



# Highlights of the Settlement Between ONA and PARTICIPATING HOSPITALS

TERM: April 1, 2008 to March 31, 2011

## 1. Lump Sum Payment

Lump Sum payments will be made in accordance with the following schedule:

Current step on the wage grid as of the date of settlement (Feb. 7, 2008)	Full-Time Lump Sum	Regular Part-Time and Casual Part-Time Lump Sum (to a maximum of the full-time entitlement)
Start to less than 2 Yrs	\$ 799	\$0.41 per hour paid* in calendar year 2007
2 Yrs to less than 4 Yrs	\$1,306	\$0.67 per hour paid* in calendar year 2007
4 Yrs to less than 6 Yrs	\$1,774	\$0.91 per hour paid* in calendar year 2007
6 Yrs to less than 8 Yrs	\$2,301	\$1.18 per hour paid* in calendar year 2007
8 Yrs to less than 25 Yrs	\$2,749	\$1.41 per hour paid* in calendar year 2007
25 Yrs	\$3,256	\$1.67 per hour paid* in calendar year 2007

\*One hour of overtime/premium pay is equal to one hour paid for the purposes of this calculation.

- Payable to all employees based on employment status (i.e. either Full-Time, Regular Part-Time or Casual) as of February 7, 2008 and who are on staff as of March 20, 2008
- Payment to be made on or before May 1, 2008
- Not to be taken into account for the calculation of any other entitlement under the collective agreement (including, but not limited to, pension, percentage in lieu, vacation, SUB, etc.)
- Subject to statutory deductions
- Hours paid for purposes of part-time entitlements are based on paid hours in the 2007 calendar year
- Employees in other classifications to be treated as if they had the same number of grid levels as the RN classification (ie employees with service and experience equal to 6 years will be treated as being at the after 6 years step, even if there is no such step in their current grid)
- Paid on a separate cheque/deposit

## 2. Wage Issues

General Salary Increases for all classifications, including allied:

- Effective April 1, 2008: 3.25% general increase
- Effective April 1, 2009: 3% general increase
- Effective April 1, 2010: 3% general increase

### RN Salary Ranges (Full-time):

(Current rates: \$26.80 to \$38.74)

- Effective April 1, 2008: \$27.67 to \$40.00
- Effective April 1, 2009: \$28.50 to \$41.20
- Effective April 1, 2010: \$29.36 to \$42.44

### RN Salary Ranges (Part-time, including 13% in lieu of benefits):

(Current rates: \$30.28 to \$43.78)

- Effective April 1, 2008: \$31.27 to \$45.20
- Effective April 1, 2009: \$32.21 to \$46.55
- Effective April 1, 2010: \$33.17 to \$47.96

### RN Salary Ranges (Part-time, including 9% in lieu of benefits):

(Current rates: \$29.21 to \$42.23)

- Effective April 1, 2008: \$30.16 to \$43.60
- Effective April 1, 2009: \$31.07 to \$44.91
- Effective April 1, 2010: \$32.00 to \$46.26

Increases for all other classifications will be governed by Article 19.01 (d) which requires that the existing percentage differentials with the RN classification will be maintained.

## 3. Premiums

Increases were negotiated for the following premiums to take effect April 1, 2008:

- Night shift premium increases to \$1.85 (formerly \$1.65)
- Evening shift premium increases to \$1.55 (formerly \$1.40)
- Weekend premium increases to \$2.00 (formerly \$1.80)

Increases were negotiated for the following premiums to take effect April 1, 2009:

- Night shift premium increases to \$2.05
- Evening shift premium increases to \$1.70
- Weekend premium increases to \$2.20

Increases were negotiated for the following premiums to take effect April 1, 2010:

- Night shift premium increases to \$2.25
- Evening shift premium increases to \$1.85
- Weekend premium increases to \$2.40

#### **4. Leave Issues**

##### **Vacation**

- Effective April 1, 2009: 6 weeks vacation after 20 years of service (formerly 22 years).
- Effective April 1, 2010: 5 weeks vacation after 12 years of service (formerly 13 years).

##### **Pregnancy and Parental Leaves**

- Included language to ensure that sub top up is paid biweekly.

##### **Sick Leave**

- Renewed Letter of Understanding setting up a committee to discuss HOODIP redesign and make recommendations for the next round of bargaining.

##### **Leave, President of ONA**

- The three term limit for the ONA Provincial President contained in the contract was eliminated to bring the contract in line with the ONA constitution.

##### **Leave for Required Examinations**

- Article 11.09 (b) was amended to ensure that the leave applies to any nurse 'taking' a required examination, and not just 'writing' an examination.

#### **5. Benefits**

##### **Extended Health Care**

- Effective April 1, 2008: Vision care increased to \$250/24 months and to include laser eye surgery; Effective April 1, 2010: Vision care increased to \$300/24 months.
- Effective April 1, 2008: Increase massage therapy, physio and chiropractic to \$350/per insured person/per service (superior conditions maintained).
- Effective April 1, 2008: Increase hearing aids to \$500/per insured person from \$300.
- Hospital to provide Union with full details of any changes made by an existing carrier to current plan provisions.
- Dental benefits will be extended to active full-time nurses from the age of sixty-five (65), and up to the nurse's seventieth (70th) birthday, on the same cost share basis as applies to those nurses under the age of sixty-five (65).

- Renewed Letter of Understanding allowing, where the local parties agree, part-time employees to have the option of voluntary participation in any and all of the group health and welfare benefit programs set out in Article 17 provided the part-time employees pay the Employer the full amount of the monthly premiums, in advance.

- Hospital to indicate annually to local union how it has allocated the EI rebate.

##### **Dental**

- Effective April 1, 2008, orthodontics increases to \$2,000 (from \$1,500) per person/lifetime.

##### **Retiree Benefits**

- Dental benefits for early retirees aged 60-65.

#### **6. Occupational Health & Safety Issues**

- Add new bullet in Article 6.05 (a) that hospital need not await full scientific or absolute certainty before taking reasonable actions to reduce risk and protect nurses.
- Local negotiations to include wellness initiatives and sharps injury prevention.

#### **7. Workload, Professional and Staffing Issues**

- New Student supervision premium: \$.60/hour
- ONA/OHA *Mentorship Guidelines* Appendix 7 referenced in Article 9.08(c)
- Revised Letter of Understanding re workload measurement tool development to include a Provincial review of the PRC process with recommendations to the parties for next round of bargaining.
- New Article 6.13 – Hospital to discuss government initiatives with the Union that impact the bargaining unit.
- New Letter of Understanding that local parties will work cooperatively with the MOHLTC to identify best practices, etc in area of appropriate FT/PT staffing ratios.

#### **9. Enforcement**

- Article 3 amended to include dealing with disruptive physician behaviour.
- Article 9.13 amended to provide that leaves of absence in excess of 60 continuous days will not count toward removal of discipline.

#### **10. Administrative, Editorial and Housekeeping**

- A number of editorial and housekeeping changes were made.