1. Compensation

RN Classifications

- Effective July 1, 2019: 1.5% across the board increases for all classifications.
- Effective July 1, 2020: 1.5% across the board increases for all classifications.

RN Salary Grid (Full-time)

- Effective July 1, 2019: $30.14 to $45.62
- Effective July 1, 2020: $30.59 to $46.31

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

- Effective July 1, 2019: $32.70 to $49.50
- Effective July 1, 2020: $33.19 to $50.25

RPN and Allied Classifications

- Effective July 1, 2019: 1.4% across the board increases for all RPN and allied classifications.
- Effective July 1, 2020: 1.4% across the board increases for all RPN and allied classifications.

Registered Nurse – Full-time

<table>
<thead>
<tr>
<th>Step</th>
<th>July 1, 2018</th>
<th>July 1, 2019</th>
<th>July 1, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$29.69</td>
<td>$30.14</td>
<td>$30.59</td>
</tr>
<tr>
<td>1 Year</td>
<td>$30.97</td>
<td>$31.43</td>
<td>$31.91</td>
</tr>
<tr>
<td>2 Years</td>
<td>$31.98</td>
<td>$32.46</td>
<td>$32.95</td>
</tr>
<tr>
<td>3 Years</td>
<td>$33.69</td>
<td>$34.20</td>
<td>$34.71</td>
</tr>
<tr>
<td>4 Years</td>
<td>$35.05</td>
<td>$35.58</td>
<td>$36.11</td>
</tr>
<tr>
<td>5 Years</td>
<td>$36.73</td>
<td>$37.28</td>
<td>$37.84</td>
</tr>
<tr>
<td>6 Years</td>
<td>$38.34</td>
<td>$38.92</td>
<td>$39.50</td>
</tr>
<tr>
<td>7 Years</td>
<td>$41.60</td>
<td>$42.22</td>
<td>$42.86</td>
</tr>
<tr>
<td>8 Years</td>
<td>$44.95</td>
<td>$45.62</td>
<td>$46.31</td>
</tr>
</tbody>
</table>

Part-time wage schedule to be amended appropriately.

Maintain the same per cent differential for other classifications.

Add grids of any other RN classifications in the Bargaining Unit. Include the across-the-board wage increases for all RN classifications effective July 1, 2019 (1.5%) and July 1, 2020 (1.5%).

Registered Nurse – Part-time (Including 8.5% in lieu)

<table>
<thead>
<tr>
<th>Step</th>
<th>July 1, 2018</th>
<th>July 1, 2019</th>
<th>July 1, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Start</td>
<td>$32.21</td>
<td>$32.70</td>
<td>$33.19</td>
</tr>
<tr>
<td>1 Year</td>
<td>$33.60</td>
<td>$34.10</td>
<td>$34.62</td>
</tr>
<tr>
<td>2 Years</td>
<td>$34.70</td>
<td>$35.22</td>
<td>$35.75</td>
</tr>
<tr>
<td>3 Years</td>
<td>$36.55</td>
<td>$37.11</td>
<td>$37.66</td>
</tr>
<tr>
<td>4 Years</td>
<td>$38.03</td>
<td>$38.60</td>
<td>$39.18</td>
</tr>
<tr>
<td>5 Years</td>
<td>$39.85</td>
<td>$40.45</td>
<td>$41.06</td>
</tr>
<tr>
<td>6 Years</td>
<td>$41.60</td>
<td>$42.23</td>
<td>$42.86</td>
</tr>
<tr>
<td>7 Years</td>
<td>$45.14</td>
<td>$45.81</td>
<td>$46.50</td>
</tr>
<tr>
<td>8 Years</td>
<td>$48.77</td>
<td>$49.50</td>
<td>$50.25</td>
</tr>
</tbody>
</table>

Sample Registered Practical Nurse

Wildwood Care Centre, Finlandia Nursing Home Limited, Valley Manor

<table>
<thead>
<tr>
<th>Step</th>
<th>July 1, 2018</th>
<th>July 1, 2019</th>
<th>July 1, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>450 Hours Probation</td>
<td>$21.70</td>
<td>$22.00</td>
<td>$22.31</td>
</tr>
<tr>
<td>Start</td>
<td>$22.36</td>
<td>$22.67</td>
<td>$22.99</td>
</tr>
<tr>
<td>1 Year</td>
<td>$23.02</td>
<td>$23.34</td>
<td>$23.67</td>
</tr>
<tr>
<td>2 Years</td>
<td>$24.34</td>
<td>$24.68</td>
<td>$25.03</td>
</tr>
<tr>
<td>3 Years</td>
<td>$25.88</td>
<td>$26.24</td>
<td>$26.61</td>
</tr>
</tbody>
</table>

Article 16.07 – Shift and Weekend Premium

Shift Premium – RN Classifications Only - evening/night shift increased $0.05/hour each year.

