



Highlights of Award and Items in Agreement Between ONA and PARTICIPATING NURSING HOMES

TERM: July 1, 2011 to June 30, 2014

1. Wage Issues

Effective December 1, 2011: lump sum payment for all classifications for period of June 1-November 30, 2011.

Effective December 1, 2012: lump sum payment for all classifications for period of December 1, 2011-November 30, 2012.

Effective June 1, 2013: lump sum payment for all classifications for period of December 1, 2012-May 31, 2013.

Effective July 1, 2013: 2.75% general wage increase across the grid.

Lump Sum Payment

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

Current step on the wage grid as of December 1, 2011	Lump Sum (based on per hour paid for the period June 1, 2011-November 30, 2011)	Percentage Equivalent
Start	\$0.27 per hour paid	1.01%
1 Year	\$0.28 per hour paid	1.00%
2 Years	\$0.29 per hour paid	1.01%
3 Years	\$0.30 per hour paid	0.99%
4 Years	\$0.32 per hour paid	1.01%
5 Years	\$0.33 per hour paid	1.00%
6 Years	\$0.35 per hour paid	1.01%
7 Years	\$0.46 per hour paid	1.23%
8 Years	\$0.57 per hour paid	1.41%

Current step on the wage grid as of December 1, 2012	Lump Sum (based on per hour paid for the period December 1, 2011-November 30, 2012)	Percentage Equivalent
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1 Year	\$0.28 per hour paid	1.00%
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4 Years	\$0.32 per hour paid	1.01%
5 Years	\$0.33 per hour paid	1.00%
6 Years	\$0.35 per hour paid	1.01%
7 Years	\$0.46 per hour paid	1.23%
8 Years	\$0.57 per hour paid	1.41%

Current step on the wage grid as of May 31, 2013	Lump Sum (based on per hour paid for the period December 1, 2012-May 31, 2013)	Percentage Equivalent
Start	\$0.27 per hour paid	1.01%
1 Year	\$0.28 per hour paid	1.00%
2 Years	\$0.29 per hour paid	1.01%
3 Years	\$0.30 per hour paid	0.99%
4 Years	\$0.32 per hour paid	1.01%
5 Years	\$0.33 per hour paid	1.00%
6 Years	\$0.35 per hour paid	1.01%
7 Years	\$0.46 per hour paid	1.23%
8 Years	\$0.57 per hour paid	1.41%

- The premium portion of overtime/premium pay hours does not count in the calculation of paid hours.
- Nurses on pregnancy and/or parental leave and/or disability will be credited for hours paid in an amount equal to their accumulation of seniority during such leaves.
- The cents per hour lump sum is payable to all employees based on the employment status (i.e. Full-time, Regular Part-Time, or Casual) as of December 1, 2011.
- The lump sum is 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.).
- The payment is subject to statutory deductions and is to be paid on a separate cheque/deposit.

RN Salary Ranges (Full-time) hourly rate: (Current rates \$26.77 to \$40.54)

Effective July 1, 2013, 2.75% increase on all levels of the wage grid. (Rates \$27.51 to \$41.65)

RN Salary Ranges (Part-time, including 8.5% in lieu of benefits) hourly rate: (Rates \$29.04 to \$43.99)

Effective July 1, 2013, 2.75% increase on all levels of the wage grid. (Rates \$29.85 to \$45.19)

Increases for all other classifications will be governed by Appendix A, which requires that the existing percentage differentials for other classifications of RNs will be maintained (e.g. ADOCs).

Agreed that all participating homes will be bound by the ultimate outcome of the current Pay Equity Tribunal dispute between the central parties, including any judicial reviews of decisions. All Pay Equity Letters of Understanding will be deleted where they now exist.

2. Premiums

Effective July 1, 2012, increase shift premium and weekend premium by \$0.10/hour

- Shift premium \$0.70/hour (was \$0.60/hour)
- Weekend premium \$0.85/hour (was \$0.75/hour)

Effective July 1, 2013, increase shift premium and weekend premium by \$0.15/hour

- Shift premium \$0.85/hour
- Weekend premium \$1.00/hour

Weekend work: Clarification that the time and one half premium only applies to weekends worked in violation of the weekend scheduling language. Time worked on that weekend will not be considered when determining future such premium obligations.

3. Leave Issues

Leave, Board of Directors

- The Employer will consider requests for leaves greater than 100 days, subject to the operational requirements of the Home and will not be unreasonably denied.

Jury and Witness Duty

- New provision to provide leave for preparation meetings related to compliance issues and other matters arising from the RN role, to be done during working hours and if not nurses to be paid according to Articles 15 & 16.

Pregnancy/Parental leave

- Employees will endeavour to provide their Employment Insurance (EI) cheque stub within two weeks of receipt to the employer to ensure timely payment of sub top-up.

4. Paid Holidays

- Added new 12.09 (d) to deal with accommodation of cultural & spiritual observances.

5. Vacation

- Effective in April 1, 2012, seven (7) weeks' vacation after 25 years of service.

6. Benefits

Extended Health Care

- Effective October 31, 2011, amend collective agreements to provide for Vision Care \$300/24 months including one time only for corrective laser eye surgery.
- Reimbursement of drugs based on generic version of the prescribed drug unless there is a documented adverse reaction to the generic drug or unless the nurse's physician stipulates that the generic drug is not an alternative, in which case the reimbursement will be for the prescribed drug.

Pension

- Achieved a shortened eligibility period. Reduced threshold hours for joining NHRIPP from 950 hours to 450 hours.
- Amendments to Retirement Income Plan language Article 18.08, changing the terms of payment

(for those members whose age prohibits pension contributions from a RRSP or Pension Plan) to payment equal to the employer contributions on each regular pay.

7. Sick Leave

- Article 14.01 (b) revised requiring employees to endeavour to provide their EI cheque stub within two weeks of receipt to the employer to ensure timely payment of sub top-up.
- Article 14.02 revised to include Nurse Practitioners in medical certificate provider.
- Amended the physician's note in Schedule B.

8. Workload, Professional and Staffing Issues

- Maintained Article 2.06 re staffing for existing homes and new homes in the group.
- Add to Article 6.01, the current Article 20.09 (Education Committees) and amend to include opportunities for continuous learning.
- Amend Article 20.05 to encompass e-learning. Inservice and e-learning modules will be scheduled during regular working hours with no loss of pay. Where e-learning is required by the Home outside of regular hours, nurses will be reimbursed at their regular straight time hourly rate.
- New Article 20.12 dealing with remediation with CNO after long term absences.
- Employees can request additional three days orientation and will not be unreasonably denied.
- NEW Letter of Understanding re: Liability Insurance.
- NEW Letter of Understanding re: Supernumerary Positions.

9. Enforcement

- Article 4.04 amended to add references to workplace harassment.
- Article 4.05 amended to improve communication on return to work issues.
- Amended Letter of Understanding on Pilot One Employer-Two Homes situation.
- Article 10.03 amended to provide that leaves of absence in excess of 60 continuous days will not count toward removal of discipline.
- Article 17.04 (f) amended to reflect name changes of arbitrators.

10. Administrative, Editorial and Housekeeping

- Amended dues language to clarify what information the Employer is to provide the Union.
- A number of editorial and housekeeping changes were made, letters of understanding renewed (e.g. new certifications and central bargaining).
- Additional issues at particular homes having individual issues and new participant issues negotiated.