

## ***Negotiation and Ratification of Collective Agreements***

<b>Reviewed Date</b>		<b>Number</b>	<i>HR0302</i>
<b>Revised Date</b>	<i>August 25, 2021</i>	<b>Approved Date</b>	<i>January 19, 2000</i>

### ***Introduction***

The Board of Health for the Simcoe Muskoka District Health Unit recognizes the Ontario Nurses' Association (the Association) as the exclusive bargaining agent for the registered and graduate nurses employed by the health unit in nurse positions.

### ***Purpose***

The purpose of this policy is to inform Simcoe Muskoka District Health Unit Board of Health members, employees, students, and volunteers of the process for negotiation and ratification of the collective agreement.

### ***Legislative Authority***

N/A

### ***Policy Definitions and Interpretation***

N/A

### ***Policy***

The Board of Health recognizes an Ontario Nurses' Association Negotiations Committee of up to four Association representatives, who meet with the Board of Health representatives to negotiate changes to the Collective Agreement between the Board of Health and the Association.

The Board of Health delegates the agency representation on the SMDHU negotiating committee through the Medical Officer of Health and the Executive Committee. The agency negotiating committee is comprised of the Vice President of Human Resources and Infrastructure and a minimum of one department Vice President and one Program Manager to negotiate with the union. SMDHU may also engage the services of either an employment lawyer or consultant to assist the agency negotiating committee in the negotiation process as deemed necessary. The new collective agreement will not take effect until it is ratified by the Board of Health and the Association.

### ***Procedures***

1. The current Collective Agreement shall remain in force and shall be automatically renewed from year to year thereafter, unless either party notifies the other party in writing of its termination or proposed revision, additions, or deletions of any of its provisions.

Such notification will be made not more than ninety (90) days prior to the termination date of the current agreement.

2. The Executive Committee of the health unit will establish the agency representation to the agency negotiating committee.
3. Negotiations with respect to the renewal of the agreement shall commence within fifteen (15) days of such notice or within such period of time as mutually agreed by the parties.
4. The Vice President of Human Resources and Infrastructure shall act as the contact for the Board of Health in scheduling meetings with the Association and arranging for suitable meeting accommodations and will keep Executive Committee and the Board of Health apprised of the status of negotiations throughout the negotiation process.

***Related Policies***

N/A

***Related Forms***

ONA Collective Agreement

***Final Approval Signature:*** \_\_\_\_\_

**Review/Revision History:**

Revised: March 3, 2010

September 2010 Policy re-numbered, previous number B7.010

August 25, 2021, Revision Vice President change