

There is nothing in the collective agreement to say that nurses need to find their replacement to secure time off. This was a past practice used by the employer and nurses to ensure a request for time off would be approved. With the implementation of UKG and electronic scheduling, this practice is no longer being supported. ALL RNs (especially PT and casual staff) are expected to submit their availability via UKG and keep it up to date if they wish to be considered for extra shifts after the schedule is posted. Extra shifts, as they become available, should be distributed as prescribed in Article D.12 of the Local Collective Agreement.

### **Tapping in and Out at Time Clocks**

It is part of your responsibility as an employee to tap in and out of the workplace on time. You are also responsible for attesting to the time you tap out and for any additional pay codes that you may need to submit (i.e. OT, in charge, call back, meal ticket etc.).

This is important news, as it has come to our attention that members are being docked for as little as 5 minutes of pay for tapping in late or tapping out early. In some instances, it has been reported that the missing time has been supplemented with time out of your vacation bank.

### **Contract Negotiation Update**

The Provincial Hospital Negotiating Team had several days of negotiations with the OHA at the beginning of the year. It is sad to say that a contract was not negotiated, and ONA and the OHA have advanced to arbitration yet again. Arbitrator Sherri Price has heard each side's arguments and now has the job of settling the matter. The ONA provincial team has advised leaders and members that they are expecting a decision in or around July 2025.

Local Contract negotiations are also ongoing for the collective agreement between ONA and Scarborough Health Network. So far, the Local Negotiating team has met with the employer for 2 days of negotiations. There are 2 more days scheduled to negotiate; please stay tuned for updates and the outcome of bargaining.

In Solidarity,

ONA 111 Executive Team