

# 2024-2027

## AGREEMENT • CONVENTION

between • entre

THE NEW BRUNSWICK NURSES' UNION

LE SYNDICAT DES INFIRMIÈRES ET  
INFIRMIERS DU NOUVEAU-BRUNSWICK

and • et

TREASURY BOARD

GROUP: NURSE MANAGERS AND NURSE  
SUPERVISORS

LE CONSEIL DU TRÉSOR

GROUPE : INFIRMIÈRES GESTIONNAIRES ET  
INFIRMIÈRES SURVEILLANTES

EXPIRES: December 31, 2027 • DATE D'EXPIRATION : le 31 décembre 2027



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## **PARTIES**

THIS AGREEMENT is made and entered into this 16 day of September 2024.

BETWEEN: THE NEW BRUNSWICK NURSES' UNION (hereinafter called the Union);

AND: TREASURY BOARD, as represented by the Regional Health Authorities or Institutions listed under Part III, First Schedule of the *Public Service Labour Relations Act* (hereinafter called the Employer).

### **ARTICLE 1 - PURPOSE OF THIS AGREEMENT**

1.01 The purpose of this agreement is to establish and maintain mutually satisfactory employment relations as set out herein between the Employer and the Employees of this Bargaining Unit.

All parties to the Agreement share a desire to provide quality public health care in New Brunswick, to maintain professional standards, to promote the well-being and increased efficiency of Employees so that the people of New Brunswick are well and effectively served.

The Parties are committed to developing a culturally safe and welcoming health care system for all.

### **ARTICLE 2 - APPLICATION OF AGREEMENT**

2.01 This Agreement applies to and is binding upon the Union, the Employees, the Employer and its agents and supersedes any other verbal or written agreement.

2.02 The parties hereto agree that the benefits, privilege, rights or obligations agreed to in this collective agreement are in lieu of the application of the *Employment Standards Act* as contemplated in S. 4(2) of the Act.

### **ARTICLE 3 - DEFINITIONS**

3.01 1. "Employee" shall mean a person who is in the Bargaining Unit and who meets the definition of an Employee as defined in the *Public Service Labour Relations Act*.

2. For the purpose of this collective agreement, Employees shall be subdivided into the following categories:

(a) "Full-Time Employee" - an Employee who normally works on a scheduled basis the number of hours provided for in the present collective agreement and who is hired for an indeterminate period.

(b) "Part-Time Employee" - An Employee who normally works on a scheduled basis a lesser number of hours than provided for in the present collective agreement but more than one-third (1/3) of the weekly normal hours averaged over a four (4) week period, and is hired for an indeterminate period.

(c) "Temporary Employee" - An Employee hired for a fixed period in excess of six (6) continuous months to work on a Full-Time or Part-Time basis.

(d) "Casual Employee" - a person employed on a Temporary basis for the following purposes to:

(i) respond to a Temporary increase in workload; or

(ii) to replace an absent Employee, and

who works more than one-third (1/3) of a Shift as defined in Article 3.15.

3. The Employer shall not lay off or terminate the employment of a person for the purpose of preventing them from becoming an Employee under one of the above definitions.

3.02 "Bargaining Unit" shall mean the Employees of the Employer covered by Certification Order Number 084 H0 1c. (2) as amended.

3.03 "Business Day" means Monday through Friday exclusive of the holidays listed in Article 22.01.

3.04 "Classification" means the position an Employee holds, as listed in Appendix "A", Appendix "B" or Appendix "B-1" of this Agreement.

3.05 "Emergency" means a sudden, generally unexpected occurrence or set of circumstances demanding immediate attention.

3.06 "Employer" shall mean Treasury Board as represented by the Regional Health Authorities or entities listed under Part III, First Schedule of the *Public Service Labour Relations Act*.

3.07 "Facility" shall mean any designated site(s) operated by a Regional Health Authority, from, or at which its services are delivered. The Extra Mural units within each separate Regional Health Authority shall form an Extra Mural component which is to be recognized as meeting the definition of "Facility" under Article 3.07 of the Collective Agreement. In each Regional Health Authority there shall be one (1) Extra Mural Facility with respective units/sub units.

3.08 "Family responsibility" means situations of a non-emergency nature which have a quality of seriousness requiring the Employee's personal attention.

3.09 "Hospital" means the Hospital or Institution listed in which the Employee is currently employed.

3.10 "Local" means a local organization of the New Brunswick Nurses' Union.

3.11 "Local Representative" means an Employee under this Collective Agreement appointed or elected by the Local to represent Employees in presenting complaints or grievances to the Hospital.

3.12 "Promotion" means an appointment of an Employee from one Classification to another Classification for which the Employee is paid higher compensation.

3.13 "Registered Nurse" means an Employee whose name is presently entered in the register kept pursuant to paragraph 11 (1) (a) of the "Act respecting the Nurses Association of New Brunswick." Nurses shall maintain their registration pursuant to the said "Act."

3.14 "Seniority" is a measurement of accumulated hours paid as an Employee in the Nurses Part III and Nurse Managers and Nurse Supervisors Bargaining Units in the Hospital in which the Employee is employed from the Employee's date of hire except as provided in Article 25.01 and 38.03 (b) and (c) and 40.03 (b).

3.15 "Shift" means eight (8) consecutive hours of work including a lunch period. There shall be three (3) consecutive Shifts in twenty-four (24) hours; namely, day, evening and night Shifts.

3.16 "Union" shall mean the New Brunswick Nurses' Union.

3.17 "Weekend" shall mean any consecutive forty-eight (48) hour period between 2300 hours Friday to 2400 hours Sunday.

3.18 "Work Schedule" means a written statement setting forth the days and hours upon which Employees are normally required to work and the days upon which Employees are normally scheduled to be off work.

3.19 This agreement is gender neutral where possible. Some terms were not able to be modified as it would change the meaning of the article.

#### **ARTICLE 4 - PART-TIME, TEMPORARY AND CASUAL EMPLOYEES**

4.01 A Part-Time Employee shall be paid in accordance with Appendix "A", Appendix "B" or Appendix "B-1" and shall be entitled to the following benefits on a pro-rata basis:

- (1) vacation credits
- (2) sick leave credits
- (3) statutory holidays
- (4) retirement allowance

4.02 Temporary Employees and Casual Employees shall:

(1) be paid in accordance with the rates contained in Appendix "A", Appendix "B" or Appendix "B-1".

(2) receive an hourly benefit premium of thirteen percent (13%) of the Employee's regular straight time hourly rate, for all hours worked, including paid leaves of absence to which they are entitled. This premium is paid in lieu of vacation, sick leave and statutory holidays. Therefore, Article 21, Vacations, and Article 23, Sick Leave, do not apply. Article 22, Holidays, does not apply, save and except Articles 22.07 and 22.08.

4.03 A Part-Time, Temporary or Casual Employee shall be entitled to an annual increment as shown in Appendix "A", Appendix "B" or Appendix "B-1" upon completion of each 1957.5 hours of work or multiples thereof.

4.04 If a Part-Time Employee has applied for and obtained a full-time position within the same Classification and department, then no further trial period shall be required as per Article 30.04.

4.05 A leave of absence without pay shall be granted to Part-Time and Casual Employees paid in accordance with Article 4.02 on a yearly basis upon application in the same manner as specified for Full-Time Employees to apply for vacation. The time at which this leave shall be taken will be subject to the approval of the Hospital. Their entitlement for such leave shall be as follows:

Hours worked from their first date of hire	Number of calendar weeks which will be upon request
Less than 1957.5 hours	2 calendar weeks
1957.5 - 9787.5 hours	3 calendar weeks
9787.5 - 39,150 hours	4 calendar weeks
39,150 hours or more	5 calendar weeks

4.06 Part-Time, Temporary and Casual Employees may accumulate up to a yearly maximum of 1957.5 hours of Seniority from the last anniversary of their date of hire in the Bargaining Unit of the Hospital in which the Employee is employed.



4.07 (a) Part-Time, Temporary and Casual Employees may apply for leave of absence with or without pay.

(b) A Casual Employee who returns from an absence due to illness in excess of five (5) weeks, maternity leave, child care leave, or worker's compensation shall retain any accumulated Seniority.

(c) A Casual Employee shall lose all accumulated Seniority where the Casual Employee has not performed any casual work for a period of six (6) months, unless the Casual Employee has been offered casual work but has refused the assignment for one of the reasons provided in Article 4.11(b), or if the absence is covered by the provisions of 4.07(b).

(d) An Employee, as defined in Article 3.01(d), who has performed casual work shall have Seniority recognized for those casual hours.

4.08 Any work performed on a part-time, temporary or casual basis in Classifications established by this collective agreement will be paid at the rates of pay set forth in Appendix "A", Appendix "B" or Appendix "B-1" as provided in this article.

4.09 (a) (i) All scheduled work shall be assigned to Full-Time, Part-Time or Temporary Employees. Where there is scheduled work in a Facility but of insufficient hours to constitute a Part-Time position this work must first be offered to current Part-Time Employees in the Facility and if no Part-Time Employee wishes to assume the additional scheduled work, the Employer may assign the work on a casual basis.

(ii) Casual work known to be available at least six (6) weeks in advance shall be first offered as equitably as possible to Part-Time Employees who are available and who are employed for that type of work. Failing the availability of Part-Time Employees to perform this casual work, the casual work will be offered as equitably as possible to Casual Employees who are employed for that type of work.

(iii) Casual work not known to be available at least six (6) weeks in advance shall be offered as equitably as possible among Part-Time and Casual Employees who are available and who are employed for that type of work.

(b) (i) Part-Time Employees are hired to work a specific number of Shifts averaged over a four (4) week period. This number of Shifts will not be increased or decreased without mutual agreement between the Hospital and the Union.

(ii) A Part-Time Employee may apply in writing to work on a casual basis. When a Part-Time Employee comes off the casual list, a reapplication will not be considered until twelve (12) months have elapsed. While on the casual list, a Part-Time Employee who wishes to work on a casual basis must be available for work unless on approved leave.

(iii) A Part-Time Employee interested in doing casual work will advise their Employer of the days and/or Shifts on which they will make themselves available. Should the Employee know in advance of their unavailability for any of the Shifts indicated to the Employer in any particular week they will advise the Employer of their unavailability for casual work. Should a Part-Time Employee not advise their Employer of their unavailability they will only refuse an assignment of casual work for those reasons set out in Article 4.11(b).

(iv) There is no obligation to offer casual work to Part-Time Employees:

(a) if it interferes with their regular Part-Time employment;

(b) if the Part-Time Employee will have worked the equivalent of Full-Time hours during that pay period.

(v) Any casual hours worked by Part-Time Employees will not affect their normal rate of pay for hours worked as Part-Time Employees such as the payment of overtime unless otherwise mutually agreed.

(c) Casual work shall be offered as equitably as possible, in one Facility only, or as otherwise mutually agreed, among Part-Time and Casual Employees who are available and who are employed for that type of work. Upon request, equitable offers will be assessed once in any three (3) month period. Equitable offers shall include: calls, no answers, refusals and periods when the Employee is unavailable.

(d) Until a Casual Employee has worked four hundred and fifty (450) hours, equitable offers and distribution of casual Shifts referred to in this Article shall not be subject to the grievance and adjudication procedure.

4.10 A Casual Employee may apply to have their name placed on a casual employment list in one (1) or more facilities, and, if approved by the Hospital, will be offered casual employment in accordance with Article 4.09. Approval shall not be unreasonably refused.

4.11 (a) An Employee whose name appears on the list in accordance with Article 4.10 shall, subject to 4.11(b), be required to report for work when requested.

(b) An Employee may refuse an assignment of casual employment:

(i) for reasons of illness, provided they satisfy the Employer of their condition;

(ii) for reasons of emergency provided they satisfy the Employer of their need;

(iii) if they already have worked three (3) Shifts in the previous seven (7) calendar day period.

## **ARTICLE 5 - PROBATION**

5.01 All Full-Time, Part-Time and Temporary Employees shall undergo a probationary period, which shall be a continuous period of seven hundred and fifty (750) hours worked, and which will start on the date of the Employee's commencement of work in the Bargaining Unit.

5.02 During their probationary period, Full-Time, Part-Time and Temporary Employees shall benefit from all the provisions of this collective agreement including the Grievance and Adjudication procedures except in the case of rejection for incompetence or suspension or discharge for just cause.

5.03 The probationary period may be waived at the discretion of the Employer. The probationary period may be extended for a further period of up to four hundred and fifty (450) hours. Such extension shall not be automatically applied. If the probationary period is to be extended, the Employer representative shall discuss with the affected Employee the reasons for the extension.

## **ARTICLE 6 - RECOGNITION**

6.01 The Employer recognizes the Union as the exclusive Bargaining Agent for all Employees employed by the Employer to whom New Brunswick Certification Order Number 084 HO 1c. (2) (as amended) applies.

## ARTICLE 7 - DISCRIMINATION

7.01 The parties agree that there shall be no discrimination, restriction or coercion exercised or practiced with respect to the Union, the Local, the Employees, the Employer and its Agents.

7.02 All parties agree that the *Human Rights Act* of the Province of New Brunswick as amended from time to time applies to this agreement.

7.03 When an Employee, who has become incapacitated by disability or illness, or through advancing years or Temporary disability or pregnancy, is unable to perform their regular duties or Casual work assignment, as the case may be, the Employer will make every reasonable effort to relocate the Employee in a position job, or in the case of a Casual Employee, a Casual assignment, consistent with their disability, capacity or age. In the case of a Full-Time, Part-Time, or Temporary Employee, the Employer shall not displace any other Employee, except a probationary Employee, from their position in order to effect this relocation.

### 7.04 Public Interest Disclosure Protection

All parties agree that the Public Interest Disclosure Act of the Province of New Brunswick, as amended from time to time, applies to this Agreement. The *Public Interest Disclosure Act* currently sets out the following:

(a) Pursuant to s. 11, if an employee reasonably believes that they have information that could show that a wrongdoing has been committed, or is about to be committed, the employee may make a disclosure to:

(1) the employee's supervisor.

(2) the employee's designated officer, or

(3) the Ombud.

(b) Pursuant to section 31, Employees, acting in good faith, shall be free from any reprisal for exercising their rights under the Act.

(c) Pursuant to section 4, an Employee who commits a wrongdoing is subject to appropriate disciplinary action, including termination of employment, in addition to and apart from any other sanction provided for by law.

(d) Pursuant to section 5, an Employee who makes a disclosure of a wrongdoing, if the disclosure is frivolous, vexatious or in bad faith is subject to appropriate disciplinary action, including termination of employment, in addition to and apart from any other sanction provided for by law.

In the event the *Public Interest Disclosure Act* is amended, Article 7.04(a), (b), (c) and (d) shall be modified accordingly.

## **ARTICLE 8 - CONTINUANCE OF OPERATION**

8.01 The Union and the Employer agree that there will be no strikes or lock-outs during the term of this agreement.

## **ARTICLE 9 - MANAGEMENT RIGHTS**

9.01 All the functions, rights, powers and authority which are not specifically abridged, delegated or modified by this Agreement are recognized by the Union as being retained by the Employer. These rights include but are not limited to the following:

- (a) To maintain efficiency and to make, alter, enforce, rules and regulations to be observed by Employees;
- (b) To direct, hire, promote, demote, transfer, suspend, discipline, or dismiss Employees, and to assign Employees to Shifts;
- (c) To schedule holidays, evaluate jobs, classify positions and specify the Employees' duties; and
- (d) To manage and operate the Hospital in all respects and without restricting the generality of the foregoing, to determine the number and location of establishments, the services to be rendered, the methods, the work procedures, the kinds and locations of instruments and equipment to be used; to select, control and direct the use of all materials required in the operation of the Hospital; to require suitable dress; to schedule the work and services to be provided and performed; to make, alter and enforce regulations governing the use of materials, equipment and services as may be deemed necessary in the interests of the safety and well being of the public.

## **ARTICLE 10 - UNION SECURITY**

10.01 (a) All new Employees shall become members of the Union during their first month of employment.

- (b) Employees who are members of or who become members of the Union shall maintain this membership in good standing as a condition of continuing employment.

10.02 The Hospital shall deduct from the salary due each Employee an amount equal to the regular monthly dues of the Union.

10.03 The sums deducted pursuant to this Article shall be remitted to the Treasurer of the Union prior to the 15<sup>th</sup> of the month following the month in which the deductions were made. The Union will keep the Hospital advised of the name and address of the Treasurer of the Union, and the amount of monthly dues annually. The monthly payment of deductions made shall be accompanied by a full list of Employees including addresses as follows:

- (1) Full-Time Employees
- (2) Part-Time Employees
- (3) Temporary Employees
- (4) Casual Employees.

This list will also include the number of hours worked by Casual Employees during the month deductions were made. This list will be supplied monthly.

10.04 The Hospital shall indicate on each Employee's T-4 slip the amount of dues paid by the Employee during the previous year.

10.05 The Union agrees to indemnify and save the Hospital harmless from any liability or action out of the operation of this Article.

## **ARTICLE 11 - PROVINCIAL SECURITY**

11.01 Nothing in this Agreement shall be construed to require the Employer to do or refrain from doing anything contrary to any instruction, direction, or regulation given or made on behalf of the Government of the Province of New Brunswick in the interests of health, safety or security of the people of the Province.

## **ARTICLE 12 - FUTURE LEGISLATION**

12.01 In the event that any law passed by the Legislature, applying to the Employees covered by this Agreement, renders null and void any provision of this Agreement, the remaining provisions of the Agreement shall remain in effect for the term of this Agreement.

## **ARTICLE 13 - LOCAL REPRESENTATIVE**

13.01 (a) The functions of the Local representatives will include:

- (i) servicing complaints or grievances on behalf of the members of the Bargaining Unit
- (ii) receiving from the Hospital and on behalf of the Local information regarding Hospital policies, etc., which affect Employees.

(b) Each Local will inform the Hospital in writing of the name of the Local Representative(s).

13.02 Local representatives shall be entitled to leave their jobs with their supervisor's permission. Permission will not be unreasonably withheld. When resuming their regular work each Local Representative shall report to their immediate supervisor and in the event of undue delay will give them a reasonable explanation of their absence. Employees shall not suffer a loss of regular pay while attending to these duties.

13.03 The Employer agrees to acquaint new Employees who are performing Bargaining Unit work with the fact that a Collective Agreement is in effect. The Local Representative (or their designate) shall familiarize the new Employee with the contents of the collective agreement.

13.04 Permission may be granted by the Chief Executive Officer of the Hospital or designate for Local meetings to be held on Hospital property at no cost. Such permission will not be unreasonably requested or withheld.

13.05 An accredited representative of the Union shall have access to the Employer's premises for the purpose of assisting in the service of a grievance, provided that permission of the Employer's representative is first obtained. Such permission shall not be unreasonably requested nor withheld.

#### **ARTICLE 14 - PROVINCIAL LABOUR/MANAGEMENT COMMITTEE**

14.01 A Provincial Labour/Management Committee made up of the negotiating team for each party shall meet at the request of either party. Every reasonable effort will be made to ensure continuity of team membership during the life of the current collective agreement. The Committee shall deal with matters of interpretation of the Collective Agreement and other matters of mutual concern. This Committee does not have the power to add to, change or modify this Collective Agreement.

#### **ARTICLE 15 - PROFESSIONAL PRACTICES AND WORK ENVIRONMENT COMMITTEE**

15.01 (a) The Employer and Union agree to the establishment of Professional Practices and Work Environment Committees. The parties acknowledge that the structure of the Committee shall be established on a regional basis and, also on a Facility/program basis dependent on the needs and with agreement of the Hospital and Local Representatives. Regional Professional Practice Committees shall address concerns regarding workload and/or work environment common to the whole Regional Health Authority.

