

Memorandum of Understanding re: Increasing EFT

Notwithstanding Article 30 the EFT of a part-time nurse may be increased in accordance with the following process: The parties agree that it may be of mutual benefit to the nurses and the Employer to allow part-time nurses, who requests to do so, to increase their EFT.

(a) Requests to permanently increase EFTs shall be made in writing by part-time nurses at a date determined by the parties which shall be set no earlier than September 1, 2010. The nurse shall indicate the maximum EFT to wish they wish to increase.

(b) A nurse may increase her/his EFT by up to a 1.0 EFT.

(c) In considering requests, the Employer shall consider such factors as current EFTs, shift assignments, shift schedules, the unit(s) needs and the requirements of Article 15. If the request by nurses within a unit exceed the availability within that unit as determined by the Employer, the Employer shall offer in order of seniority. The final determination shall be made not later than December 31, 2010.

(d) A part time nurse shall not be permitted to increase his/her EFT while other nurses are on layoff from that unit unless such laid off nurses have been recalled or have declined the recall.

(e) Where any request to change EFT has been approved, the Employer shall issue a letter to the nurse confirming the nurse's new EFT in accordance with this Collective Agreement along with an effective date.

(f) Copies of all requests and responses to requests to adjust EFT shall be provided to the Union.

(g) Any changes to a master rotation as a result of changing EFT's shall be done in accordance with the provisions of 1501 and shall be completed prior to the commencement of the vacation scheduling period.

(h) The Employer is not prevented from exercising any of its normal management rights as a result of this Memorandum of Understanding including, without limitation, the right to post vacant positions.

For the duration of this Collective Agreement, the Employer and the Union shall meet on or before May 31st annually to determine if they wish to repeat the EFT adjustment process in the following year. There must be mutual agreement to repeat this process.

