



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE STOUT ARBITRATION DECISION and ITEMS IN AGREEMENT BETWEEN

ONA and PARTICIPATING FOR PROFIT NURSING HOMES

TERM: July 1, 2021 to June 30, 2024

1. Compensation, Wages and Premiums

- Effective July 1, 2021: 1.75% across the board increases for all classifications including health-care professionals.
- Effective July 1, 2022: 1.75% across the board increases for all classifications including health-care professionals.
- Effective July 1, 2023: 1.75% across the board increases for all classifications including health-care professionals.

RN Salary Grid (Full-time):

- Effective July 1, 2021: \$31.13 to \$47.12
- Effective July 1, 2022: \$31.67 to \$47.94
- Effective July 1, 2023: \$32.22 to \$48.78

RN Salary Grid (Part-time, including 8.5% in lieu of benefits)

- Effective July 1, 2021: \$33.78 to \$51.13
- Effective July 1, 2022: \$34.36 to \$52.01
- Effective July 1, 2023: \$34.96 to \$52.93

Registered Nurse – Full-time (hourly rate)

Step	Current	July 1, 2021	July 1, 2022	July 1, 2023
Start	\$30.59	\$31.13	\$31.67	\$32.22
1 Year	\$31.91	\$32.47	\$33.04	\$33.62
2 Years	\$32.95	\$33.53	\$34.12	\$34.72
3 Years	\$34.71	\$35.32	\$35.94	\$36.57
4 Years	\$36.11	\$36.74	\$37.38	\$38.03
5 Years	\$37.84	\$38.50	\$39.17	\$39.86
6 Years	\$39.50	\$40.19	\$40.89	\$41.61
7 Years	\$42.86	\$43.61	\$44.37	\$45.15
8 Years	\$46.31	\$47.12	\$47.94	\$48.78

All other classifications, NPs, RPNs, PSWs, etc., will have their wage grids adjusted by the percentage increase.

- **Article 13.01 (e)** – Annual vacation of six (6) weeks after twenty-two (22) years [previously twenty-three (23)] years of full-time continuous service.
- **Article 16.06** – Achieved an increase to the meal allowance from \$5.00 to \$10.00 if working two consecutive shifts.
- **Article 16.08** – Standby pay increased from \$3.30 to \$3.45 per hour. On a weekend or paid holiday, standby pay increased from \$4.90 to \$5.05 per hour.
- **Article 22.02** – Retroactivity will be paid within four (4) full pay periods from October 25, 2021 (no later than the pay period containing payment for December 20) based on hours paid. Retroactivity will be paid on the general wage increase.
- **Article 16.07 – Shift and Weekend Premiums –**
 - **16.07 (a)** Effective July 1, 2021, increase shift premiums by ten (10) cents to \$1.05. Effective July 1, 2022, increase shift premiums by ten (10) cents to \$1.15. Effective July 1, 2023, increase shift premiums by five (5) cents to \$1.20. Note: shift premiums are paid for a sixteen (16) hour period daily.
 - **16.07 (b)** Effective July 1, 2021, increase weekend premium by ten (10) cents to \$1.20. Effective July 1, 2022, increase weekend premium by ten (10) cents to \$1.30. Effective July 1, 2023, increase weekend premium by five (5) cents to \$1.35. Note: weekend premiums are paid for a forty-eight (48) hour period.
- **Article 17.01 (b)** – Effective December 1, 2021, vision care to be increased by \$50.00 to \$350 every 24 months. Effective December 1, 2021, introduction of a new \$800 mental health benefit yearly.
- **Article 17.02 – Retiree Benefits (EHC/Dental)** – The parties resolved a grievance regarding access to benefits by active employees over the age of 65.
- **Article 22.06 (a) – Responsibility Pay** – Effective October 25, 2021, responsibility pay increased to \$15.00 from \$10.00 per 7.5-hour shift and to \$22.50 from \$15.00 per 11.25-hour shift.
- The parties are directed to negotiate Student Supervision and Mentorship Premiums. The arbitrator remains seized if no agreement.

2. Job Security, Workload and Professional Practice Issues

- **Article 9.17** – Clarified that employees will not accrue seniority when outside the bargaining unit in a temporary position.
- **Article 15.05** – Amended provision for work on a shift impacted by daylight savings time to ensure that members will be paid for actual hours worked. Extendicare owned and operated Homes have until December 31, 2022 to ensure compliance with this provision.
- **Article 15.12** – Updated Weekend Worker language to reflect sick leave changes achieved in last round of negotiations that are reflective of the decrease to a one week waiting period for Employment Insurance Benefits.
- **Appendix B – Independent Assessment Committee Chairpersons** – Renewed intention to meet to establish a group of Chairpersons. Arbitrator Stout to remain seized to resolve any disputes.

3. Occupational Health and Safety - Article 6.06

- Health and safety language was amended to ensure access to Personal Protective Equipment (PPE); an adequate supply of PPE that meets fit-testing requirements; and an updated pandemic plan annually.
- Additionally, any information required by the *Occupational Health and Safety Act* and its Regulations will be provided to the ONA JHSC representative. If there is no representative, information will be provided to the Bargaining Unit President. If there is no Bargaining Unit President, the information will be provided to the LRO.

4. Human Rights and Equity

- **Article 4.04** – Updated to current terminology for protected grounds in the definition of freedom from harassment provision.
- **Article 4.05 – NEW** – Added workplace diversity and inclusivity planning and discussion to Labour Management meetings as a standing agenda item.

5. Leaves of Absence and Secondments

- **Article 11.04 – Bereavement Leave** – Expanded the definition to include the day of the death.
- **Article 11.10** – Moved existing Letter of Understanding (LOU) regarding Secondments into the body of the Collective Agreement. This LOU allows for employees to retain their service and seniority if they are seconded to another Employer.

6. Enforcement

- **Article 13.01 footnote** – Employees who have superior vacation entitlements will be codified into a Letter of Understanding to be added to the Collective Agreement and reviewed with each renewal.
- **Article 21.10 – NEW** – Reporting to the College of Nurses of Ontario – Homes will be required to notify a nurse when they are reported to the College of Nurses of Ontario and referred to the Union as a resource.
- **Article 21.07** – Added a requirement for employers to provide confirmation of employment letters within 14 days, if requested. When an employee leaves the organization, employment letter expanded to include the total hours worked.
- **Article 21.08 – Payroll Errors – Current language amended** – Homes are required to provide payment for a shortfall of three and one-quarter (3.25) hours pay or more within three (3) business days of when they are notified of an error.

7. Administrative, Editorial and Housekeeping

- Make Collective Agreement gender neutral by changing she/he, her/him/his to their/they/them throughout the Collective Agreement.
- **Article 18.01** – Clarified that casual employees are entitled to contribute to NHRIPP.
- All Letters of Understanding and schedules renewed.
- Added APANS Parklane to the Participating Nursing Home group, protecting all Superior Conditions.