(b) They shall meet to discuss all matters of concern between the parties. It is recognized that these concerns may be raised through verbal presentation and/or written documentation and that any information presented will be treated in a confidential manner by members of the Committee.

(c) This Committee shall be responsible for:

(a) Defining problems,

(b) Developing viable solutions to such problems,

(c) Recommending the proposed solutions to the appropriate Hospital authority, with a copy to the vice-president responsible for nursing professional practice for the Regional Health Authority.

(d) This Committee shall be advisory in nature and shall not substitute for staff or Nurse Manager meetings or normal lines of communication in effect in the Hospital.

(e) Any item unresolved for more than three (3) meetings shall be addressed in writing to the concerned party prior to the next regular meeting.

(f) In the event that the Professional Practice Committee does not resolve a particular matter brought to its attention, the Committee or any member of the Committee may submit the matter and their observations to the Vice President of Clinical (or delegate) or the Chief Nursing Officer (or delegate) of the RHA. The VP of Clinical or COO will review the matter and provide their determination back to the Professional Practice Committee within thirty (30) Business Days following their receipt of the matter. The thirty (30) Business Days deadline may be extended by mutual agreement of the Parties.

(g) Employees shall not suffer loss of pay as a result of attending meetings or when carrying out the functions of the Committee. If an Employee is required to attend such meetings outside their normal working hours, they shall be compensated at the Employee's regular hourly rate of pay by the Employer.

(h) Minutes shall be kept of all meetings.

15.02 Members of the Bargaining Unit within the Hospital, as individuals or groups, may make representations to the Committee respecting concerns or complaints regarding workload and/or work environment. The Committee shall consider such representations and make recommendations concerning same.

15.03 A Provincial Union Representative, and/or a Treasury Board Representative may be invited to attend these meetings on a consultative basis only. All parties will be given reasonable notice prior to the meeting if such representatives are to be in attendance.



## ARTICLE 16 - GRIEVANCE PROCEDURE

- 16.01 (a) Where an Employee has a complaint or alleges that the Employer has violated any provision of this Agreement the Employee may, with or without the assistance of a Union official, discuss the matter with their immediate supervisor within ten (10) Business Days after becoming aware of the circumstance giving rise to the complaint or alleged violation of the Agreement.
- (b) A Casual Employee shall have the right to present a grievance with respect to the interpretation, application, or administration of any term or condition accorded them under the collective agreement, unless otherwise specified.
- (c) Where an Employee alleges that the Employer has violated any provision of this Agreement and where the Employee has the written consent of the Union, the following procedure shall apply:

STEP ONE: Within twenty (20) Business Days after becoming aware of the circumstances giving rise to the grievance the Employee may present their grievance in writing on the form approved by the Labour and Employment Board either by personal service or by mail requiring a signature to the person designated by the Hospital as the first level in the grievance procedure. If the Employee receives no reply or does not receive satisfactory settlement within five (5) business from the date on which they presented their grievance to the person designated as the first level in the grievance procedure, the Employee may proceed to Step Two, or in the case of those Hospitals where there is no Step Two designated, the Employee may proceed directly to Step Three.

STEP TWO: Within five (5) Business Days from the expiration of the five (5) day period referred to in Step One, the Employee may present their grievance in writing either by personal service or by mail requiring a signature to the person designated by the Hospital as the second level in the grievance. If the Employee does not receive a written reply or satisfactory settlement of their grievance from the person designated by the Hospital as the second level in the grievance process within ten (10) Business Days from the date on which they presented their grievance at the second level, the Employee may proceed to Step Three.

STEP THREE: Within five (5) Business Days from the expiration of the ten (10) day period referred to in Step Two, the Employee may present their grievance in writing either by personal service or by mail requiring a signature to the Administrator of the Hospital in which they work. Any proposed settlement of the grievance presented at Step One and Step Two and any replies must accompany the grievance when it is presented to the Administrator. The Administrator acting with or on behalf of the Board of Trustees shall meet with the Employee within ten (10) Business Days from the date on which they presented their grievance to the Administrator in an attempt to resolve the grievance. The Administrator shall reply to the Employee within ten (10) Business Days from the date of the meeting and if the Employee does not receive satisfactory settlement of their grievance from the Administrator the Employee may refer their grievance to Adjudication as provided in Article 17 hereof within twenty (20) Business Days of the date on which they should have received a reply from the Administrator or from the date on which they received an unsatisfactory reply.

For the purpose of this sub-article reference to "Administrator" may be read as follows:

Chief Executive Officer or designate of the Hospital provided this individual is a senior management person outside of the Department of Nursing who has not represented the Employer at either Step I or Step II.

(d) Where an Employee alleges that they have been suspended or discharged in violation of article 32.01 they may within ten (10) Business Days of the date on which they were notified in writing or within twenty (20) Business Days of the date of their suspension or discharge, whichever is later, invoke the grievance procedure including Adjudication as set out in this Agreement, and for the purposes of a grievance alleging violation of article 32.01, they shall lodge their grievance at the final level of the grievance procedure.

(e) In any case where the Employee presents their grievance in person or in any case in which a hearing is held on a grievance at any level, the Employee shall if they wish, be accompanied by a representative(s) of the Local and the Union.

16.02 (a) If a difference of a general nature arises between the Union or its members and the Hospital concerning a complaint or an alleged violation of this agreement and, due to its nature, is not properly the subject of an individual grievance, the Union shall submit a written grievance at the final level of the grievance procedure within twenty (20) Business Days after the Union has become aware of the circumstances giving rise to the grievance. In an attempt to solve the grievance, the Administrator acting with or on behalf of the Board of Trustees shall meet with the Union within ten (10) Business Days from the date on which the Union presented the grievance to the Administrator.

(b) The Employer may present a grievance where a difference arises between the parties relating to the interpretation, application and administration of this agreement. Such grievance shall be presented to the Union and failing resolution of it, the Employer may submit the grievance to adjudication.

16.03 The time limits specified in this Article may be extended through mutual agreement in writing between the Hospital and the Union.

16.04 The Hospital will post the names of the individuals involved at each level of the grievance procedure within thirty (30) days of the signing of this agreement.

### GRIEVANCE PROCEDURE

LEVEL	EMPLOYEE'S TIME TO PRESENT GRIEVANCE WITHIN	PRESENT GRIEVANCE TO	EMPLOYER'S TIME TO RESPOND WITHIN
FIRST	<b>20 Business Days</b> after the alleged grievance has arisen or has come to their attention	Person designated by the Employer	<b>5 Business Days</b> from receipt of written grievance
SECOND (where such a level is established)	<b>5 Business Days</b> from receipt of reply from first level or date reply should have been received	Person designated by the Employer	<b>10 Business Days</b> from receipt of written grievance
FINAL	<b>5 Business Days</b> from receipt of reply from previous level OR date reply should have been received OR in case of suspension or discharge as prescribed in Article 16.01 (c)	The CEO of the Hospital or person designated	<b>10 Business Days</b> from receipt of written grievance to meet. <b>10 Business Days</b> from meeting to reply.
ADJUDICATION	<b>20 Business Days</b> from receipt of reply from final level or date reply should have been received	G-1 Form to Labour and Employment Board with copy to Treasury Board	

## ARTICLE 17 - ADJUDICATION

17.01 Where an Employee has presented a grievance up to and including the final level in the grievance procedure with respect to:

- (a) The interpretation or application in respect to this Collective Agreement or a related arbitral award; or
- (b) Disciplinary action resulting in discharge, suspension, or a financial penalty;

and their grievance has not been dealt with to their satisfaction, they may refer the grievance to Adjudication in accordance with the provisions of the *Public Service Labour Relations Act* and Regulations.

17.02 Where a grievance that may be presented by an Employee to Adjudication is a grievance relating to the interpretation or application in respect to them of a provision of a collective agreement or an arbitral award, the Employee is not entitled to refer the grievance to Adjudication except where otherwise provided in the *Public Service Labour Relations Act*, unless the bargaining agent for the Bargaining Unit to which the collective agreement or arbitral award applied signifies, in prescribed manner:

- (a) Its approval of the reference of the grievance to Adjudication; and
- (b) Its willingness to represent the Employee in the Adjudication Proceedings.

17.03 In any case, including cases arising out of any form of discipline or the loss of any remuneration, benefit or privilege, the Adjudicator shall have full power to direct payment of compensation, increase or decrease penalty or to direct reinstatement of a benefit or privilege, or to affirm the taking away of such benefit or privilege, as the Adjudicator may determine appropriate to finally settle the issue between the parties, and may give retroactive effect to its decision. Such decision shall be final and binding on all parties.

## ARTICLE 18 - HOURS OF WORK

18.01 The parties agree that the regular daily hours of work shall be seven and one-half (7 ½). The regular weekly hours of work shall be thirty-seven and one-half (37 ½) averaged over a four (4) week period. Meal periods shall not be less than thirty (30) minutes each Shift and shall not be considered hours of work. Employees who are directed by the Employer to remain in the Facility during any meal period, shall be paid for the meal period at the Employee's regular rate of pay, except Nursing Supervisors who shall be compensated at one and one-half (1½) times the Employee's regular rate of pay. Unless mutually agreed otherwise, the starting time for nurse managers/unit managers shall be between 7 a.m. and 9 a.m. The regular start time may be determined by the Employer.

18.02 As far as Hospital requirements permit, each Employee shall receive two (2) consecutive days off in each week unless otherwise agreed.

18.03 (a) Nurse Managers shall receive every Weekend off. Where the Employer requires the Employee to work on a Weekend, they shall be compensated for the hours worked during the Weekend at the overtime rate.

(b) Nurse Supervisors shall receive a minimum of every second (2<sup>nd</sup>) Weekend off. Should circumstances prevent the Employee from having every second (2<sup>nd</sup>) Weekend off, they shall be compensated for the hours worked during that Weekend at the overtime rate.

18.04 Work schedules shall be posted in the appropriate department at least three (3) weeks in advance. The Employee concerned shall be notified at least seventy-two (72) hours in advance if a change is made in the schedule.

18.05 Both Parties support the need for a process to support flexibility for Employees and the need for the Employer to fill Shifts. The Parties recognize that a Shift exchange is an agreement between two Employees.

#### Shift Exchange

(a) Employees may participate in a single Shift exchange, with the Employer's consent, as follows

1. Employees are qualified and orientated to the unit/department.

2. Employees are within the same Classification.

3. The exchanged Shifts are within the same ninety (90) day calendar day period.

4. There is no impact to patient care or safety from the exchange, and

5. There is no increased cost to the Employer.

(b) The exchanged Shift becomes part of an Employee's Work Schedule. However, the scheduling provisions pertaining to primary Work Schedules and overtime relating to the Shift exchange do not apply.

(c) The Employer's consent shall not be unreasonably withheld.

18.06 (a) Where evening and/or night Shifts are required in any department such Shifts shall be rotated equally among all Employees in that department, except that consideration shall be given to Employees' requests for permanent evening or night duty. Employees requesting return to regular rotation shall be permitted to return.

(b) There shall be a time period of at least sixteen (16) hours elapsing between Shift change, unless otherwise agreed.

(c) No Employee shall be required to change Shifts more than once during the same week.

(d) Sub-articles 18.06 (a), (b) and (c) do not apply to Casual Shifts.

18.07 (a) No Employee shall be required to work more than seven (7) consecutive days without day(s) off.

(b) Unless due to an unforeseen emergency, no Employee shall be required to remain at work for more than sixteen (16) consecutive hours. In all events where an Employee was required to remain at work under this article, the Employer shall immediately complete the "Working Beyond Scheduled Shifts" documentation before the Employee begins working beyond that threshold.

18.08 The changing of Standard Time to Daylight Saving Time, or vice-versa, shall not be considered to affect the normal scheduled daily hours of work per week and no overtime or loss of time shall be credited or deducted as a result of such change during the week such change takes place.

18.09 There shall be two (2) fifteen (15) minute rest periods per Shift. By mutual agreement between the Employer and the Employee, such rest periods may be combined.

18.10 Where scheduling difficulties arise, the Employer and the Local agree to meet at the Local level to discuss Nurse Supervisors' Work Schedules and to endeavour to develop a mutually agreeable solution(s) within existing resources. If no mutually agreeable solution is reached at the Local level, the matter may be referred to the Professional Practices and Work Environment Committee.

18.11 Flexible start and stop times may be established by mutual agreement between the Employee and the Employer without limiting the Employer's right to schedule. The Employer will notify the Union of such flexible start and stop times prior to implementation.

## **ARTICLE 19 - COMPRESSED WORK WEEK**

19.01 The Parties agree that Hospital units may implement compressed workweek Shift schedules provided that:

(a) The Administration of the Facility agrees to implement and maintain the Shift schedule;

(b) The schedule is operated in accordance with the Collective Agreement and the addendum to the Collective Agreement.

## ARTICLE 20 - OVERTIME

- 20.01 (a) Overtime must be authorized by the Hospital. However, in unforeseen circumstances, if the Employee is unable to obtain authorization, they shall be compensated at the overtime rate according to this article by justifying the overtime within forty-eight (48) hours.
- (b) Overtime work in the Nurse Supervisor Classification shall be offered equitably to Nurse Supervisors in the Facility. If no Nurse Supervisor is available the work shall then be offered to Nurse Managers in the Facility and then to Registered Nurses outside of the Bargaining Unit who are qualified to perform the work.
- 20.02 (a) No Employee shall be paid overtime more than once for the same hours so worked.
- (b) Hours worked and paid at the overtime rate shall not be used to determine eligibility for additional overtime.
- 20.03 (a) Any work performed by a Full-Time, Part-Time or Temporary Employee, excluding hours worked on a Casual basis by a Part-Time and Temporary Part-Time Employees:
- (i) on a scheduled day off (Full-Time and Temporary Employees working on a Full-Time basis);
  - (ii) in excess of seven and one-half (7 ½) hours in any one (1) day;
  - (iii) in excess of thirty-seven and one-half (37 ½) hours in a week (averaged over a four (4) week period);
  - (iv) in excess of seven (7) consecutive days;
  - (v) without sixteen (16) hours time off between Shifts (excluding any overtime hours worked);
  - (vi) outside the Employee's previously scheduled hours, without seventy-two (72) hours notice;
  - (vii) during one (1) Shift of a double Shift unless both Shifts were unscheduled, in which case both Shifts will be eligible for overtime; and
  - (viii) during an Employee's Weekend off;

shall be compensated by the payment of one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate or time and one-half ( $1\frac{1}{2}$ ) off for each of the overtime hours worked. The Employee shall choose the method of compensation. When an Employee works overtime and time off is not requested by the Employee or is not given by the Employer within the time period established by the Hospital, which shall not be less than sixty (60) days, they shall receive pay for overtime worked in excess of seventy-five (75) hours of banked time.

(b) Any work performed by a Full-Time, Part-Time or Temporary Employee, excluding hours worked on a casual basis by a Part-Time and Temporary Part-Time Employee during an Employee's paid vacation shall be compensated by the payment of the vacation day and the payment of two (2) times the Employee's hourly rate or two (2) times off for each of the overtime hours worked. The Employee shall choose the method of compensation. When an Employee works overtime and time off is not requested by the Employee or is not given by the Employer within the time period established by the Hospital, which shall not be less than sixty (60) days, they shall receive pay for overtime worked in excess of seventy-five (75) hours of banked time.

(c) Any work performed by either a Casual Employee or a Part-Time Employee working on a casual basis or a Temporary Part-Time Employee working on a casual basis shall be entitled to compensation, at one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate only in the following circumstances:

(i) in excess of eleven and one-quarter ( $11\frac{1}{4}$ ) hours in any one day; except where working in excess of seven and one-half ( $7\frac{1}{2}$ ) hours is not at the Employee's option, in which case overtime will be paid for hours in excess of seven and one-half ( $7\frac{1}{2}$ ) hours;

(ii) in excess of thirty-seven and one-half ( $37\frac{1}{2}$ ) hours in a week (averaged over a four (4) week period);

(iii) during one (1) Shift of a double Shift.

(d) Any casual hours worked by Part-Time Employees will not affect the Employee's hourly rate of pay for hours worked as Part-Time Employees such as the payment of overtime unless otherwise agreed.

(e) For the purpose of establishing a basis for calculation of overtime under (a) (iii) and (c) (ii), consecutive sets of two pay periods must be used. Once the initial calculation has been made in a given calendar year, all pay periods shall be counted and no period shall be counted twice.



20.04 All Full-Time and Temporary Employees working on a Full-Time basis; and all Part-Time and Casual Employees who have worked in excess of 37.5 hours in a week averaged over a four (4) week period shall be entitled to the following:

(a) When requested by the Employer to continue working immediately following the end of a Shift of 8 hours or longer shall be compensated at a rate of two times (2x) their regular hourly rate of all hours worked immediately following the end of their original Shift; and

(b) When requested by the Employer to work on a scheduled day off.

According to 20.04, Employees who worked in excess of 37.5 hours/week averaged over a 4-week period (150 hours) shall be compensated by the payment of two (2) times the Employee's hourly rate or two (2) times off for each of the overtime hours worked. Article 20.04 will therefore supersede references to the payment of one and one-half (1½) times the Employee's hourly rate in the Collective Agreement for those Employees that have exceeded 150 hours.

20.05 No Employee shall be required to work a double Shift without their consent except in an emergency as defined in Article 3.05.

20.06 Off-Hours Consultation, Stand-by and Call-back

(a) When an Employee is required by the Employer to be available outside of regular working hours to respond to inquiries in relation to the operation of the Hospital, they shall be placed on stand-by duty. Except with mutual agreement between the Employer and the Union, no Employee shall be assigned stand-by duty for:

(i) more than five (5) consecutive days;

(ii) more than seventy-two (72) consecutive hours; and

(iii) where possible, not more than one (1) Weekend in four (4) or in any event no more than two (2) Weekends in a five (5) week period.

The limitations in i), ii), and iii) above do not apply during a declared pandemic or state of emergency. In the event of any other unforeseen healthcare emergencies, the parties will collaborate to protect the health of Employees while respecting operational needs.

(b) An Employee on stand-by duty who is called back to work at any time outside their normal working hours, shall be compensated a minimum of three (3) hours at the overtime rate according to Article 20.03(a), 20.04, or Article 22 as the case may be for each call-back.

(c) A stand-by duty roster and schedule may be established at certain facilities when, in the opinion of the Employer, it is warranted by operational requirements.

(d) An Employee designated for stand-by duty shall:

(1) Be available during their period of stand-by duty at a known telephone number and be able to report for duty as quickly as possible if called.

(2) No compensation shall be granted for the total period of stand-by if the Employee is unable to report for duty when required.

(3) Employees shall not be required to be on stand-by on their holiday or days off, unless otherwise mutually agreed between the Hospital and the Employee.

(e) An Employee designated for scheduled stand-by duty shall be compensated at the rate three dollars and fifty cents (\$3.50) per hour.

An Employee designated for stand-by duty, without seventy-two (72) hours' notice, shall be compensated at the rate of \$5.00 per hour. An Employee required to be on stand-by duty on one (1) of the official holidays shall be compensated in accordance with Article 22.06.

