



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE KAPLAN DECISION and ITEMS IN AGREEMENT BETWEEN **ONA and PARTICIPATING HOSPITALS**

TERM: April 1, 2023 to March 31, 2025

1. Compensation, Wages and Premiums

- Effective April 1, 2023: new RN wage grid.
- Effective April 1, 2023: 3.5% across-the-board increases for all classifications.
- Effective April 1, 2024: 3.0% across-the-board increases for all classifications.

RN Salary Grid (Full-time)

Step	April 1, 2022 Current	April 1, 2023 New Grid	April 1, 2023 3.5%	April 1, 2024 3.0%
Start	\$35.52	\$36.65	\$37.93	\$39.07
1 Year	\$35.69	\$37.57	\$38.88	\$40.05
2 Years	\$36.28	\$38.51	\$39.86	\$41.06
3 Years	\$38.07	\$40.24	\$41.65	\$42.90
4 Years	\$39.87	\$42.05	\$43.52	\$44.83
5 Years	\$42.12	\$44.15	\$45.70	\$47.07
6 Years	\$44.39	\$46.36	\$47.98	\$49.42
7 Years	\$46.65	\$48.68	\$50.38	\$51.89
8 Years	\$50.85	\$52.53	\$54.37	\$56.00

RN Salary Grid (Part-time including percent in lieu of benefits)

- **Article 19.01 (b)** – Effective April 1, 2024, increase percent-in-lieu for part-time to 14% or 10% if participating in HOOPP.

Step	April 1, 2023 13% in lieu	April 1, 2023 9% in lieu	April 1, 2024 14% in lieu	April 1, 2024 10% in lieu
Start	\$42.86	\$41.34	\$44.54	\$42.98
1 Year	\$43.93	\$42.38	\$45.66	\$44.06
2 Years	\$45.04	\$43.45	\$46.81	\$45.17
3 Years	\$47.06	\$45.40	\$48.91	\$47.19
4 Years	\$49.18	\$47.44	\$51.11	\$49.31
5 Years	\$51.64	\$49.81	\$53.66	\$51.78
6 Years	\$54.22	\$52.30	\$56.34	\$54.36
7 Years	\$56.93	\$54.91	\$59.15	\$57.08
8 Years	\$61.44	\$59.26	\$63.84	\$61.60

- **Article 19.04 (d)** – Effective July 20, 2023, Group, Unit or Team Leader premium more than doubled (increased from \$2.00 to \$4.00).
- **Article 9.08 (a) and (c)** – Effective July 20, 2023, Student and Mentorship premium more than tripled (increased from \$0.60 to \$2.00).
- **Article 19.02** – Graduate Nurses and/or temporary class will be placed at the start rate of the RN grid.
- **Article 6.05 (f)** – Effective July 20, 2023, salary continuation if required to quarantine.
- **Article 19.10** – Retroactivity will be paid within four full pay periods from date of award (November 12 or sooner) based on hours worked. Retroactivity will only be paid on wages.

2. Job Security & Professional Practice

- **Article 8.01 (a) iii) and iv)** – Enhanced language that clarifies members are entitled to a Union Representative when meeting with their manager to discuss workload issues, if requested.
- **Article 10.07 (g)** – Amended to exclude nurses applying for permanent positions that are a higher paying classification.
- **Article 10.08 (a)** – Effective August 19, 2023, reassignment can be up to four days and not considered a layoff.
- **Article 10.08 (e)** – Effective August 19, 2023, reassignment to vacant positions either voluntary or by reverse seniority in the event of a long-term layoff prior to options under Article 10.09.
- **Article 10.14 (b)** – Effective August 19, 2023, retirement allowance will only be offered when a nurse would otherwise have no options but to accept the layoff.
- **Article 10.16 (e)** – Agency reporting quarterly by unit and hospital-wide.
- **New Article 13.06 – Skills and Knowledge Transfer Opportunities** – Language to allow the Hospital and Union to agree to the creation of work arrangements for expert nurses to provide support to novice nurses.
- **Supernumerary Positions and Internationally Educated Nurses** – No restriction on initial placement and can apply for permanent positions but not transfer until completed supernumerary position.

3. Sick Leave and Leaves of Absence

- **Article 11.02 (b)** – ONA staff leave extended to 18 months and new language for ONA secondments.
- **Article 11.05 – New** – May request to utilize vacation and/or banked lieu time for extended travel or if the bereavement relates to someone who otherwise does not qualify.
- **Article 11.06 (a) – Jury and Witness Duty** – Amended language to include attending meetings at the request of the Crown.
- **Article 12.14 – Payment for Medical Certificates** – Payment will be made in a timely manner.

4. Benefits

- **Article 17.01 (g)** – Semi-private hospital insurance, extended health care benefits, dental benefits, and accidental death and dismemberment benefits will be extended to active full-time nurses from the age of sixty-five (65), and up to the nurse's eightieth (80th) birthday, on the same cost share basis as applies to those nurses under the age of sixty-five (65).

5. Weekend Workers

- **Article 13.04** – Clarification added to scheduling language in preamble.
- **Article 13.04 (a)** – Will receive shift premiums.
- **Article 13.04 (f)** – Entitled to exchange tours with non-weekend workers.

6. Administrative, Editorial and Housekeeping

- **Article 5.05** – Amended to include retirements.
- **Article 7.10 and 7.11** – Amended to reflect sole arbitrator.
- **Article 13.03** – Enabling language to encourage discussion on innovative schedules.
- **Article 17.01** – Delete redundant benefits review subcommittee language.