



Highlights of Negotiated Settlement Between ONA and PARTICIPATING NURSING HOMES

TERM: July 1, 2019 to June 30, 2021

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

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

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)

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

Sample Registered Practical Nurse

Wildwood Care Centre, Finlandia Nursing Home Limited, Valley Manor

Step	July 1, 2018	July 1, 2019	July 1, 2020
450 Hours Probation	\$21.70	\$22.00	\$22.31
Start	\$22.36	\$22.67	\$22.99
1 Year	\$23.02	\$23.34	\$23.67
2 Years	\$24.34	\$24.68	\$25.03
3 Years	\$25.88	\$26.24	\$26.61

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.

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).

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/parental 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.
- New Letter of Understanding – Professional Responsibility – Renew and update.
- Letter of Understanding – Supernumerary Positions – Renew and update.
- Letter of Understanding – Internationally Educated Nurses – housekeeping and update.
- 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 11.15 – New Domestic Violence Leave – 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.