(f) An Employee on stand-by duty, to be available for call-back; or an Employee, who by virtue of their position may be consulted by the Employer during their off-hours:

i) is called to work and who reports for work shall be compensated in accordance articles 20.03(a), 20.04, or Article 22, as the case may be, and in addition shall receive pay for stand-by duty.

ii) is consulted by telephone by the Employer to handle administrative/staffing/human resource/patient/resident/client matters without returning to the workplace, such Employee shall be compensated in accordance with articles 20.03(a) or 22, as the case may be, for the total accumulated time spent on the telephone consultation(s), and corresponding required documentation, during the on-call period. If telephone consultation has been provided by the Employee and the total accumulated time spent on such telephone consultations(s) and corresponding required documentation, during the on-call period, is less than 30 minutes the Employee shall be compensated at the applicable rate for 30 minutes. A claim for overtime pursuant to this article must be made within forty-eight (48) hours of the work performed.

(g) An Employee on stand-by duty who is called back to work outside normal working hours shall be paid an allowance to assist in defraying the cost of transportation as follows:

i) Reimbursement for actual taxi fare paid by the Employee for travel from their place of residence to the Facility and return, but not to exceed thirteen dollars (\$13.00).

ii) An amount that is equal to the actual taxi fare from their place of residence to the Facility and return, for the use of a privately owned vehicle, but not to exceed thirteen dollars (\$13.00).

(h) Where an Employee works pursuant to this Article and there is not a minimum of eight (8) consecutive hours off duty in the 12 hours preceding the Employee's next Shift, at the Employee's request, the Employee shall be entitled to eight (8) consecutive hours of rest before commencing their next Shift, without loss of pay/earnings. The Employee in the above situation will advise the Employee's supervisor in advance of the fact that the Employee will not be reporting for the duty at the scheduled time. For greatly clarity, any Employee requesting rest in accordance with this article shall not be required to use any of their accumulated banks of time/benefits to ensure they suffer no loss of pay/earnings.

20.07 If an Employee has purchased a meal in the Hospital cafeteria and is required to leave the meal and report back to work, the Employer shall replace the meal.

## **ARTICLE 21 - VACATIONS**

21.01 Every Full-Time Employee who, on the final day of the vacation year, has Seniority of:

(a) less than 1957.5 hours shall be entitled to vacation with pay at their regular rate calculated on the basis of one and one-quarter (1¼) days per month in accordance with Article 21.06;

(b) 1957.5 hours but less than 9787.5 hours shall be entitled to vacation with pay at their regular rate for a period of fifteen (15) days;

(c) 9787.5 hours but less than 31,320 hours shall be entitled to vacation with pay at their regular rate for a period of twenty (20) days;

(d) 31,320 hours but less than 33,277.5 hours shall be entitled to vacation with pay at their regular rate for a period of twenty-one (21) days;

(e) 33,277.5 hours but less than 35,235 hours shall be entitled to vacation with pay at their regular rate for a period of twenty-two (22) days;

(f) 35,235 hours but less than 37,192.5 hours shall be entitled to vacation with pay at their regular rate for a period of twenty-three (23) days;

(g) 37,192.5 hours but less than 39,150 hours shall be entitled to vacation with pay at their regular rate for a period of twenty-four (24) days;

(h) 39,150 hours or more shall be entitled to vacation with pay at their regular rate for a period of twenty-five (25) days.

Such vacation to be taken during the following vacation year.

21.02 The vacation year shall be the period July 1<sup>st</sup> of each year to June 30<sup>th</sup> of the following year.

21.03 If one (1) of the holidays referred to in Article 22 falls or is observed on a regular working day during an Employee's vacation, they shall be granted an additional day of vacation.

21.04 An Employee whose employment is terminated for any reason shall be paid with their final pay an amount of money equivalent to one twelfth (1/12) of their annual vacation entitlement multiplied by the number of months worked since the beginning of the vacation year.

21.05 Vacations shall not be cumulative from year to year provided however, that vacation entitlement may be carried over to the next vacation year. An Employee who wishes to carry their vacation entitlement forward shall request the Hospital's permission to do so, in writing, prior to the expiry of the vacation year in which the Employee ordinarily would take the vacation sought to be carried forward. Such permission shall not be unreasonably requested or withheld.

21.06 (a) Where a continuous period of absence from work on leave of absence without pay or suspension from duty, not in violation of Article 32, exceeds one-half ( $\frac{1}{2}$ ) the number of working days in any month, no vacation credit shall accumulate for that month but the Employee shall retain any vacation credits accumulated prior to such leave of absence or suspension from duty. Accumulation shall be at the rate of one twelfth (1/12) of their amount of vacation entitlement accruing for each month worked since the beginning of the vacation year.

(b) Employees who are receiving compensation benefits under the *Workers' Compensation Act* shall earn vacation credits which will be limited to the number of days that would have accrued for one (1) year of service as per Article 21.01.

21.07 (a) Vacations may be scheduled throughout the year provided that the Hospital reserves the right to schedule the vacation period for each Employee consistent with the efficient operation of the service. Once scheduled, the Employee's vacation shall not be changed unless mutually agreed by the Employee and the Hospital or where as a result of their transfer into another nursing unit, their previously scheduled vacation is not available.

(b) The Hospital shall post no later than March 1 each year a list on which Employees will indicate their choice of vacation. Employees will have until April 1 to indicate their choice of vacation. Approved vacation lists shall be posted no later than May 1.

21.08 If an Employee becomes ill during a period of vacation and the illness is for a period of three (3) or more consecutive days, and such illness is supported by a medical certificate, the Employee shall be granted sick leave and shall have their vacation credits restored to the extent of the sick leave. Substitution of sick leave credits for vacation leave shall not be granted where an Employee's scheduled vacation period is less than three (3) days.

If an Employee becomes ill prior to commencement of their vacation period they shall be entitled to have their vacation rescheduled to the extent of the sick leave where such illness is supported by a medical certificate.

21.09 Two (2) regularly scheduled days off shall be given either immediately preceding or immediately following vacations unless otherwise mutually agreed.

## **ARTICLE 22 - HOLIDAYS**

22.01 All Full-Time Employees shall receive one (1) day paid leave for each of the following holidays each year. This benefit shall be pro-rated for Part-Time Employees.

- (a) New Year's Day;
- (b) Family Day;
- (c) Good Friday;
- (d) Easter Monday;
- (e) the day fixed by proclamation of the Governor-General-in-Council for the celebration of the birthday of the Sovereign;
- (f) Canada Day (which shall be kept and observed on July 1);
- (g) New Brunswick Day;
- (h) Labour Day;
- (i) National Day for Truth and Reconciliation;

- (j) the day fixed by proclamation of the Governor-General-in-Council as a general day of Thanksgiving;
- (k) Remembrance Day;
- (l) Christmas Day;
- (m) Boxing Day; and
- (n) all other days proclaimed as holidays by the Governor-General of Canada or the Lieutenant-Governor of the Province of New Brunswick.

22.02 If a holiday falls on an Employee's scheduled day off, they shall be given an alternate day off within sixty (60) days and such day shall be the Employee's holiday. If the alternate day off is not given within sixty (60) days, payment shall be made at the overtime rate. By mutual agreement between the Hospital and the Employee, the alternate day off may be scheduled at a later date. The alternate day off shall be given immediately preceding or following the Employee's regular days off, unless otherwise mutually agreed.

22.03 Article 22.01 does not apply to an Employee who is absent on an approved leave without pay on both the working day immediately preceding and the working day immediately following the holiday.

22.04 Employees on approved leave of absence for Union Business in accordance with Article 25.01 and 25.02 shall be eligible for holiday pay.

22.05 (a) Nurse Managers shall receive both Christmas Day and New Year's Day off, unless otherwise mutually agreed. Nurse Supervisors shall receive either Christmas Day or New Year's Day off, unless otherwise mutually agreed.

(b) Where a Nurse Supervisor receives either Christmas Day or New Year's Day off, one of the holidays listed in 22.01, or a regularly scheduled day off, shall be scheduled so that the Nurse Supervisor shall receive either December 24, 25, and December 26, or December 31, January 1 and January 2 off without loss of pay.

(c) In accordance with 22.05(b), unless mutually agreed between the Employer and affected Employees, Employees shall alternate between receiving Christmas or New Year's off. For example, if the Employee received December 24, 25, and 26 off in one year, they shall receive December 31, January 1 and 2 off the following year. If an Employee transfers to another unit, this provision may not apply in the year in which they transferred. Article 18.03(a) shall not apply where an Employee is required to work a Weekend as a result of this sub-article.

22.06 Compensation for Full-Time and Part-Time Employees working on one (1) of the official holidays as listed in 22.01:

- (a) Any work performed on a holiday, excluding December 25 and January 1, shall be compensated, at the discretion of the Employee, either by:
  - (i) one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate and the holiday rescheduled, or
  - (ii) the Employee's hourly rate for the hours worked on the holiday plus one half ( $\frac{1}{2}$ ) the number of hours worked on the holiday to be taken as time off at a later date, and the holiday rescheduled.
- (b) Any work performed on December 25 and/or January 1, shall be compensated, at the discretion of the Employee, either by:
  - (i) two (2) times the Employee's hourly rate and the holiday rescheduled, or
  - (ii) the Employee's hourly rate for the hours worked on the holiday plus the number of hours worked on the holiday to be taken as time off at a later date and the holiday rescheduled.
- (c) Any work performed on a holiday without forty-eight (48) hours notice, excluding December 25 or January 1, shall be compensated, at the discretion of the Employee, either by:
  - (i) two (2) times the Employee's hourly rate and the holiday rescheduled, or
  - (ii) the Employee's hourly rate for the hours worked on the holiday plus the number of hours worked on the holiday to be taken as time off at a later date, and the holiday rescheduled.
- (d) Any work performed on December 25 or January 1 without forty-eight (48) hours notice, shall be compensated at the discretion of the Employee, either by:
  - (i) two and one-half ( $2\frac{1}{2}$ ) times the Employee's hourly rate and the holiday rescheduled, or
  - (ii) the Employee's hourly rate for the hours worked on the holiday plus one and one-half times ( $1\frac{1}{2}$ ) the number of hours worked on the holiday to be taken as time off at a later date, and the holiday rescheduled.
- (e) Where the Employee has chosen time off and the Hospital is unable to give them the time off requested within the time period established by the Hospital, which shall not be less than sixty (60) days, they shall receive pay for the banked hours at the Employee's hourly rate.

22.07 Compensation for Temporary Full-Time and Temporary Part-Time Employees working on one of the official holidays as listed in 22.01:

(a) Any work performed on the holiday, excluding December 25 and January 1, shall be compensated by one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate.

(b) Any work performed on December 25 and/or January 1, shall be compensated by two (2) times the Employee's hourly rate.

(c) Any work performed on a holiday without forty-eight (48) hours notice, shall be compensated, by two (2) times the Employee's hourly rate.

22.08 (a) Compensation for, Part-Time and Temporary Part-Time Employees working on casual basis, and Casual Employees working on any of the official holidays as listed in 22.01, excluding December 25 and January 1st, shall be one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate.

(b) Compensation for, Part-Time and Temporary Part-Time Employees working on a casual basis, and Casual Employees working on December 25 and/or January 1<sup>st</sup> shall be, two (2) times the Employee's hourly rate.

22.09 A Full-Time or Part-Time Employee who works on their scheduled holiday, other than one (1) of the official holidays as listed in 22.01, shall receive their paid holiday and, in addition shall be compensated at the discretion of the Employee either by:

(i) one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate for all hours worked; or

(ii) time and one-half ( $1\frac{1}{2}$ ) the number of hours worked to be taken as time off at a later date.

22.10 If an Employee is scheduled to work and does not work on a holiday they shall be paid their hourly rate and such day will be treated as the holiday and not be rescheduled.

22.11 The overtime rate shall be paid for the Shifts where one-half ( $\frac{1}{2}$ ) or more than one-half ( $\frac{1}{2}$ ) of the hours worked fall within 0001 hours and 2400 hours on the holiday. In such cases the overtime rate shall be paid for the total hours worked.

22.12 Holidays scheduled on the celebrated day shall be rotated as evenly as possible among the Employees within a Facility.

22.13 No Employee shall receive both overtime, in accordance with Article 20, and Holiday compensation, in accordance with Article 22 for the same hours worked on a holiday.



## ARTICLE 23 - SICK LEAVE

23.01 (a) Each Full-Time and Part-Time Employee in the Bargaining Unit shall accumulate sick leave credits at the rate of one and one-half (1½) working days per month for each calendar month of continuous employment up to a maximum of two hundred and forty (240) working days.

(b) Full-time Employees who have accumulated sick leave credits and transfer to part-time shall have such credits banked for their use upon their return to full-time status.

(c) A Full-Time Employee who has accumulated a sick leave bank and who transfers to pro-rata part-time status shall be entitled to access eighteen (18) days of their sick leave credits, or an amount from their bank directly proportionate to their pro-rata status, whichever is greater, to be used as a Part-Time Employee pursuant to Article 23.06. The remaining credits will remain in the sick leave bank identified in 23.01 (b).

23.02 For the purpose of computing sick leave accumulation, the following shall be counted as working days:

(a) days on which the Employee is on vacation;

(b) days on which the Employee is on leave of absence with pay pursuant to the terms of this Agreement;

(c) days on which the Employee is on sick leave with pay; and

(d) days on which the Employee is absent from work while receiving Workers' Compensation Benefits.

Sick leave credits will be limited to the number of days that would have accrued for twelve (12) months of service as per article 23.01.

23.03 An Employee appointed before the sixteenth (16<sup>th</sup>) of the month shall be eligible to accumulate sick leave credits for that month.

23.04 An Employee appointed after the fifteenth (15<sup>th</sup>) of the month shall be eligible to accumulate sick leave credits from the first (1<sup>st</sup>) day of the following month.

23.05 Where a continuous period of absence from work on leave of absence without pay or suspension from duty not in violation of Article 32 exceeds eleven (11) working days in any one (1) month, no sick leave credits shall accumulate for that month but the Employee shall retain any sick leave credits prior to such leave or suspension from duty.

23.06 An Employee shall be granted sick leave with pay when they are unable to perform their duties because of illness or injury provided that:

- (a) Such absences are reported as soon as possible to the supervisor or department head;
- (b) They satisfy the Employer of this condition; and
- (c) They have the necessary sick leave credits.

23.07 The Employer may request a medical certificate. If the Employer requests a medical certificate, such request shall be made during the Employee's illness. When the Employer believes that an Employee is abusing their sick leave privileges the Employee may be notified in advance in writing on an individual basis that such a certificate will be required.

23.08 An Employee shall not be granted sick leave with pay during any period in which they are on leave of absence without pay, or under suspension.

23.09 When an Employee is advanced sick leave under article 40.04 (a) and injury-on-duty leave is subsequently approved for the same period, it shall be considered for the purpose of the record of sick leave credits that the Employee was not granted sick leave with pay.

23.10 Abuse of sick leave will result in disciplinary action up to and including discharge.

23.11 Sick leave shall be granted for medical diagnostic procedures or minor surgical procedures done on an outpatient basis. Where it is anticipated that such a procedure requires an absence of five (5) days or more, the Employee shall notify the Hospital of the date of the procedure as soon as the procedure is confirmed. Where possible, such notice shall be given four (4) weeks prior to the leave. The Hospital shall not disclose the nature of the medical leave if known.

23.12 When a celebrated holiday as defined in Article 22 falls during the period while an Employee is on paid sick leave, no deduction from the accumulated sick leave total shall be made for that day. An Employee who calls in sick on a celebrated holiday when they are scheduled to work shall be considered to have their holiday on that day. Any lieu day scheduled shall be cancelled.

23.13 When an Employee is absent for all or part of their Shift because of illness, deduction from sick leave shall be made in accordance with the number of hours absent.

23.14 Sick leave shall be granted for medical or dental appointments which cannot be arranged outside of an Employee's normal working hours in accordance with Article 23.13. The Employee shall notify the Hospital of the time of the appointment as soon as the appointment is confirmed. Where possible such notice shall be given five (5) Business Days prior to the appointment.

23.15 (a) An Employee who has been employed for a period of two (2) years or greater, and who has used their accumulated sick leave credits shall be granted upon request a fifteen (15) day block of advanced sick leave credits. The fifteen (15) day block of sick leave credits granted shall be paid back at the rate of one-half day per month of credits earned upon return to employment.

(b) An Employee will not be permitted to borrow sick leave credits until all previously borrowed credits have been repaid in accordance with this article.

(c) An Employee who has been granted advanced sick leave credits shall, upon ceasing to be an Employee, compensate the Employer for advanced sick leave granted which has not been paid back in accordance with this Article, calculated at the Employee's daily rate of compensation at the time they ceased to be an Employee.

(d) The parties agree that failure to comply with article 23.15 (c) above will entitle the Employer to withhold any wages or other monetary benefits, including retirement allowance, in an amount sufficient to reimburse the Employer the amount owing.

23.16 Employees will be advised of their accumulated sick leave credits on an annual basis.

23.17 Sick leave is not applicable to casual shifts which Part-Time Employees have agreed to work.

## **ARTICLE 24 - ALCOHOL AND DRUG RELATED ILLNESSES**

24.01 The Hospital recognizes that alcohol and drug abuse is a health problem. An Employee with an alcohol or drug problem must accept a program of rehabilitation. If the program necessitates the Employee's absence from work they may use their accumulated sick leave credits however if no sick leave credits are available leave of absence without pay shall be granted.

24.02 If the Employee is required to attend meetings with the Employer regarding their health problems, they may if they so request, be accompanied by a Union representative.

24.03 The parties agree to encourage the Hospitals and Locals of the Union to develop an Employee's Assistance Program in their workplace.

## ARTICLE 25 - LEAVE OF ABSENCE

25.01 (a) Subject to Article 25.02, a leave of absence without pay shall be granted to Employees to attend Executive and Negotiation Committee Meetings.

(b) Subject to Article 25.02, a leave of absence without pay may be granted for other Union business. The number of Employees from any one department entitled to take leave at one time shall be at the discretion of the Hospital. Except in case of emergency, such leave should be requested at least two (2) weeks in advance of the date of the meeting. Such leave shall not be unreasonably requested nor withheld.

(c) Leave of absence without pay for up to three (3) years shall be granted to a member of the New Brunswick Nurses' Union elected or appointed to a full-time position with the Provincial Union or the Canadian Federation of Nurses' Union. Such leave may be extended for a further three (3) year leave or more at the request of the Employee. Such request shall not be unreasonably denied. Such leave shall be subject to the following conditions:

(i) at least sixty (60) days notice of intention to return to work shall be given to the Employer;

(ii) if the Employee returns to work within three (3) years plus one (1) day of the granting of the leave of absence, then the Employee shall be returned to their previously held position; if the Employee returns to work following an absence of greater than three (3) years plus one (1) day, the Employee shall be returned to them same employment status and same Classification in their former unit, if available. If a position is not available in their former unit, they shall be placed in a comparable position in the same Facility. The first available vacancy in their former unit in their same Classification and same employment status will be awarded to them without the necessity of posting.

(iii) any period of orientation required will be paid by the Hospital and the Union will reimburse the Hospital;

(iv) during the period of the leave the Employee may, if permissible under the relevant plan, continue their contributions, and, as well, pay those of the Employer;

(v) the Employee's Seniority shall continue to accrue;

(vi) article 25.02 is not applicable.

25.02 The Hospital shall maintain the full salary and benefits of the Employee during the leave of absence for Union business. The Union shall reimburse the Hospital upon receipt of the invoice.

25.03 When an Employee has been granted leave of absence without pay, except under 25.01, their Seniority is retained but not accumulated and their anniversary date is advanced accordingly.

25.04 When an Employee has used up their accumulated sick leave, leave of absence without pay for a period not to exceed six (6) months shall be granted. A further period of leave of absence without pay may be granted. The Employer may require documentation specified in Article 23.07. The Employee shall be returned to the previous held position. If the position is affected by a workforce adjustment, the Employee will be notified and provided with an opportunity to exercise their options under Article 34 unless otherwise agreed by the parties.

