

Frequently Asked Questions – and Answers For Ontario Nurses' Association (ONA) Hospital Members

August 2023

Below are the common questions and answers on the Kaplan arbitration decision dated July 20, 2023 regarding the central hospital collective agreement. If you have specific questions related to your local collective agreement, please contact your [Bargaining Unit President](#).

A recording of a summary presentation from a member town hall on this decision can be viewed on ONA's member portal, [Access ONA](#), in the resource centre.

For additional information including decision highlights, visit www.ona.org/bargaining.

Are registered nurses receiving a wage increase?

Yes. Registered nurses (RNs) will receive, on average, an 11% wage increase. RNs will receive an initial overall increase of about 4.75% applied directly to the grid printed in the decision. On top of this, the Kaplan decision provides RNs with a 3.5% increase in the first year of the agreement and 3% in the second year, making the total wage increase just over 11%.

Does the average 11% wage increase include recent Bill 124 reopener decisions?

No. These wage increases from the Kaplan decision are in addition to the Bill 124 reopener wage increase amounts. When the Kaplan decision is added to the reopener arbitration decisions which provided retroactive pay for ONA hospital members, the total wage increases through to April 1, 2024 are up to 16% on average.

Are health-care professionals receiving a wage increase?

Yes. For those health-care professionals who are covered by the hospital central collective agreement will receive a wage grid increase. They will also receive an additional 3.5% in the first year of the Kaplan agreement and 3% in the second year of the agreement.

Are registered practical nurses receiving a wage increase?

Yes. For those registered practical nurses who are covered by the hospital central collective agreement will receive a wage grid increase. They will also receive an additional 3.5% in the first year of the Kaplan agreement and 3% in the second year of the agreement.

Are nurse practitioners receiving a wage increase?

Yes. For those nurse practitioners who are covered by the hospital central collective agreement will receive an average wage grid increase of 4.75%. They will also receive

an additional 3.5% in the first year of the Kaplan agreement and 3% in the second year of the agreement. See the NP FAQ for more information: www.ona.org/bargaining.

Are registered nurses working part-time receiving an increase?

Yes. In addition to the average 11% increase on wages, effective April 1, 2024, all part-time nurses will receive an increase of 1% to their percent-in-lieu, raising the total percentage from 13% to 14% or 10% from 9%, if they are participating in the pension plan (HOOPP).

Are casual registered nurses receiving an increase?

Yes. Casual RNs will receive, on average, an 11% wage increase. First, casual RNs will receive an overall wage grid increase of about 4.75%. The Kaplan decision provides casual RNs with an additional 3.5% in the first year of the agreement and 3% in the second year, making the total wage increase just over 11%. In addition, the total percentage in lieu for casual nurses increases from 13% to 14% or 10% from 9% if they are participating in the pension plan (HOOPP).

Will wage increases to the grid be retroactive?

Yes. The wage increases for the first year of the agreement (8.25% on average) will be paid retroactively to April 1, 2023.

When must my employer pay out the retroactive payments?

Retroactive payment must be provided within four full pay periods from the date of the agreement, July 20, 2023 in accordance with the collective agreement. It should also be provided as a separate payment where possible.

What does the new Isolation Pay – Article 6.05 (e) – mean?

This is breakthrough language and is a monumental win for our members. ONA believes it is the first of its kind in an Ontario health-care collective agreement.

Full-time and part-time ONA hospital members who are absent from work due to exposure to a communicable disease who are required to quarantine or isolate due to an employer's policy, operation of law or direction of public health officials will have salary continuance for the duration of the quarantine.

Does the isolation pay come out of my sick bank or HOODIP?

No. The isolation pay is meant to keep your pay whole and is not to be counted against your sick bank or HOODIP.

Does isolation get paid out through the Workplace Safety and Insurance Board (WSIB)?

No. The isolation pay is meant to keep your pay continuous at 100% during quarantine or isolation. The isolation pay has nothing to do with WSIB.

What are the changes to premiums?

The Group, Unit or Team Leader premium doubled, so it is now an additional \$4.00 per hour, effective July 20, 2023.

The Student Supervision and Mentorship Premium more than tripled so it is now an additional \$2.00 per hour, effective July 20, 2023.

Does the new student supervision premium apply to supervising only year four nursing students?

No. The student supervision premium should apply to supervising nursing students in any phase of their training.

Were any vacation proposals awarded?

No. The arbitrator did not award any new vacation entitlements.

Does my hospital need to report agency hours?

Yes. Each quarter, your hospital must provide to ONA the number of agency nurse hours worked per unit and hospital-wide, the total bargaining unit hours worked per unit and hospital-wide, and the percentage of agency nurse hours worked per unit and hospital-wide.

This information will be integral in helping ONA to identify trends and keep track of work of the bargaining unit and agency ad-hoc usage across Ontario.

How can ONA members get involved in bargaining?

ONA sends out a Call for Nominations for bargaining teams before provincial bargaining occurs. Any ONA member – including nurse practitioners, registered nurses, registered practical nurses or health-care professionals – can put their name forward to be elected to the central negotiating teams.