



ONA Position Statement

INTEGRATION OF HEALTH SERVICES

The Ontario Nurses' Association (ONA) was founded on October 13, 1973 to bargain on behalf of nurses. ONA represents registered nurses, nurse practitioners, registered practical nurses and health-care professionals, providing care in hospitals, long-term care facilities, public health, the community, clinics and industry.

The ONA Constitution and Statement of Beliefs direct the activities of the Union. The ONA Board of Directors, in recognition of its mandate and in recognition of the reformation of the provincial health-care industry, has adopted the following guidelines and collective bargaining strategies:

- Members' input identifies aims and priorities to be negotiated.
- To achieve through province-wide negotiations a collective agreement that standardizes salaries and conditions of work, including portability of benefits throughout the province.
- To establish a joint job evaluation process that takes into account the varying work situations of nurses.
- To ensure that nurses and health-care professionals are assigned reasonable work assignments that do not jeopardize the quality of health care.
- To encourage, improve and strengthen the desire and the ability of the parties to reach settlement through negotiations.

The integration of health services in any community raises some complex issues, both in employee relations and in health-care delivery.

In keeping with ONA's Statement of Beliefs, once the integration process has been declared, the preservation and enhancement of employee rights must be the primary focus. With this in mind, any form of integration must recognize longevity of service within the health-care industry.

In accordance with this principle, the following are recommended:

1. Wages

No employee will suffer a reduction in wages.

2. Health & Welfare Benefits

(a) All superior conditions will be maintained.

(b) All Sick Leave credits and entitlements will be maintained for all purposes by the receiving agency.

- (c) All other benefits (i.e. Pension, Extended Health Care, Dental, Vision Care, etc.) will be maintained at the existing level or changed to that of the receiving agency, whichever offers the greater benefit.

3. Seniority/Service

An employee shall transfer their full seniority service for all purposes. Accordingly, all affected employees will maintain their seniority dates/accumulations and service review dates.

4. Probationary Period

- (a) No new probationary period will need to be served by transferring employees.
- (b) Any transferring employee who has not yet completed the probationary period at the transferring agency will complete the balance of the period required at the receiving agency.

5. Job Posting

It is understood that the job-posting provisions of the collective agreements cannot be waived. Consideration will be given to unusual circumstances as they arise.

The Union will negotiate the effects of integration using this document, giving consideration to Bargaining Unit/agency individual circumstances. Any variation to this document will be determined by the Board of Directors in conjunction with the All-Sector Strategic Bargaining Project Team. Further, it is understood that the objective of negotiations is to minimize the effect of any displacement and transfer on senior employees.

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