#### 25.05 Bereavement Leave

(a) Upon application, an Employee shall be granted bereavement leave in the event of the death of the Employee's spouse (including common-law), child, parent, person acting in loco parentis without loss of pay up to a maximum of seven (7) consecutive calendar days, commencing with the notification of the death. If the Employee has reported to duty, the bereavement leave will commence on the next day.

(b) Upon application, an Employee shall be granted bereavement leave in the event of the death of the Employee's brother, sister or grandchild without loss of pay up to a maximum of five (5) consecutive calendar days, commencing with the notification of the death. If the Employee has reported to duty, the bereavement leave will commence on the next day.

(c) Upon application, an Employee shall be granted bereavement leave in the event of the death of the Employee's grandparent, mother-in-law, father-in-law, son-in-law, daughter-in-law or relative living in the household, without loss of pay, up to a maximum of three (3) consecutive calendar days commencing with the notification of the death. If the Employee has reported to duty, the bereavement leave will commence on the next day.

(d) Upon application, an Employee shall be granted bereavement leave in the event of the death of the Employee's sister-in-law, brother-in-law, aunt, uncle, niece, nephew, or spouse's grandparent, without loss of pay for a maximum of one calendar day to attend the funeral, memorial service or other commemorative gathering, or the interment.

(e) Bereavement leave is not available to Casual Employees.

(f) Bereavement leave is not applicable to casual shifts which Part-Time Employees have agreed to work.

(g) In the event of the death of a person listed in sub-paragraph (a) or (b) during an Employee's vacation, the Employee shall be granted bereavement leave in accordance with sub-paragraph (a) or (b), and shall have their vacation days rescheduled at a later date.

(h) In the event of the death of a person listed in sub-paragraph (a) or (b), the Employee may be granted at the Employer's discretion, one (1) additional day's leave with pay to travel to attend the funeral, memorial service or other commemorative gathering, or the interment of such person.

(i) If the funeral, memorial service or other commemorative gathering, or the interment is not held within the bereavement leave provided in (a), (b), or (c) of this Article, the Employee may request in writing to use the final day of their bereavement leave at a later date to attend.

25.06 Disciplinary action may be taken for failure to report to work upon termination of leave of absence.

#### 25.07 Emergency / Family Responsibility Leave

(a) The Employee shall have the right to apply for a leave of absence with pay of up to three (3) days per year in cases of emergency as defined in Article 3.08, and/or Family Responsibility requiring the Employee's direct personal attention. Family responsibility means situations of a non-emergency nature which have a quality of seriousness requiring the Employee's personal attention. An additional two (2) days leave per year (to be deducted from the Employee's sick leave bank) may be approved by the Hospital if required. Such leave will not be unreasonably withheld. This leave is available to Casual Employees for previously scheduled Shifts.

(b) For Employees who are not normally replaced and are granted emergency and/or Family Responsibility leave, the deduction for leave of one-half ( $\frac{1}{2}$ ) of a scheduled Shift or less shall be one-half ( $\frac{1}{2}$ ) of a Shift instead of one (1) full Shift.

(c) The Employer may grant leaves of absence with or without pay, and without loss of Seniority, in cases of emergency, Family Responsibility or for any good and sufficient cause. Such leave will not be unreasonably requested nor withheld.

25.08 Any Employee, who having made every reasonable effort to report for duty during the course of a storm, has been prevented from doing so because of the condition of public streets or highways, shall be given the opportunity at a mutually agreed time to replace that portion of the Shift for which the Employee was prevented from reporting for duty, by working at the end of their regular Shift on that day, by use of accumulated statutory holiday, overtime or vacation, or by working on one (1) of their regular days off or statutory holidays, if staffing patterns permit. This benefit does not apply to Casual Employees.

25.09 (a) When an Employee is summoned for jury duty, or subpoenaed at the request of the Hospital as a witness before the NANB, ANBLPN or an Adjudication Hearing or subpoenaed as a witness before any judicial tribunal in connection with their Hospital duties, they shall be paid by the Hospital the difference between their regular hourly salary rate for the number of hours they otherwise would have been scheduled to work and the daily jury duty or witness fee paid. This benefit does not apply to Casual Employees except when called as a witness by the Hospital.

(b) If an Employee is subpoenaed as a witness in connection with their Hospital duties on them,

(1) day off

(2) vacation

(3) holiday

the Employee will be compensated at the regular daily rate and shall have their day off, vacation or holiday rescheduled by the Hospital. Such compensation shall not affect their normal rate of pay or benefits for other hours worked such as the payment of overtime. Any witness fee paid to the Employee shall be returned to the Hospital.

(c) When an Employee is subpoenaed or requested by the Union, to testify at an Adjudication Hearing or any NANB or ANBLPN proceeding, the Union shall reimburse the Hospital, which has maintained the full salary and benefits of the Employee in accordance with Article 25.02 during such absence, upon receipt of a Hospital invoice.

25.10 No Employee shall suffer a reduction in salary when absent from work because of a quarantine ordered by a Medical Health Officer.

#### 25.11 Secondment

Prior to an Employee being seconded to a position outside of the Bargaining Unit, the Employer and the Union (and if applicable, the Union of the host Bargaining Unit), shall enter into a Letter of Agreement detailing the terms and conditions of employment of the seconded Employee for the period of the secondment. These terms and conditions of employment shall include but are not limited to: length of secondment, hours of work, rate of pay, overtime and other premiums, Union dues, Seniority and grievance/adjudication process.

### 25.12 Domestic Violence Leave

(a) An Employee who has been subjected to domestic violence may require time off from work to address the situation and shall be entitled to leave of absence in accordance with the provisions of the *Domestic Violence, Intimate Partner Violence or Sexual Violence Leave Regulation* under the *Employment Standards Act*.

(b) Personal information concerning domestic violence will be kept confidential by the Employer.

(c) All Employees will be provided training on domestic or intimate partner violence. Finance and Treasury Board may, at the request of the Regional Health Authorities or EM/ANB Inc., assist in the development and delivery of the training.

25.13 Employees selected to represent the Local at meetings of the Professional Practice Committee, and Employees attending meetings called by the Hospital shall not suffer loss of pay.

## ARTICLE 26 - EDUCATIONAL ASSISTANCE

26.01 The Hospital recognizes the desirability of encouraging education and shall grant leaves of absence for such purposes, as approved by the appropriate authority designated by the Hospital. Such approval shall not be unreasonably denied.

26.02 Employees recommended by the Local and authorized by the Hospital to attend Professional Meetings and Workshops shall be granted leave of absence without loss of pay, unless otherwise mutually agreed between the Hospital and the Union.

26.03 (a) The parties to this Agreement share a desire to improve professional standards by giving Employees the opportunity on occasion to participate in seminars, workshops, short courses or similar out-service programs to keep up to date with knowledge and skills in the respective fields.

(b) An Employee may apply at any time for professional development under this article setting out the nature of the proposed program of work and the location and duration of the proposed program of work along with such other information as may be requested by the Committee.

(c) There shall be a Committee responsible for the administration of the Educational Assistance funds for the Nurses, Part III and Nurse Managers and Nurse Supervisors' Bargaining Units.

This Committee shall be comprised of five (5) representatives for the Union and five (5) representatives nominated by the Employer.



26.04 A sum of \$500,000.00 per fiscal year will be the budgeted allocation of funds to be administered through the Joint Committee identified in article 26.03(c) for the Nurses, Part III and Nurse Managers and Nurse Supervisors Bargaining Units.

These funds are not to be used to substitute for or subsidize existing programs.

## **ARTICLE 27 - MATERNITY LEAVE AND ADOPTION LEAVE**

27.01 (a) Employees entitled to maternity leave shall be permitted to use ten days of their accumulated sick leave credits while on maternity leave.

(b) All Part-Time Employees paid pursuant to Appendix "A", Appendix "B" or Appendix "B-1" shall be entitled to use accumulated sick leave credits as prescribed above on a pro-rated basis.

27.02 No later than the 5<sup>th</sup> month of pregnancy an Employee shall forward to the Hospital a written request for maternity leave. This leave shall commence prior to the anticipated date of delivery but not later than the date of delivery.

27.03 Where an Employee submits a medical certificate to the Hospital stating that their health so requires, sick leave in accordance with the provisions of Article 23 shall be granted prior to commencement of the Employee's requested maternity leave under 27.02.

27.04 Subject to Article 7.03 the Hospital may direct an Employee who is pregnant to proceed on maternity leave at any time, where, in its opinion, the interest of the institution so requires.

27.05 (a) (i) The total number of weeks an Employee is eligible for maternity leave may be shortened, at the discretion of the Employee.

(ii) An Employee may request leave without pay following completion of their maternity leave. Requests for such leave shall be presented at least four (4) weeks prior to the expiry of maternity leave. Only in exceptional circumstances, which have been identified to the Employee, may such requests be denied.

(b) An Employee returning to work from maternity leave shall be reinstated to their previously held position. Casual Employees who are unavailable for work due to maternity leave will advise the Hospital when they become available for Casual work.

27.06 During the seventeen (17) weeks of the maternity leave, the Employee may continue participation in the benefit plans provided through articles 49 and 51 of the collective agreement. When the Employee requests to continue contributions to the benefit plans, the Employer shall also continue the required contributions to the benefit plans during the period of the maternity leave, provided the Employee submits postdated cheques for their share of the premiums for the entire period prior to commencing maternity leave.

27.07 On the occasion of the birth of a child by an Employee's spouse (including common-law), an Employee shall be granted on request special leave with pay to a maximum of two (2) days. Such leave is to be taken within a reasonable period of time surrounding the occasion of the birth of the child. This leave shall be deducted from the Employee's accumulated sick leave.

#### 27.08 Supplementary Unemployment Benefit Plan

(a) An Employee with one year's Seniority who agrees to return to work for a period of at least six (6) months and who provides the Employer with proof that they have applied for and is eligible to receive employment insurance benefits pursuant to the *Employment Insurance Act*, shall be eligible to be paid a maternity or adoption leave allowance in accordance with the Supplementary Unemployment Benefit Plan for a period not to exceed fifteen (15) continuous weeks immediately following the minimum waiting period for employment insurance benefit eligibility.

(b) In respect of the period of maternity or adoption leave, payments made according to the Supplementary Unemployment Benefit Plan will consist of payments equal to the difference between the standard EI benefits the Employee is eligible to receive and seventy-five percent (75%) of their regular rate of pay, at the time maternity or adoption leave commences, less any other monies received during the period which may result in a decrease in EI benefits to which the Employee would have been eligible if no extra monies had been received during this period.

(c) "Regular rate of pay" shall mean the rate of pay the Employee was receiving at the time maternity or adoption leave commenced, but does not include retroactive adjustment of rate of pay, acting pay, Shift premium, overtime, or any other form of supplementary compensation.

(d) An applicant under article 27.08(a) above shall return to work as a Full-Time or Part-Time Employee and remain in the Employer's employ for a period of at least six (6) months after their return to work. Should the Employee fail to return to work as a Full-Time or Part-Time Employee and remain at work in that Full-Time or Part-Time capacity for a period of six (6) months the Employee shall reimburse the Employer for the amount received as maternity leave allowance on a pro rata basis. The Supplementary Unemployment Benefit Plan does not apply to Casual Employees.

(e) Where both parents are employed in the Public Service as defined in the *Public Service Labour Relations Act*, the adoption leave may be shared between parents; however, only one parent will be eligible to receive Supplemental Unemployment Benefit (SUB) plan benefits.

#### 27.09 Child Care Leave

(a) Upon notification, at the earliest opportunity, by the Employee:

- (i) who is the natural parent of a new-born or unborn child; or
- (ii) who is adopting or has adopted a child,

the Employer shall grant the Employee a leave of absence without pay for sixty-two (62) consecutive weeks, or such shorter period as the Employee indicates, so as to enable the Employee to care for the child.

(b) A leave of absence granted under article 27.09 (a) shall commence no earlier than the date on which the newborn or adopted child comes into the Employee's care and custody and end no later than seventy-eight (78) weeks after that date. The Employee who is the natural mother of a child must commence the child care leave immediately on the expiry of the maternity leave, unless the Employer and Employee agree otherwise. If the newborn child is Hospitalized when the maternity leave expires, the taking of the leave may be delayed.

(c) An Employee returning to work from Child Care Leave shall be reinstated to their previously held position. Casual Employees who are unavailable for work due to child care leave will advise the Hospital when they become available for casual work.

(d) While on child care leave, the Employee may, if permissible under the relevant plan, continue contributions, including that of the Employer, for benefits provided through articles 49 and 51 of the collective agreement, during the period of such leave.

(e) If both adopting parents are nurses, the parent other than the parent requesting a leave under 27.09 (a) shall be granted upon request two (2) days leave with pay. This leave shall be deducted from the Employee's accumulated sick leave. Such leave shall be extended on request up to a maximum of an additional four (4) days without pay.

(f) An Employee may request leave without pay, following completion of their Child Care Leave. Request for such leave shall be presented at least four (4) weeks prior to the expiry of Child Care Leave as defined in article 27.09 (a). Only in exceptional circumstances, which have been identified to the Employee, may such request be denied.

27.10 The total number of weeks an Employee may be away from the workplace under the provisions of this article shall not exceed seventy-eight (78) weeks. Prior to their leave, the Employee shall notify the Employer of the total number of weeks they intend to be away from the workplace under the provisions of this Article.

## **ARTICLE 28 - SALARY ADMINISTRATION**

28.01 (a) The salaries for Employees covered by this Agreement are set forth in Appendix "A", Appendix "B" or Appendix "B-1" of this Agreement.

(b) The hourly rates in Appendix "A", Appendix "B" or Appendix "B-1" will be utilized for the purposes of calculating salary to be paid.

(c) The Parties in recognition of the desire to retain experienced Employees in the healthcare system agree to the following terms respecting the provision of a retention premium.

The Employer shall provide to Employees in the Bargaining Unit who present confirmation of active registration as a Registered Nurse or Licensed Practical Nurse, an adjustment of the Employee's regular rate of pay as of the date at which the Employee reached that milestone, as stated below.

Where confirmation of years of active registration is not available to the Employer in the Employee's personnel file, the Employee shall provide confirmation from a previous employer or a recognized professional governing body.

Employees with:

- Fifteen (15) years of active registration as a Registered Nurse or Licensed Practical Nurse or as a combination of RN/LPN; or

- Twenty-five (25) years of active registration as Registered Nurse or Licensed Practical Nurse or as a combination of RN/LPN

Shall receive an adjustment of the Employee's regular rate of pay as of the date at which the Employee reached that milestone.

15 years - 1.0%

25 years - 5.0%

Notwithstanding, the Employer's policy on leave without pay, Employees with 25 years of active registration as a Registered Nurse may apply for up to five (5) days of leave without pay per year. The Employer may grant the leave of absence considering the:

- employment and attendance record of the Employee requesting the leave of absence; and
- balances in statutory holiday, time back and vacation banks (available and accrued)

28.02 (a) A Full-Time Employee shall be entitled to an incremental adjustment as shown in Appendix "A", Appendix "B" or Appendix "B-1" upon completion of each 1957.5 regular paid hours or multiples thereof.

(b) For the purpose of this article "regular paid hours" includes:

- (i) all hours paid at the regular rate of pay in accordance with Appendix "A", Appendix "B" or Appendix "B-1" including regularly scheduled hours worked on a celebrated holiday;
- (ii) if a Part-Time or Casual Employee transfers to full-time any hours accumulated as a Part-Time or Casual Employee in accordance with article 4.03 at time of transfer; and
- (iii) all hours reimbursed by the Union in accordance with article 25.01(a) and (b).

For the purpose of this article "regular paid hours" excludes:

- (i) overtime
- (ii) time absent while on Workers' Compensation.

28.03 In the case of Promotion the salary to be paid to the Employee shall be at least five percent (5%) higher than the position from which they were promoted but will not exceed the maximum salary rate of the new position. This does not apply to Casual Employees.

## 28.04 (a) Shift Premium

The Shift differential for the evening Shift shall be:

- i. three dollars and fifty cents (\$3.50) effective January 1, 2024, and
- ii. four dollars (\$4.00) effective November 1, 2024.

The Shift differential for the night shall be:

- i. three dollars and fifty cents (\$3.50) effective January 1, 2024, and
- ii. four dollars (\$4.00) effective November 1, 2024.

## (b) Weekend Premium

A Weekend premium shall be paid for all hours worked on any Shift where the majority of the hours on that Shift fall between 1900 hours Friday to 0700 hours Monday and shall be:

- i. three dollars and fifty cents (\$3.50) effective January 1, 2024, and
- ii. four dollars (\$4.00) effective November 1, 2024

(c) The Preceptor Pay/Clinical Practicum Supervision/Orientation premium shall be one dollar and fifty cents (\$1.50) per hour effective date of signing.

## 28.05 Assignment of Salaries

Except in cases which have received prior approval of the Hospital, no Employee shall make any assignment of their pay to any third Party.

28.06 (a) Employees who transfer their status from full-time to part-time shall maintain the same step in the salary range which they were paid when employed on a full-time basis.

(b) Employees who transfer their status from part-time to full-time shall maintain the same step in the salary range which they were paid when employed on a part-time basis.

28.07 If a new Classification comes within the scope of the Bargaining Unit, wage rates shall be negotiated between the Parties hereto but all other conditions and terms of this Agreement shall apply.

28.08 (a) All Employees who accept a position shall have their relevant work experience considered by management in determining their appropriate level in the salary scale. For greater clarity, "relevant work experience" shall include any and all previous work experience that is relevant for the job posting and shall not be limited to experience in the Classification being applied for.

(b) If a permanent Employee, belonging to the Nurse Manager/Nurse Supervisor bargaining group, moves to casual employment with a break of service of six (6) months or less, they shall be paid at the same step as they were paid while in permanent employment for all casual hours worked.

28.09 The New Brunswick Travel Policy (AD-2801, *travel allowances and other expenses: travel policy*), as amended, from time to time shall apply to the Employees in the Bargaining Unit.

28.10 Allowance for Uniforms or Professional Association Registration Fees

Effective January 1, 2022, each Employee who has worked a minimum of 978.75 hours during the previous calendar year shall be entitled to an annual sum of two hundred and fifty dollars (\$250) which the Employee can use, at their discretion, either towards the purchase of uniform items (black and white, royal blue and white uniforms or appropriate footwear) or towards their professional association registration fees. This amount shall be paid by March 1<sup>st</sup> each year.

## **ARTICLE 29 - PAYROLL PERIOD**

29.01 The Employer will maintain a bi-weekly leveled pay period for Full-Time Employees. The level pay shall be reconciled within a time period established by the Hospital.

29.02 Direct Deposit

The Employer will utilize a system of direct deposit with a financial institution, of the Employee's choice, insured under the *Canada Deposit Insurance Corporation Act*.

29.03 If an error in excess of one hundred (\$100.00) dollars net pay occurs in an Employee's pay, it will be rectified by the Hospital within two (2) Business Days following the request, if the error was made by the Hospital.

## **ARTICLE 30 - VACANCIES, POSTINGS, PROMOTIONS AND TRANSFERS**

30.01 (a) When any vacancy occurs or a new position is created within the Nurses, Part III Bargaining Unit or the Nurse Managers and Nurse Supervisors Bargaining Unit, the Regional Health Authority shall, within seven (7) calendar days post a notice of the position on the Employer's intranet site for a minimum of fourteen (14) calendar days. A copy of the notice shall be sent to each Local in the Facility where the vacancy exists and to one (1) person for each Bargaining Unit, as designated by the Union. The notice may be sent electronically.

