

ONA PREMIUM PAYMENT

Article 14.01 (a)(b) Reporting time in excess of 15min.....If report takes longer than 15min a nurse is entitled to OT for all time from the end of their shift.....If report takes 16min, then OT is paid for 16min.

If a nurse is authorized to work in excess of the hours referred to in Article 13.01 (a) or (c), she or he shall receive **overtime premium** of one and one half (1½) times her or his regular straight time hourly rate. Notwithstanding the foregoing, no overtime premium shall be paid for a period of less than fifteen (15) minutes of overtime work where the nurse is engaged in reporting functions at the end of her or his normal daily tour. If authorized overtime amounts to fifteen (15) minutes or more, overtime premium shall be paid for the total period in excess of the normal daily tour.

Article 14.01 (a)(b) OT payment when working in excess of normally daily tour excluding 15 min for reporting only. Any work other than reporting pays OT from the minute the shift ends, this includes documentation.

Article 14.06-Double time for call in to work where a nurse has completed their tour (shift) and left the hospital with in 24hrs.

Where a full-time or regular part-time nurse has completed her or his regularly scheduled tour and left the hospital and is called in to work outside her or his regularly scheduled working hours, or where a nurse is called back from standby, **such nurse shall receive two (2) times her or his regular straight time hourly rate for all hours worked** with a minimum guarantee of four (4) hours' pay at two (2) times her or his regular straight time hourly rate except to the extent that such four (4) hour period overlaps or extends into her or his regularly scheduled shift. In such a case, the nurse will receive time two (2) times her or his regular straight time hourly rate for actual hours worked up to the commencement of her or his regular shift.

Article 14.12 - Time and a half for short notice shift change. (If you change from day shift to night shift the same day, then the night shift is the next shift which is paid at time and a half)

14.12 (a) (Article 14.12 (a) applies to full-time nurses only)

The Hospital will endeavour to provide as much advance notice as is practicable of a change in the posted schedule. **Changes to the posted work schedule shall be brought to the attention of the nurse. Where less than forty-eight (48) hours' notice is given personally to the nurse, time and one-half (1½) of the nurse's regular straight time hourly rate will be paid for all hours worked on the nurse's next shift worked.**

Where less than forty-eight (48) hours' notice is given personally to the nurse for the cancellation of a shift that was added to their schedule, time and one half (1½) the nurse's straight time hourly rate will be paid on the nurse's next shift worked. This shall not include shifts added to their schedule within the same forty-eight (48) hour notice period unless the employer paid such premiums under an existing practice as of March 31, 2004.

Where a nurse is cancelled without the required notice on two (2) or more separate occasions prior to working their next shift(s), premium pay under this provision will be extended to subsequent shifts worked, such that the number of premium paid shifts equal the number of such separate occasions.

Where a shift that attracts premium pay pursuant to this provision is otherwise a premium paid tour, they will be paid two times their straight time hourly rate for all hours worked on that tour.

(b) (Article 14.12 (b) applies to part-time nurses only)

i) It shall be the responsibility of the regular part-time nurse to consult posted work schedules. The Hospital will endeavour to provide as much advance notice as is practicable of a change in the posted schedule.

Changes to the posted work schedule shall be brought to the attention of the regular part-time nurse.

ii) Where less than twenty-four (24) hours' notice is given personally to the regular part-time nurse, time and one-half (1½) of the nurse's regular straight time hourly rate will be paid for all hours worked on the nurse's next shift worked. Where less than twenty-four (24) hours' notice is given personally to the nurse for the cancellation of a shift that was added to their schedule, time and one half (1½) the nurse's straight time hourly rate will be paid on the nurse's next shift worked. This shall not include shifts added to their schedule within the same twenty-four (24) hour notice period unless the employer paid such premiums under an existing practice as of March 31, 2004. Such changes shall not be considered a lay off.

iii) Where a nurse is cancelled without the required notice on two (2) or more separate occasions prior to working their next shift(s), premium pay under this provision will be extended to subsequent shifts worked, such that the number of premium paid shifts shall equal the number of such separate occasions. Where a shift attracts premium pay pursuant to this provision is otherwise a premium paid tour, they will be paid two (2) times their straight time hourly rate for all hours worked on that tour.

iv) Where a nurse is called in to work a regular shift less than two(2) hours prior to the commencement of the shift and arrives within one (1) hour of the commencement, then the nurse will be paid for a full tour provided that the nurse works until the normal completion of the tour.

v) Casual part-time nurses whose work schedule has been pre-scheduled and whose schedule is changed with less than twenty-four (24) hours' notice then paragraph (b) – shall apply to casual part-time nurses

Article 19.04 (d) Group, Unit or Team Leader..... Charge or POD leader Pay

Whenever an employee is assigned additional responsibility to direct, supervise or oversee work of employees within her or his classification, and/or be assigned overall responsibility for patient care on the unit, ward, or area, for a tour of duty, the employee shall be paid a premium of four dollars (\$4.00) per hour in addition to her or his regular salary and applicable premium allowance.

