

IN THE MATTER OF AN ARBITRATION

BETWEEN:

Scarborough and Rouge Hospital

-and-

Ontario Nurses' Association

Grievances re: Schedules

Lorne Slotnick, Arbitrator

Representing the Union – Rebecca Lee Birtwistle

Representing the Employer – Andrew Zabrovsky

Hearing – Toronto, Ont., August 23, 2018

A W A R D

This award concerns a large number of grievances filed by the union regarding the posting of schedules and the forwarding of those schedules to the union as required in certain circumstances by the collective agreement. The grievances relate to collective agreement provisions currently applicable to the General and Birchmount sites of the hospital, but not to the more recently amalgamated Centenary site.

Having heard the views of the hospital and the union on the issues raised by the grievances, I make the following orders on consent of the parties:

1. This award shall apply only in respect of the legacy “The Scarborough Hospital” sites.
2. Within 30 days of this award, the hospital shall issue a memorandum to all managers reminding them of the hospital’s obligations under Articles G.3 and I.1(h)(i) of the local collective agreement concerning the timelines for posting schedules and providing same to the union.
3. In order to properly comply with Articles G.3 and I.1(h)(i) of the local collective agreement, it is agreed that future schedules posted in accordance with those articles will contain the following information:
 - Full name of unit
 - Site

- Accurate date and year
- Classifications (i.e., RN, RPN, clerk)
- Status (i.e., FT/PT/Casual)
- Legend

4. For the purposes of implementing this award, the parties agree that the hospital shall communicate the requirements of paragraph 3 above to all hospital managers for the purposes of completing the next Christmas and New Year's schedule, to be posted and provided to the union in accordance with Article I.1(h)(i) by October 31, 2018. Should the union have any issues regarding the compliance of those schedules with the requirements of paragraph 3 above, the union shall raise those issues on November 14, 2018, at the previously scheduled meeting of the Scheduling Committee. The employer shall thereafter address those compliance issues with the applicable manager of the affected unit, and corrected schedules shall be provided to the union by November 30, 2018. In the event that these schedules are not corrected by December 31, 2018, I shall remain seized with addressing any outstanding concerns arising from the implementation of this award.

5. Subject to my remaining seized as stated in paragraph 4 above, this award resolves the following grievances: grievances numbered 191-17 to 232-17, inclusive; grievances numbered 38-18 to 74-18 inclusive, and 76-18 (ONA consolidated file #201802334).



Lorne Slotnick, Arbitrator

August 27, 2018