

COLLECTIVE AGREEMENT

BETWEEN

KINCARDINE AND DISTRICT GENERAL HOSPITAL
[hereinafter referred to as "the Employer"]

- AND -

ONTARIO NURSES' ASSOCIATION
[hereinafter referred to as "the Union"]

FULL-TIME & PART-TIME

APPENDIX "3"**SALARY SCHEDULE****FULL-TIME & PART-TIME NURSES****CHARGE NURSE:**

The regular straight time rates for all full-time & part-time nurses shall be as follows:

EFFECTIVE	JANUARY 1, 1996"		APRIL 1, 1997	
	REGULAR STRAIGHT TIME HOURLY RATE	MONTHLY RATE	REGULAR STRAIGHT TIME HOURLY RATE	MONTHLY RATE
START	18.75	3047.05	19.13	3107.99
YEAR 1	19.68	3198.07	20.07	3262.03
YEAR 2	20.48	3328.24	20.89	3394.80
YEAR 3	21.54	3500.32	21.97	3570.33
YEAR 4	22.60	3672.52	23.05	3745.97
YEAR 5	23.71	3853.19	24.19	3930.25
YEAR 6	25.03	4067.54	25.53	4148.89
YEAR 7	26.37	4285.31	26.90	4371.02
YEAR 8	27.72	4504.77	28.28	4594.84
YEAR 9	29.06	4722.46	29.64	4816.91

The parties agree to maintain the percentage differentials in the wage rates which presently exist between the classification of Registered Nurse and other classifications which are covered by the Collective Agreement.

APPENDIX "3"SALARY SCHEDULEFULL-TIME & PART-TIMEREGISTERED NURSE

	REGULAR STRAIGHT TIME HOURLY RATE	MONTHLY RATE	REGULAR STRAIHGT TIME HOURLY RATE	MONTHLY RATE
START	17.94	2915.25	18.30	2973.55
YEAR 1	18.84	3061.50	19.22	3122.73
YEAR 2	19.59	3183.38	19.98	3247.05
YEAR 3	20.62	3350.75	21.03	3417.77
YEAR 4	21.64	3516.50	22.07	3586.83
YEAR 5	22.67	3683.88	23.12	3757.56
YEAR 6	23.95	3891.88	24.43	3969.72
YEAR 7	25.23	4099.88	25.73	4181.88
YEAR 8	26.51	4307.88	27.04	4394.04
YEAR 9	27.80	4517.50	28.36	4607.85

APPENDIX "3"**SALARY SCHEDULE****FULL-TIME & PART-TIME****GRADUATE NURSE:**

The regular straight time rates for all full-time & part-time nurses shall be **as** follows:

	REGULAR STRAIGHT TIME HOURLY RATE	MONTHLY RATED	REGULAR STRAIGHT TIME HOURLY RATE	MONTHLY RATE
START	17.30	2810.64	17.64	2866.85
YEAR 1	17.60	2859.98	17.95	2917.18

*Pay Equity Adjusted Rates

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APPENDIX 3

SALARY SCHEDULE

REGISTERED NURSE: [Pay Equity Adjusted Rates]

EFFECTIVE: **APR. 01/93 JAN. 01/94 JAN. 01/95 JAN. 01/96**

TO BE ADDED IN LATER - FROM CENTRAL AGREEMENT

[Pay Equity will have been achieved and maintained by January 1, 1996 and there is no need for any further pay equity adjustments save and except the requirement to maintain pay equity after January 1, 1996 in accordance with the Pay Equity Act, 1987. April 1, 1993 - .29¢; January 1, 1994 - .28¢; January 1, 1995 - .28¢; January 1, 1996 - .28¢.]

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APPENDIX 3

SALARY SCHEDULE

GRADUATE NURSE: [Pay Equity Adjusted Rates]

EFFECTIVE: APR. 01/93 JAN. 01/94 JAN. 01/95 JAN. 01/96

TO BE ADDED IN LATER - FROM CENTRAL AGREEMENT

APPENDIX 4

SUPERIOR BENEFITS

SUPERIOR BENEFITS AWARDED BY THE CENTRAL ARBITRATION AWARD DATED OCTOBER 23, 1981:

CLAUSE #

CENTRAL AWARD Applicable Clause From Existing Collective Agreement - FULL-TIME
- PART-TIME

5.05 NOTE 10.07 In January of each year, the Employer will provide the Union with the address of each employee in the Bargaining Unit who has personally so authorized the Employer in writing to do so. It will be the responsibility of the Union to provide the written authorization of each individual employee.

