

**HIGHLIGHTS FOR VON BARGAINING UNIT LEADERS
AS A RESULT OF THE STOUT DECISION and ITEMS IN AGREEMENT
BETWEEN
ONA AND VICTORIAN ORDER OF NURSES (VON) CANADA
TERM: April 1, 2023 to March 31, 2025**

1. Compensation

- Effective April 1, 2023: 1.5% across the board increases for all classifications.
- Effective April 1, 2024: 2.0% across the board increases for all classifications.

Retroactivity

Retroactive compensation based on all hours paid for current and former employees paid within ninety (90) (**March 12, 2024**) days of the award by separate deposit. VON to contact former employees at their last known address on record, with a copy to the bargaining unit, within thirty (30) (**January 12, 2024**) days of the award to advise the former employee of their entitlement. Former employees will have sixty (60) days from the date of the notice to claim such retroactivity and, if they fail to make a claim within the sixty (60) days period then their claim will be deemed abandoned.

Transportation Allowance

Effective December 14, 2023, transportation allowance is increased to \$0.47 per kilometre.

Wage Grids

These grids are not standardized, see below:

Brant-Haldimand-Norfolk

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$31.10	\$31.57	\$32.20
1 Year	\$32.32	\$32.80	\$33.46
2 Years	\$33.86	\$34.37	\$35.06
3 Years	\$35.01	\$35.54	\$36.25
4 Years	\$35.99	\$36.53	\$37.26
5 Years	\$37.78	\$38.35	\$39.12
6 Years	\$38.75	\$39.33	\$40.12
7 Years	\$40.02	\$40.62	\$41.43
8 Years	\$41.70	\$42.33	\$43.18

Palliative/Pediatric Directing Registered Nurse (DRN)			
Step	Current	April 1, 2023	April 1, 2024
Start	\$37.78	\$38.35	\$39.12
1 Year	\$38.75	\$39.33	\$40.12
2 Years	\$40.02	\$40.62	\$41.43
3 Years	\$41.70	\$42.33	\$43.18

Nurse Practitioner			
Step	Current	April 1, 2023	April 1, 2024
Level 1	\$53.98	\$54.79	\$55.89

Chatham-Kent

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$27.19	\$27.60	\$28.15
1 Year	\$27.73	\$28.15	\$28.71
2 Years	\$29.00	\$29.44	\$30.03
3 Years	\$30.62	\$31.08	\$31.70
4 Years	\$32.32	\$32.80	\$33.46
5 Years	\$33.98	\$34.49	\$35.18
6 Years	\$35.55	\$36.08	\$36.80
7 Years	\$37.50	\$38.06	\$38.82
8 Years	\$38.23	\$38.80	\$39.58

Durham

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$25.54	\$25.92	\$26.44
1 Year	\$26.79	\$27.19	\$27.73
2 Years	\$28.09	\$28.51	\$29.08
3 Years	\$29.48	\$29.92	\$30.52
4 Years	\$30.92	\$31.38	\$32.01
5 Years	\$32.43	\$32.92	\$33.58
6 Years	\$34.03	\$34.54	\$35.23
7 Years	\$35.70	\$36.24	\$36.96
8 Years	\$37.69	\$38.26	\$39.03

Palliative Pain and Symptom Management Consultant (PPSMC) and Hospice Patient Navigator			
Step	Current	April 1, 2023	April 1, 2024
Start	\$29.20	\$29.64	\$30.23
1 Year	\$30.84	\$31.30	\$31.93
2 Years	\$32.48	\$32.97	\$33.63
3 Years	\$34.12	\$34.63	\$35.32
4 Years	\$35.76	\$36.30	\$37.03
5 Years	\$37.41	\$37.97	\$38.73
6 Years	\$39.04	\$39.63	\$40.42
7 Years	\$40.67	\$41.28	\$42.11
8 Years	\$42.31	\$42.94	\$43.80