(b) Within seven (7) calendar days of the date of the appointment to a vacant or newly created position, the name of the successful applicant shall be posted on the Employer's intranet site for a minimum of fourteen (14) calendar days. The individuals designated in 30.01(a) to receive such notice shall be provided with the name of successful applicants or notified if no candidate is appointed.

30.02 The notice of posting referred to in Article 30.01 shall contain the following information:

1. duties and location of the position;
2. nursing qualifications, nursing skills and other relevant skills required;
3. hours of work;
4. salary; and
5. anticipated commencement date.

The job requirements as determined by Management must be relevant to the position. A job description will be available upon request.

30.03 (a) Vacancies and new positions at the Registered Nurse Class A Classification shall be filled on the basis of Seniority in the Bargaining Units within the Hospital concerned provided the senior applicant possesses the nursing qualifications, nursing skills and other relevant skills required to perform the job.

(b) Vacancies and new positions including Promotions in Registered Nurse Classes B, C, D, MA, or SU shall be filled on the basis of nursing qualifications, nursing skills and other relevant skills required to perform the job. When nursing qualifications, nursing skills and other relevant skills are relatively equal amongst two (2) or more applicants, the position shall be filled on the basis of Seniority in the Bargaining Units within the Hospital concerned provided the successful applicant possesses the nursing qualifications, nursing skills and other relevant skills required to perform the job.

(c) An Employee must have at least twelve (12) calendar months employment in their present position in order to be able to apply for a position in the same Classification unless the application involves a change in the employment status in their unit or unless otherwise mutually agreed.

30.04 The successful applicant shall be placed on a trial period in the new position for three (3) calendar months. Subject to the mutual agreement of the Hospital and the Local, such trial period may be extended for a reasonable period.



30.05 (a) If, in the opinion of the Hospital, the successful applicant proves unsatisfactory in the position during the aforementioned trial period, or if the Employee requests to return to their former position within eight (8) weeks of transferring to the new position, they shall be returned to their former position without loss of Seniority and at the salary of their former position, and any other Employee promoted or transferred because of the rearrangement of positions shall be returned to their former position without loss of Seniority.

(b) If any of the following occur within four (4) months of posting the name of the successful applicant, the Hospital shall fill the vacancy from the original list of applicants who applied for the position:

- (i) the Employee vacates the new position before assuming the duties of the new position;
- (ii) the Employee assumes the duties of the new position but does not complete the trial period; or
- (iii) the Employee chooses to return to their former position.

Otherwise the Employer shall repost the position.

30.06 For the purpose of this Article, Employees shall include Employees from the Nurses, Part III Bargaining Unit and the Nurse Managers and Nurse Supervisors Bargaining Unit.

## **ARTICLE 31 - TEMPORARY ASSIGNMENT**

31.01 (a) Temporary assignments shall be filled according to Seniority in accordance with 31.02 (a), (b) and (c) provided the senior Employee possesses the nursing qualifications, nursing skills and other relevant skills. Required changes to the Employee's Work Schedule will not constitute overtime.

(b) An Employee in a temporary assignment may commence a subsequent temporary assignment in the same Classification providing the starting date follows the completion date of their current temporary assignment.

31.02 (a) When a temporary assignment in Registered Nurse Classes B, C, D, MA, or SU occurs in a nursing unit, the senior Employee with the skills, ability and experience within the nursing unit shall at the time of the offer have the right to accept or refuse the temporary assignment. If no qualified Employee within the nursing unit accepts the temporary assignment and it is thought to be for a period of less than six (6) months the Hospital shall then have the right to make the appointment. If no qualified Employee within the nursing unit accepts the temporary assignment and it is known in advance to be for a period in excess of six (6) months, the temporary assignment shall then be filled in accordance with Article 30.01 and 30.03.

(b) When a temporary assignment occurs in Registered Nurse Classes B, C, D, MA, or SU and is not specific to a nursing unit and it is thought to be for a period of less than six (6) months, the Hospital shall have the right to make the appointment. If no qualified Employee within the Facility accepts the temporary assignment, and it is known in advance to be for a period in excess of six (6) months, the temporary assignment shall then be filled in accordance with Article 30.01 and 30.03.

(c) When a temporary assignment occurs within the Registered Nurse Class A and is known in advance to be for a period in excess of six (6) months, it shall be filled in accordance with Article 30.01 and 30.03. If the assignment is for a period of six (6) months or less, the Hospital shall then have the right to make the appointment.

(d) For temporary assignments of less than one (1) year, vacancies resulting from the initial posting under this article are not required to be posted.

31.03 (a) Every Employee assigned to a position of higher Classification shall be eligible for extra pay in accordance with Article 31.03 (b) and such shall apply to all eligible Employees who assume all or substantially all the responsibility of the higher rated position in excess of two (2) consecutive working days in the higher rated position; such pay to be retroactive to the first (1<sup>st</sup>) day of assignment.

(b) An Employee temporarily performing the duties of a higher Classification shall be paid in accordance with Article 28.03.

31.04 Assistant Nurses Managers shall be entitled to temporary assignment pay only if they relieve their superiors for more than fifteen (15) consecutive days.

31.05 Upon completion of the temporary assignment, the Employee shall return to their former position.

31.06 Notwithstanding Article 31.02, maternity leaves, regardless of length, shall be posted and filled in accordance with Articles 30.01, 30.02 and 30.03. Vacancies resulting from the initial posting are not required to be posted.

31.07 All temporary assignments which require posting, shall be posted on a Facility basis, except where the position is not Facility specific in which case it shall be posted on a regional basis.

31.08 For the purpose of this article, Employees shall include Employees from the Nurse Managers and Nurse Supervisors Bargaining Unit and the Nurses Part III Bargaining Unit.

## **ARTICLE 32 - SUSPENSION AND DISCHARGE**

32.01 No Employee who has completed their probationary period shall be suspended without pay or discharged except for just cause. At the request of the Employee a Local Representative may be in attendance when such matters of suspension or discharge are being discussed with the Employee.

32.02 Where an Employee is suspended without pay or discharged, the Hospital shall notify the Employee in writing by mail requiring a signature or by personal service stating the reason for the suspension or discharge.

32.03 The Employer agrees not to introduce as evidence in a hearing relating to disciplinary action any document from the file of an Employee, the existence of which the Employee was not aware of six (6) Business Days, prior to the time of said hearing.

32.04 A record of disciplinary action, including a written reprimand or a confirmation of an oral reprimand, shall be removed from the file of an Employee after the expiration of a period of eighteen (18) months (not including unpaid leave) after the disciplinary action has been taken, providing no other instance of disciplinary action in respect of the Employee has been recorded during that period. After removal, such record of disciplinary action shall not be introduced in adjudication.

32.05 Where it is determined that an Employee has been disciplined by suspension without pay or by discharge in violation of article 32.01 that Employee shall be immediately reinstated in their former position without loss of Seniority or any other benefit which would have accrued to their if they had not been suspended or discharged. One of the benefits which they shall not lose is their regular pay during the period of suspension or discharge which shall be paid to them at the end of the next complete pay period following their reinstatement.

32.06 Upon request an Employee shall be given an opportunity to read and make a copy of any document in their personnel file relating to any disciplinary notation or action taken against them.

32.07 With the exception of Article 32.04 and Article 32.06, this Article does not apply to Casual Employees.

## **ARTICLE 33 - WORKFORCE ADJUSTMENT**

- 33.01 (a) The parties agree that if workforce adjustments are necessary they will work co-operatively to endeavour to avoid layoffs, and to minimize disruptions to the Employees affected. This will be done within the fiscal framework available to the Hospital and in accordance with the terms of the Collective Agreement, in particular; Article 30 - Vacancies, Postings, Promotions and Transfers, Article 34 - Layoff and Displacement/Recall.
- (b) Where workforce adjustments due to a shortage of work, are identified by the Regional Health Authority, a Joint Workforce Adjustment Committee shall be established in order to discuss the implementation of the workforce adjustments in a manner consistent with Article 33.01(a). This Workforce Adjustment Committee shall be advisory in nature.
- (c) The Joint Workforce Adjustment Committee shall consist of representatives of Regional Health Authority and the Union.

## **ARTICLE 34 - LAYOFF AND DISPLACEMENT/RECALL**

- 34.01 Subject to the right of the Hospital to retain Employees with the necessary nursing skills and nursing qualifications for the safe operation of the Hospital, layoffs shall be in reverse order of Seniority. Lack of certain nursing skills or nursing qualifications that can be acquired within five (5) days will not preclude an individual's right to exercise their Seniority in this Article.
- 34.02 To avoid a layoff, a Full-Time Employee may agree to the reduction of their position to part-time with the mutual agreement of the Union and the Hospital.
- 34.03 (a) An Employee who is affected by a work shortage in their Facility shall be given a written notice of displacement and their options will be discussed with them. The Employee shall then have forty-eight (48) hours, exclusive of Weekends and holidays, to identify their preferred option(s) under this Article.
- (b) Any displacement under this Article is conditional upon the displacing Employee having greater Seniority than the displaced Employee.
- (c) In all cases, reference to the least senior Employee shall mean:
- (i) the least senior Employee for which the displacing Employee has the necessary nursing skills and nursing qualifications.

(ii) in the case of a Full-Time displacing Employee, at their option, either the least senior Full-Time Employee or the least senior Part-Time Employee.

(iii) in the case of a Part-Time displacing Employee, the least senior Part-Time Employee.

34.04 In exercising options under this Article;

(i) a Full-Time Employee may displace a Full-Time or a Part-Time Employee.

(ii) a Part-Time Employee may only displace a Part-Time Employee.

34.05 (a) An Employee in the Registered Nurse Class MA or Registered Nurse Class SU Classification who is affected by a work shortage within their Facility shall, subject to article 34.01, be entitled to:

(i) displace the least senior Employee in the same Classification within the Facility,

(ii) if no option to displace in (i), displace the least senior Employee in the same Classification within the Regional Health Authority (as defined in the Letter of Agreement Re: Definition of “Regional Health Authority”), or

(iii) if no option to displace in (ii), displace the least senior Employee in the same Classification within Vitalité Health Network or Horizon Health Network, as the case may be,

(iv) displace the least senior Employee in a lower Classification in any unit they choose within the Facility, or

(v) agree to layoff.

(b) An Employee in the Registered Nurse Class MA or Registered Nurse Class SU Classification whose position is not Facility specific who is affected by a work shortage in the Region shall, subject to article 34.01, be entitled to:

(i) displace the least senior Employee in the same Classification within the Regional Health Authority, (as defined in the Letter of Agreement Re: Definition of “Regional Health Authority”) or

- (ii) if no option to displace in (i), displace the least senior Employee in the same Classification within Vitalité Health Network or Horizon Health Network, as the case may be,
- (iii) displace the least senior Employee in a lower Classification at a Facility of their choice, or
- (iv) agree to layoff.

34.06 Except in cases of emergency, layoffs due to lack of work will only take place after the Employees affected and the Local have been given a minimum of thirty (30) days' notice and the parties shall meet at the request of either party to discuss the impending layoff.

34.07 Employees shall exercise their options under this Article within forty-eight (48) hours of notice of layoff excluding Weekends and holidays.

34.08 Employees who are laid off under this Article shall retain their portability rights as per Article 43 for a period of twelve (12) months in the Hospital(s) in which they have made application for employment within thirty (30) days of the layoff.

34.09 The Seniority hours as of the date of notice of layoff shall apply for layoff and recall.

34.10 In the event of recall Employees shall be recalled in order of Seniority to the first available position for which they have the necessary nursing skills and nursing qualifications, to provide the required nursing care for the safe operation of the Hospital. Lack of certain nursing skills or nursing qualifications that can be acquired within five (5) days of recall will not preclude an individual's right to exercise their Seniority in this Article.

34.11 An Employee shall be recalled to their own Facility or any other Facility which they have designated in writing at the time of a layoff.

34.12 (a) The Employee's decline of recall to a Facility other than their own will not result in a loss of recall rights to their own Facility although it will result in the removal of that Facility option from their choices.

(b) After three (3) recall declines to facilities other than the one from which they were laid off, options for recall to facilities, other than their own, will not be available.

(c) Refusal by a Full-Time Employee to accept recall to a Part-Time position shall not result in loss of recall rights.

- 34.13 (a) An Employee shall have forty-eight (48) hours, exclusive of Weekends and holidays to indicate, in writing, whether they accept or decline the recall offer.
- (b) An Employee who accepts a recall shall return to the service of the Facility within two (2) weeks of notice of recall or forfeit all recall rights. Acceptance of recall removes the Employee from the recall list, subject to 34.14 (a). Failure to report for legitimate reasons, i.e. sickness, maternity, etc., will not result in a forfeiture of the recall position.
- 34.14 (a) A Full-Time Employee may be recalled to a Full-Time or Part-Time position. If recalled to a Part-Time position, the former Full-Time Employee shall retain their recall rights to a Full-Time position either within the Facility to which they were recalled for Part-Time or within the Facility from which they were laid off, but not to exceed the original eighteen (18) month recall period.
- (b) A Part-Time Employee may be recalled to a Part-Time or Full-Time position. If recalled to a Full-Time position, the former Part-Time Employee shall retain their recall rights to a Part-Time position either within the Facility to which they were recalled for Full-Time or within the Facility from which they were laid off, but not to exceed the original eighteen (18) month recall period.
- (c) The Employee will not be recalled to a higher Classification.
- 34.15 (a) Notwithstanding Article 4.09, all Casual work in a Facility shall be offered initially on the basis of Seniority to Employees on the recall list from that Facility, provided that:
- (i) they have indicated their availability, in writing, for Casual work,
  - (ii) they have the nursing qualifications and nursing skills for the available work,
  - (iii) the offer does not constitute additional costs to the Hospital or invoke an overtime situation as per Article 20, and
  - (iv) preference for Casual work shall not exceed the Employee's previous scheduled hours, following which, the distribution of Casual work shall be in accordance with Article 4.09.

- (b) An Employee on the recall list may refuse an assignment of Casual work;
  - (i) for reasons of illness provided they satisfy the Employer of their condition.
  - (ii) for reasons of emergency provided they satisfy the Employer of their need.
  - (iii) if they have already worked three (3) Shifts in a one (1) week period.

34.16 Acceptance or refusal of Casual or Temporary work shall not increase the period of recall nor interfere with the recall rights of the Employee.

34.17 A layoff will be a termination of employment and recall rights will lapse at the first occurrence of:

- (a) refusal of recall to the Facility from which they were laid off.
- (b) expiration of eighteen (18) consecutive months from the date of layoff.

34.18 This Article shall apply to Full-Time and Part-Time Employees only.

34.19 For the purpose of this Article, Employees shall include Employees from the Nurses, Part III Bargaining Unit and the Nurse Managers and Nurse Supervisors Bargaining Unit.

34.20 This article shall also apply to Employees on leave with or without pay.

34.21 An Employee who has not been recalled to a Full-Time or Part-Time position at the conclusion of the recall period, may apply in writing to continue to work on a Casual basis and, if accepted by the Hospital, shall retain Seniority accumulated from Casual employment during the recall period.

## **ARTICLE 35 - TERMINATION OF EMPLOYMENT**

35.01 All Full-Time, Part-Time and Temporary Employees shall give the Hospital as much notice as possible with a minimum of five (5) calendar weeks' written notice of intention to resign. Failure of the Employee to give notice or failure to work any scheduled work day during the term of notice will result in forfeiture of one (1) day's pay for each day not worked from monies owing to the Employee. The application of this Article will be waived for any reason deemed justifiable by the Hospital.

35.02 In cases of emergency, the time limits specified in article 35.01 may be varied.



## **ARTICLE 36 - RETIREMENT**

36.01 The normal retirement age shall be sixty-five (65) years of age.

36.02 If an Employee chooses they may retire at fifty-five (55) without loss of retirement benefits and shall receive pension benefits as defined in the Certain Bargaining Employees Shared Risk Pension Plan in which they are enrolled.

## **ARTICLE 37 - RETIREMENT AND LAY-OFF ALLOWANCE**

37.01 Retirement Allowance

(a) When a Full-Time Employee having continuous service of five (5) years or more retires in accordance with Article 36, or due to disability or death or upon reaching the normal retirement age, or is laid off, the Hospital shall pay such an Employee or beneficiary a retirement allowance equal to five (5) days' pay for each full year of continuous service but not exceeding one hundred and twenty-five (125) days' pay, at the Employee's rate of pay, such allowance to be pro-rated with respect to Part-Time Employees. This Article has no application to Temporary and Casual Employees.

(b) Part-Time Employees will be paid their retirement allowance at their current step in the wage schedule at the rates in Appendix "A", Appendix "B" or Appendix "B-1".

(c) The eligible Employee as per article 37.01 (a) and (b) or the Employee's estate shall be advised, without prejudice, within forty-five (45) days, of the amount of the retirement allowance owing and the date upon which payment can be expected.

(d) When an Employee who has not voluntarily discontinued their retirement allowance early in accordance with 37.01(e) below is laid off and is not recalled, the retirement allowance shall be paid in a lump sum eighteen (18) months after the date of layoff pursuant to this article.

(e) An Employee having five (5) years of continuous service or more may voluntarily choose to discontinue their retirement allowance early at any point prior to their retirement and receive an immediate single lump sum payment of their allowance as follows:

(i) the Employee will notify the Employer in writing of their decision to discontinue their retirement allowance early and confirm they have selected effective date for the discontinuance;

(ii) the single lump sum payment will be calculated based on the Employee's full years of continuous service and rate of pay on the effective date the Employee has selected but not exceeding one hundred and twenty-five (125) days' pay;

(iii) an Employee who has chosen to discontinue their retirement allowance early will not be eligible for any further retirement allowance at their retirement.

(iv) the Employee shall be advised, without prejudice, within forty-five (45) days, of the amount of the retirement allowance owing and the date upon which payment can be expected.

(v) this Article has no application to Temporary and Casual Employees.

### 37.02 Lay-off allowance for Employee who chose early discontinuance of retirement allowance

When an Employee having continuous service of five (5) years or more and who has chosen to discontinue their retirement allowance early is subsequently laid-off, the Employer shall pay such an Employee a lay-off allowance equal to five (5) days' pay for each full year of continuous service but not exceeding one hundred and twenty-five (125) days' pay which when granted will be paid in a lump sum at the Employee's regular rate of pay eighteen (18) months after the date of layoff, such allowance to be pro-rated for Part-Time Employees. This Article has no application to Temporary and Casual Employees.

37.03 When an Employee has a permanent disability and requests to retire, or when the Hospital requires an Employee to retire due to a permanent disability, and in the absence of mutual agreement, a Board of Doctors whose decision shall be final and binding on the Parties to this Agreement shall be constituted as follows: one doctor appointed by the Union, one doctor appointed by the Hospital, and one doctor selected by the two so appointed, who shall be the Chairman. If the decision of the Board is that the Employee has a permanent disability which prevents them from working, the said Employee shall receive pay for any accumulative retirement leave they are entitled to under this Article. The expenses of this Board shall be paid for in the same manner as if it were an Adjudication Board. If the permanent disability of an Employee has been established under the *Workers' Compensation Act* or the *Canada Pension Act*, a further Board decision under this Article shall not be required.

## **ARTICLE 38 - SENIORITY**

38.01 A Seniority list of all Employees covered by this Agreement showing the name, Classification, date of hire and the number of Seniority hours in the Bargaining Unit within the Hospital shall be posted annually not later than February 1<sup>st</sup> in a place accessible to all Employees so affected. A thirty (30) day protest period respecting revisions shall be allowed following such posting. A copy of the Seniority list shall be given to the Union at the time of posting and after the thirty (30) day protest period with the revisions made. A copy of the revised Seniority list shall be given to the Local and it shall be the Local's responsibility to ensure that it remains posted until the Seniority list for the following year is posted. An Employee can only accumulate a maximum of 1957.5 hours in any one (1) year.

