.

(4) The Committee may appoint standing or ad hoc sub-committees to deal with specialized problems. The sub-committee(s) shall be responsible to the Local Standing Joint Committee.

(5) There is no restriction against the Local Standing Joint Committee acting as the Safety Committee, provided that the provisions of the Workers' Compensation Act and regulations are complied with.

(b) Continuing Responsibilities of the Committee

The Committee may concern itself with the following general matters:

(1) Reviewing suggestions from employees and questions of working conditions and service (but not grievances), so that better relations shall exist between the Employer and its employees.

(2) Correcting conditions causing grievances and misunderstandings.

(3) Studying issues arising from changing conditions and concepts in nursing care and treatment of patients.

7.05 Limitations

The Committee shall not have jurisdiction over wages or any other matter of collective bargaining, including the administration of this Agreement, except the recommendations to be made under Clause 7.04. The Committee shall not supersede the activities of any other committee of the Union or the Employer and does not have the power to bind either the Union or its members or the Employer to any decision or conclusions reached in their discussions. The Committee shall have the power to make recommendations to the Bargaining Principals.

***ARTICLE 8 - TERM OF AGREEMENT**

***8.01 Expiration of Agreement**

This Agreement covers the period from and including January 1, **2011** to and including midnight, **March 31, 2012**. All terms and conditions of this Agreement shall remain in full force and effect after **March 31, 2012** until the Union gives notice of strike and a strike occurs, or until the Employer gives notice of lockout and lockout occurs, or until a new or amended Agreement comes into force, whichever is earliest, and as may be provided by statute.

***8.02 Notice to Bargain**

- (i) This Agreement may be opened for collective bargaining by either party giving written notice to the other party on or after **January 1, 2012**, but in any event not later than midnight **January 31, 2012**.
- (ii) Where no notice is given by either party prior to **January 31, 2012**, Clause 8.03 of this Article applies, as if notice has been given.

8.03 Commencement of Bargaining

Where a party to this Agreement has given notice under Clause 8.02 of this Article, the party shall within 30 calendar days after the notice was given commence collective bargaining.

8.04 Changes in Agreement

Any change deemed necessary in this Agreement may be made by mutual agreement at any time during the life of this Agreement.

8.05 Effective Date of Agreement

The provisions of this Agreement shall come into full force and effect on the date of signing of the Master Agreement, except where otherwise specified.

**APPENDIX 1
WARD AND AREA SELECTION**

1. Subject to the limiting factors of Clause 3.08 of this Agreement every attempt will be made to place employees on the ward or in the area of their choice, subject to the provisions of proper and adequate patient coverage.
2. In hospitals where nursing procedures are required to be performed by members of a specific sex, every reasonable effort will be made to insure that a member of the appropriate sex is available to carry out these procedures.

In cases where specific nursing procedures come into dispute as to the appropriateness of the assignment, such shall be referred to the Local Standing Joint Committee with views, if any, being received from the Human Rights Commission.

Failure to reach agreement shall be dealt with under the provisions of Clause 7.04(a)(3) of this Agreement.

3. Every attempt shall be made by the Employer to ensure that all employees for maximum security areas will be selected only from volunteers unless the employee was expressly hired for a maximum security area, such as in a hospital unit in a Provincial jail.
4. The Employer undertakes to work toward maximizing the professional nursing element in the job content for all employees in the bargaining unit.

**MEMORANDUM OF UNDERSTANDING #1
IN CHARGE**

(a) For the facility specific designations as agreed and listed below, employees classified at the Nurse 4 level only, shall receive a special allowance of \$9.38 per shift worked where such employees are “in-charge”. This allowance will apply when the majority of the shift is worked and shall not be pro-rated.

(b) Where the incumbent of a higher paying position is temporarily absent for three or more hours, employees classified at the Nurse 4 level only and “in-charge” shall receive a special allowance of \$1.25 per hour worked.

(c) In the circumstances of (b) above, Clause 27.08 (Temporary Substitution) will only apply where the temporary absence is known in advance to exceed 16 consecutive shifts. If the Employer determines that it will not designate an employee pursuant to Clause 27.08, then (a) above will apply.

