



Major job security win in the Homes sector: RN hours

Workplaces

Westmount Long-Term Care Residence, Queen's Gardens & Regina Gardens

The Issue

Grievances regarding RN cuts at Westmount Long-Term Care Residence, Queen's Gardens and Regina Gardens were consolidated for a single hearing. Issues in common included reassignment of work normally performed by Bargaining Unit members, the assignment of at least the same number of total Bargaining Unit RN hours or a written explanation from the employer if this does not happen, and proper notice to the Union of long-term layoff.

Layoff notices were given to registered nurses at the three facilities between March and May, 2012. In all cases, ONA believed the employers violated Article 2.04 and 2.06 – language on job security.

ONA Labour Relations Officers, a manager and litigators attended arbitration hearings held from 2013 to 2016.

How ONA helped

ONA successfully argued that it was inappropriate for the Homes to reduce RN hours by laying off RNs and transferring the work to RPNs or managers. The transfer or reassignment violated Article 2.04 of the collective agreement.

The Results

The arbitrator ruled that ONA is correct, and held that Chartwell was in breach of Article 2.04 in transferring a volume and type of RN work to RPNs or managers. The arbitrator also found that the employers violated Article 2.06 of the collective agreement and that the cut to RN hours was not appropriate.

Significance

The arbitrator's decision is significant as it upholds the job security language in the collective agreement for nursing homes sector members.

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