Full-Time:

12.03 For information purposes the maximum accumulation was one hundred and twenty (120) days at date of transfer to H.O.O.D.I.P. With reference to Article 12.03 (b) of the Collective Agreement the pay out provision which existed under the former Collective Agreement reads as follows:

16.08 On termination of employment following a minimum of five (5) years of continuous service, an employee will be paid the cash equivalent of fifty percent (50%) of accumulated sick leave credits at date of termination. This clause does not apply to employees who are discharged for just cause.

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APPENDIX 5

LOCAL ISSUES

BETWEEN

KINCARDINE AND DISTRICT GENERAL HOSPITAL
[hereinafter referred to as the "Employer"]

- AND -

ONTARIO NURSES' ASSOCIATION
[hereinafter referred to as the "Union"]

FULL-TIME & PART-TIME

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APPENDIX 5

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APPENDIX 5

LOCAL ISSUES

ARTICLE A - RECOGNITION

A - I Full-Time

The Employer recognizes the Ontario Nurses' Association as the bargaining agent for all registered and graduate nurses employed in a nursing capacity by Kincardine and District General Hospital at Kincardine, Ontario, save and except Head Nurses and persons above the rank of Head Nurse, and persons regularly employed for not more than twenty-four **(24)** hours per week.

Part-Time

The Employer recognizes the Ontario Nurses' Association as the bargaining agent for all registered and graduate nurses employed in a nursing capacity by Kincardine and District General Hospital at Kincardine, Ontario, save and except Head Nurses and persons above the rank of Head Nurse, and persons regularly employed for more than twenty-four (24) hours per week.

ARTICLE B - DEFINITIONS

B - 1 "Supervisor" or "Immediate Supervisor", when used in this Agreement, shall mean the first supervisory level excluded from the bargaining unit.

B - 2 Part-Time Commitment

A regular part-time employee is committed in writing to be:

- a) available to be scheduled twelve (12) tours per four **(4)** week schedule, or alternatively, four (4) tours per four **(4)** week schedule;
- b) available to work weekends as required in Article G - 5 (b-ii);
- c) available to work either the Christmas or New Year's period as defined in G - 5 **(9)**.

Any change in commitment must be in writing to and approved by the Nurse Manager with a copy to the Local President.

B - 3 After April 1, 1997, employees hired as summer relief or into a temporary position will be hired at the four (4) tour commitment level.

No employee will be allowed to increase her commitment from four (4) tours to twelve (12) tours except pursuant to a twelve (12) tour posting.

ARTICLE C - MANAGEMENT RIGHTS

C - 1 The Union recognizes that the management of the Employer and the direction of the working forces are fixed exclusively in the Employer and shall remain solely with the Employer except as specifically limited by this Agreement.

C - 2 Without limiting the generality of the foregoing, the Employer's rights include:

- a) The right to maintain order, discipline and efficiency, and in connection herewith to make, alter and enforce from time to time, reasonable rules and regulations, policies and practices, to be observed by its employees, and the right to discipline, suspend or discharge employees for just cause.
- b) The discretion of the working forces, the right to plan, direct and control the operation of the Employer, the right to introduce new and improved methods, facilities and equipment, the right to determine the amount of supervision necessary, the combining or splitting up departments, work schedules, determination of the extent to which the Employer will be operated and the increases or decreases in employment.
- c) The right to select, hire, discipline, suspend, discharge, transfer, assign to shifts, promote, demote, classify, lay-off, recall employees subject to the provisions of this Agreement and also to select employees for positions not covered by this Agreement.
- d) The sole and exclusive jurisdiction over all operations, buildings, machinery and equipment vested in this Employer.
- e) The right to generally operate the Hospital in a manner consistent with the obligations of the Employer to the general public in the community served.

C - 3 The Employer agrees that in exercising its rights, as enumerated above, it will not be in a manner inconsistent with the provisions of this Agreement.

ARTICLE D - COMMITTEES AND REPRESENTATIVES

D - 1 Union Representative

There shall be three (3) Union Representatives.

D - 2 Negotiating Committee

There shall be a Negotiating Committee composed of three (3) employees.

Where an employee on the Negotiating Committee is scheduled to work the night tour immediately prior to the day tour on which negotiations take place, her/his scheduled tour for that day will be changed from the night tour to the day tour. Where an employee on the Negotiating Committee is scheduled to work the evening tour on the day on which negotiations take place, her/his scheduled tour for that day will be changed from the evening tour to the day tour.

