

Hospital Arbitration Frequently Asked Questions – and Answers

For Nurse Practitioners

August 2023

The Ontario Nurses' Association hosted a Zoom town hall on July 27 for Nurse Practitioners (NP) to provide information about the Kaplan arbitration decision dated July 20, 2023 on the hospital central collective agreement. Below are the questions and answers that were posed at the town hall. If your question is not answered below, please send your query to onamail@ona.org.

For additional information, including ONA's arbitration decision, highlight summaries and more, visit www.ona.org/bargaining. If you have specific questions related to your local collective agreement, please contact your [Bargaining Unit President](#).

A recording of the presentation section of the town hall can be watched on ONA's member portal, [Access ONA](#), in the Resource Centre.

Are Nurse Practitioners receiving a wage increase?

Yes. Nurse Practitioners will receive, on average, an 11% wage increase. First, NPs will receive an average wage grid increase of about 4.75%. Then the Kaplan decision provides NPs with an additional 3.5% in the first year of the agreement and 3% in the second year, making the total wage increase on average just over 11%.

Did ONA request a standardized Nurse Practitioner wage grid in its proposals?

Yes. ONA's proposals underscored the need to have one harmonized hospital Nurse Practitioner wage grid. The Ontario Hospital Association strongly opposed this proposal. The arbitrator did not award an NP wage grid, but he did acknowledge that ONA noted this as a bargaining priority and it could be addressed in future rounds of bargaining.

Will the Registered Nurse wage grid catch up to the NP wage grid?

No. Article 19.01 (d) of the collective agreement notes that a minimum percentage differential must be maintained between RN wages and other classifications. Wages can be higher than this percent differential, but the minimum percentage difference must be maintained.

Will NP wages be closer to RN wages due to this decision?

No. The gap between RN and NP wages will not narrow because of this arbitration. In terms of dollars, the gap actually grows.

Is there an overlap between the RN and NP salaries?

There should be no overlap between the highest RN wage and the lowest NP wage within the same bargaining unit. There should always be a gap and, as per Article 19.01 (d) of the collective agreement, the percentage differential must be maintained. If an NP has a wage overlap with an RN wage, please contact your [Bargaining Unit President](#).

Will wage increases to the grid be retroactive?

Yes. The wage increases will be paid retroactively to April 1, 2023.

What is the plan to advocate and raise awareness about NPs?

In this round, the Ontario Hospital Association (OHA) argued that the reason for big pay differentials among NPs is that NPs do different work in different workplaces. We must debunk this argument, which is offensive in our view. We need to and will amplify NP issues now and leading up to the next round of bargaining.

How can NPs get involved in bargaining?

ONA sends out a Call for Nominations for bargaining teams before provincial bargaining occurs. Any ONA member – including nurse practitioners, registered nurses, registered practical nurses or health-care professionals – can put their name forward to be elected to the central negotiating teams.