



Highlights of Collective Agreement Changes as a Result of the Kaplan Award and Items in Agreement Between ONA and Participating Hospitals

TERM: April 1, 2018 to March 31, 2020 (two-year term)

1. Compensation

- Effective April 1, 2018: 1.4% across-the-board increases for all classifications, including health-care professionals.
- Effective April 1, 2019: 1.75% across-the-board increases for all classifications, including health-care professionals.

RN Salary Grid (Full-time):

- Effective April 1, 2018: \$32.66 to \$46.76
- Effective April 1, 2019: \$33.23 to \$47.57

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

- Effective April 1, 2018: \$36.91 to \$52.83
- Effective April 1, 2019: \$37.55 to \$53.76

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

- Effective April 1, 2018: \$35.60 to \$50.96
- Effective April 1, 2019: \$36.22 to \$51.86

2. Benefits

Extended Health Care

- **New Mental Health Services.** Mental health services by a Psychologist, Registered Psychotherapist or Social Worker (MSW) for a total of \$800 annually. Superior conditions maintained.

Registered Nurse – Full-time (hourly rate)

Step	Current	April 1, 2018	April 1, 2019
Start	\$32.21	\$32.66	\$33.23
1 Year	\$32.36	\$32.81	\$33.39
2 Years	\$32.90	\$33.36	\$33.94
3 Years	\$34.52	\$35.00	\$35.62
4 Years	\$36.15	\$36.66	\$37.30
5 Years	\$38.19	\$38.72	\$39.40
6 Years	\$40.24	\$40.80	\$41.52
7 Years	\$42.30	\$42.89	\$43.64
8 Years	\$45.31	\$45.94	\$46.75
25 Years	\$46.11	\$46.76	\$47.57

Retroactivity

Retroactivity will be paid within 60 days of July 31, 2018 as set out in the award. Retroactivity will be paid on the general wage increase on the basis of hours paid in accordance with Article 19.10.

3. Vacation

- Paramedical employees covered by this agreement will now receive the equivalent vacation entitlements as RNs.

4. Union Security

- **Article 5.05** – amended to require the Hospital to provide the Union with members' information and dues lists information electronically.
- **Article 10.11** – amended to require the Hospital to provide notice to the Union prior to transferring members outside the Bargaining Unit and increased requirement for members who return to the Bargaining Unit to remain in the Bargaining Unit for at least five (5) months.
- **Article 10.12(e)** – amended to require the Hospital to provide information monthly to the Union with a complete list of vacated positions.
- **Article 12.05** – amended to provide more time for ONA to assess the merits of Long-Term Disability or Short-Term Disability claims prior to advancing the matter to arbitration, if necessary.

5. Enforcement, Occupational Health & Safety and Human Rights

- **Article 3** – amended to provide that a violence-free workplace includes domestic violence.
- **Article 6.05** – amended to include definition of Workplace Harassment and Sexual Harassment.
- **Article 18.02** – amended to be gender inclusive.

6. Professional Issues

- **Article 2.02** – amended to allow for New Grads to be placed on unpaid leave of absence rather than being terminated if unsuccessful passing entry to practice exams.

7. Employment Standards Adjustments

- **Article 11.07** – amended to correct the applicable section of the *Employment Standards Act* for Pregnancy Leave benefits.
- **Article 11.08** – amended to correct the applicable Section of the *Employment Standards Act* for Parental Leave benefits and to confirm that the Supplemental Unemployment Benefit payable will be the same total amount, regardless of the member taking leave for twelve (12) or eighteen (18) months.
- **Article 11.13** – amended to provide for up to twenty-eight (28) weeks from eight (8) weeks for Family Medical Leave.
- **Article 11.15** – Newly added to provide for Domestic or Sexual Violence Leave.

8. Administrative, Editorial and Housekeeping

- A number of editorial and housekeeping changes were made.