Any review of an Employee's Seniority shall not go back more than thirty-six (36) months from the date of the request. Any resulting revisions to the Seniority list shall only be utilized in consideration of current or subsequent decisions.

38.02 When an Employee completes the probationary period, Seniority shall accumulate from date of attaining Employee status.

38.03 (a) When an Employee has been granted leave of absence without pay the continuous service and Seniority of such Employee shall be retained but Seniority and any benefits measured by length of service shall not accumulate during such leave of absence except as provided in Article 25.01.

(b) An Employee who is granted maternity leave shall not lose their Seniority and shall accumulate Seniority up to a maximum of seventeen (17) weeks on the basis of what their normal regular hours would have been.

(c) An Employee who is granted Child Care Leave shall not lose their Seniority and shall accumulate Seniority up to a maximum of sixty-two (62) weeks on the basis of what their normal regular hours would have been.

38.04 Continuous service shall be broken and Seniority shall be forfeited by an Employee for the following reasons only:

- (a) They voluntarily leave the services of the Hospital;
- (b) They lose status as a Full-Time or Part-Time Employee;
- (c) They are discharged for just cause;
- (d) They are suspended for just cause, in which event the loss of Seniority shall be for the period of suspension only; and
- (e) They are laid off for a period of eighteen (18) months or more.

38.05 A member of the Bargaining Unit who is requested to relieve in a non-Bargaining Unit management position for a period of less than twelve (12) months shall retain their Seniority and continue to accumulate Seniority while they are in such a position. Following a twelve (12) month period in such a position, the Employee's Seniority shall be retained but not accumulated.

## **ARTICLE 39 - SAFETY AND HEALTH**

39.01 The Hospital shall continue to make reasonable provisions for the safety and health of its Employees during their hours of employment. Protective devices and other equipment deemed necessary to protect Employees properly from injury shall be supplied by the Hospital. Both the Hospital and the Union shall cooperate to the fullest extent possible towards the prevention of accidents, and in reasonable promotion of safety and health, including promoting an environment free from abuse and harassment.

39.02 The Employer shall provide any immunization or preventative measures which are medically necessary for the safety of the Employee at work.

39.03 A Joint Health and Safety Committee shall be constituted in accordance with the *Occupational Health and Safety Act*.

Time spent by Employees at meetings and in carrying out the function of the Committee, including participating in any relevant training, shall be considered time worked. Furthermore, such committee shall:

- (a) Have representation from the Local;
- (b) Make recommendations for the establishment and enforcement of policies involving safety practices;
- (c) Keep the Employees informed of all policies involving safety practices;
- (d) Maintain an appropriate bulletin board for the exclusive use of the Committee;
- (e) Carry out safety inspections and investigate reported unsafe conditions;
- (f) Post minutes of all Committee meetings on bulletin boards; and
- (g) Consider measures and make recommendations necessary to ensure the security of each Employee in the workplace. For greater certainty, the workplace may extend to off-site locations as indicated in the Government of New Brunswick's *Respectful Workplace and Prevention of Workplace Violence* administrative policies.

39.04 The Employer shall, in consultation with the Committee,

- (a) Have in place a policy and procedure(s) to support a working alone safety plan in accordance with the *Occupational Health and Safety Act*, which shall be reviewed annually by the Committee;
- (b) Have in place a code of practice for harassment, in accordance with the *Occupational Health and Safety Act*, incorporating, as a minimum, the provisions of the Government of New Brunswick's *Respectful Workplace* administrative policy, as it may be amended from time to time. Such code of practice shall be reviewed annually and, subject to the Government of New Brunswick's policy, revised as deemed appropriate by the Committee;
- (c) Have in place a code of practice for workplace violence, in accordance with the *Occupational Health and Safety Act*, supporting a workplace free from violence and incorporating, as a minimum, the provisions of the Government of New Brunswick's *Prevention of Workplace Violence* administrative policy, as it may be amended from time to time. Such code of practice shall be reviewed annually and, subject to the Government of New Brunswick's policy, revised as deemed appropriate by the Committee.
- (d) Ensure that all Employees are aware of these policies by providing yearly training; and
- (e) Provide notification to the public that any form of workplace violence, including verbal and physical abuse, will not be tolerated in the workplace and may result in the removal of the person on a temporary or permanent basis from the Facility and/or criminal charges being laid.

39.05 The Employer shall:

- (a) Conduct ongoing workplace hazard and risk assessments, including those for workplace violence, pandemic, disaster or emergency response. Such assessments shall review, including but not limited to:
  - (i) facility design and engineering controls,
  - (ii) administrative policies, procedures and compliance; and
  - (iii) appropriate personal protective devices and other equipment.
- (b) Share information with and obtain input from the Committee pertaining to all hazard assessments.

39.06 The Employer and the Union agree to cooperate in the promotion of psychologically healthy and safe working conditions and practices.

The Employer and Union recognize the role of Joint Occupational Health and Safety Committees (JOHSC) in supporting psychologically healthy and safe workplaces. Therefore, the JOHSC may be engaged in Local level identification of psychological health and safety hazards in the workplace, including but not limited to, those set out in the Canadian Standards Association (CSA) Psychological Health and Safety Standard and the Occupational Health and Safety Act Regulations for the Province of New Brunswick.

## **ARTICLE 40 - INJURED ON DUTY**

40.01 An Employee who is injured on the job or suffers a recurrence of an injury on the job shall, as soon as possible, report the matter to the Supervisor or Department Head and file a Workers' Compensation claim.

40.02 An Employee who is injured on the job or suffers a recurrence of an injury on the job and who has their Workers' Compensation claim approved shall receive benefits pursuant to the *Workers' Compensation Act*. Notwithstanding 40.03, if the claim is not approved, a Full-Time or Part-Time Employee shall be entitled retroactively to use any accumulated sick leave credits in accordance with Article 23.06.

40.03 (a) The absence of an Employee who is injured on the job or suffers a recurrence of an injury on the job and who is waiting for approval of a Workers' Compensation claim, and/or who is receiving benefits under the *Workers' Compensation Act* shall not be charged against the Employee's sick leave credits or vacation credits except as provided in 40.04.

(b) Upon approval of the Worker's Compensation Claim, the Employee will be credited with Seniority for the required waiting period stipulated under the *Worker's Compensation Act*.

40.04 (a) The Employee shall receive their regular bi-weekly pay until such time as their compensation payments begin provided that they agree to assign the compensation payments equal to the same period of time and provided the Employee has the necessary sick leave to their credit. The Employer will credit any sick leave days used for this purpose to the Employee's accumulated sick leave upon approval of the Workers' Compensation claim.

(b) For the purposes of Article 40.04:

(i) "regular bi-weekly pay" means an amount equal to the level of compensation payable, for the pay period, to which the Employee is entitled pursuant to the *Workers' Compensation Act*.

(ii) payment shall commence following the period of time stipulated under the *Workers' Compensation Act* during which compensation is not payable to a worker.

## **ARTICLE 41 - COMMUNICATION**

41.01 The process of communication (bulletin board, electronic, hard copy, etc.) shall be used to provide the members of the Bargaining Unit:

- (i) Adequate notice of meetings and lectures called by the Hospital; and
- (ii) Job vacancy notices

All Hospital policies which affect the Employees shall be written and made available to the Employees.

41.02 The Employer shall make every reasonable effort to provide Regional Health Authority Employee-accessible computers with a hyperlink to the New Brunswick Nurses' Union Website.

## **ARTICLE 42 - PENSIONS**

42.01 The Certain Bargaining Employees Shared Risk Pension Plan in effect on the date of signing of the Agreement, and as amended from time to time, shall continue to be in effect during the life of the Agreement, unless the parties agree to otherwise.

## **ARTICLE 43 - PORTABILITY**

43.01 (a) An Employee who accepts employment as a Full-Time or Part-Time Employee in an institution, Hospital, or agency listed in Parts I or III, First Schedule of the *Public Service Labour Relations Act* within forty-five (45) days of their resignation date from employment as a Full-Time or Part-Time Employee in another institution, Hospital, or agency listed in Parts I or III of such Act, shall retain the benefits listed in sub-section (d).

(b) If such Employee accepts an offer to return to their former Employer within forty-five (45) days of their resignation from said Employer, they shall retain the benefits listed in sub-section (d).

(c) The Employee's pension shall also be transferred when an Employee accepts employment as a Full-Time or Part-Time Employee in another Hospital included in Part III.

(d) The following benefits shall be retained for Employees who qualify under 43.01 (a) or (b);

- (i) unused accumulated sick leave credits;
- (ii) vacation rate entitlement shall be calculated giving consideration to the number of years of continuous service on the same basis as calculated by the previous Employer;
- (iii) retirement allowance;

- (iv) service credits as applicable to increments within the salary scale;
- (v) accumulated Seniority hours.

43.02 An Employee who accepts employment as a Full-Time or Part-Time Employee in a Hospital, Institution or Agency listed in Part III, First Schedule of the *Public Service Labour Relations Act* within forty-five (45) days of their resignation date from employment as a Full-Time or Part-Time Employee in any other Hospital or institution in Canada (the Employees of which are represented in a Bargaining Unit by a certified bargaining agent), then such Employee shall be credited with equivalent Seniority in this Bargaining Unit only for the purposes of Vacation (Article 21) and Seniority (Article 38).

## **ARTICLE 44 - PRINTING OF AGREEMENT**

44.01 The Employer shall be responsible for the translation of the collective agreement. The printing of the bilingual agreement shall be the responsibility of the Union. The translation and printing of the collective agreement shall be approved by both parties.

44.02 This agreement shall be printed in both English and French and shall be official in both languages. However, if a discrepancy of interpretation arises between the English and French versions, the language in which the collective agreement was negotiated (English) shall prevail.

## **ARTICLE 45 - JOB DESCRIPTION, JOB CLASSIFICATION AND ORIENTATION**

45.01 Each Facility agrees to make job descriptions available to Employees concerned or the Local.

45.02 (a) The Classifications covered by this Agreement shall be those listed in Appendix "A", Appendix "B" or Appendix "B-1" of this Agreement. The Employer agrees to provide the Union with job specifications for Classifications listed in Appendix "A", Appendix "B" or Appendix "B-1" as they are revised.

(b) Where the Employee feels that their position has been unfairly or incorrectly classified, the Employee may submit the matter for review to the Joint Classification Maintenance Committee (JCMC) for determination. A decision of the JCMC shall be final and binding.

(c) Where the JCMC determines that a reclassification is necessary, the effective date of the change in Classification will be the date the job analysis questionnaire is date-stamped received by the Human Resources Branch of the employing Zone/Region.



(d) If a new Classification comes into being during the life of this agreement, or there is a significant change in the level of duties, responsibilities, or qualification requirements of an existing Classification, the matter shall be forwarded to the JCMC to determine the appropriate band for the new or revised Classification. Pending determination of the appropriate band, the Employer may set an interim wage rate for such Classification.

(e) Joint Maintenance Process

(i) a Joint Steering Committee, consisting of one representative of both the Employer and the Union, shall consider any matter referred to it by the JCMC, and provide a decision that is final and binding.

(ii) a JCMC consisting of three (3) representatives of both the Employer and the Union shall be responsible for maintaining the integrity of the classification system.

(iii) the JCMC shall meet and develop terms of reference for approval by the Joint Steering Committee. By mutual agreement, the JCMC may call upon additional resources to address specific issues in the development of the terms of reference.

(iv) the JCMC shall have the authority to consider and decide on classification requests following approval of the terms of reference by the Joint Steering Committee.

(v) when evaluating new Classifications, revised Classifications or reclassification requests, the JCMC shall apply the job evaluation methodology that was used in establishing the new classification system

(vi) the JCMC shall meet as required and each party shall be responsible for the expenses of its members.

(vii) a decision of the JCMC shall be final and binding.

(viii) in the event that the JCMC is unable to reach consensus on any matter referred to the committee, the matter shall be referred to the Joint Steering Committee.

(f) In no event shall the process outlined in 45.02(d) and (e) exceed six (6) months.

45.03 Employees hired to positions within the Bargaining Unit shall be entitled to appropriate orientation for the position. Employees receiving orientation shall be paid at the Employee's hourly rate. A record of the orientation period and topics covered shall be signed by the nurse and the Employer and placed in the Employee's personnel file.

## **ARTICLE 46 - AMBULANCE TRANSFER DUTY**

46.01 When a volunteer ambulance transfer or an Employee on duty is required to attend a patient as an ambulance transfer during an ambulance trip (air, road, etc.) and the time involved on the trip exceeds the Employee's regular Shift, they shall receive time off or pay, at their option, at the applicable overtime rates for all time in excess of their normal Shift which the Employee spends with the patient or attending to the needs of the patient.

46.02 If the Employee on ambulance transfer duty commences their return to their Facility immediately following the release of their patient, they shall receive time off or pay, at their option, at the applicable overtime rate for all time spent in return travel in excess of their normal seven and one-half (7 ½) hour Shift.

46.03 If an Employee is detained due to weather or other transportation difficulties, they shall not lose their day(s) off. The time they are so detained and the time spent travelling back to their Facility shall be deemed to be time worked with a maximum of seven and one-half (7 ½) hours at the overtime rate in the twenty-four (24) hour period.

46.04 No Employee returning from ambulance transfer duty will be required to commence another Shift within twelve (12) hours of their return, unless otherwise agreed between the Employer and the Employee concerned. If the Employee works they shall receive the overtime rate for any hours worked within twelve (12) hours from their return from the ambulance transfer duty. The remainder of the Shift shall be paid at the Employee's regular hourly rate.

46.05 To ensure the safe, secure, and efficient transportation of Employees back to their home Facility when they have accompanied a patient in an ambulance, the following shall apply:

- (a) Employees will be returned to their originating Facility in an approved taxi or limousine service at no cost to the Employees immediately following their discharge from ambulance duty;
- (b) Arrangements for return transportation shall be made by the Employer in each Facility. Every reasonable effort shall be made to make arrangements prior to the departure of the Employee.
- (c) The Employee on ambulance transfer duty shall be provided with a cell phone if requested.

46.06 If requested, an Employee shall be given a travel advance for all anticipated travel expenses by the Hospital before commencing ambulance transfer duty. A subsequent travel claim will be submitted in accordance with normal procedures and travel regulations.

46.07 When a Full-Time Employee is called back to do ambulance transfer duty on their day off, Article 20 shall apply.

46.08 Should an Employee volunteer for ambulance transfer duty and elect to take their days off before returning for duty, they shall receive only straight time for the traveling time on the return journey.

## **ARTICLE 47 - MERGER AND AMALGAMATION**

47.01 Except in cases of emergency should the Hospital merge, amalgamate or combine any of its operations or functions with another Hospital or should any Facility take over any of the operations or functions of another Facility, the Hospital agrees to give the Union notice in writing ninety (90) days prior to any intent by the Hospital to implement the above.

47.02 Discussion will commence between the Parties within ten (10) days of such notice and every reasonable effort will be made to provide continuous employment in their previous Classification for Employees affected in the Bargaining Unit. Any Employee affected by such take over shall be offered alternate employment subject to Article 30.03 with their present Hospital or the other Hospital, and in the latter case, Seniority of Employees in the amalgamated facilities or service shall be considered as one (1) list. If alternate employment is not available for some Employees, the layoff shall be in accordance with Article 34.

47.03 Where a new Facility is planned to replace an existing Facility(ies), no new Employee shall be hired until the Employees at the existing Facility(ies) have been allocated to available positions.

Employees will be allocated on the basis of Seniority by former unit or combined unit as follows:

- (a) Existing Employees will be allocated to their previous position,
- (b) Failing that, Employees will be allocated to a similar position, and
- (c) If no similar positions exist, the Employee will be allocated to any other position within the Facility provided the Employee has the minimum qualifications for that position with their previous rate maintained until the wage rate in the new position equals or exceeds it.

If alternate employment is not available for some Employees, the layoff shall be in accordance with Article 34.

## **ARTICLE 48 - WORKING CONDITIONS**

48.01 The parties agree that an Employee will bear no liability for their participation in the preceptorship program provided the Employee has acted reasonably and prudently in their participation.

48.02 Employees required by the Employer to travel within the Zone between facilities shall have expenses incurred governed by the provisions of the Travel Policy as approved by Treasury Board and is amended from time to time. The Employer shall provide the Union with all amendments as they become available.

## **ARTICLE 49 - HEALTH BENEFITS**

49.01 The Hospital agrees to provide to Full-Time and eligible Part-Time and Temporary Employees registered and in good standing under the Medicare Plan, semi-private or better accommodation without differential charges. Similar courtesy will be extended to children, dependents and/or spouse of Employees. (Such facilities are not available to children on the Pediatric Floor, nor to infants in the Nursery.) Similarly, use of the Out-Patient Department by Employees or their children and dependents will be provided as a courtesy. These courtesy offers are restricted to available privileges of the Hospital and do not include:

- (i) fees to physicians or surgeons; and
- (ii) provision of drugs or laboratory tests which are not included in insured services.

49.02 The Employer shall pay seventy-five percent (75%) of the cost of premiums for the existing Province of New Brunswick Blue Cross Health Plan and fifty percent (50%) of the existing basic Dental Plan for all Full-Time and eligible Part-Time Employees and their dependents. This provision will apply to Employees who agree to pay the remaining twenty-five percent (25%) of the Blue Cross premiums and the other fifty percent (50%) of the Dental Plan premiums.

## **ARTICLE 50 - LONG-TERM DISABILITY**

50.01 The Employer shall make available to eligible Employees of the Province of New Brunswick long term disability plan. Eligibility shall be governed by the rules of the plan. Premiums will be paid by the Employee through payroll deduction upon authorization from the Employee to deduct the same. For newly hired eligible Employees enrolment in the plan shall be a condition of employment.

50.02 An Employee on Long-Term Disability Benefits shall be considered to be on a leave of absence without pay for a period not to exceed two (2) years. If the Employee returns to work they shall be placed in their previous held position. If the position is affected by a workforce adjustment, the Employee will be notified and provided with an opportunity to exercise their options under Article 34 unless otherwise agreed by the parties.

## **ARTICLE 51 - GROUP LIFE INSURANCE**

51.01 The Employer agrees to maintain the Province of New Brunswick Group Life Insurance Program for eligible Employees.

51.02 For information purposes only:

- (i) The basic coverage, paid by the Employer as of the signing of this collective agreement, is one times the Employee's annual salary.
- (ii) The program also provides the following options at the Employee's cost:
  - (a) optional supplemental life, and
  - (b) voluntary program of accidental death and dismemberment.

## **ARTICLE 52 - TECHNOLOGICAL CHANGE**

52.01 Technological change means the introduction of equipment or material of a different nature or kind than that previously used by the Hospital, and a change in the manner in which the Employer carries on its operations that is directly related to the introduction of that equipment or material.

52.02 When the Hospital is considering the introduction of technological change which substantially changes the duties performed by Employees in the Bargaining Unit the Hospital agrees to notify the Local as far as possible in advance of such intention.

52.03 If as a result of a change in technology the Hospital requires an Employee to undertake additional training, the training will be provided to the Employee. Such training shall be given during the hours of work whenever possible. Any training due to technological change shall be at the Hospital expense without loss of pay to the Employee.

52.04 An Employee who is laid off due to technological change shall be given the opportunity to exercise their rights under Article 34 - Layoff and Displacement/Recall.

