

**LETTER OF UNDERSTANDING**

BETWEEN:

**LONDON HEALTH SCIENCES CENTRE**  
(Hereinafter referred to as "the Employer")

AND:

**ONTARIO NURSES' ASSOCIATION**  
(Hereinafter referred to as the "Union")

**Re: Overtime Premiums**

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WHEREAS the Hospital is experiencing a significant nursing staffing crisis and has been unable to fill posted vacant positions;

AND WHEREAS the Employer shall continue current recruitment efforts;

AND WHEREAS the Employer agrees to meet with the Union to discuss additional recruitment efforts;

AND WHEREAS the parties are agreeable to put interim measures in place to address the critical shortage;

NOW THEREFORE, the parties agree to the following on a without prejudice or precedent basis:

1. The Hospital agrees to pay all overtime hours worked by all nurses, on all units, at the rate of two (2) times their regular straight time hourly rate;
2. This Agreement shall be in force starting November 18, 2022 until March 31, 2023;
3. This parties agree to meet prior to the expiration of this Agreement to discuss the possibility for renewal of this Letter of Understanding;
4. All other provisions of the Collective Agreement regarding scheduling and the distribution of premium tours shall continue to apply;
5. With respect to their ongoing relationship the Employer and the Union agree that this Letter of Understanding shall not constitute a precedent with respect to any other matter.

Dated at London , Ontario, this 23rd day of November, 2022

**FOR THE EMPLOYER**

**FOR THE UNION**