



Nurse's Collective Agreement

A SUMMARY OF YOUR BENEFITS

HEALTH AND WELFARE

Benefits for regular employees (part-time and full-time)

- January 1, 2017 move to Blue Rx coverage
- 100% employer-paid medical insurance
- 100% paid Extended Health coverage (\$25 deductible); includes contraceptive coverage
- 100% paid dental coverage that covers 100% of the "basic" plan; 60% of the extended Plan "B" and 60% of Plan "C" (orthodontic); dual dental coverage if a spouse has benefits

Life insurance

- employer paid, \$50,000

MONETARY BENEFITS

Overtime rates - for regular employees

- 1.5 x for the first 2 hours in excess of normally scheduled workday
- 1.5 x for the first normal daily full shift in excess of the normal regular workweek
- 2 x for all hours in excess of the hours worked above the normally scheduled workweek
- 2 x for all hours in excess of the first 2 hours worked after normally scheduled workday
- 2 x for all hours worked on an employee's scheduled day off

Shift work premiums

- Evening: \$0.70 / hour
- Night: \$3.50 / hour
- Weekend: \$2.30 / hour plus \$1.00 /hour night shift

On-call rate

- \$5.75 / hour for the first 72 hours in a calendar month, and \$6.25 / hour thereafter

LEAVES

These benefits apply to part-time and full-time employees.

Sick leave

- Accrue 11.25 working hours of sick leave credits per month up to a maximum accumulation of 1170 sick leave hours
- Use sick leave credits for time lost due to any illness or to attend emergency medical, dental or appointments during normal working hours. Subject to operational requirement and 8 days notice, sick leave can be used for medical and dental appointments.

Special leave

- adoption leave: 37.5 hours
- employees are entitled to 3.75 hours of special leave credits every 4 weeks
- special leave credits can be used for:
 - marriage leave (up to a maximum of 36 hours)
 - paternity leave (5 days – 37.5 working hours)
 - care for an immediate family member (15 working hours at one time)
 - assist immediate family member who has a serious or potentially life threatening illness with obtaining health education related to the serious or potentially life threatening illness up to one (1) working day per calendar year

Compassionate leave

- 3 days paid time to compensate for loss of income in the event of a death of a spouse, son, daughter, mother, father, step-parent, step family and legal guardian, sister, brother, mother-in-law, father-in-law, legal guardian/ward, or grandparent, stepchild, grandchild or relative residing in the household
- eligible for 2 additional paid days travel time
- every effort must be made by the employer to grant additional leave of absence without pay

Court duty

- an employee subpoenaed for jury duty, or as a witness, continues to receive regular pay

Education leave

- employees are entitled to full pay (and the cost of tuition, course fees, travel, etc) for any course the employee takes at the request of the employer
- for employee-requested courses, employees are entitled to 1 day's paid education leave for each day the employee gives of their own time, up to a maximum of 9 days of employer-paid time per year

Vacation leave

- employees are entitled to 20 days (or 150 work hours) vacation after 1 year of service
- after 5 years of continuous service, employees receive 1 additional day for each year of continuous service

Parental leave

Regular part-time and full-time employees are entitled to:

- 17 weeks maternity leave at 85% of normal wage (EI payment is topped up); all medical and other plan benefits continue
- either the mother or the other parent is eligible for 35 additional weeks of parental leave; all medical and other plan benefits continue
- adoption leave: 37 weeks leave of absence without pay

Portability

- Port special leave

BENEFITS FOR CASUAL EMPLOYEES

- casual employees receive 12.6% of straight time pay in lieu of scheduled vacations and statutory holidays
- casual employees have the right to access the grievance process
- casual employees who have completed 180 hours of work are entitled to enroll in health and dental benefits at their own cost; if casual employees work more than 975 hours in one year, then they are entitled to reimbursement for the cost of the benefits
- effective 2017, casuals required to work 300 hours over a 12 month period
- casual availability bonus: casual works and accepts 85% of shifts; at the end of 6 month period they are eligible for a premium of \$2.00 per hour for all hours worked