

LETTER OF UNDERSTANDING

BETWEEN:

Trillium Health Partners

(Hereinafter referred to as the "Employer")

AND:

ONTARIO NURSES' ASSOCIATION

(Hereinafter referred to as the "Union")

RE: ONA Members Returning to School

Whereas Ontario Nurses' Association (ONA) and Trillium Health Partners (THP) recognize the significant demand for patient services at THP.

And whereas RN recruitment and staffing capacity continues to be a significant challenge to the Hospital resulting in increased workload for existing RNs;

And, whereas The Hospital wishes to retain the skills, knowledge and experience of RNs who are going back to school to enhance their nursing skills/knowledge and those RNs have expressed interest in remaining with the organization in a casual status capacity;

Now therefore THP and ONA agree to the following:

1. A nurse wishing to temporarily transfer to casual status for the purposes of pursuing education related to Graduate Studies in a Nursing-related field, shall express this to their manager in writing.
2. When providing written expression of interest to their manager, the nurse will provide the Hospital with the following information: proof of enrollment in the program/course(s); anticipated start date and, anticipated completion date; confirmation of whether studies are in-person or virtual; and anticipated dates of practicum placements.
3. To be considered, the nurse must be registered in a graduate studies program in a nursing related field. The nurse must have a good performance record, and continuously be employed in their current position for a minimum of nine (9) months.

4. There will be two intake periods for nurses to submit expressions of interest in June and in November of every calendar year. Expression of Interests for schooling beginning in September must be submitted no later than June 15th and expressions of interest for schooling beginning in January must be submitted no later than November 15th.
5. The approval for such requests will be issued no later than June 30th and November 30th for each intake session. Approvals will be based on operational requirements, which will include no more than five (5%) of the unit's RNs being approved per intake session. Should more than five (5%) of the unit's RNs submit an expression of interest, then approval shall be made on the basis of seniority.
6. Positions created under this agreement shall not be subject to the job posting requirements under Article 10.07 of the Central Collective Agreement.
7. Pursuant to article D.2 (b) of the Local Collective agreement, the RNs will be required to provide their availability to work on or before the first (1st) and fifteen (15th) of every month.
8. The vacated positions of these RNs will be posted and filled as temporary positions as per article 10.07.
9. At the completion of the program/course(s), the nurse will return to their previous position and status unless they elect to post into a new position as per article 10.07.
10. The parties agree that this is a time limited arrangement that will be in effect until December 31st, 2027, at which time the parties will reconvene to assess the effectiveness of the agreement. This agreement can be extended with mutual agreement by both parties.
11. This agreement is made without prejudice to the respective positions of the parties and without precedent to any future and/or similar matter(s) between them.

Dated at Ontario, this 21st day of October, 2026.

FOR THE EMPLOYER:

Cheryl Provencher

FOR THE UNION:



Bargaining Unit President