

**HIGHLIGHTS OF ARBITRATION AWARD BETWEEN
ONA AND PARTICIPATING VICTORIAN ORDER OF NURSES (VON)**

TERM: April 1, 2021, to March 31, 2023

1. Compensation

- Effective April 1, 2021: 0.7% across the board increases for all classifications.
- Effective April 1, 2022: 0.7% across the board increases for all classifications.

Retroactivity

Retroactivity will be paid within ninety (90) days of June 25, 2021, no later than September 22, 2021. Retroactivity will be based on hours paid. Retroactive pay will be paid on a separate deposit. VON undertakes that the rate of income tax on the retroactivity will not change unless the retroactive pay changes the employee's annual tax bracket.

These grids are not standardized, see below:

Brant-Haldimand-Norfolk

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$30.67	\$30.88	\$31.10
1 Year	\$31.88	\$32.10	\$32.32
2 Years	\$33.39	\$33.62	\$33.86
3 Years	\$34.53	\$34.77	\$35.01
4 Years	\$35.49	\$35.74	\$35.99
5 Years	\$37.26	\$37.52	\$37.78
6 Years	\$38.21	\$38.48	\$38.75
7 Years	\$39.46	\$39.74	\$40.02
8 Years	\$41.12	\$41.41	\$41.70

Palliative/Pediatric Directing Registered Nurse (DRN)			
Step	Current	April 1, 2021	April 1, 2022
Start	\$37.26	\$37.52	\$37.78
1 Year	\$38.21	\$38.48	\$38.75
2 Years	\$39.46	\$39.74	\$40.02
3 Years	\$41.12	\$41.41	\$41.70

Nurse Practitioner			
Step	Current	April 1, 2021	April 1, 2022
Level 1	\$53.23	\$53.60	\$53.98

Chatham-Kent

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$26.81	\$27.00	\$27.19
1 Year	\$27.35	\$27.54	\$27.73
2 Years	\$28.60	\$28.80	\$29.00
3 Years	\$30.20	\$30.41	\$30.62
4 Years	\$31.88	\$32.10	\$32.32
5 Years	\$33.51	\$33.74	\$33.98
6 Years	\$35.06	\$35.31	\$35.56
7 Years	\$36.98	\$37.24	\$37.50
8 Years	\$37.70	\$37.96	\$38.23

Durham

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$25.18	\$25.36	\$25.54
1 Year	\$26.42	\$26.60	\$26.79
2 Years	\$27.70	\$27.89	\$28.09
3 Years	\$29.08	\$29.28	\$29.48
4 Years	\$30.50	\$30.71	\$30.92
5 Years	\$31.98	\$32.20	\$32.43
6 Years	\$33.56	\$33.79	\$34.03
7 Years	\$35.20	\$35.45	\$35.70
8 Years	\$37.17	\$37.43	\$37.69

Palliative Pain and Symptom Management Consultant (PPSMC) and Hospice Patient Navigator			
Step	Current	April 1, 2021	April 1, 2022
Start	\$28.80	\$29.00	\$29.20
1 Year	\$30.42	\$30.63	\$30.84
2 Years	\$32.03	\$32.25	\$32.48
3 Years	\$33.64	\$33.88	\$34.12
4 Years	\$35.26	\$35.51	\$35.76
5 Years	\$36.89	\$37.15	\$37.41
6 Years	\$38.50	\$38.77	\$39.04
7 Years	\$40.11	\$40.39	\$40.67
8 Years	\$41.73	\$42.02	\$42.31

North Bay

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$25.82	\$26.00	\$26.18
1 Year	\$26.82	\$27.01	\$27.20
2 Years	\$28.24	\$28.44	\$28.64
3 Years	\$29.63	\$29.84	\$30.05
4 Years	\$31.03	\$31.25	\$31.47
5 Years	\$32.78	\$33.01	\$33.24
6 Years	\$34.56	\$34.80	\$35.04
7 Years	\$36.32	\$36.57	\$36.83
8 Years	\$38.07	\$38.34	\$38.61

