

Subject: Pilot for Vacation Replacement

In an effort to provide satisfactory work/life balance for staff in the Regional Advice Nurse Services (RAN) and with a shared interest and desire to support RAN staff, management and labor will provide an opportunity for staff to use allotted planned leave (vacation time, float holidays, education days) while maintaining sufficient coverage to allow for quality patient care. The intent of this temporary pilot is to increase the possibility of RAN staff utilizing time off without driving excessive cost to the service as in the double-time incentive.

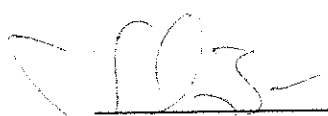
Effective July 15, 2007 the following temporary agreement concerning Registered Nurses assigned to RAN will take effect for a period of three months.

- 1) Temporary positions will be created with the intent of covering planned leave and/or any other openings for a period of three (3) months. These positions will be limited to bids by weekend only, short hour, and on-call staff from within the department.
- 2) On the day and evening shifts, including weekends, two (2) RN's per 24 hour periods will be approved for vacation, float days, and or education days at the same time during the months of July, August, September, and October of 2007. The actual dates are July 15 to October 6, 2007.
- 3) The current process of allowing one (1) RN off on the night shift will remain unaffected by this process.
- 4) Requests made after the pre-scheduling period will be considered on a case-by-case basis by the manager and a steward, or the staffing committee.
- 5) Assuming the temporary positions are successfully filled, this agreement will be in effect until October 6, 2007 at which time the parties will meet and evaluate its success. Prior to October 6, 2007, the parties may meet to evaluate, modify, and/or end the pilot at any time by mutual agreement. The pilot will be evaluated on sufficient coverage, quality patient care, and not driving excessive cost.
- 6) Both parties support this agreement in good faith.

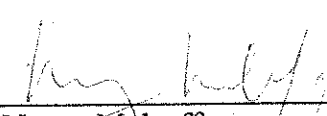
All parties signing in the space below indicate agreement with this temporary pilot.

For the Employer:

For the Union:


Louisa Davis-Sills
Manager, RAN

7-3-07
Date


Nancy Mulsoff
RN Steward, OFNHP

7-3-07
Date