North Bay

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$26.18	\$26.57	\$27.10
1 Year	\$27.19	\$27.60	\$28.15
2 Years	\$28.64	\$29.07	\$29.65
3 Years	\$30.05	\$30.50	\$31.11
4 Years	\$31.47	\$31.94	\$32.58
5 Years	\$33.24	\$33.74	\$34.41
6 Years	\$35.04	\$35.57	\$36.28
7 Years	\$36.83	\$37.38	\$38.13
8 Years	\$38.61	\$39.19	\$39.97

BScN/PHN			
Step	Current	April 1, 2023	April 1, 2024
Start	\$26.95	\$27.35	\$27.90
1 Year	\$27.96	\$28.38	\$28.95
2 Years	\$29.41	\$29.85	\$30.45
3 Years	\$30.92	\$31.38	\$32.01
4 Years	\$32.32	\$32.80	\$33.46
5 Years	\$34.08	\$34.59	\$35.28
6 Years	\$35.88	\$36.42	\$37.15
7 Years	\$37.71	\$38.28	\$39.05
8 Years	\$39.52	\$40.11	\$40.91

Registered Practical Nurse (RPN)			
Step	Current	April 1, 2023	April 1, 2024
Start	\$23.32	\$23.67	\$24.14
1 Year	\$24.29	\$24.65	\$25.14
2 Years	\$24.50	\$24.87	\$25.37
3 Years	\$24.62	\$24.99	\$25.49

Perth-Huron

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$27.44	\$27.85	\$28.41
1 Year	\$28.11	\$28.53	\$29.10
2 Years	\$28.80	\$29.23	\$29.81
3 Years	\$29.80	\$30.25	\$30.86
4 Years	\$31.12	\$31.59	\$32.22
5 Years	\$32.45	\$32.94	\$33.60
6 Years	\$34.10	\$34.61	\$35.30
7 Years	\$35.74	\$36.28	\$37.01
8 Years	\$37.37	\$37.93	\$38.69
9 Years	\$39.25	\$39.84	\$40.64

Wound Care Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$33.24	\$33.64	\$34.31
1 Year	\$33.85	\$34.36	\$35.05
2 Years	\$34.54	\$35.06	\$35.76
3 Years	\$35.23	\$35.76	\$36.48
4 Years	\$35.96	\$36.50	\$37.23
5 Years	\$36.69	\$37.24	\$37.98
6 Years	\$37.43	\$37.99	\$38.75
7 Years	\$38.18	\$38.75	\$39.53
8 Years	\$38.94	\$39.52	\$40.31
9 Years	\$39.72	\$40.32	\$41.13

Peterborough-Victoria-Haliburton

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$24.61	\$24.98	\$25.48
1 Year	\$25.81	\$26.20	\$26.72
2 Years	\$26.81	\$27.21	\$27.75
3 Years	\$28.15	\$28.57	\$29.14
4 Years	\$29.53	\$29.97	\$30.57
5 Years	\$30.87	\$31.33	\$31.96
6 Years	\$32.59	\$33.08	\$33.74
7 Years	\$34.28	\$34.79	\$35.49
8 Years	\$35.98	\$36.52	\$37.25
9 Years	\$37.69	\$38.26	\$39.03

Porcupine Site – Highway 11 and the City of Timmins

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$26.03	\$26.42	\$26.95
1 Year	\$27.35	\$27.76	\$28.32
2 Years	\$28.44	\$28.87	\$29.45
3 Years	\$29.93	\$30.38	\$30.99
4 Years	\$31.43	\$31.90	\$32.54
5 Years	\$32.26	\$32.74	\$33.39
6 Years	\$33.64	\$34.14	\$34.82
7 Years	\$34.45	\$34.97	\$35.67
8 Years	\$35.81	\$36.35	\$37.08
9 Years	\$37.54	\$38.10	\$38.86

Registered Practical Nurse (RPN)			
Step	Current	April 1, 2023	April 1, 2024
Start	\$20.34	\$20.65	\$21.06
1 Year	\$21.07	\$21.39	\$21.82

2 Years	\$21.80	\$22.13	\$22.57
3 Years	\$22.50	\$22.84	\$23.30
4 Years	\$23.20	\$23.55	\$24.02
5 Years	\$23.96	\$24.32	\$24.81
6 Years	\$24.66	\$25.03	\$25.53

