

Description of NYGH BU Committees

HUMAN RIGHTS & EQUITY

UNDER ONA CONSTITUTION, BY LAW III 7 (a)

Description – Addresses human rights and equity-related issues affecting members. The Chair sits on the NYGH Equity, Diversity and Inclusion (EDI) Committee and promotes awareness and understanding of the Human Rights Code within the membership.

Reimbursement – Paid by Association.

Time Commitment – Variable.

GRIEVANCE

BOTH CONSTITUTION BY LAW III 7 (d) & COLLECTIVE AGREEMENT (6.02)

Description – Represents members in matters involving violations of the Collective Agreement – individual, group and Association policy.

Reimbursement – Meeting, data collection, etc., paid by union, straight time and hourly. If a meeting occurs during work hours, hospital pays, coverage will be provided.

Time Commitment – Members meet as a committee and when grievances are heard, depends on the number of grievances.

HEALTH & SAFETY

BOTH CONSTITUTION BY LAW III 7 (e) & COLLECTIVE AGREEMENT (6.07)

Description – 1) Mandated by provincial government to assist and represent members with injuries in the workplace, workplace accommodation, long term disability, and modified work. 2) Attendance at Joint Health & Safety Committee which maintains standards of safety and health. Members can only be part of JHSC at their site.

Reimbursement – One hour prep time for JHSC. Time at meeting and coverage paid by the hospital.

Time Commitment – JHSC meets every two months or more frequently as well as other duties such as workplace inspections, etc.

Health and Safety VP

Description – 1) Mandated by provincial government to assist and represent members with injuries in the workplace, workplace accommodation, long term disability, and modified work. 2) Attendance at Joint Health & Safety Committee which maintains standards of safety and health. Members can only be part of JHSC at their site. Sits on Return-to-Work committee. Must be a member of the General site. Expectation to run for co-chair for General site JHSC.

Reimbursement – Time for meeting and coverage paid by the hospital and reimbursement for time spent. Office time paid by Local, variable.

Time Commitment – One or two days a week in the ONA office. One hour prep time for JHSC. JHSC meets every two months or more frequently as well as other duties such as workplace inspections, etc.

LABOUR MANAGEMENT (HOSPITAL ASSOCIATION COMMITTEE)

LOCAL AGREEMENT C.04, CENTRAL AGREEMENT 6.03

Description – This committee addresses quality of patient care issues through a problem-solving approach. Bargaining Unit Representatives meet with hospital Human Resources and management representatives. Comprised of Bargaining Unit President and Grievance Chair.

Reimbursement – Employer pays for meetings outside scheduled work hours. If at work, coverage to be provided by the hospital.

Time Commitment – Meets every two months for 1.5 hours.

NEGOTIATIONS

BOTH CONSTITUTION BY LAW III 7 (b) & COLLECTIVE AGREEMENT (6.06)

Description – Negotiates a new Collective Agreement when the present contract expires. Comprised of 2 FTR and 2 PTR and BUP.

Reimbursement – Meetings are usually full day and paid by the hospital for meetings on scheduled workdays.

Time Commitment – Variable - Several full-day meetings until the new contract is completed.

SCHEDULING COMMITTEE

LOCAL COLLECTIVE AGREEMENT C.06

Description – Reviews master schedules yearly, acts in an advisory capacity to address scheduling concerns. There are 3 ONA representatives

Reimbursement – Employer pays for meetings outside scheduled work hours. If at work, coverage to be provided by the hospital.

Time Commitment – Meets every 3 months and ad hoc as needed for one hour or longer

PROFESSIONAL DEVELOPMENT

LOCAL AGREEMENT C.05, CENTRAL AGREEMENT 9.02

Description – Addresses the planning of professional development initiatives for nurses. There are 4 ONA committee members, including full and part-time, one of which will be the BU president

Reimbursement – Employer pays for meetings outside scheduled work hours. If at work, coverage to be provided by the hospital.

Time Commitment – The Committee meets every 2 months for one hour unless otherwise agree

RETURN TO WORK

LOCAL AGREEMENT L.02

Description – Facilitates early and safe return to work of disabled employees. Has 2 ONA members, one of which is the Bargaining Unit President. The second member is Health and Safety VP.

Reimbursement – Employer pays for meetings outside scheduled work hours. If at work, coverage to be provided by the hospital.

Time Commitment – Meets monthly for one hour.

WORKLOAD AND PROFESSIONAL PRACTICE VP

CENTRAL AGREEMENT, ARTICLE #8

Description – Follows up on workload concerns of members and assists with resolution. Addresses unresolved workload issues at HAC. Consists of VP Professional Responsibility & Workload and Bargaining Unit President. Liaisons with Professional Practice at ONA Central. Provides workload updates for HAC meetings. Needs to be on HAC committee.

Reimbursement – Paid by union for monthly review. HAC time paid by employer. 1 day per week in the ONA Office.

Time Commitment – Monthly workload review plus ad hoc meetings as needed. HAC meetings every 2 months.