D - 3 Grievance Committee

There shall be a Grievance Committee composed of three (3) representatives.

D - 4 Hospital-Association Committee

This Committee shall be composed of three (3) employees one (1) of whom may be a part-time employee representing the Union and three (3) representatives of the Employer. Each party may have alternates to replace a member from time to time.

D - 5 Part-time employees shall be represented in accordance with the provisions of Article D. It is further agreed that the Employer acknowledges the right of the Union to have at least one (1) part-time Union representative on each Committee provided for in Article D.

ARTICLE E - UNION INTERVIEW

E - 1 The Union interview as provided in Article 5.06 will take place on the Employer's premises during each new employee's probationary period. The Employer will advise the Local President of employees newly hired, during the first [1st] month of employment. The place and time for the interview will be arranged during the orientation period between the Unit Manager and the

Union Representative for the unit. The interview shall not exceed thirty (30) minutes in duration.

ARTICLE F - SENIORITY

F - 1 The seniority list as provided for in Article 10.02 shall be posted on or before February 1st and on or before September 1st of each year. A copy of each seniority list will also be forwarded directly to the Local President.

ARTICLE G -SCHEDULING - HOURS OF WORK

G - 1 The work week shall be deemed to commence at twenty-three hundred (2300) hours Sunday of each week.

G - 2 The rest periods as provided for in Article 13.01(b) shall be scheduled by the Employer.

G - 3 Employees shall not be required to take time off in lieu of overtime worked unless such time off is mutually agreeable to the Employer and the employee.

G - 4 a) Proposed master rotations will be developed by each Nurse Manager jointly with the nursing staff of his/her unit.

b) Schedules shall be posted *two* (2) weeks in advance and shall cover a four **(4)** week period. No employee shall be responsible for acknowledging any change in the posted schedule unless notified by the Supervisor in charge of such department at least forty-eight **(48)** hours before the date of change. Advance request for specific days off shall be submitted to the Head Nurse at least two (2) weeks in advance of the posting date.

c) Notwithstanding G - 4 (a), the schedule covering the prime vacation months of July and August will be posted on or before June 1st of each year.

d) The schedule covering the Christmas and New Year's period will be posted on or before November 1st of each year.

G - 5 Scheduling Regulations

a) The Employer shall ensure each full-time employee receives at least one weekend off in two. It is understood that a weekend consists of

fifty-six (56) consecutive hours off work during the period following the completion of the Friday day shift until the commencement of the Monday day shift.

b) Part-Time:

- i) The Employer will endeavour to distribute pre-scheduled tours as equitably as possible among the employees in a nursing unit in accordance with the employee's commitment.

Where extra non-premium tours become available, the Employer will endeavour to distribute these tours as equitably as possible among the employees in a nursing unit, with the understanding that employees who received fewer pre-scheduled tours will be assigned the extra tours until there is equal distribution in accordance with their commitment.

Thereafter seniority will apply

- ii) The Employer shall ensure that each part-time employee shall receive at least five (5) weekends off in ten (10). It is understood that a weekend consists of fifty-six (56) consecutive hours off work during the period following the completion of the Friday day shift until the commencement of the Monday day shift.
- c) Employees will not be required to work more than seven (7) consecutive days. Should an employee be required to work more than seven (7) consecutive days she/he shall be paid a premium as provided for in Article 14 for the eighth and subsequent continuing days until a day off is scheduled.
- d) The regular schedule shall provide for a minimum of twenty-four (24) hours between the starting time of one (1) scheduled tour and the starting time of the next scheduled tour when changing tours except in an emergency.
- e) Full-Time: The regular schedule shall provide for a minimum of forty-eight (48) hours time off when the tour of duty is changed following night duty.
- f) An employee will be scheduled off work for at least five (5) consecutive days at either Christmas or New Year's season unless the employee requests otherwise, except in areas which are not normally required to work on weekends and Paid Holidays. The

normal scheduling conditions shall be waived to accommodate this special arrangement between December 15th and January 15th. For the purpose of this Article, Christmas shall be defined as December 24th, 25th and 26th; and New Year's December 31st, January 1st and 2nd.