BScN/PHN			
Step	Current	April 1, 2023	April 1, 2024
Start	\$27.92	\$28.34	\$28.91
1 Year	\$29.23	\$29.67	\$30.26
2 Years	\$30.43	\$30.89	\$31.51
3 Years	\$31.72	\$32.20	\$32.84
4 Years	\$33.02	\$33.52	\$34.19
5 Years	\$33.51	\$34.01	\$34.69
6 Years	\$34.30	\$34.81	\$35.51
7 Years	\$34.94	\$35.46	\$36.17
8 Years	\$35.81	\$36.35	\$37.08
9 Years	\$37.54	\$38.10	\$38.86

Nurse Coordinator			
Step	Current	April 1, 2023	April 1, 2024
Start	\$29.15	\$29.59	\$30.18
1 Year	\$30.64	\$31.10	\$31.72
2 Years	\$31.83	\$32.31	\$32.96
3 Years	\$33.52	\$34.02	\$34.70
4 Years	\$35.17	\$35.70	\$36.41
5 Years	\$36.10	\$36.64	\$37.37
6 Years	\$37.66	\$38.22	\$38.98
7 Years	\$38.58	\$39.16	\$39.94
8 Years	\$40.09	\$40.69	\$41.50
9 Years	\$42.04	\$42.67	\$43.52

Nurse Practitioner			
Step	Current	April 1, 2023	April 1, 2024
Level 1	\$45.89	\$46.58	\$47.51

Sarnia-Lambton

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$26.44	\$26.84	\$27.38
1 Year	\$27.49	\$27.90	\$28.46
2 Years	\$28.93	\$29.36	\$29.95
3 Years	\$30.37	\$30.83	\$31.45
4 Years	\$31.81	\$32.29	\$32.94
5 Years	\$33.59	\$34.09	\$34.77
6 Years	\$35.40	\$35.93	\$36.65
7 Years	\$37.20	\$37.76	\$38.52

8 Years	\$39.00	\$39.59	\$40.38
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Thunder Bay

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$26.43	\$26.83	\$27.37
1 Year	\$27.45	\$27.86	\$28.42
2 Years	\$28.85	\$29.28	\$29.87
3 Years	\$30.21	\$30.66	\$31.27
4 Years	\$31.66	\$32.13	\$32.77
5 Years	\$33.40	\$33.90	\$34.58
6 Years	\$35.11	\$35.64	\$36.35
7 Years	\$36.88	\$37.43	\$38.18
8 Years	\$38.63	\$39.21	\$39.99

Toronto-York-Peel

Registered Nurse			
Step	Current	April 1, 2023	April 1, 2024
Start	\$26.01	\$26.40	\$26.93
1 Year	\$27.06	\$27.47	\$28.02
2 Years	\$28.49	\$28.92	\$29.50
3 Years	\$29.88	\$30.33	\$30.94
4 Years	\$31.32	\$31.79	\$32.43
5 Years	\$33.08	\$33.58	\$34.25
6 Years	\$34.84	\$35.36	\$36.07
7 Years	\$36.59	\$37.14	\$37.88
8 Years	\$38.38	\$38.96	\$39.74

Wound Care			
Step	Current	April 1, 2023	April 1, 2024
Start	\$27.37	\$27.78	\$28.34
1 Year	\$28.70	\$29.13	\$29.71
2 Years	\$30.08	\$30.53	\$31.14
3 Years	\$31.53	\$32.00	\$32.64
4 Years	\$33.06	\$33.56	\$34.23
5 Years	\$34.63	\$35.15	\$35.85
6 Years	\$36.30	\$36.84	\$37.58
7 Years	\$38.05	\$38.62	\$39.39
8 Years	\$39.91	\$40.51	\$41.32

2. Sick Leave

Effective April 1, 2024, delete existing sick leave plan and replace with the Employer proposed plan. Implementation is left to the parties to determine, with the Stout Board remaining seized to resolve if needed.

