

Letters of Understanding

PARA allows for reasonable divergence from Collective Agreement scheduling expectations by way of contract exceptions formalized through Letters of Understanding. Letters of Understanding are approved altered call requests that are initiated by and have the support of all the resident physicians in a given program. Consideration may also be given to individual resident physicians on a case-by-case basis. These understandings primarily occur in the scheduling of home call or night float. These requests are considered for approval if they are requested by and have the support of resident physicians, are proposed for reasons of enhanced wellness and better work/life balance in coordination with improved patient care, and have the support of the program director. These contract modifications can be requested for the following:

- Consecutive days home call
- Long weekend consecutive call
- Weekend call split shifts
- Night float or floating call service

These contract modifications are subject to review throughout their one-year term. Resident physicians subject to a letter of understanding maintain the right to grieve a contract violation if, at any time, they no longer wish to comply with the letter. Letters of understanding expire at the end of the contract year. Existing letters of understanding will require renewal. If you have questions about letters of understanding or require a template letter, please contact the **PARA** office.