## **ARTICLE 53 - EMPLOYEE PERFORMANCE ASSESSMENT**

53.01 Where as a result of a formal assessment of Employee performance, the performance of an Employee is judged to have been unsatisfactory, the Employee concerned must be given an opportunity to sign the form in question to indicate that its contents have been read and understood. The Employee's signature shall serve as evidence that the requirements and intent of this article have been satisfied, and not as evidence that they agree or disagree with the assessment.

## **ARTICLE 54 - RETROACTIVITY**

54.01 (a) All Employees who are working Full-Time on the date of signing of this Agreement shall receive retroactive pay in accordance with the rates in Appendix "A", Appendix "B" or Appendix "B-1" for all hours paid.

(b) The following Employees shall also receive retroactive pay on a pro-rated basis: Employees who retired or died after January 1, 2024; Employees who were laid off prior to the date of signing; and Employees on approved leave of absence on the date of signing, provided they, or someone legally acting on their behalf, make claim by notice in writing to the individual Hospital in which they were employed within forty-five (45) calendar days from the date of signing of this Agreement.

54.02 Employees who were employed on January 1, 2024, and who voluntarily left the employ of the Hospital between January 1, 2024, and the date of signing of this Agreement shall be entitled to retroactive pay provided they make claim by notice in writing to the individual Hospital in which they were employed within forty-five (45) calendar days from the date of signing of this Agreement.

54.03 Retroactivity shall not apply to Employees who left their employment before completing their probationary period or who were discharged for just cause.

54.04 All Employees who were not working full time on the date of signing shall be eligible for retroactivity pay on a pro-rated basis.

## **ARTICLE 55 - DURATION AND TERMINATION**

55.01 This Agreement constitutes the entire Agreement between the Parties and shall be in effect for a term beginning on date of signing, unless otherwise specifically agreed elsewhere in the collective agreement, and ending December 31, 2027, shall be automatically renewed thereafter for successive periods of twelve (12) months unless either Party requests the negotiation of a new Agreement by giving written notice to the other Party not less than thirty (30) calendar days and not more than sixty (60) calendar days prior to the expiration date of this Agreement or any renewal thereof.

55.02 Any specific changes deemed necessary in this Agreement may be made by mutual agreement at any time during the existence of this Agreement.

55.03 Where a notice requesting negotiation of a new Agreement has been given, this Agreement shall remain in full force and effect until such time as an Agreement has been reached in respect of a renewal, amendment, or substitution thereof, or until such time as a deadlock is declared under the *Public Service Labour Relations Act*.

IN WITNESS WHEREOF the Parties have signed this 16 day of September 2024.

FOR THE EMPLOYER

Hon. Ernie Steeves  
Navy Vezina

ON BEHALF OF THE NEW BRUNSWICK  
NURSES' UNION

Paula Doucet  
Matt Hiltz  
Deborah Carpenter  
Courtney Nelson-Ward  
Melissa Ferguson  
Stacey Fraser  
Catherine Davies  
Brenda Couturier  
Karen Harvey

**APPENDIX A**  
**HOURLY RATES**  
**EFFECTIVE JANUARY 1, 2024**  
**4.00% & RESOURCING ADJUSTMENT 5.25%**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	47.48	49.34	51.34	53.41	55.53	57.77
Registered Nurse						
Class Supervisor	46.39	48.26	50.19	52.18	54.27	56.45

**HOURLY RATES OF PAY**  
**EFFECTIVE JANUARY 1, 2025**  
**2.00%**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	48.43	50.33	52.37	54.48	56.64	58.93
Registered Nurse						
Class Supervisor	47.32	49.23	51.19	53.22	55.36	57.58

**HOURLY RATES OF PAY**  
**EFFECTIVE JULY 1, 2025**  
**2.00 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	49.40	51.34	53.42	55.57	57.77	60.11
Registered Nurse						
Class Supervisor	48.27	50.21	52.21	54.28	56.47	58.73



**HOURLY RATES OF PAY  
EFFECTIVE NOVEMBER 1, 2025  
RESOURCING ADJUSTMENT 3.00%**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	50.88	52.88	55.02	57.24	59.50	61.91
Registered Nurse Class Supervisor	49.72	51.72	53.78	55.91	58.16	60.49

**HOURLY RATES OF PAY  
EFFECTIVE JANUARY 1, 2026  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	51.45	53.47	55.64	57.88	60.17	62.61
Registered Nurse Class Supervisor	50.28	52.30	54.39	56.54	58.81	61.17

**HOURLY RATES OF PAY  
EFFECTIVE JULY 1, 2026  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	52.03	54.07	56.27	58.53	60.85	63.31
Registered Nurse Class Supervisor	50.85	52.89	55.00	57.18	59.47	61.86

**HOURLY RATES OF PAY  
EFFECTIVE JANUARY 1, 2027  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	52.62	54.68	56.90	59.19	61.53	64.02
Registered Nurse Class Supervisor	51.42	53.49	55.62	57.82	60.14	62.56

**HOURLY RATES OF PAY  
EFFECTIVE JULY 1, 2027  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	53.21	55.30	57.54	59.86	62.22	64.74
Registered Nurse Class Supervisor	52.00	54.09	56.25	58.47	60.82	63.26

**APPENDIX B**  
**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%**  
**EFFECTIVE JANUARY 1, 2024**  
**4.00 % & RESOURCING ADJUSTMENT 5.25%**

	A	B	C	D	E	F
Registered Nurse						
Class Manager	49.85	51.81	53.91	56.08	58.31	60.66
Registered Nurse						
Class Supervisor	48.71	50.67	52.70	54.79	56.98	59.27

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%**  
**EFFECTIVE JANUARY 1, 2025**  
**2.00 %**

	A	B	C	D	E	F
Registered Nurse						
Class Manager	50.85	52.85	54.99	57.20	59.47	61.88
Registered Nurse						
Class Supervisor	49.69	51.69	53.75	55.88	58.13	60.46

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%**  
**EFFECITVE JULY 1, 2025**  
**2.00 %**

	A	B	C	D	E	F
Registered Nurse						
Class Manager	51.87	53.91	56.09	58.35	60.66	63.12
Registered Nurse						
Class Supervisor	50.68	52.75	54.82	56.99	59.29	61.67

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%  
EFFECTIVE NOVEMBER 1, 2025  
RESOURCING ADJUSTMENT 3.00%**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	53.42	55.52	57.77	60.10	62.48	65.01
Registered Nurse						
Class Supervisor	52.21	54.31	56.47	58.71	61.07	63.51

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%  
EFFECTIVE JANUARY 1, 2026  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	54.02	56.14	58.42	60.77	63.18	65.74
Registered Nurse						
Class Supervisor	52.79	54.92	57.11	59.37	61.75	64.23

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%  
EFFECTIVE JULY 1, 2026  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	54.63	56.77	59.08	61.46	63.89	66.48
Registered Nurse						
Class Supervisor	53.39	55.53	57.75	60.04	62.44	64.95

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%  
EFFECTIVE JANUARY 1, 2027  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	55.25	57.41	59.75	62.15	64.61	67.22
Registered Nurse Class Supervisor	53.99	56.16	58.40	60.71	63.15	65.69

**HOURLY RATES OF PAY RETENTION PREMIUM AT 25 YEARS 5%  
EFFECTIVE JULY 1, 2027  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	55.87	58.07	60.42	62.85	65.33	67.98
Registered Nurse Class Supervisor	54.60	56.79	59.06	61.39	63.86	66.42

**APPENDIX B-1**  
**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%**  
**EFFECTIVE JANUARY 1, 2024**  
**4.00 % & RESOURCING ADJUSTMENT 5.25%**

	A	B	C	D	E	F	
Registered Nurse							
Class Manager		47.95	49.83	51.85	53.94	56.09	58.35
Registered Nurse							
Class Supervisor		46.85	48.74	50.69	52.70	54.81	57.01

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%**  
**EFFECTIVE JANUARY 1, 2025**  
**2.00 %**

	A	B	C	D	E	F
Registered Nurse						
Class Manager	48.91	50.83	52.89	55.02	57.21	59.52
Registered Nurse						
Class Supervisor	47.79	49.72	51.70	53.75	55.91	58.16

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%**  
**EFFECTIVE JULY 1, 2025**  
**2.00 %**

	A	B	C	D	E	F
Registered Nurse						
Class Manager	49.89	51.85	53.95	56.13	58.35	60.71
Registered Nurse						
Class Supervisor	48.75	50.71	52.73	54.82	57.03	59.32

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%  
EFFECTIVE NOVEMBER 1, 2025  
RESOURCING ADJUSTMENT 3.00%**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	51.39	53.41	55.57	57.81	60.10	62.53
Registered Nurse						
Class Supervisor	50.22	52.24	54.32	56.47	58.74	61.09

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%  
EFFECTIVE JANUARY 1, 2026  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	51.96	54.00	56.20	58.46	60.77	63.24
Registered Nurse						
Class Supervisor	50.78	52.82	54.93	57.11	59.40	61.78

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%  
EFFECTIVE JULY 1, 2026  
1.125 %**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse						
Class Manager	52.55	54.61	56.83	59.12	61.46	63.94
Registered Nurse						
Class Supervisor	51.36	53.42	55.55	57.75	60.06	62.48

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%  
EFFECTIVE JANUARY 1, 2027**

	<b>1.125 %</b>					
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	53.15	55.23	57.47	59.78	62.15	64.66
Registered Nurse Class Supervisor	51.93	54.02	56.18	58.40	60.74	63.19

**HOURLY RATES OF PAY RETENTION PREMIUM AT 15 YEARS 1%  
EFFECTIVE JULY 1, 2027**

	<b>1.125 %</b>					
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
Registered Nurse Class Manager	53.74	55.85	58.12	60.46	62.84	65.39
Registered Nurse Class Supervisor	52.52	54.63	56.81	59.05	61.43	63.89



**APPENDIX C**  
**Addendum to the Collective Agreement**  
**in accordance with Article 19**  
**Respecting an Agreement**  
**between**  
**Treasury Board, Province of New Brunswick**  
**and**  
**The New Brunswick Nurses' Union**

In keeping with Article 19.01, the Hospital and Local hereby agree to implement a Compressed Work Week Schedule incorporating the following amendments to the collective agreement.

3.13 "Shift" means twelve (12) consecutive hours of work including a lunch period. There shall be two (2) consecutive Shifts in twenty-four (24) hours, namely, day and night Shifts.

18.01 The regular daily hours of work in each Shift shall be eleven and one-quarter (11 ¼). The regular weekly hours of work shall be thirty-seven and one-half (37 ½) averaged over one rotation of the schedule as determined by the individual Hospital. Meal periods shall not be less than forty-five (45) minutes each Shift and shall not be considered as hours of work.

18.06 (a) Whenever possible Employees required to work rotating Shifts shall be scheduled to work the majority of Shifts on day duty, averaged over a one (1) year period.

(b) There shall be a time period of at least twelve (12) hours elapsing between Shift change, unless otherwise agreed. Consideration shall be given to Employee's requests for permanent night duty.

18.07 No Employee shall be required to work more than four (4) consecutive days without day(s) off.

20.03 (a) Any work performed by a Full-Time, Part-Time or Temporary Employee, excluding hours worked on a casual basis by a Part-Time and Temporary Part-Time Employees:

(i) on a scheduled day off (Full-Time and Temporary Employees working on a full-time basis);

(ii) in excess of eleven and one quarter (11 ¼) hours in any one (1) day;

(iii) in excess of thirty-seven and one-half (37 ½) hours in a week (averaged over a four (4) week period);

(iv) in excess of four (4) consecutive days;

(v) without twelve (12) hours time off between Shifts (excluding any overtime hours worked);

(vi) outside the Employee's previously scheduled hours, without seventy-two (72) hours notice;

(vii) during one (1) Shift of a double Shift unless both Shifts were unscheduled, in which case both Shifts will be eligible for overtime; and

(viii) during an Employee's Weekend off;

shall be compensated by the payment of one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate or time and one-half ( $1\frac{1}{2}$ ) off for each of the overtime hours worked. The Employee shall choose the method of compensation. When an Employee works overtime and time off is not requested by the nurse or is not given by the Employer within the time period established by the Hospital, which shall not be less than sixty (60) days, they shall receive pay for overtime worked in excess of seventy-five (75) hours of banked time.

(b) Any work performed by a Full-Time, Part-Time or Temporary Employee, excluding hours worked on a casual basis by a Part-Time and Temporary Part-Time Employee during an Employee's paid vacation shall be compensated by the payment of the vacation day and the payment of two (2) times the Employee's hourly rate or two (2) times off for each of the overtime hours worked. The Employee shall choose the method of compensation. When an Employee works overtime and time off is not requested by the nurse or is not given by the Employer within the time period established by the Hospital, which shall not be less than sixty (60) days, they shall receive pay for overtime worked in excess of seventy-five (75) hours of banked time.

(c) Any work performed by either a Casual Employee or a Part-Time Employee working on a casual basis or a Temporary Part-Time Employee working on a casual basis shall be entitled to compensation, at one and one-half ( $1\frac{1}{2}$ ) times the Employee's hourly rate only in the following circumstances:

(i) in excess of eleven and one-quarter ( $11\frac{1}{4}$ ) hours in any one day;

(ii) in excess of thirty-seven and one-half ( $37\frac{1}{2}$ ) hours in a week (averaged over a four (4) week period); and

(iii) during one (1) Shift of a double Shift.

**20.06** (b) When an Employee is called back to work at any time outside their normal working hours, they shall be compensated a minimum of three (3) hours at the overtime rate according to Article 20.03 (a), or Article 22 as the case may be, for each call-back.

21.01 Every Full-Time Employee who, on the final day of the vacation year, has Seniority of:

- (a) less than 1957.5 hours shall be entitled to vacation with pay at their regular rate calculated on the basis of 9.375 hours per month in accordance with Article 21.06;
- (b) 1957.5 hours but less than 9787.5 hours shall be entitled to vacation with pay at their regular rate for a period of 112.5 hours;
- (c) 9787.5 hours but less than 31,320 hours shall be entitled to vacation with pay at their regular rate for a period of 150 hours;
- (d) 31,320 hours but less than 33,277.5 hours shall be entitled to vacation with pay at their regular rate for a period of 157.5 hours;
- (e) 33,277.5 hours but less than 35,235 hours shall be entitled to vacation with pay at their regular rate for a period of 165 hours;
- (f) 35,235 hours but less than 37,192.5 hours shall be entitled to vacation with pay at their regular rate for a period of 172.5 hours;
- (g) 37,192.5 hours but less than 39,150 hours shall be entitled to vacation with pay at their regular rate for a period of 180 hours;
- (h) 39,150 hours or more shall be entitled to vacation with pay at their regular rate for a period of 187.5 hours.

Such vacation to be taken during the following vacation year.

22.01 Employees working the compressed work week shall have their holidays pro-rated on the basis of: for every three (3) statutory holidays listed in 22.01 of the collective agreement to which an Employee is eligible under the normal scheduling system, they shall be given two (2) days off with pay and such days will be considered holidays for the purposes of Article 20 and 22.

23.01 (a) Each Employee in the Bargaining Unit shall accumulate sick leave credits at the rate of eleven and one-quarter ( $11 \frac{1}{4}$ ) hours per month for each calendar month of continuous employment up to a maximum of one thousand eight hundred (1800) hours.

23.05 Where a continuous period of absence from work on leave of absence without pay or suspension from duty not in violation of Article 32 exceeds seven and one-third ( $7 \frac{1}{3}$ ) working days in any one (1) month, no sick leave credits shall accumulate for that month but the Employee shall retain any sick leave credits prior to such leave or suspension from duty.

23.15 (a) An Employee who has been employed for a period of two (2) years or greater, and who has used their accumulated sick leave credits shall be granted upon request a 112.5 hour block of advanced sick leave credits. Of the 112.5 hour block of sick leave credits granted, those credits actually used shall be paid back at the rate of six (6) hours per month of credits earned upon return to employment.

27.01 (a) Full-Time Employees entitled to maternity leave shall be permitted to use seventy-five (75) hours of their accumulated sick leave credits while on maternity leave.

(b) All Part-Time Employees paid pursuant to Appendix "A", Appendix "B" or Appendix "B-1" shall be entitled to use accumulated sick leave credits as prescribed above on a pro-rated basis.

28.04 The Shift differential for the night shall be:

i. three dollars and fifty cents (\$3.50) effective January 1, 2024, and

ii. four dollars (\$4.00) effective November 1, 2024.

46.02 If the Employee on ambulance transfer duty commences their return to their Hospital immediately following the release of their patient they shall receive time off or pay, at their option, at the applicable overtime rate for all time spent in return travel in excess of their normal eleven and one-quarter (11 ¼) hour Shift.

46.03 If an Employee is detained due to weather or other transportation difficulties, they shall not lose their day(s) off. The time they are so detained and the time spent travelling back to their Hospital shall be deemed to be time worked with a maximum of eleven and one-quarter (11 ¼) hours at straight time in a twenty-four (24) hour period.

This Addendum to the Collective Agreement shall be in effect until December 31, 2027, or a mutually agreed upon period; and shall be automatically renewed thereafter and shall remain in full effect until such time as agreement has been signed in respect of a renewed amendment or substitution thereof, or until such time as a deadlock is declared under the *Public Service Labour Relations Act*.

Dated at Fredericton this 16 day of September 2024.

Original signed by the parties

**APPENDIX D**  
**Letter of Intent**  
**between**  
**Treasury Board as represented by the**  
**Hospital Boards of the Hospitals listed under Part III,**  
**First Schedule of the**  
***Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Memos of Agreement**

The parties agree to continue to preserve the rights and the protection offered by the following two documents.

The parties intention is not to infer a new benefit or to limit the protection originally offered by the said documents.

(1) Memorandum of Agreement between the Treasury Board and the New Brunswick Nurses Union re: Employees of the Alcoholism and Drug Dependency Commission who are transferred to the Nurses Bargaining Group, Part III, of the Public Service and signed on March 24, 1992.

(2) Memorandum of Agreement between the Treasury Board and the New Brunswick Nurses Union re: Employees of Centracare and the Restigouche Hospital Center who are transferred to the Nurses Bargaining Group in Hospital Corporation Region 2 and Hospital Corporation Region 5 respectively, in Part III of the Public Service, and signed on March 30, 1993.

Dated at Fredericton this 16 day of September 2024.

Original signed by the parties

**APPENDIX E**  
**Letter of Intent**  
**between**  
**Treasury Board as represented by the**  
**Hospital Boards of the Hospitals listed under Part III,**  
**First Schedule of the**  
***Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Temporary Reduction from Full-Time to Part-Time**

The parties, in recognition of the desire of Full-Time Employees to reduce their hours of work agree to the following initiative:

- (1) A Full-Time Employee with five (5) or more years of Seniority and who has had full-time status for three (3) or more years may request a leave of absence without pay for a portion of their Shifts for a minimum of six (6) months and a maximum of eighteen (18) months.
- (2) Such leave may be granted at the discretion of the Employer having due regard for the operational requirements that may impact on the feasibility of the temporary reduction given the circumstances in each Facility. This reduction is by either a 0.4 FTE or 0.5 FTE.
- (3) Where the request is granted the Full-Time Employee would:
  - (a) be considered on a leave of absence from their full-time position as it relates to pension eligibility.
  - (b) maintain eligibility in the Certain Bargaining Employees Shared Risk Pension Plan, with the option of earning pensionable service on a pro-rated or full-service basis depending on the contribution option selected. Election would be subject to applicable Revenue Canada Purchase Maximums. The contribution option selected by the Employee would trigger the Employer contribution level;
  - (c) for all other provisions of the collective agreement, the Employee would be considered part-time; and accrue and use all full-time benefits on a pro-rated basis.
- (4) An Employee shall be limited to one temporary change of status during the term of the collective agreement. Extensions shall not be granted. At the conclusion of the leave period the Employee shall be returned to their former full-time position. The Employee shall be considered a Full-Time Employee with respect to Article 34 should their position be affected by a Workforce Adjustment during the period of the leave.