This is a weekly indemnity plan accessing Employment Insurance, with an employer paid top-up.

3. **Incident Debriefing**
 - Expanded to all branches – 1 hour of paid time for support following a critical incident.
4. **Grievance and Arbitration Procedure**
 - Updated Arbitrator list to replace Dana Randall with Eli Gedalof.
5. **Paid Holidays**
 - Nine paid holidays, up from 7, to be paid at time and one-half for any Thunder Bay Casual Nurse working on such paid holiday.
6. **Medical Exams**
 - Removed language indicating that payment for medical exams would only be when the exam is “required to comply with the statute”.
7. **Registration**
 - Requirement to present registration for all staff, previously only Toronto/York/Peel
8. **Standby**
 - Thunder Bay nurses are no longer required to take standby if they are required to work the next day.
9. **Letters of Understanding**

The following Letters of Understanding are agreed:

- **Overtime - renewed**
Brant, Haldimand, Norfolk
 - Letter of Understanding, re: Permanent Part-time Nurses – **renewed**
 - Letter of Understanding, re: Full-Time Shift Nursing – **renewed**
 - Letter of Understanding, re: Clinic Nursing – **renewed**
 - Letter of Understanding, re: Promoting and Valuing the Work of Nurses - **renewed**

Chatham-Kent:

- Letter of Understanding, re: New Graduate – **renewed**
- Letter of Understanding, re: Hybrid 12-Hour Visiting Nursing Tours –**renewed**

Durham:

- Letter of Understanding, re: Clinic Nurses – **renewed**
- Letter of Understanding, re: Regular Part-time Nurses Employed to Work Weekends Only – **renewed**
- Letter of Understanding, re: SELECT Program Funding – **renewed**

North Bay:

- Letter of Understanding, re: Shift Nursing – **renewed**
- Letter of Understanding, re: Extended Tours – **renewed**
- Letter of Understanding, re: Master Rotation – **renewed**

Peterborough:

- Letter of Understanding, re: Geographic Areas – **renewed**
- Letter of Understanding, re: Full-time Four-fifths Positions – **renewed**
- Letter of Understanding, re: Return to Work – **renewed**
- Letter of Understanding, re: Shift Nursing – **renewed**
- Letter of Understanding, re: New Graduate – **renewed**
- Letter of Understanding, re: Extended Tours – ACS Clinic – **renewed**

Porcupine, Highway 11, Timmins:

- Letter of Understanding, re: Shift Nursing – **renewed**
- Letter of Understanding, re: Nurse Practitioners – **renewed**

Sarnia:

- Letter of Understanding, re: Palliative Care Project and GRRT –**renewed as amended to read:**

In cooperation with the Erie-St. Clair Community Care Access Centre **Home and Community Care Support Services**, the Employer has agreed to continue facilitating the Palliative Care Project and the GRRT Project that began as a pilot in the spring of 2009. A Nurse will be on-call to act as a resource consultant to assist caregivers from any service provider agency with maintaining palliative clients in their own home. Another Nurse will also be on call to act as a resource for the Geriatric Rapid Response Team.

- Letter of Understanding, re: Four-Day Week – **renewed**
- Letter of Understanding, re: Addendum to Article 22 – Compensation in relation to Visiting Nursing Mentor Program – **renewed**
- Letter of Understanding, re: Shift Nursing (formerly Independent Health Practitioners) – **renewed**
- Letter of Understanding, re: 12-Hour Visiting Nursing Tours – **renewed**
- Letter of Understanding, re: New Graduate – **renewed**

Thunder Bay:

- Letter of Understanding, re: Fireline Nursing Services Program – **renewed**

Toronto-York/Peel:

- Letter of Understanding, re: Shift Nursing Program – **renewed**
- Letter of Understanding, re: Six Week Scheduling Cycle – **renewed**

The disposition of the remaining Letters of Understanding has been left to the parties to determine, with the Stout Board remaining seized to resolve if needed.

10. Housekeeping

- Updated references to CCAC to HCCSS as needed.

- Removed provisions that were duplicated elsewhere in the Collective Agreement.