BScN/PHN			
Step	Current	April 1, 2021	April 1, 2022
Start	\$26.57	\$26.76	\$26.95
1 Year	\$27.58	\$27.77	\$27.96
2 Years	\$29.01	\$29.21	\$29.41
3 Years	\$30.50	\$30.71	\$30.92
4 Years	\$31.88	\$32.10	\$32.32
5 Years	\$33.60	\$33.84	\$34.08
6 Years	\$35.38	\$35.63	\$35.88
7 Years	\$37.19	\$37.45	\$37.71
8 Years	\$38.98	\$39.25	\$39.52

Registered Practical Nurse (RPN)			
Step	Current	April 1, 2021	April 1, 2022
Start	\$23.00	\$23.16	\$23.32
1 Year	\$23.95	\$24.12	\$24.29
2 Years	\$24.16	\$24.33	\$24.50
3 Years	\$24.28	\$24.45	\$24.62

Perth-Huron

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$27.06	\$27.25	\$27.44
1 Year	\$27.72	\$27.91	\$28.11
2 Years	\$28.40	\$28.60	\$28.80
3 Years	\$29.38	\$29.59	\$29.80
4 Years	\$30.69	\$30.90	\$31.12
5 Years	\$32.00	\$32.22	\$32.45
6 Years	\$33.62	\$33.86	\$34.10
7 Years	\$35.24	\$35.49	\$35.74
8 Years	\$36.85	\$37.11	\$37.37
9 Years	\$38.71	\$38.98	\$39.25

Peterborough-Victoria-Haliburton

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$24.27	\$24.44	\$24.61
1 Year	\$25.45	\$25.63	\$25.81
2 Years	\$26.43	\$26.62	\$26.81
3 Years	\$27.76	\$27.95	\$28.15
4 Years	\$29.12	\$29.32	\$29.53
5 Years	\$30.45	\$30.66	\$30.87
6 Years	\$32.14	\$32.36	\$32.59
7 Years	\$33.80	\$34.04	\$34.28
8 Years	\$35.48	\$35.73	\$35.98
9 Years	\$37.17	\$37.43	\$37.69

Porcupine Site – Highway 11 and the City of Timmins

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$25.67	\$25.85	\$26.03
1 Year	\$26.97	\$27.16	\$27.35
2 Years	\$28.04	\$28.24	\$28.44
3 Years	\$29.51	\$29.72	\$29.93
4 Years	\$30.99	\$31.21	\$31.43
5 Years	\$31.82	\$32.04	\$32.26
6 Years	\$33.18	\$33.41	\$33.64
7 Years	\$33.97	\$34.21	\$34.45
8 Years	\$35.31	\$35.56	\$35.81
9 Years	\$37.02	\$37.28	\$37.54

Registered Practical Nurse (RPN)			
Step	Current	April 1, 2021	April 1, 2022
Start	\$20.06	\$20.20	\$20.34
1 Year	\$20.77	\$20.92	\$21.07
2 Years	\$21.50	\$21.65	\$21.80
3 Years	\$22.18	\$22.34	\$22.50
4 Years	\$22.88	\$23.04	\$23.30
5 Years	\$23.62	\$23.79	\$23.96
6 Years	\$24.32	\$24.49	\$24.66

Porcupine Site – Highway 11 and the City of Timmins

BScN/PHN			
Step	Current	April 1, 2021	April 1, 2022
Start	\$27.54	\$27.73	\$27.92
1 Year	\$28.83	\$29.03	\$29.23
2 Years	\$30.01	\$30.22	\$30.43
3 Years	\$31.28	\$31.50	\$31.72
4 Years	\$32.56	\$32.79	\$33.02
5 Years	\$33.05	\$33.28	\$33.51
6 Years	\$33.82	\$34.06	\$34.30
7 Years	\$34.46	\$34.70	\$34.94
8 Years	\$35.31	\$35.56	\$35.81
9 Years	\$37.02	\$37.28	\$37.54

