

Ontario Nurses' Association - Local 100
105-750 Baseline Road E.
London, ON N6C 2R5
Tele: 519-667-0937, Fax:519-667-2072
local100office@ona.org, onalocal100.on.ca

September 7, 2023

To ONA Local 100 Charge Nurses,

Following Arbitrator Kaplan's award, we heard from several of you regarding the pay discrepancy between those in the Charge Nurse role and RN's acting as ICP. We thank you for contacting us and expressing your concerns, we acknowledge that the award created an imbalance for those successful to Charge Nurse positions. We worked with the employer to negotiate a fair resolution that will see Charge Nurse's receive an additional pay increase to reflect the work they do. We appreciate that the time it took to come to this agreement was delayed, but had to work with the availability of our labour relations team and LHSC.

Below is the updated Charge Nurse grid, in addition to the 3.5% that was awarded for 2023 and 3.0% for 2024, all Charge Nurses will be receiving an additional \$2.50 per hour. This will ensure that Charge Nurse's are making more per hour than those assigned to the temporary ICP position.

CHARGE NURSE

	1-Apr-23	1-Apr-24
Start	\$42.07	\$43.33
1 Year	\$43.30	\$44.59
2 Years	\$44.47	\$45.80
3 Years	\$46.55	\$47.95
4 Years	\$48.63	\$50.09
5 Years	\$51.01	\$52.54
6 Years	\$53.46	\$55.06
7 Years	\$55.98	\$57.66
8 Years	\$60.24	\$62.04

This wage grid will be retroactive to April 1, 2023. Retro pay for this increase will be paid on September 22, 2023.

We thank you for your patience while we navigated this concern.

If you have any questions, please feel free to reach out to the ONA Local 100 office at (519)667-0937.

In Solidarity,

Lindsay Carnahan
Local 100 Incoming BUP
VH Site Rep/OHSS VP Local 100

Lindsay Carnahan