- Effective July 1, 2019 – shift premium will be $0.90/hour
- Effective July 1, 2020 – shift premium will be $0.95/hour.

Weekend Premium – increased by $0.05/hour each year.

- Effective July 1, 2019 – weekend premium will be $1.05/hour
- Effective July 1, 2020 – weekend premium will be $1.10/hour.
2. Workload, Professional and Safe Staffing Issues

- Article 2.06 – Staffing language and Bargaining Unit protection clauses maintained and will apply to new participants.
- Article 2.08 – Failure to pass registration exam may be placed on leave; and, new temporary registrant hires paid at start rate.
- Article 9.01 (d) – Probationary period at 450 hours or maximum of eight months for casual.
- Article 9.07 – Language for temporary vacancies clarified. Temporary vacancies expected to last 60 days or less can be filled by part-time at the employer’s discretion. Temporary vacancies expected to be longer than 60 days must be posted.
- Article 9.17 – A member who accepts a permanent vacancy outside of the Bargaining Unit loses seniority. Bargaining Unit employees may temporarily fill a management position for up to 19 months for pregnancy/parenthood leave.
- Article 15 – Vacation scheduling – Casual part-time can indicate their availability and be scheduled at the time the vacation planner is posted and full-time vacation approved.
- Independent Assessment Committee Chairs – Parties will continue to meet to update roster.
- New Letter of Understanding – Pilot Homes to Trial innovative scheduling practices.

3. Occupational Health and Safety

- Article 6.06 (c) – Participation of Joint Health and Safety Committee (JHSC) members when a Ministry of Labour Inspector is in the workplace.
- Article 6.06 (n) – Damage to Personal Property – provides repair or replacement of damaged personal items if an employee is assaulted at work.
- Article 6.07 (b) – Home-wide violence risk assessments to be completed.
- Letter of Understanding for Central Committee Violence in the Workplace – Renew and amend to implement Provincial Violence Prevention recommendations.
- Letter of Understanding for a Central Joint Advocacy Committee – Renew.

4. Leave Issues

- Article 9.03 (d) – Duration of leaves amended to reflect the Employment Standards Act.
- Article 11.05 – Pregnancy/Parental leave – clause updated to ensure compliance with extended parental leave in Employment Insurance Act; top up will be cost neutral; proof of EI payment with employer clarified.
- Article 11.10 – Duration of leaves amended to reflect the Employment Standards Act.
- Article 14.01 – Sick leave amended to reflect the Employment Insurance Act. First week of illness now fully self-funded by employer with no insurance carrier.

5. Human Rights

- Article 2.03 – Added “non-binary” to described feminine or masculine pronouns.
- Article 4 – Employer will provide safe workplace including safety from domestic violence.

6. Enforcement

- Article 6.04 (a) – Leave for Negotiations Committee includes night shift before and evening and night shift after negotiations.
- Article 6.05 – Employer will notify Union of the names of all new hires.
- Article 8.09 (c) – Union will ensure a Union Representative is available.

7. Administration and Housekeeping

- Renewed Letter of Understanding on Central Negotiating Team, Transfers between Homes within Chain, Pilot Project – One Employer Two Homes Employment Opportunities, Secondment, Grievance Commissioner System and New Certification.

8. New Participants

- 21 new homes joined central bargaining this round. Language negotiated for each new joiner.

---

**Article 22.06 – Responsibility Pay**

(a) Coverage for Director of Care
- Effective July 1, 2019, if 12-hour tour, rate will be converted to $15.00 per shift.

(b) In Charge Premium – Evenings, Nights and Weekends
- Effective July 1, 2019, if 12-hour tour, this rate will be converted to $13.50 per shift.
- Effective July 1, 2020, if 12-hour tour, this rate will be converted to $15.00 per shift.
- Effective July 1, 2020, if eight-hour tour, this rate will be $10.00 (currently $9.00 per shift).