



# HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE ALBERTYN AWARD and ITEMS IN AGREEMENT BETWEEN ONA and PARTICIPATING HOSPITALS

TERM: April 1, 2016 to March 31, 2018

## 1. Compensation

- Effective April 1, 2016: 1.4% across the board increases for all classifications including allied.
- Effective April 1, 2017: 1.4% across the board increases for all classifications, including allied.

### RN Salary Grid (Full-time):

- Effective April 1, 2016, \$31.45 to \$45.47
- Effective April 1, 2017, \$32.21 to \$46.11

### RN Salary Grid (Part-time, including 13% in lieu of benefits):

- Effective April 1, 2016, \$35.54 to \$51.38
- Effective April 1, 2017, \$36.40 to \$52.10

### RN Salary Grid (Part-time, including 9% in lieu of benefits):

- Effective April 1, 2016, \$34.29 to \$49.56
- Effective April 1, 2017, \$35.11 to \$50.26

### Registered Nurse – Full-time (hourly rate)

Step	Current	April 1, 2016	April 1, 2017
Start	\$31.02	\$31.45	\$32.21
1 Year	\$31.47	\$31.91	\$32.36
2 Years	\$32.00	\$32.45	\$32.90
3 Years	\$33.57	\$34.04	\$34.52
4 Years	\$35.16	\$35.65	\$36.15
5 Years	\$37.14	\$37.66	\$38.19
6 Years	\$39.13	\$39.68	\$40.24
7 Years	\$41.14	\$41.72	\$42.30
8 Years	\$44.06	\$44.68	\$45.31
25 Years	\$44.84	\$45.47	\$46.11

### BScN Educational Allowance

- Existing educational allowances for BScN will not apply to new employees as of April 1, 2017.
- All start rates increased by 32 cents per hour (in addition to the 1.4%) effective April 1, 2017.

### Nurse Practitioner Adjustment

- Across the board increase of 1.4% in each year.
- Adjust so that no start rate is less than \$47.80 per hour and max rate is 1.4% above current rate.
- Apply existing ratios to adjusted start rate and local parties to negotiate new grid levels, where appropriate.
- Board to remain seized if parties unable to agree.
- New joint committee to make recommendations on an integrated classification for NPs.

### Retroactivity

Article 19.10 applies. Retroactivity will be paid within 4 full pay periods of September 7, 2016 (November 15 or sooner) on the basis of hours paid. Retroactivity will be paid on the general wage increase and the NP adjustments.

### Premiums

	Article #	Current	Date of Award	April 1, 2017
<b>Nights</b>	14.10	\$2.50/hr	\$2.55/hr	\$2.65/hr
<b>Evenings</b>	14.10	\$2.10/hr	\$2.15/hr	\$2.25/hr
<b>Weekend</b>	14.15	\$2.65/hr	\$2.70/hr	\$2.80/hr
<b>Group, Unit or Team Leader</b>	19.04 (d)	\$1.65/hr	\$2.00/hr	\$2.00/hr
<b>Higher Classification</b>	19.04 (b)	\$1.40/hr	\$1.50/hr	\$1.50/hr
<b>Standby</b>	14.07	\$3.30/hr	\$3.45/hr	\$3.45/hr
<b>Standby on paid holiday</b>	14.07	\$4.90/hr	\$5.05/hr	\$5.05/hr

## 2. Benefits

### Extended Health Care

- Effective April 1, 2017, vision care increased to \$450 (formerly \$400) per 24 months.
- Effective September 7, 2016, increase hearing aids to \$600/per insured person and \$700 effective April 1, 2017 (formerly \$500).

### Dental

- Effective September 7, 2016, coverage for crowns, bridgework and repairs to same will also include implants.

## 3. Job Security

- Effective April 1, 2017, ad-hoc usage of agency nurses will not exceed the lesser of 1.5% (formerly 2%) of total Bargaining Unit hours or the hospital's actual usage for the 2005-2006 base fiscal year. Use of agency nurses beyond 1.5% in a fiscal year will result in a payment to the Union of \$0.62/hour (currently \$0.38/hour).
- Hospitals must provide the Union semi-annual reports of RN and RPN utilization by Bargaining Unit, site and nursing unit.

## 4. Sick Leave

- **Attendance Management** language awarded to remove chronic conditions, ongoing courses of treatment, catastrophic events, WSIB, surgical interventions, asymptomatic days of communicable disease where unable to work, and absences under Hospital or Public Health protocols so they do not count towards attendance management programs.
- Short-term and long-term sick denials must proceed through carrier dispute process prior to grievances being advance provided no longer than 90 days.

## 5. Leave Issues

### Leaves of Absence

- **11.02 (a)** amended to emphasize that Union leave is to attend Union business and is not limited to attending conferences and Provincial Committee meetings.
- **ONA Staff Leave** new provision added to the Collective Agreement to allow members to apply for an unpaid leave of absence to work in a secondment or temporary staff position with ONA. The leave cannot exceed twelve (12) months, and the employee's service and seniority will continue to accumulate during the leave.
- **11.05** amended to identify that a memorial service (or equivalent) is considered the same as a funeral for purposes of establishing the time off for a bereavement leave ensuring the clause recognizes the cultural diversity of ONA members.

- **11.06** amended to ensure that where members are required to serve in any of the capacities set out in 11.06 with a case arising at a hospital, they will not lose service/seniority or regular pay because of such attendance, regardless of which hospital they are scheduled to work at.
- **11.10** amendment ensures that members appointed to committees of the College of Nurses of Ontario are also provided paid leave to attend all scheduled meetings associated with their appointment.
- **16.05 (d) and (e)** amended to ensure that members called to serve jury duty and witness duty during a scheduled vacation period will be entitled to leave in accordance with Article 11.06 and will not have the period of jury or witness duty counted against their vacation entitlement.

## 6. Workload, Professional and Staffing Issues

- **8.01 (a)** sentence was added to require the parties to book meetings to review IAC recommendations prior to leaving the Assessment Committee Hearing.
- **Appendix 2 List of Professional Responsibility Assessment Committee Chairpersons** amended by the parties.
- **Appendix 9 Workload/Professional Responsibility Review Tool** amended to add a new reference.

## 7. Enforcement, Occupational Health and Safety and Human Rights

- **3.03** and **3.04** amended to include all prohibited grounds under the *Ontario Human Rights Code* including gender identity and gender expression.
- **5.05** amended to require the Hospital to provide members' addresses and phone numbers to ONA with the dues list at least every six months.
- **6.04 (a)** amendment ensures the Bargaining Unit President is a member of the negotiating committee.
- **6.05** amendment will assist representatives on OH&S committees to receive minutes in a more timely manner.
- **Occupational Health and Safety** language to include consideration of appropriate measures to address violence in the workplace.
- **10.09 (b)(iii)(A)** a union representative will attend individual layoff meetings.

## 8. Administrative, Editorial and Housekeeping

- A number of editorial and housekeeping changes were made.