Nurse Coordinator			
Step	Current	April 1, 2021	April 1, 2022
Start	\$28.75	\$28.95	\$29.15
1 Year	\$30.22	\$30.43	\$30.64
2 Years	\$31.39	\$31.61	\$31.83
3 Years	\$33.06	\$33.29	\$33.52
4 Years	\$34.69	\$34.93	\$35.17
5 Years	\$35.60	\$35.85	\$36.10
6 Years	\$37.14	\$37.40	\$37.66
7 Years	\$38.04	\$38.31	\$38.58
8 Years	\$39.53	\$39.81	\$40.09
9 Years	\$41.46	\$41.75	\$42.04

Sarnia-Lambton

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$26.08	\$26.26	\$26.44
1 Year	\$27.11	\$27.30	\$27.49
2 Years	\$28.53	\$28.73	\$28.93
3 Years	\$29.95	\$30.16	\$30.37
4 Years	\$31.37	\$31.59	\$31.81
5 Years	\$33.13	\$33.36	\$33.59
6 Years	\$34.91	\$35.15	\$35.40
7 Years	\$36.68	\$36.94	\$37.20
8 Years	\$38.46	\$38.73	\$39.00

Thunder Bay

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$26.07	\$26.25	\$26.43
1 Year	\$27.07	\$27.26	\$27.45
2 Years	\$28.45	\$28.65	\$28.85
3 Years	\$29.80	\$30.01	\$30.22
4 Years	\$31.22	\$31.44	\$31.66
5 Years	\$32.94	\$33.17	\$33.40
6 Years	\$34.63	\$34.87	\$35.11
7 Years	\$36.37	\$36.62	\$36.88
8 Years	\$38.09	\$38.36	\$38.63

Toronto-York-Peel

Registered Nurse			
Step	Current	April 1, 2021	April 1, 2022
Start	\$25.65	\$25.83	\$26.01
1 Year	\$26.68	\$26.87	\$27.06
2 Years	\$28.09	\$28.29	\$28.49
3 Years	\$29.46	\$29.67	\$29.88
4 Years	\$30.88	\$31.10	\$31.32
5 Years	\$32.62	\$32.85	\$33.08
6 Years	\$34.36	\$34.60	\$34.84
7 Years	\$36.09	\$36.34	\$36.59
8 Years	\$37.85	\$38.11	\$38.38

Wound Care			
Step	Current	April 1, 2021	April 1, 2022
Start	\$26.99	\$27.18	\$27.37
1 Year	\$28.30	\$28.50	\$28.70
2 Years	\$29.66	\$29.87	\$30.08
3 Years	\$31.09	\$31.31	\$31.53
4 Years	\$32.60	\$32.83	\$33.06
5 Years	\$34.15	\$34.39	\$34.63
6 Years	\$35.80	\$36.05	\$36.30
7 Years	\$37.53	\$37.79	\$38.05
8 Years	\$39.35	\$39.63	\$39.91

2. Workload

- Maintained the professional responsibility clause with the ability to file grievances if issues are not resolved.
- Continuity of care is to be considered when determining patient assignments.

- 3. Seniority/Layoff**
 - Standardized seniority and layoff language for all Bargaining Units.
 - Before any layoff occurs, early retirement incentive may be offered by the employer.
- 4. Education/In-Service**
 - Standardized Professional and Education Leave for RNAO/CNO requirements as well as education pertaining to professional development.
- 5. Transportation / Mileage Allowance**
 - Maintained status quo for all Bargaining Units for calculation of mileage reimbursement.
- 6. Protection of Bargaining Unit Work/Preventing Erosion of our Work**
 - Maintained protection of Bargaining Unit work – the employer has been provided with notice that ONA will be enforcing all part-time commitment and scheduling language.
- 7. Extended Health Care and Dental Benefits**
 - Maintained all current benefits. No changes in benefit plans.
- 8. Occupational Health and Safety**
 - New Letter of Understanding regarding the employer's commitment to equity, diversity and inclusivity to be discussed at Labour-Management Committees.
 - Letter to all Bargaining Unit Presidents indicating the employer's commitment to discuss the topic of infectious diseases at either the Joint Health and Safety Committee Meetings or Labour-Management Meetings.
- 9. Pension**
 - Maintained current pension plan. No change in pension plans.