



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

TERM: June 8, 2021 to March 31, 2023

1. Compensation, Wages and Premiums

- Effective April 1, 2022: 1% across the board increases for all classifications, including health-care professionals.

RN Salary Grid (Full-time):

- Effective April 1, 2022: \$34.24 to \$49.02

RN Salary Grid (Part-time, including 13% in lieu of benefits):

- Effective April 1, 2022: \$38.69 to \$55.39

RN Salary Grid (Part-time, including 9% in lieu of benefits):

- Effective April 1, 2022: \$37.32 to \$53.43

- Article 14.10** – Effective and retroactive to April 1, 2021, increase night shift premium by 23 cents to \$2.88.
- Article 14.15** – Effective April 1, 2022, increase weekend shift premium by 24 cents to \$3.04.
- Article 19.02** – When General Class Certification is obtained, RN will notify Chief Nursing Executive or designate.
- Article 19.10** – Retroactivity will be paid within four full pay periods from September 20, 2021 (November 12 or sooner) based on hours worked. Retroactivity will only be paid on premiums.
- Wage Reopener** – The Board remains seized with respect to a re-opener on compensatory proposals in the event that ONA is successful in having Bill 124 declared unconstitutional by a court, or the Bill is otherwise amended or repealed.

Registered Nurse – Full-time (hourly rate)

Step	Current April 1, 2021	April 1, 2022
Start	\$33.90	\$34.24
1 Year	\$34.06	\$34.40
2 Years	\$34.62	\$34.97
3 Years	\$36.34	\$36.70
4 Years	\$38.05	\$38.43
5 Years	\$40.19	\$40.59
6 Years	\$42.36	\$42.78
7 Years	\$44.52	\$44.97
8 Years	\$47.69	\$48.17
25 Years	\$48.53	\$49.02

2. Job Security, Workload and Professional Practice Issues

- Article 10.07 (g)** – Amended – 9 months or initial duration of the vacancy, whichever is shorter. Does not apply to nurses filling temporary vacancies applying for permanent positions.
- New Letter of Understanding Re: Optimal Complement of Registered Nurse (RNs)** – The Arbitrator awarded the OHA proposal to review optimal staffing levels.
- Article 11.07 (d) and 11.08 (d)** – Amended to allow all employees hired to fill pregnancy and parental leaves to accumulate seniority hours towards their probationary period if they are hired permanently.
- Article 19.05** – Claim for recent related internationally educated nurses; Hospital will give consideration if more than two years have elapsed due to delays with CNO registration process.
- Appendix 6 Workload/Professional Responsibility Workload Report Form** – Amended to recognize specific workload concerns for Nurse Practitioners (NPs).

3. Occupational Health and Safety

- **Article 6.05 (a)** – Amended to expand the reasonable actions to include readily accessible PPE. Further amended to reference N95 or better to be available in epidemic, outbreak of an infectious disease, as well as emergence of a pandemic.
- **Article 6.05 (e) iii)** – Amended to include the hospital must provide to the Union, the hospital's pandemic plan and related risk assessment, notifications of exposure to infectious or contagious disease and provide reports on fit testing compliance annually and personal protective equipment inventory quarterly.
- **Letter of Understanding Amended Grievance Procedure PPE** – Following the last round of central negotiations, the parties were awarded a Letter of Understanding that provided for an expedited grievance/arbitration procedure to address disputes related to the provision of PPE. This letter has been renewed and is no longer tied to Directive #5 being in force.

4. Human Rights and Equity

- **New Letter of Understanding Re: Commitment to Equity, Diversity and Inclusivity** – Outlining Black, Indigenous and People of Colour (BIPOC) and Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual and/or Agender, Two-Spirited and the countless affirmative ways in which people choose to self-identify (LGBTQIA2S) language, including commitment to provide anti-racism strategies, initiatives and training programs.

5. Sick Leave

- **Article 13.04 (d)** – Weekend Workers may utilize overtime bank for absences due to illness.

6. Enforcement

- **Article 9.18** – Amended to include a written request for a letter of employment will be provided within 12 months of the end of employment.

7. Administrative, Editorial and Housekeeping

- Several editorial and housekeeping changes were made including changing she/he, her/him/his to their/they/them throughout the Collective Agreement.
- **Article 18.01** – Collective Agreements to be made available to employees, either electronically or in print, as requested, with commitment to endeavor to reduce printing each round.
- OHA has agreed to communicate to participating hospitals, indicating that if local parties agree, nurses may elect to donate any accrued vacation time, banked time and/or banked overtime to another employee in need.
- **Letters of Understanding Re: Supplemental Vacation Earned** – Deleted, all other Letters of Understanding renewed.