(5) Articles 4.09 and 4.10 of the collective agreement would not apply to the Employees on such a leave. For greater clarity, Employees on a temporary reduction shall not be entitled to an equitable offer of overtime; however, may be called if there are no other Employees available.

(6) Where the leave has been granted for less than six (6) months, the Employer shall determine, in its discretion, if and how the remaining portion of the Employee's position will be filled. If the leave has been granted for a period of six (6) months or greater, the remaining portion of the position will be filled as per the collective agreement. If the Employer is unable to fill the remaining portion, the leave shall not exceed six (6) months.

(7) The Employee may return before the end of the leave period where mutually agreed.

This letter of intent shall expire on the last day of this collective agreement.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX F**  
**Letter of Intent**  
**between**  
**Treasury Board as represented by the**  
**Hospital Boards of the Hospitals listed under Part III,**  
**First Schedule of the**  
***Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Flexible/Modified Hours and Compensatory Leave**

Whereas the Parties recognize the need to improve quality of working life, support continuity of patient care, and ensure adequate staffing resources, and

Whereas the parties desire to establish a system of flexible work arrangements and compensatory leave for members of the Nurse Managers and Nurse Supervisors Bargaining Unit,

The Parties therefore agree to implement innovative Work Schedules and methods of compensation subject to the following principles:

**Compensatory Leave**

1. Miscellaneous time worked outside regular hours, including self-directed extra hours, attendance at educational sessions, etc. or time spent responding to inquiries from an authorized Hospital representative shall be compensated at the regular rate in equivalent time off.
2. Attendance at Employer directed meetings outside regular hours shall be compensated at the overtime rate in equivalent time off.
3. To the extent possible time owed shall be taken within the pay period in which it is earned.
4. Where time owed cannot be taken within the pay period in which it is earned, such time owed may be added to the Employee's time bank at the rate at which it is earned.
5. Banked hours may be taken in time or in pay at the Employee's discretion. Time off must be approved by the Employee's immediate supervisor.



### Flexible Work Schedules

1. Subject to operational requirements and prior approval by the Hospital, individual modified Work Schedules may be permitted provided that the total number of hours worked do not vary from the regular weekly hours of work identified in Article 18.01 of this collective agreement.
2. Any modified or innovative Work Schedule shall not adversely affect services and shall not incur appreciable increased costs.
3. Subject to mutual agreement between the Hospital and the Union, the Hospital may implement modified regular hours of work in order to accommodate a compressed work week schedule.

### Dispute Resolution

Every effort shall be made locally to reach agreement on implementation of the specifics of this Letter of Intent. If a dispute cannot be resolved locally, the parties shall attempt to reach agreement, or shall determine whether or not the matter should be referred to the Provincial Labour Management Committee. If the matter cannot be resolved by the Provincial Labour Management Committee, it may be referred to adjudication in accordance with Articles 16 and 17 of this collective agreement. Failure to commence a grievance within the time limits set out in Article 16 shall not prejudice the advancement of the grievance.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX G**  
**Letter of Intent**  
**between**  
**Treasury Board as represented by the**  
**Hospital Boards of the Hospitals listed under Part III,**  
**First Schedule of the**  
***Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Permanent Reduction from Full-time to Part-time for Pre-retirement Employees**

The Parties, in recognition of the desire of Full-Time Employees to reduce their hours of work during the five (5) year period prior to retirement, agree to the following terms respecting such work reduction:

- (a) The terms of this agreement shall be equal in principle to the provisions of the *Public Service Superannuation Act*, s. 3.01(3)(4), and shall be subject to the terms of the Certain Bargaining Employees Shared Risk Pension Plan.
- (b) A Full-Time Employee, with five (5) or more years of Seniority who has had full-time status for three (3) or more years, and is eligible to retire within five (5) years, may request a permanent work reduction of no less than 0.4 FTE and no greater than 0.6 FTE.
- (c) Such permanent reduction may be granted at the discretion of the Hospital, but shall not unreasonably be denied.
- (d) When requesting a permanent reduction the Employee must indicate to the Employer the date on which they intend to retire. The Employee must then retire no later than the retirement date indicated.
- (e) The remaining portion of the full-time position vacated by the pre-retirement Employee shall be posted on a temporary basis for a period of time no greater than the term elected by the pre-retirement Employee under d) above.
- (f) The temporary part-time position must be in the same Classification and in the same unit as that of the pre-retirement Employee.
- (g) If a part-time position in the same Classification with equivalent FTE hours to those of the pre-retirement Employee becomes available on the unit, the temporary part-time position shall be considered completed, and the two part-time positions shall be combined and posted as a permanent full time position.

(h) The pre-retirement Employee shall be considered on a leave of absence from their full-time position as it relates to pension eligibility.

(i) The pre-retirement Employee shall maintain eligibility in the CBE Shared Risk Pension Plan, and shall earn pensionable service on a full service basis subject to applicable Revenue Canada Purchase Maximums. Both the Employer and the Employee shall continue to contribute to the CBE Shared Risk Pension fund at the same rate as if the Employee had continued to be employed full-time.

(j) For all other provisions of the Collective Agreement, the pre-retirement Employee shall be considered Part-Time, and shall accrue and use all Full-Time benefits on a pro-rated basis.

(k) Articles 4.09 and 4.10 of this collective agreement shall not apply to pre-retirement Employees under this Agreement. For greater clarity, Employees on a permanent reduction shall not be entitled to an equitable offer of overtime; however, may be called if there are no other Employees available.

(l) This Letter of Intent shall expire on the last day of this collective agreement.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX H**  
**Letter of Intent**  
**between**  
**Treasury Board as represented by the**  
**Regional Health Authorities listed under Part III,**  
**First Schedule of the**  
***Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Innovative Shifts / Modified Hours of Work**

Whereas the Parties recognize the need to develop modified hours of work to respond to changing healthcare delivery models and to ensure the management of adequate staffing resources for the efficient delivery of services, and

Whereas Article 18.01 of the present collective agreement defines starting times for Nurse Managers between 7 a.m. and 9 a.m.,

The Parties therefore agree to the implementation of Innovative Work Schedules/modified hours of work on the following conditions:

- (a) Subject to operational requirements for the delivery of healthcare services in such areas as ambulatory clinics and community healthcare centers individual Work Schedules may vary in start and end times provided that the total number of hours worked do not vary from the regular weekly hours of work identified in Article 18.01 and the Addendum to the Collective Agreement in accordance with Article 19 of this collective agreement.
- (b) Subject to mutual agreement between the Hospital and the Union, the Hospital may implement modified regular hours of work.
- (c) The Employer and the Union agree that modified hours of work may be determined locally by the Facility and the Local subject to the principles enclosed in this Letter of Intent Re: Modified Hours of Work.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX I**  
**LETTER OF AGREEMENT**  
**Between**  
**Treasury Board as represented by the**  
**Hospital Boards of the Hospitals listed under Part III.**  
**First Schedule of the**  
***Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses Union**  
**GROUP: Nurse Managers and Nurse Supervisors**

**Re: Definition of “Regional Health Authority” for the application of Article 34.05(a) and Article 34.05(b) (Lay Off and Displacement/Recall) only**

The Parties agree to the following definition of the term “Regional Health Authority” for the purposes of the application of Article 34.05(a) and Article 34.05(b), (Lay Off and Displacement/ Recall). The term “Regional Health Authority” means one of the following eight (8) regions in place prior to 2008 and now referred to as:

Vitalité Health Network

- o Moncton- Beauséjour (Zone 1B)
- o Edmundston (Zone 4)
- o Campbellton (Zone 5)
- o Bathurst (Zone 6)

Horizon Health Network

- o Moncton- Southeast (Zone 1SE)
- o Fredericton (Zone 3)
- o Saint John (Zone 2)
- o Miramichi (Zone 7)

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX J**  
**LETTER OF INTENT**  
**between**  
**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Orientation for Nurse Managers and Nurse Supervisors**

Whereas the Parties acknowledge that newly hired Nurse Managers and Nurse Supervisors enter their positions with varied nursing qualification, nursing skills and other relevant qualifications;

And whereas the Parties recognize that Nurse Manager and Nurse Supervisor positions require knowledge and expertise in certain management functions, including but not limited to: leadership, budgeting, conflict resolution and general administration;

And whereas the Parties further recognize that a degree of uniformity in this knowledge amongst the Nurse Manager and Nurse supervisor bargaining group will be beneficial to all interested parties;

Therefore, the Parties agree that, upon hire, all Nurse Managers and Nurse Supervisors will be provided with a comprehensive period of orientation and training, which will include an orientation package outlining their roles, responsibilities and standard operational procedures and access to a Nurse Manager and/or Nurse Supervisor mentor for ongoing support. The period of orientation shall be a minimum of two (2) weeks (regular full-time Shifts) for all Employees. The period of orientation may be expended, or reduced, at the request of either party. Such request shall not be unreasonably made or denied.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX K**  
**LETTER OF INTENT**  
**between**

**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Attendance at Work, Safe and Healthy Workplace and Employee Wellness**

The Union and the Employer agree that sick leave is a negotiated benefit provided by the Employer that is meant as an insurance against financial hardship when the Employee is unable to perform their duties due to illness or injury. The Employer has the right to expect regular attendance at work and to manage the use of sick leave.

The Union and the Employer also agree that sick leave must be used and managed carefully to ensure that the sick leave benefit is available, affordable, and sustainable in the long term. The Union agrees to support the Employer's efforts to reduce sick leave and improve attendance at work.

The Union and the Employer acknowledge that a safe and healthy workplace is essential for the well-being of Employees and attendance at work.

Therefore, they agree to work collaboratively to ensure a safe and healthy workplace and that the sick leave benefit is available, affordable, and sustainable by establishing a Joint Committee on Attendance at Work, Safe and Healthy Workplaces and Employee Wellness (the Committee) within ninety (90) days of signing this Agreement.

The Committee will work in collaboration with local Joint Health and Safety Committees formed under Article 39, and be comprised of representatives from each of the following:

- New Brunswick Nurses' Union (4 total - comprised of members of either Bargaining Unit and/or NBNU staff)
- Department of Health (1)
- Horizon Health Network (1)
- Vitalité Health Network (1)
- EM/ANB Inc. (1)

The objectives of the Committee will be to ensure a safe and healthy workplace and reduce sick leave usage within the Bargaining Unit.

The Committee will be responsible to:

1. Develop strategies to ensure a safe and healthy workplace and reduce sick leave usage;
  - (a) Review aggregate data for: sick leaves, all incidents of workplace violence, LTD and WorkSafeNB leaves for both Bargaining Units on a quarterly basis. Provision of such data will be subject to applicable privacy laws;
  - (b) Identify and analyze trends/patterns of usage within the Bargaining Unit.
  - (c) Review the current best practices in the field of psychological health and safety, including but not limited to the CSA Group's standard on *Psychological Health and Safety in the Workplace*, and develop a framework for the implementation of an Employee Health, Safety and Wellness Plan in each Facility.
  - (d) Research and evaluate literature concerning but not limited to:
    - (i) safe workplace practices aimed at reducing sick leave usage and injury-related absences; and
    - (ii) best practices concerning health and safety in the workplace, including psychological health and safety and workplace violence of all forms;
  - (e) Recommend strategies for improvement of workplace practices and Employee wellness and workplace health and safety.
2. Collaborate to implement and evaluate approved strategies for improvement of workplace practices and Employee wellness within Horizon Health Network, Vitalité Health Network, and EM/ANB Inc.

The work of the committee will be evaluated by the Union and the Employer on an annual basis.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties



**APPENDIX L**  
**LETTER OF AGREEMENT**  
**between**  
**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Joint Nurse Managers and Nurse Supervisors Working Group on Workload**

In recognition of the diverse workloads, including spans of control, faced by Nurse Managers and Nurse Supervisors in different Regional Health Authorities (the "RHA's), the New Brunswick Nurses Union ("NBNU") had formed joint working groups with two of the RHA's to help ascertain the level of diversity of workload amongst this Bargaining Unit.

The working groups in each RHA discussed workload challenges faced by Nurse Managers and Nurse Supervisors and proposed possible solutions to effectively deal with these challenges. The working groups also made recommendations in this regard to senior management of each RHA.

In further recognition of the pivotal role the Nurse Manager and Nurse Supervisor will continue to play in realizing and sustaining a healthy clinical work environment and the significant influence they have over the staff and the patient outcomes on their assigned unit/Facility/program, the Parties agree to continue to work collaboratively to harmonize the workload and utilization of Nurse Managers and Nurse Supervisors by determining and implementing nurse manager/supervisor to staff ratios.

To that end, the Parties agree to form a working group made up with equal representation from each party, rotating amongst a senior representation from NBNU, Horizon, Vitalité and EM/ANB Inc., as time to time to act as the chairperson.

The mandate of the Working Group will be to:

- a. Develop the term of reference of the Committee;
- b. Research, recommend and implement a span of control/workload measurement tool for Nurse Managers and Nurse Supervisors
- c. Collect and analyze required data from Nurse Managers and Nurse Supervisors, in order to recommend the workload;
- d. Work to standardize and harmonize the role of Nurse Managers and Nurse Supervisors within each of the RHA's, including the actual implementation of the recommendations; and,
- e. Conduct ongoing regular review of the recommendations.

The Parties will have 3 months from the signing of the Collective Agreement to form the Working Group. Within 18 months the committee will recommend the proper ratios to be implemented within 24 months from the signing of this Collective Agreement.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX M**  
**LETTER OF INTENT**  
**between**  
**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III,**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Pension & LTD**

The Parties agree to jointly explore and report on options to:

1. Reduce the age of retirement for nurses under the CBE SRP pension plan:
  - a. Specifically, to report on the changes necessary to allow NBNU members to retire with an unreduced benefit amount beginning at age 60, including the financial implications for Employees, the Employer and the pension plan; and
2. Make the cost of long-term disability plan more affordable without reducing benefits:
  - a. Specifically, to report options available, including making the plan a joint Employee-Employer funded plan.

The Parties will make a joint request to the CBE pension plan trustees, as well as, to the appropriate LTD committee within three (3) months of signing, with a reasonable reporting deadline to be agreed upon based on the scope of the work necessary.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX N**  
**LETTER OF INTENT**  
**between**

**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III,**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Joint Process for Workplace and Public Access Improvements for Sustainable Health Care**

The Employer and Union acknowledge the benefit of a collaborative approach between all Part III Employers (Vitalité, Horizon and EM/ANB) and the Union to achieving and maintaining a sustainable public healthcare system for New Brunswick through transformation and investment in human resources.

A tripartite committee (the "Committee") made up of:

1. The CEOs of Horizon Health Network, Vitalité Health Network and EM/ANB Inc.
2. The President and Executive Director of the New Brunswick Nurses Union.

The committee will also invite independent community partners, representative of the population of New Brunswick, to participate.

The committee will be struck within 90 days of the signing of the collective agreement.

The purpose of the Committee is to work collaboratively to identify and implement opportunities to improve workplace health, safety, effectiveness and productivity and optimize public access to health services.

In line with the governance model of the "*Stabilizing Healthcare: An Urgent Call to Action*", the Committee will report to the Health Plan Implementation Task Force

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX O**  
**LETTER OF INTENT**  
**between**  
**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III,**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Commitment to Public Sector Healthcare Allowance**

WHEREAS the Parties acknowledge that retention of nurses is important to the healthcare system;

AND WHEREAS the Employer intends to provide a retention bonus to Employees who commit to remain permanent Employees for a minimum of two (2) years;

THEREFORE, the Parties agree as follows:

**Eligibility**

1. The following Employees employed at the date of signing, are eligible for a one-time retention bonus:
- a) Permanent Full-Time and permanent Part-Time Employees. Any permanent Full-Time or permanent Part-Time Employee under a current return-for-service agreement shall be permitted to sign the Commitment to Public Sector Healthcare Allowance agreement to begin immediately after their current return for service agreement ends; and
  - b) Casual Employees, who covert to a permanent Full-Time or permanent Part-Time position within six (6) months of the date of signing.

**Calculation**

2. The retention bonus will be calculated as follows:

<u>FTE</u>	<u>\$</u>	<u>Return of Service</u>
<u>1</u>	<u>\$10,000</u>	<u>2 years</u>
<u>0.9</u>	<u>\$9,000</u>	<u>2 years</u>
<u>0.8</u>	<u>\$8,000</u>	<u>2 years</u>
<u>0.7</u>	<u>\$7,000</u>	<u>2 years</u>
<u>0.6</u>	<u>\$6,000</u>	<u>2 years</u>
<u>0.5</u>	<u>\$4,000</u>	<u>2 years</u>
<u>0.4</u>	<u>\$3,200</u>	<u>2 years</u>

**Payment**

3. The retention bonus will be paid in monthly equal instalments over a one (1) year period commencing the date of eligibility.

**Commitment**

4. An Employee who receives the retention bonus will remain employed for a period of two (2) years from the date of the first payment instalment as noted in paragraph 3 above.

5. Any Employee who is required to retire under the terms of the LOI - Permanent Reduction from Full Time to Part Time for Pre-retirement Employees, shall be permitted to enroll in the Commitment to Public Sector Healthcare Allowance program, notwithstanding the provisions of 1 (a) above and shall remain employed up to their stated date of retirement.

**Assessment**

6. The Employer will assess the effectiveness of this retention bonus by examining nurse turnover rate, nurse vacancy rate, nurse retention rate and time to fill metric.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties

**APPENDIX P**  
**LETTER OF INTENT**  
**between**  
**Treasury Board as represented by the**  
**Regional Health Authorities of the Hospitals listed under Part III,**  
**First Schedule of the *Public Service Labour Relations Act***  
**and**  
**The New Brunswick Nurses' Union**

**Re: Establishing a Working Group to Create the Nurse\* Staffing and Skill Mix Framework and Scope of Responsibility**

Whereas the parties have a shared commitment to addressing the long-term staffing needs for the New Brunswick healthcare system as it relates to nurses.

Now therefore, the parties agree:

To establish a working group consisting of one (1) representative from the PNB Department of Health, and equal representation from the Union and the Employer, to create:

1. Nurse Staffing and Skill Mix Framework which will include the development of nurse-to-patient ratios for Nurses, Part III Bargaining Unit; and,
2. Scope of Responsibility for the Nurse Manager and Nurse Supervisor Bargaining Unit.

Within twelve (12) months of the signing of this Agreement, the Employers will provide the working group with a baseline of nurse-to-patient ratios patient and unit profiles, and schedules including the number of nursing Employees scheduled per day for all 24/7 service areas, as well as, all data relevant to determining the proper scope and workload for Nurse Managers and Nurse Supervisors and the proper nurse to patient ratios.

This data will form the foundation for the development of a *Nurse Staffing and Skill Mix Framework* and *Scope of Responsibility*.

The working group is also responsible for the development of a manual of recommendations to guide the usage of the Nurse Staffing and Skill Mix Framework and Scope of Responsibility that will include instructions on the calculation of nurse-to-patient ratios for specific care areas and key performance indicators on patient and nurse outcomes, and guidance on any assessment tools to be utilized. This manual of recommendations will be provided to the Employer for consideration within eighteen (18) months of the signing of this Agreement.

Dated at Fredericton this 16 day of September 2024.

Original signed by the Parties