- g) Requests for change in posted time schedules must be submitted in writing and co-signed by the employee willing to exchange days or tour of duty.
- h) Scheduling arrangements in lieu of the above may be made upon the agreement of an employee or group of employees and the Employer.
- i) Full-Time: An employee who normally rotates shall not be required to work more than two (2) consecutive weeks on either of the evening or night shifts without being scheduled for a week of day shifts.
- j) Standby
 - 1) a) The Employer will notify the local President or designate prior to initiating ongoing standby assignments on any unit.
 - b) Scheduled standby assignments will be distributed equitably amongst the employees in any unit utilizing standby.
 - 2) Standby assignments shall be posted at the same time as the tours of duty schedules. Employees shall be permitted to exchange their standby assignments.
 - 3) All employees scheduled for standby in a twenty-four (24) hour period, shall be provided with individual beepers.
 - 4) The Employer will make available the equivalent of one (1) private hospital room for employees scheduled for standby.
 - 5) Standby schedules will not be reassigned without consultation with the employee whose schedule is being changed.
 - 6) Standby will not be scheduled on a night before a scheduled day shift unless otherwise agreed to by the employee. However, if no other employee is available, then the Employer may schedule for the standby assignment the most junior employee scheduled to work the following day shift.

- 7) Where an employee has been called in from standby and worked the hours after 2400 hours, such employee will not be required to work the day shift unless she or he does **so** by mutual agreement between the employee and the Employer.
- 8) The employee on standby at the time the call back phone call is made, will be the employee called back from standby.

G - 6 Four (4) Hour Tours

Where a part-time employee(s) is scheduled to work a four (4) hour tour, Article **G** in its entirety applies except as amended by the following:

- 1) An employee working a four (4) hour tour shall receive a paid rest period. If the tour extends beyond five (5) hours, the employee shall also receive a meal period.
- 2) No part-time employee will be scheduled solely on four (4) hour tours in any one posted schedule except where such arrangements are or have been agreed to by the employee.

G-7 An employee will receive premium pay as provided for in Article **14** for all hours worked on a third [3rd] and subsequent consecutive weekend save and except where:

- a) such weekend has been worked by the employee to satisfy specific days off requested by such employee; or
- b) such employee has requested weekend work; or
- c) such weekend is worked as a result of an exchange of shifts with another employee.

G -8 Extended Tours

The Employer may introduce Extended Tours with the consent of the Union.

G -9 For the purposes of clarity and the shift premium **as** specified in Article **14.10** of the Collective Agreement, the normal daily tours are:

Day Tour	-	0700 hours to 1500 hours
Evening Tour	-	1500 hours to 2300 hours
Night Tour	-	2300 hours to 0700 hours.

For the purpose of clarity, the weekend premium, as specified in Article 14.15 of the Collective Agreement, will be paid for all time worked during the period 2300 hours Friday and 2300 hours Sunday.

- G - 10 Regular part-time employees assigned to the same unit shall be pre-scheduled an equal number of tours.
- G - 11 Where a part-time employee has been scheduled to work on a holiday weekend, she/he shall be scheduled to work on the holiday as well providing the shift is available and she/he is qualified for the available work.

ARTICLE H - LEAVE OF ABSENCE FOR UNION BUSINESS

- H - 1 Leave of absence will be granted for not more than two (2) employees at any one (1) time for a total period not exceeding fifty (50) work days in any one (1) calendar year, provided that, request for such leave shall be made by the Union to the Director of Nursing not less than seven (7) days prior to the requested commencement of such leave.

ARTICLE I - SICK LEAVE

- I - 1 Employees who report sick must notify the Employer at least one (1) hour before the start of the day shift and at least two (2) hours before the start of the evening or night shift. Such reporting time will only be required once at the start of the illness. An employee absent in excess of three (3) consecutive days must advise the Employer of her/his expected date of return at least twenty-four (24) hours prior to returning to work on her/his next scheduled tour. Should she/he fail to provide such notice, the Employer may delay her/his actual return to work by one (1) scheduled tour.
- I - 2
- a) The Employer will notify the designated Local representative of the names of all employees who go off work due to a work related injury or when an employee goes on L.T.D.
 - b) When it has been medically determined that an employee is unable to return to the full duties of her/his position due to a disability, the Employer will notify and meet with the staff representative of the Ontario Nurses' Association and the designated Local representative to discuss the circumstances surrounding the employee's return to suitable work.

- c) The Employer agrees to provide the employee and, if the employee consents, the Union with a copy of the Workers' Compensation Board Form 7 at the same time as it is sent to the Board.

