

In the matter of an interest arbitration under the
Hospital Labour Disputes Arbitration Act, RSO 1990 (“*HLDA*”)

BETWEEN;

PARTICIPATING NURSING HOMES

(“The Employer or “PNH”)

-and-

ONTARIO NURSES’ ASSOCIATION

(“the Association” or “ONA”)

AWARD

Board of Arbitration:

Sheri Price, Chair

For the Employer:

Bob Bass
Dan McPherson
Mary-Claire Bass
Kyle McPherson
John Scotland
Mike Putt
Mark Chodos
Dorish Augustin
Meghan Scherer
Andrew Hall
Sandra Fougere
Ivana McIntosh
Filippo Falbo
Lindsay Bousfield
Courtney Dunlop-McDonald
Shawn Riel
Linda Calabrese

For the Association:

Wassim Garzouzi
Julia Williams
Melissa Tilley, Team Chair, Region 2 Representative, RN
Christopher Bolestridge, Region 1 Representative, RN
Genevieve Tiri, Region 3 Representative, RN

JoAnn Carey, Region 4 Representative, RN
Irene Aguiar, Region 5 Representative, RN
Erin Ariss, President, RN
Angela Preocanin, First Vice President, RN
Andrea Kay, Chief Executive Officer, RN
Matthew Stout, Executive Lead Labour Relations
Patricia Carr, Manager, Negotiations, RN
Marilynn Dee, Manager, Negotiations, RN
David Cheslock, Manager, Labour Relations, RPN
Kieran Maxwell, Manager, Anti-Racism and Anti-Oppression, RN
Marie Haase, Labour Relations Officer, Negotiations, RN
Joshua Henley, Labour Relations Officer, Negotiations
Kayla Sanger, HLDAA Specialist
Brandon Walker, HLDAA Specialist
Dave Campanella, Economist
Ryan FitzGerald, Benefits Specialist
Victoria Romaniuk, Manager Administration
Jaclyn Hayes, Labour Relations Assistant

Hearing held in Richmond Hill on May 1, 2, 2024

INTRODUCTION

[1] This Arbitration Board was convened pursuant to *HLDA* to resolve the outstanding central issues in dispute between the parties with respect to the renewal of the collective agreements.

[2] My mandate is to resolve the outstanding “central issues” between the parties with respect to the renewal of the “central template” provisions of the collective agreements between the Ontario Nurses Association (“ONA”) and 208 Participating Nursing Homes (“PNH”). The Homes operate for profit and not-for-profit long-term care (“LTC”) nursing homes across the province of Ontario.

[3] ONA represents approximately 68,000 Registered Nurses (RNs, also referred to as “nurses”) and other health-care professionals employed and providing care at hospitals, LTC facilities, public health, the community, industry, and clinics. ONA represents most RNs employed by Ontario LTC nursing homes. The size of the bargaining units tend to have 10-15 RNs and some LTC bargaining units include Nurse Practitioners (NPs), Registered Practical Nurses (RPNs), Personal Support Workers (PSWs), Health Care Aides (HCAs) and Guest Attendants (GAs).

[4] The collective agreements between the PNH and ONA include the central template provisions and individual “local” provisions. This award only addresses the parties’ dispute with respect to the central template provisions.

[5] The PNH and ONA met in direct bargaining on April 15-18, 2024. Conciliation took place on April 30, 2024.

[6] The parties were able to agree on several items during direct bargaining. These agreed upon items will be included in the renewal collective agreement template.

ISSUES IN DISPUTE

[7] The parties presented extensive proposal packages.

DECISION

[8] This award is responsive to the manner in which the parties bargained and presented their proposals. ONA made clear that its priority was wages. Economic data was provided to the Board, as well as outcomes from the healthcare sector generally.

[9] In determining the matters in dispute, I have applied the criteria as set out in s. 9(1.1) of HLDAA, including most notably retention, recruitment, replication and comparability.

[10] Having regard to these criteria, the collective agreement shall consist of the former collective agreement, as amended by all items agreed to by the parties, together with the following items:

TERM

[11] July 1, 2024 – June 30, 2026

WAGES

[12] Effective July 1, 2024, new RN Grid:

	New
Start	\$33.99
1 Year	\$35.46
2 Year	\$36.62
3 Year	\$38.57
4 Year	\$40.13
5 Year	\$42.05
6 Year	\$43.90
7 Year	\$47.63
8 Year	\$51.46

[13] The parties agree to maintain the percentage differentials in the wage rates which presently exist between the classification of Registered Nurse and the other classifications which are covered by these Collective Agreements.

[14] Effective July 1, 2024 – 3% ATB

[14] Effective July 1, 2025 – 3% ATB

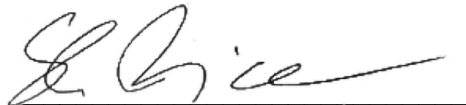
[15] Wages are retroactive to the dates indicated. All items not awarded are denied, without prejudice to the positions that were taken by the parties.

NEW PARTICIPANTS

[16] The matter of new participants is referred back to the parties. To the extent that matters remain in dispute, they are referred to the Board of Arbitration constituted under the Memorandum of Conditions for Joint Bargaining.

[17] I remain seized in accordance with subsection 9(2) of *HLDA* until the parties have signed new collective agreements.

Dated at Toronto on May 21, 2024

A handwritten signature in black ink, appearing to read "S. Price", written over a horizontal line.

Sheri Price