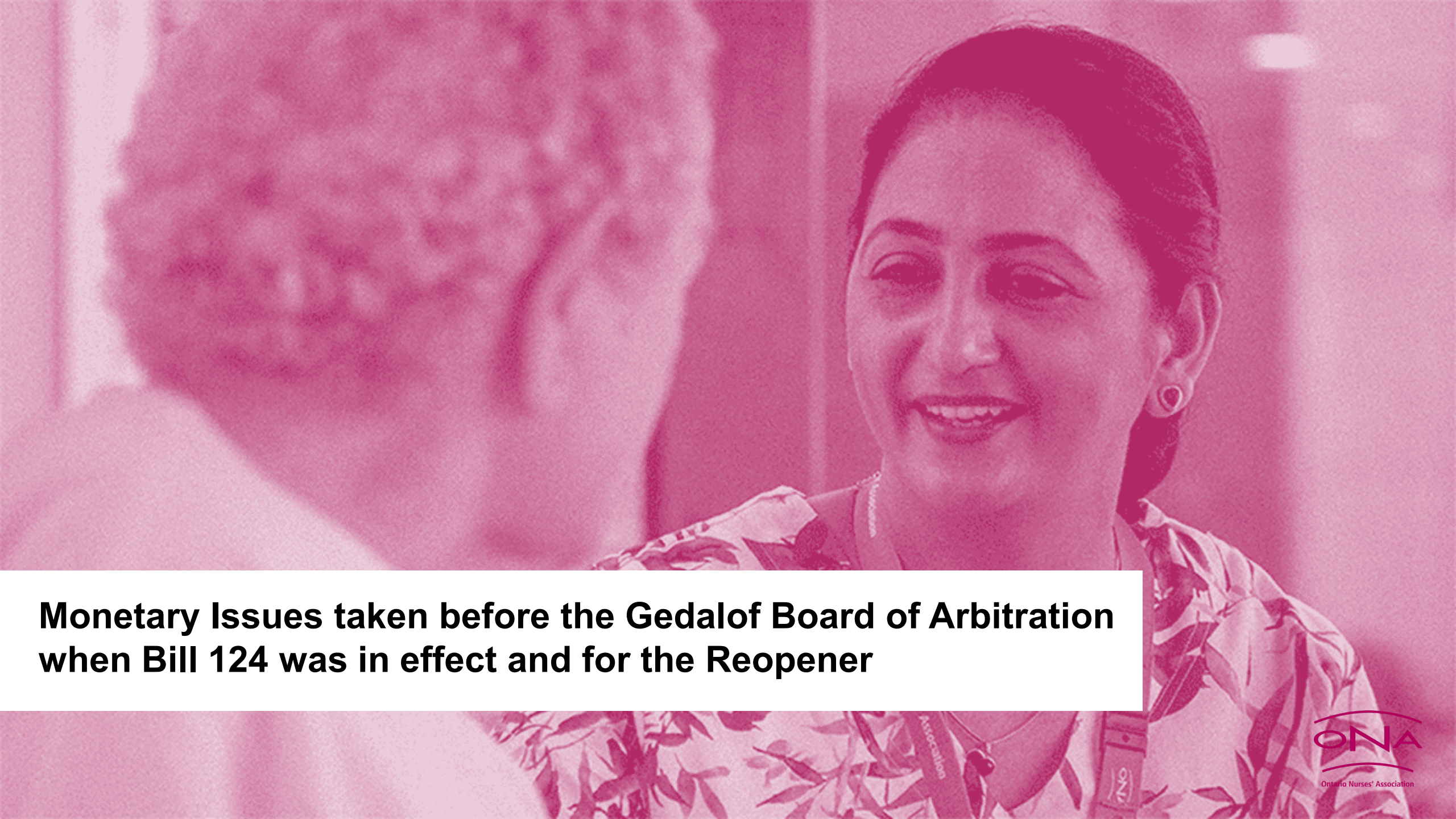




Town Hall Hospital Sector Reopeners – Monetary Issues

Steve Lobsinger, Chief Negotiator

May 4, 2023



**Monetary Issues taken before the Gedalof Board of Arbitration
when Bill 124 was in effect and for the Reopener**

Summary of Union **Compensation** Proposals:

- Effective June 8, 2021: New LOU Re Compressed Salary Schedule Adjustment
- Effective June 8, 2021: New LOU Re Central Nurse Practitioner Salary Grid
- Effective June 8, 2021: New LOU Re Long Service Pay Adjustment
- Placement on new grids for RNs and NP on the level of the salary schedule so that they shall receive an increase in salary
- Effective April 1, 2022: 3% general wage increases across the board to all classifications
- Retroactivity to July 19, 2012 and paid on all hours worked
- Re-opener language on compensatory proposals pending successful challenge to Bill 124



Compressed Salary Schedule Adjustment

NEW Letter of Understanding

- Effective June 8, 2021: Compressed Salary Schedule Adjustment as follows:

Classification – Registered Nurse	
Step	June 8, 2021
Start	\$37.83
1 Year	\$39.55
2 Years	\$41.31
3 Years	\$43.10
4 Years	\$45.29
5 Years	\$48.52
6 Years	\$49.37

- Nurses will be placed on the level of the salary schedule so that the nurse shall receive an increase in salary.
- This compressed grid represents on average a 12% increase.

NEW Letter of Understanding

- Effective June 8, 2021: Central Nurse Practitioner Salary Grid as follows:

Classification – Nurse Practitioner	
Step	June 8, 2021
Start	\$63.20
1 Year	\$64.49
2 Years	\$65.80
3 Years	\$67.14
4 Years	\$68.52
5 Years	\$69.71

- Nurse Practitioners will be placed on the level of the salary schedule so that they shall receive an increase in salary.

NEW Letter of Understanding - Long Service Pay Adjustment

- Effective June 8, 2021: In addition to the rates of pay specified in Article 19.01 (a), employees with ten (10) or more years of service shall receive a 2% Long Service Pay Adjustment. This shall not form part of the salary grid but will form part of the employee's regular straight time hourly rate.



Premiums

Union **Premiums** Proposals:

14.06 Where a full-time or regular part-time nurse has completed her or his regularly scheduled tour and left the hospital and is called in to work outside her or his regularly scheduled working hours, or where a nurse is called back from standby, such nurse shall receive two (2) times her or his regular straight time hourly rate for all hours worked with a minimum guarantee of four (4) hours' pay at two (2) times her or his regular straight time hourly rate ~~except to the extent that such four (4) hour period overlaps or extends into her or his regularly scheduled shift. In such a case, the nurse will receive time two (2) times her or his regular straight time hourly rate for actual hours worked up to the commencement of her or his regular shift.~~

Where a nurse is scheduled for standby following the end of their scheduled shift and is required to remain at work into the standby period, the nurse shall be paid at the rate of two (2) times their straight time hourly rate for all hours worked. This period of time will be considered a call-back for the purposes of any local standby provision for the period of time prior to a nurse being required to return to the hospital.

Union Premiums Proposals:

14.10 Effective April 1, 2021, evening shift premium increase from two dollars and sixty-five cents (\$2.65) to two dollars and ninety cents (\$2.90).

Effective April 1, 2022, increase night shift premium from two dollars and sixty-five cents (\$2.65) to three dollars and fifteen cents (\$3.15).

14.14 Increase meal allowance from six dollars (\$6.00) to ten dollars (\$10.00).

14.15 Increase weekend premium from two dollars and eighty cents (\$2.80) to three dollars and five cents (\$3.05) per hour effective April 1, 2021; and three dollars and thirty cents (\$3.30) per hour effective April 1, 2022.



Health and Welfare Benefits

Union Health and Welfare Benefits Proposals:

- Increase hearing aid coverage from \$700.00 to \$900.00
- Increase vision coverage from \$450.00 to \$600.00
- Increase chiropractic, massage and physiotherapy coverage from \$400.00 to \$500.00
- Unlimited Mental Health coverage
- Increase (Crowns, bridgework, implants and repairs to same) at 50/50 coinsurance from \$2000 to \$3000
- **The Hospital will provide to all nurses and their dependents an unlimited confidential Employee Assistance Program (EAP), including but not limited to, unlimited mental health services**



Pregnancy & Parental Leave

Union Pregnancy & Parental Leave Proposal:

- Increase supplemental employment benefits from eighty-four percent (84%) to ninety-three percent (93%)



Vacations

Union **Vacations** Proposal:

- 16.01 (e) Employees who have completed ~~twenty (20)~~ **eighteen (18)** years or more of full-time continuous service (as of the date for determining vacation entitlement in the individual hospital) shall be entitled to an annual vacation of six (6) weeks' with six (6) weeks' pay (225 hours' pay for employees whose regular hours of work are other than the standard work day), provided the employee works or receives paid leave for a total of at least 1525 hours in the vacation year.

Thank you!



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