ARTICLE J - PAID HOLIDAYS

J - 1 The following shall be recognized as holidays:

New Year's Day (Jan. 1st)	Civic Holiday
3rd Monday in February*	Labour Day
Good Friday	Thanksgiving Day
Victoria Day	Remembrance Day (Nov. 11th)
2nd Monday in June	Christmas Day (Dec. 25th)
Canada Day (July 1st)	Boxing Day (Dec. 26th)

(* Heritage Day if proclaimed)

J - 2 Full-Time: When an employee is entitled to a lieu day as provided in Article 15.05, she/he shall have the option of accumulating up to five (5) lieu days or to receive pay rather than a day off. Accumulated lieu days may be taken singly or consecutively at a time mutually agreed upon between the Department Head and the employee concerned.

The employee must advise the Employer one (1) month in advance of the effective date of the schedule if she/he elects the lieu day rather than pay for the holiday as provided in Article 15, otherwise the employee will be paid.

Where an employee elects to accumulate lieu days it is agreed that any lieu days earned in the Christmas-New Year's period will not be accumulated. It is further agreed that accumulated lieu days may not be taken during July, August or between December 15th and January 15th.

J - 3 Full-Time: When an employee is entitled to a day as provided for in Article 15, the Employer shall grant such day off as is mutually agreed upon between the Department Head and the employee concerned.

ARTICLE K - VACATIONS

K - 1 Vacation entitlement shall be calculated as of June 1st in any year.

K - 2 The vacation period shall be from June 1st to May 31st each year.

- K - 3 Full-Time: Prior to leaving on vacation, employees shall be notified of the date and time on which to report following the vacation.
- K - 4 Full-Time: Pay cheques which would normally be issued while the employee is on vacation will be given out in advance of the employee's vacation period, provided they are requested in writing at least two (2) weeks in advance of the vacation time.
- K - 5 a) On February 15th each year the Employer will post a vacation list in each department. Employees requesting vacation in the period June 15th to December 15th, will indicate their vacation preference by March 15th. Employees requesting vacation between June 15th to September 15th shall make their requests in five (5) day blocks. The Employer will post the vacation schedule by April 15th.
- b) On October 15th each year, the Employer will post a second vacation list. Employees requesting vacation in the period January 15th to June 15th, will indicate their vacation preference by November 15th. The Employer will post the vacation schedule by December 1st.
- c) Employees who do not submit a vacation preference when the vacation lists are posted shall not be entitled to vacation preference based on seniority, but their requests will be considered in the order received by the Head Nurse. Such requests may be for less than five (5) days.
- During the eleven (11) week period ending on Labour Day, individual vacation days may be used on weekends to a maximum of two (2) weekends.
- K - 6 Vacation quotas shall not be unreasonably restrictive. Each employee within the bargaining unit shall be allowed at least *two* (2) weeks off during the eleven (11) week period commencing the last week of June and ending on Labour Day if desired, if the request is put in by March 15th.
- K - 7 Full - Time: Nurses may access vacation, lieu days and accumulated lieu time on short notice provided relief staff are available without premium pay to cover the requested time off. Access to time off under this provision is subject to the restrictions set out in K - 5, Article G and Article J.
- K - 8 Part-time: Employees covered by this agreement shall be entitled to vacation time off based on service as is allotted full-time employees.
- K - 9 Part-Time: Nurses may access vacation on short notice provided relief staff are available without premium pay to cover the requested time off. Access

to time off under this provision is subject to the restrictions set out in K - 5, Article G and Article J.

ARTICLE L - PAY DAYS

- L - 1 Salaries will be paid on a bi-weekly basis with deposits being made every second [2nd] Thursday covering hours worked to the previous Saturday at twenty-three hundred (2300) hours.
- L - 2 Any error in computation by the Payroll Department of pay greater than two (2) hours shall be paid by separate cheque unless waived by the employee. Errors of less than two (2) hours may be corrected on the following pay.

ARTICLE M - MISCELLANEOUS

- M - 1 The Employer agrees to allow the Union to use the Employer Bulletin Boards. No notice will be posted on the Bulletin Boards without prior approval of the Executive Director.
- M - 2 Employees shall be permitted to wear coloured uniforms of their choice. Identification badges must be worn on all uniforms.

Where the Employer provides scrub gowns/clothing, it shall continue to do so at no cost to the employee. In addition, the employees in Emergency and Recovery Room and any employee who is travelling on Ambulance Escort will be allowed the option of using scrub gowns/clothing.

