



# HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE STOUT AWARD and ITEMS IN AGREEMENT BETWEEN ONA and PARTICIPATING HOSPITALS

TERM: April 1, 2020 to June 7, 2021

## 1. Compensation

- Effective April 1, 2020: 1% across the board increases for all classifications including health care professionals.
- Effective April 1, 2021: 1% across the board increases for all classifications, including health care professionals.

### RN Salary Grid (Full-time):

- Effective April 1, 2020, \$33.56 to \$48.05
- Effective April 1, 2021, \$33.90 to \$48.53

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

- Effective April 1, 2020, \$37.93 to \$54.30
- Effective April 1, 2021, \$38.31 to \$54.84

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

- Effective April 1, 2020, \$36.58 to \$52.38
- Effective April 1, 2021, \$36.95 to \$52.90

### Registered Nurse – Full-time (hourly rate)

Step	Current	April 1, 2020	April 1, 2021
Start	\$33.23	\$33.56	\$33.90
1 Year	\$33.39	\$33.72	\$34.06
2 Years	\$33.94	\$34.28	\$34.62
3 Years	\$35.62	\$35.98	\$36.34
4 Years	\$37.30	\$37.67	\$38.05
5 Years	\$39.40	\$39.79	\$40.19
6 Years	\$41.52	\$41.94	\$42.36
7 Years	\$43.64	\$44.08	\$44.52
8 Years	\$46.75	\$47.22	\$47.69
25 Years	\$47.57	\$48.05	\$48.53

- **Retroactivity (Article 19.10)** - Retroactivity will be paid within four full pay periods from June 7, 2020 (August 7 or sooner) on the basis of hours paid. Retroactivity will be paid on the 1% general wage increase.
- **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that ONA is successful in having Bill 124 declared unconstitutional by a court, or the Bill is otherwise amended or repealed.
- **Article 17.01 (g)** - Amended to provide 13% in lieu of benefits to employees working full-time after age 75.

## 2. Premiums

- **Article 14.06** - Effective April 1, 2020, amended to provide for double time (2x) regular straight time hourly rate when called back to work.

## 3. Job Security

- **Article 10.07 (c)** - Amended to include vacancies resulting from an employee who is returned to their former position under this provision. If the return is within 30 days, the applicant list from the original posting will be utilized and if there is no qualified applicant it will be reposted.
- **Article 10.07 (d) ii** - New language - vacancies under 10.07 (d) i) that are expected to exceed sixty days will be posted.
- **Article 10.07 (e)** - New language for specific time limited temporary positions of greater than 60 days and up to six months will be posted. The position may be extended upon mutual agreement for a further six (6) months, however if it extends past the end of the term, the position will become permanent and be posted.
- **Article 10.07 (f)** - Amended six (6) months to nine (9) months from date of transfer for which a nurse need not to be considered for another permanent vacancy.
- **Article 10.08 (e)** - Amended so that notice of elimination of a vacant position will no longer require five (5) months' notice. At the time the decision is made to eliminate a vacant position or intent to not fill a vacated position, notice is to be provided along with the reasons for the elimination and a meeting with the Union will occur.

- **Article 10.11** - Amended to allow temporary transfer to positions outside of the bargaining unit in cases of pregnancy or parental leaves for up to 18 months to coincide with the *Employment Standards Act*.
- **Article 10.12 (c)** - A clarity note was added to ensure the use of agency nurses will be limited to ad hoc single shift coverage of vacancies due to illness or leaves of absence, all other agency use must be approved by the Union.

#### 4. Sick Leave

- **Article 12.05** - Clarifying an employee's long-term disability benefit appeal denial must comply with the carrier's medical appeals process (if available) prior to grievances being advanced to arbitration, provided that the process is complete within 90 days unless the parties mutually agree to extend that time.

#### 5. Leave Issues

- **Article 10.04** - Effect of Absence (full-time) amended to reflect the period of parental leave is up to sixty-one (61) weeks or sixty-three (63) weeks for adoptive
- **Article 11.07** - Pregnancy Leave amended to reflect the *Employment Standards Act*, up to seventeen (17) weeks.
- **Article 11.08** - Parental Leave amended to reflect the *Employment Standards Act*, up to sixty-one (61) weeks or sixty-three (63) weeks.
- **Article 11.10** - Professional Leave amended to reflect nurses appointed to the College of Nurses (or other Regulatory College) as well as those elected.

#### 6. Workload and Professional Issues

- **Article 8.02** - Wording was changed from "inimical" to "detrimental" with the addition to the reference of "quality" patient care.
- **Article 9.04** - Amended to ensure nurses will receive orientation to the role of charge nurse on that unit before being assigned the role.
- **Article 9.15** - Clarification note added to include online examinations.
- **Article 13.01 (d)** - Amended to change "lunch" break to "meal" break.
- **Appendix 2 List of Professional Responsibility Assessment Committee Chairpersons** - Added Ella Ferris and removed Carol Anderson and Leslie Vincent.

- **Appendix 6 Workload/Professional Responsibility Workload Report Form** - Amended to add time and date manager notified and a checklist format for at risk Nursing Standard(s)/Practice Guidelines.

#### 7. Occupational Health and Safety

- **Article 6.05** - A proposal was tabled on April 9, 2020 to address emerging issues with Personal Protective Equipment and point of care risk assessments as the global pandemic continues to evolve. The Arbitrator remains seized and remitted the proposal back to the parties to negotiate within 90 days of the award.

#### 8. Enforcement

- **Article 5.05** - Amended to include professional designation to the information the Hospital must provide to the Union with dues remittance and a clarity note that all Regulated Health Professions are treated the same under this article.
- **Article 9.11** - Amended to include training related to the introduction of technology will be in accordance with Article 9.07.
- **Article 9.12** - Amended to include coaching letters, which employees may request to have removed when no longer applicable.
- **Article 9.18** - Amended to include a written request for a letter of employment will be provided either during or at the end of employment.
- **Article 10.14 (b) iii)** - Amended to clarify the retirement allowance calculation for part-time.
- **Article 10.16** – New language - Information Reported to the Union. Moves all existing and new language into one Article of all information that is to be reported to the Union. The local parties are to agree to a consolidated template for such reporting.

#### 9. Administrative, Editorial and Housekeeping

- A number of editorial and housekeeping changes were made.
- Notes in Articles 16.01 and 16.06 regarding supplemental vacation removed and a new Letter of Understanding added to address any unused days.
- Letters of Understanding re: Expedited LTD Dispute Resolution Process and re: Flattened Non-Central Wage Grids arising out of the Albertyn Award deleted, all others renewed.