



## **ONA argues for nurses' inclusion in Bargaining Unit**

Hospital

ONA has successfully argued that advance practice nurses and geriatric emergency medicine (GEM) nurses are in the Bargaining Unit.

The employer had argued that the advance practice and GEM nurses were not in the Bargaining Unit because they were not employed in a nursing capacity and because they were equal to or above the rank of the program manager. They tried to argue that nursing capacity should only cover traditional nursing functions, particularly hands-on care where the nurse has been given a patient assignment.

The arbitrator agreed with ONA that the advance practice and GEM nurses are engaged in a nursing capacity, in that they are required to draw upon their academic credentials, experience and judgment as a nurse to carry out assigned duties. The arbitrator also agreed that the nurses were not above the rank of the program manager. As a result, the positions are in the Bargaining Unit.

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