Article 9.08 (a) Student Supervision

Nurses may be required, as part of their regular duties, to supervise activities of students in accordance with the current College of Nurses of Ontario Professional Standards. Nurses will be informed in writing of their responsibilities in relation to these students and will be provided with what the Hospital determines to be appropriate training. Any information that is provided to the Hospital by the educational institution with respect to the skill level of the students will be made available to the nurses recruited to supervise the students. Upon request, the Hospital will review the nurse's workload with the nurse and the student to facilitate successful completion of the assignment.

Where a nurse is assigned nursing student supervision duties, the Hospital will pay the nurse a premium of two dollars (\$2.00) per hour for all hours spent supervising nursing students. This article will not apply to job classifications that are paid above the Registered Nurse Classification rates set out in Article 19.01 (a) where the higher rate of pay is, in part, based on nursing student supervision duties.

(c) 9.09 Mentorship

Nurses may, from time to time, be assigned a formal mentorship role for a designated nurse. Mentorship is a formal supportive relationship between two (2) nurses, which results in the professional growth and development of an individual practitioner to maximize their clinical practice. The relationship is time limited and focused on goal achievement. Orientation to the organization or general functioning of the unit does not constitute mentorship.

After consultation with the nurse being mentored and the mentor, the Hospital will identify the experiences required to meet their learning needs, will determine the duration of the mentorship assignment and expectations of the mentor, and appropriate training. During the consultation process, the Hospital will review the mentor's workload with the mentor and the nurse being mentored to facilitate successful completion of the mentoring assignment.

The Hospital will provide, on a regular basis, all nurses with an opportunity to indicate their interest in assuming a mentorship role, through a mechanism determined by the local parties. The Hospital selects and assigns the mentor for a given mentoring relationship. At the request of any nurse, the Hospital will discuss with any unsuccessful applicant ways in which they may be successful for future opportunities. The Hospital will pay the nurse for this assigned additional responsibility a premium of two dollars (\$2.00) per hour, in addition to their regular salary and applicable premium allowance.

6.05 (f) Isolation Pay

(f) Effective July 20, 2023, employees who are absent from work due to a communicable disease and required to quarantine or isolate due to: i) The employer's policy, and/or ii) Operation of law and/or iii) Direction of public health officials, shall be entitled to salary continuation for the duration of the quarantine

D.02 Violation of Scheduling Regulations

A nurse shall receive premium pay for all violations of the scheduling regulations unless the nurse requested the change in work schedule or agreed to an exchange of shifts with another nurse.

It is agreed that an employee's availability for additional tours and or overtime does not waive the employee's right to premium payment provided for under this Collective Agreement

D.01 Weekend Premium for 8 hour tours

(a) The Employer shall provide two (2) weekends off in four (4) but shall endeavour to provide one weekend off in two.

Article D.05 (a) Consecutive weekend premium pay for extended tours

(a) Nurses will be scheduled every other weekend off.

If the nurse is required to work on a second consecutive and subsequent weekend the nurse will receive premium pay as per the Collective Agreement for all hours worked on the weekend and subsequent weekends until a full weekend is scheduled off, except where:

- i) Such weekend has been worked by the nurse to satisfy specific days off requested by the nurse; or
- ii) The nurse is working the weekend as a result of an exchange of shifts with another nurse; or
- iii) The nurse has requested weekend work.

D.05 Extended Tours.....Maximum tours that can be scheduled without paying premium payment.....5 - 12hr shifts in a row pays time and a half for the 5th shift even if the nurse made themselves available

(b) Nurses will not be scheduled more than four (4) consecutive extended tours.

D.14 2Day 2Night Rotation

(a) Nurses will not be required to work more than four (4) shifts in a row. Nurses will be entitled to premium pay at the rate of time and one-half for working on the fifth (5th) consecutive and subsequent day until a day off is scheduled. However, the premium shall not apply where a nurse has specifically requested to be scheduled on the fifth (5th) consecutive and subsequent day

(b) Nurses will not be scheduled to work more than three consecutive weekends. A nurse who works a fourth consecutive weekend or portion of a fourth consecutive weekend will be paid as per the provisions of Article 14 for all hours worked on the fourth weekend and any subsequent weekend until a weekend off is scheduled.

NOTE: No Stacking of Premiums

If a nurse is full time and makes themselves available for a 5th shift in a row, they will be paid time and a half for OT. If a nurse makes themselves available for a shift prior to the commencement of 4 shifts in a row they will be paid OT (time and a half) for the shift. When the nurse works the 5th shift (regularly scheduled shift) she will receive premium payment of time and a half for that shift as it is the 5th shift in a row.

NOTE: If you are not paid a premium then please e-mail your CTM and say that you have a pay discrepancy. You were not paid the premium as per article..... Can you please confirm when I should expect the premium to be paid?

Cc ona@nygh.on.ca when you send the e-mail