

OPSEU LOCAL 329
Mental Health Centre Penetanguishene
www.opseulocal329.ca

April 5 2011

TO: OPSEU LOCAL 329 MEMBERS

RE: SHIFT START TIMES

A policy grievance was filed July 6 2010 regarding inconsistent application and interpretation of start times, ie coming in 15 minutes prior to your shift to get report (Article 33.01).

A determination has been made by the Employer as a result of this grievance that the shift start times at the Regional programs, with the exception of GCDP and OPSP, will be 15 minutes to the hour (eg 0645, 1045, 1545, etc). This is required to support early morning patient care activities. The Provincial programs will start on the hour (eg 0700, 1100, 1500, etc).

Reporting time is to be at the end of the shift and an extension of that time beyond 15 minutes would be considered overtime for the purposes of payment under Article 33.03.

No changes will be made to the schedule in Shiftmaker at this time. It will continue to show start times of 0700, etc. Changes will be made when the nursing schedules are entered into QHR and Shiftmaker is no longer used.

If you have any questions or concerns about this practice, please do not hesitate to discuss with your nurse manager or contact this office.

Thank you.

In Solidarity

Martha McDonald

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