(d) Where a position is vacant, the Employer shall determine whether to designate an employee to substitute pursuant to Clause 27.08 or make temporary appointments pursuant to Clause 27.09. However, where an Employer decision in this regard results in non-compliance with the facility designations listed below, then (a) above will apply.

(e) An employee shall not receive both the “in-charge” special allowance and substitution pay on any given shift.

(f) “In-charge” means assuming supervisory and/or administrative duties over and above regular clinical duties, but is not a designation pursuant to Clause 27.08 to assume the principal duties of a higher paying position.

(g) The “in-charge” special allowance payable under (a) and (b) shall be paid according to classification seniority within the facility designations described below.

(h) Organizational changes or changes to existing staffing models in the affected facilities, noting specifically Forensic Psychiatric Hospital, may necessitate revision of the facility designations as required. Discussions in this regard will commence at the call of either party.

(i) The Employer will consult with the Union respecting expected duties for employees who are assigned “in-charge” responsibilities as defined in (g) above.

(j) *Deleted date of signing of Eleventh Master Agreement*

Facility Designations

1. Nothing in this Memorandum of Understanding is intended to detract from the Employer's ability to assign nurse supervisors (defined as bargaining unit Nurse Levels 4, 5, 7, 9 or excluded nurse) to any shift in any facility, nor to designate Nurse Level 4 for temporary substitution pursuant to Clause 27.08 or make temporary appointments pursuant to Clause 27.09.
2. Riverview Hospital, Forensic Psychiatric Hospital.

Facility Designations for Riverview and Forensic Psychiatric Hospital will be modified to reflect the principle of there being one employee in-charge per organizational unit where such a unit would otherwise have an organizationally established supervisory presence. It is recognized that organizational structures may change such that in-charge designations would change as well.

3. Tillicum and Veterans Care Society
OBL Continuing Care Society

On each full day, afternoon or night shift where no nurse supervisor as defined in (1) above is scheduled to work, MOU#1 (a) or (b) shall apply for one Nurse Level 4 per shift, per facility.

MEMORANDUM OF UNDERSTANDING #2 CHANGES TO SHIFTS AND ROTATIONS

- A. The Union has identified a desire by some members, less than a majority, to have the opportunity to work additional day shifts and to have more weekends off. The Employer has identified a need to have a limited number of additional nurses on duty on Monday to Friday during the day shift in order to better provide certain programs.

In view of the above,

1. the Parties agree to introduce pilot project(s) where a limited number of regular full time Nurse Level 4 and/or Nurse Level 5 employees will be given the opportunity to accept assignment of a combination of four days work and five days work with the equivalent number of annual days off as

provided by a 4-2 shift pattern with the number of consecutive days off being two or more;

2. the maximum number of consecutive days of work shall be five;
3. all provisions of current Hospital Services Nurses Component Clause 3.09 shall continue to apply;
4. by mutual agreement at the local level, ward(s) shall be chosen on which to introduce the pilot project;
5. the provisions of the pilot project shall be in writing;
6. the Parties agree to establish a Joint Committee to monitor the implementation and success of the pilot project;
7. should the pilot projects be a success, the Parties may agree to add additional wards to the pilot project.

- B. The British Columbia Nurses' Union has identified a desire by some members to work an extended work day.

In view of the above, the BCNU and Employer shall investigate the feasibility of introducing mixed shift lengths on the number of wards on which there is a mutual agreement at the local level. The approach shall be that those employees who wish shall continue to work the 7.5 hour day, 4-2 shift rotation or a variation thereof, while others (volunteers) shall work an extended work day. The provisions of current Hospital Services Nurses Component Clause 3.09 shall continue to apply.

**LETTER OF AGREEMENT
RE: HOSPITAL SERVICES NURSES COMPONENT AGREEMENT
MEMORANDUM OF UNDERSTANDING #1**

Expired date of signing of Eleventh Master Agreement