

COLLECTIVE AGREEMENT JOINT INTERPRETATION UPDATE

February 8, 2021

SUN #: 21-001

Re: Article 26.02 – MULTI FACILITY/AGENCY POSITIONS

26.02 Multi Facility/Agency Positions

Where a position(s) is created that requires an Employee to:

- (a) be regularly scheduled in more than one Facility/Agency, and /or
- (b) provide nursing service(s) throughout the Regional Health Authority.

The Local(s) and the Employer(s) shall meet to:

- (a) determine in which Facility/Agency the position will be based for the purpose of application of this agreement,
- (b) discuss the implementation of the position(s). In the absence of an agreement otherwise, an Employee will only be required to report for work in one Facility/Agency in a single shift except where the amount of work precludes such organization (e.g. Rural Home Care/Health Centre), and
- (c) consider positions which are required to perform work in more than one Regional Health Authority.

Insofar as possible, such positions shall encompass similar services or programs.

An Employee in a multi facility/agency position shall not be assigned to more than three units or work areas unless mutually agreed between the Union and the Employer.

The Employer shall provide Facility/Agency orientation and training for certifiable skills.

Notwithstanding the above, the Employer and Union agree it is desirable to consolidate work to a single Facility/Agency.

Interpretation Guidelines:

When the Employer identifies a need for a Multi Facility/Agency Position under **26.02 Multi Facility/Agency Positions** the following processes shall be followed. Clarification of this Article is provided by the two (2) examples below:

Example #1: Creation of a position which is regularly scheduled in more than one Facility/Agency

The Employer requires a registered nurse to be regularly scheduled in more than one Facility. Each facility is located in a different former Regional Health Authority with one facility in Kipling (fSCHR) and one facility in Wolseley (fRQHR).

The creation of a position like this is permissible as provided in Article 26.02 (a) in the first part of that provision. The following process shall be used to establish the position, beginning with the second part of Article 26.02:

1. The Local(s) and the Employer(s) shall meet to:
 - It may be that more than one (1) local could be involved in this discussion.
2. Article 26.02 (a) Determine in which Facility/Agency the position will be based for the purpose of application of this agreement.
 - This establishes the home base for the position and identifies the Local that this position belongs to.
3. Article 26.02 (b) Discuss the implementation of the position(s). In the absence of an agreement otherwise, an Employee will only be required to report for work in one Facility/Agency in a single shift except where the amount of work precludes such organization (e.g. Rural Home Care/Health Centre).
 - This identifies where the work will be done and identifies that there must be some agreement to have the position report to more than one (1) facility in a single shift except where the amount of work does not allow for that sort of organization such as Rural Home Care/Health Centre.
4. Article 26.02 (c) Consider positions which are required to perform work in more than one Regional Health Authority.
 - The parties agree that the Employer can create positions which are required to perform work in more than one (1) former Regional Health Authority.
5. Article 26.02 (remainder of the provision)

The remainder of the Article speaks to some principles for consideration when establishing Multi Facility/Agency. They are as follows:

- As much as possible, the position should encompass similar services or programs.

- Multi Facility/Agency positions should not be assigned more than three (3) units or work areas. Deviation from this is permissible with agreement from the Union, that being SUN Provincial as opposed to the Local(s).
- Orientation and training will be provided for certifiable skills.
- There is a shared understanding between the Union and the Employer that it is desirable to consolidate work to a single facility.

The final step will be the posting of the position as provided in **Article 27.03 Information on Postings**.

Example #2: Creation of a position providing nursing services throughout a Health Network.

The Employer requires nursing services to be provided throughout a Health Network in the Indian Head Health network. The boundaries of the Indian Head Health Network, cross over the former Regina Qu'Appelle Regional Health Authority and the former Sun Country Regional Health Authority. Specifically, the Montmartre area (fRQHR) and the Glenavon area (fSCHR).

The creation of a position like this is permissible as provided in Article 26.02 (b) in the first part of that provision. The following process shall be used to establish the position, beginning with the second part of Article 26.02:

1. The Local(s) and the Employer(s) shall meet to:
 - It may be that more than one (1) local could be involved in this discussion although there is only one (1) Employer.
2. Article 26.02 (a) Determine in which Facility/Agency the position will be based for the purpose of application of this agreement.
 - This establishes the home base for the position and identifies the Local that this position belongs to.
3. Article 26.02 (b) Discuss the implementation of the position(s). In the absence of an agreement otherwise, an Employee will only be required to report for work in one Facility/Agency in a single shift except where the amount of work precludes such organization (e.g. Rural Home Care/Health Centre).
 - As provided in the first 26.02(b), a position that provides care in the community (e.g. Rural Home Care) may be assigned work in both former Regional Health Authorities in a single shift.
4. Article 26.02 (c) Consider positions which are required to perform work in more than one Regional Health Authority.
 - The parties agree that the Employer can create positions which are required to perform work in more than one (1) former Regional Health Authority.

5. Article 26.02 (remainder of the provision)

The remainder of the Article speaks to some principles for consideration when establishing Multi Facility/Agency positions. They are as follows:

- As much as possible, the position should encompass similar services or programs.
- Multi Facility/Agency positions should not be assigned more than three (3) units or work areas. Deviation from this is permissible with agreement from the Union, that being SUN Provincial as opposed to the Local(s).
- Orientation and training will be provided for certifiable skills.
- There is a shared understanding between the Union and the Employer that it is desirable to consolidate work to a single facility.

The final step will be the posting of the position as provided in **Article 27.03 Information on Postings.**