



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE STOUT BILL 124 REOPENER ARBITRATION DECISION DATED MARCH 14, 2023, BETWEEN

ONA and PARTICIPATING NOT-FOR-PROFIT NURSING HOMES

TERM: July 1, 2021 to June 30, 2024

1. Compensation, Wages and Premiums

- Effective July 1, 2021: 1.75% across the board increases for all classifications including health-care professionals. **The remaining 0.75% will now be applied retroactively.**
- Effective July 1, 2022: 1.75% across the board increases for all classifications including health-care professionals. **The remaining 0.75% will now be applied retroactively.**
- Effective July 1, 2023: 1.75% across the board increases for all classifications including health-care professionals.

RN Salary Grid (Full-time):

- Effective July 1, 2021: \$31.13 to \$47.12
- Effective July 1, 2022: \$31.67 to \$47.95
- Effective July 1, 2023: \$32.22 to \$48.78

RN Salary Grid (Part-time, including 8.5% in lieu of benefits)

- Effective July 1, 2021: \$33.77 to \$51.13
- Effective July 1, 2022: \$34.36 to \$52.02
- Effective July 1, 2023: \$34.96 to \$52.93

Registered Nurse – Full-time (hourly rate)

Step	Current	July 1, 2021	July 1, 2022	July 1, 2023
Start	\$30.59	\$31.13	\$31.67	\$32.22
1 Year	\$31.91	\$32.47	\$33.04	\$33.61
2 Years	\$32.95	\$33.53	\$34.11	\$34.71
3 Years	\$34.71	\$35.32	\$35.94	\$36.56
4 Years	\$36.11	\$36.74	\$37.38	\$38.04
5 Years	\$37.84	\$38.50	\$39.18	\$39.86
6 Years	\$39.50	\$40.19	\$40.89	\$41.61
7 Years	\$42.86	\$43.61	\$44.37	\$45.15
8 Years	\$46.31	\$47.12	\$47.95	\$48.78

All other classifications, NPs, RPNs, PSWs, etc., will have their wage grids adjusted by the percentage increase.

- **Article 13.01 (e)** – Annual vacation of six (6) weeks after twenty-two (22) years [previously twenty-three (23) years] of full-time continuous service.
- **Article 16.08** – Standby pay increased from \$3.30 to \$3.45 per hour. On a weekend or paid holiday, standby pay increased from \$4.90 to \$5.05 per hour.
- **Article 22.02** – Retroactivity will be paid no later than July 31, 2023. Retroactivity will be paid on the general wage increase.
- **Article 16.07 (a) – Shift Premiums:**
 - Effective July 1, 2021, increase shift premiums by ten (10) cents to \$1.05.
 - Effective July 1, 2022, increase shift premiums by ten (10) cents to \$1.15. This rate will be implemented immediately.
 - Effective July 1, 2023, increase shift premiums by five (5) cents to \$1.20. Note: shift premiums are paid for a sixteen (16) hour period daily.
- **Article 16.07 (b) – Weekend Premiums:**
 - Effective July 1, 2021, increase weekend premium by ten (10) cents to \$1.20.
 - Effective July 1, 2022, increase weekend premium by ten (10) cents to \$1.30. This rate will be implemented immediately.
 - Effective July 1, 2023, increase weekend premium by five (5) cents to \$1.35. Note: weekend premiums are paid for a forty-eight (48) hour period.
- **Article 17.01 (b)** – Effective December 1, 2021, vision care to be increased by \$50.00 to \$350.00 every 24 months. Effective December 1, 2021, introduction of a **new** \$800.00 mental health benefit yearly.
- **Article 22.06 (a) – Responsibility Pay** – Effective October 25, 2021, responsibility pay increased from \$10.00 to \$15.00 per 7.5-hour shift and from \$15.00 to \$22.50 per 11.25-hour shift.

Retroactivity to be paid no later than July 31, 2023.

2. Vacation Improvement

- **Article 13.01 (e)**

A calculation of the increase to annual vacation of six (6) weeks after twenty-two (22) years [previously twenty-three (23) years] of full-time continuous service, will be determined and will form part of the retroactivity for all members entitled to such increase. This improvement will apply to any member who reached the new twenty-two (22) year threshold as of the date for determining vacation entitlement in their individual Collective Agreement.

3. Shift and Weekend Premiums

Shift and weekend premiums have been awarded retroactively on the same dates as for the For-Profit Participating Nursing Homes. Arbitrator Stout has ordered that a lump sum reflective of retroactivity for these premiums is to be paid. Retroactivity will be based on the following:

- **Article 16.07 (a)**

- Effective July 1, 2021, ten (10) cents per hour worked during the evening and night shifts. Arbitrator Stout previously ordered a five (5) cents increase in his 2021 award. The remaining five (5) cents will form part of the lump sum retroactivity.
- Effective July 1, 2022, ten (10) cents per hour worked during the evening and night shifts.
- Effective July 1, 2023, five (5) cents per hour worked during the evening and night shifts.

- **Article 16.07 (b)**

- Effective July 1, 2021, increase weekend premium by ten (10) cents to \$1.20. This amount was ordered in Arbitrator Stout's 2021 decision and will not form part of the lump sum retroactivity.
- Effective July 1, 2022, increase weekend premium by ten (10) cents to \$1.30.
- Effective July 1, 2023, increase weekend premium by five (5) cents to \$1.35.

4. Responsibility Pay

- **Article 22.06 (a)** – Effective October 25, 2021, responsibility pay increased from \$10.00 to \$15.00 per 7.5-hour shift and from \$15.00 to \$22.50 per 11.25-hour shift.

5. Standby Pay

- **Article 16.08** – Standby pay increased from \$3.30 to \$3.45 per hour. On a weekend or paid holiday, standby pay increased from \$4.90 to \$5.05 per hour.

Retroactivity for Shift and Weekend Premiums, Responsibility Pay and Standby Pay will be determined based on a review of hours worked that would have triggered these premiums.

6. Benefit Improvements

An evaluation of the benefit gains for the increases to vision care and mental health coverage will be determined and converted into a lump sum to be paid to those individuals who are entitled to coverage.