ARTICLE N - PRE-PAID LEAVE PLAN

- N - 1 The number of employees off work at any one time shall be one (1) **full-time** and one (1) part-time employee.

ARTICLE O -JOB SHARING

The Employer agrees to a job-sharing arrangement pursuant to **Article 20.01** of the Central Agreement. The following conditions shall apply unless otherwise agreed to by the parties.

- O - 1 **Job** sharing requests with regard to full-time positions shall be considered on an individual basis.

O - 2 Total hours worked by the job sharer shall equal one (1) full-time position. The division of these hours on the schedule shall be determined by mutual agreement between the two (2) employees and the Head Nurse of the Unit.

Job sharers shall not be requested to work any tours outside of the tours of the full-time position except in cases when no other qualified part-time employees are available.

O - 3 The above schedules shall conform with the scheduling provisions of the Full-time Collective Agreement.

O - 4 Each job sharer may exchange shifts with her/his partner, as well as with other employees as provided by the Collective Agreement.

O - 5 The job sharers involved will have the right to determine which partner works on scheduled paid holidays and job sharers shall only be required to work the number of paid holidays that a full-time employee would be required to work.

O - 6 Coverage

a) It is expected that both job sharers will cover each other's incidental illnesses. If, because of unavoidable circumstances, one cannot cover the other, the unit supervisor must be notified to book coverage. Job sharers are not required to cover for their partner in the case of prolonged or extended absences.

b) Vacation, Maternity Leave, and other leaves pursuant to Article 11 of the Central Full-Time and Part-Time Agreements:

In the event that one (1) member of the job-sharing arrangement goes on any of the above leaves of absence, the coverage will be negotiated with the unit supervisor, but it is hoped that the remaining member of the position would be prepared to cover the leave of absence as much as possible.

Where the job sharing partner agrees to cover her/his partner's vacation, they shall not form part of any vacation quota. Where the job sharing partner is not able to cover her/his partner's vacation, the partner requesting vacation will be included in the vacation quota.

O - 7 Implementation

a) Where the job-sharing arrangement arises out of the filling of a vacant full-time position, both job-sharing positions will be posted and

selection will be based on the criteria set out in the Collective Agreements.

- b) Any incumbent full-time employee wishing to share **her/his** position, may do so without having her/his half of the position posted. The other half of the job-sharing position will be posted and selection will be made on the criteria set out in the Collective Agreement.
- c) If one (1) of the job sharers leaves the arrangement, **her/his** position will be posted. If there is no successful applicant to the position, the shared position must revert to a full-time position. The remaining employee will have the option of continuing the full- time position or reverting to a part-time position for which **she/he** is qualified. **If she/he** does not continue full-time, the position must be posted in accordance with the Collective Agreement.

O - 8 Discontinuation

Either party may discontinue the job-sharing arrangement with ninety (90) days notice. Upon receipt of such notice a meeting shall be held between the parties within fifteen (15) days to discuss the discontinuation. It is understood and agreed that such discontinuation shall not be unreasonable or arbitrary.


ARTICLE P - ABUSE POLICY

- P - 1 The Employer agrees that no form of verbal, sexual, racial or other **abuse** of employees will be condoned in the workplace. Any employee who believes the situation to be abusive shall report this to the immediate supervisor who will make every reasonable effort to rectify the abusive situation.
- P - 2 When an employee, as a result of an assault, suffers damage to her or his personal belonging (clothing, watch, glasses, contact lenses or other prosthesis, etc.), the Employer shall provide for replacement or repair at no cost to the employee. The employee will endeavour to present her or his claim to the Employer within seven (7) days after the event, unless it was impossible for her or him to do so during this period.

SIGNING PAGE - LOCAL ISSUES

DATED AT KINCARDINE, ONTARIO, THIS 9TH DAY OF SEPT., 1997.

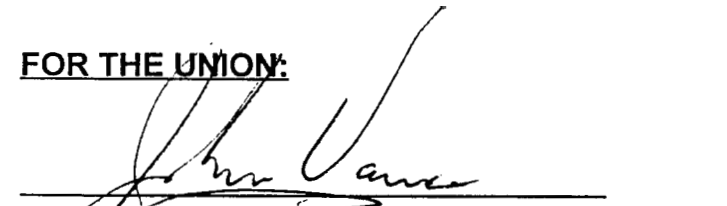
FOR THE EMPLOYER:



Shirley Busham

Betty Macdonald

FOR THE UNION:



Employment Relations Officer
