



**HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES  
AS A RESULT OF THE KAPLAN DECISION  
and ITEMS IN AGREEMENT BETWEEN  
ONA and PARTICIPATING HOSPITALS  
TERM: April 1, 2023 to March 31, 2025**

**1. Compensation, Wages and Premiums**

- Effective April 1, 2023: new RN wage grid.
- Effective April 1, 2023: 3.5% across-the-board increases for all classifications.
- Effective April 1, 2024: 3.0% across-the-board increases for all classifications.

**RN Salary Grid (Full-time)**

Step	April 1, 2022 Current	April 1, 2023 New Grid	April 1, 2023 3.5%	April 1, 2024 3.0%
Start	\$35.52	\$36.65	\$37.93	\$39.07
1 Year	\$35.69	\$37.57	\$38.88	\$40.05
2 Years	\$36.28	\$38.51	\$39.86	\$41.06
3 Years	\$38.07	\$40.24	\$41.65	\$42.90
4 Years	\$39.87	\$42.05	\$43.52	\$44.83
5 Years	\$42.12	\$44.15	\$45.70	\$47.07
6 Years	\$44.39	\$46.36	\$47.98	\$49.42
7 Years	\$46.65	\$48.68	\$50.38	\$51.89
8 Years	\$50.85	\$52.53	\$54.37	\$56.00

**RN Salary Grid (Part-time including percent in lieu of benefits)**

- **Article 19.01 (b)** – Effective April 1, 2024, increase percent-in-lieu for part-time to 14% or 10% if participating in HOOPP.

Step	April 1, 2023 13% in lieu	April 1, 2023 9% in lieu	April 1, 2024 14% in lieu	April 1, 2024 10% in lieu
Start	\$42.86	\$41.34	\$44.54	\$42.98
1 Year	\$43.93	\$42.38	\$45.66	\$44.06
2 Years	\$45.04	\$43.45	\$46.81	\$45.17
3 Years	\$47.06	\$45.40	\$48.91	\$47.19
4 Years	\$49.18	\$47.44	\$51.11	\$49.31
5 Years	\$51.64	\$49.81	\$53.66	\$51.78
6 Years	\$54.22	\$52.30	\$56.34	\$54.36
7 Years	\$56.93	\$54.91	\$59.15	\$57.08
8 Years	\$61.44	\$59.26	\$63.84	\$61.60

- **Article 19.04 (d)** – Effective July 20, 2023, Group, Unit or Team Leader premium more than doubled (increased from \$2.00 to \$4.00).
- **Article 9.08 (a) and (c)** – Effective July 20, 2023, Student and Mentorship premium more than tripled (increased from \$0.60 to \$2.00).
- **Article 19.02** – Graduate Nurses and/or temporary class will be placed at the start rate of the RN grid.
- **Article 6.05 (f)** – Effective July 20, 2023, salary continuation if required to quarantine.
- **Article 19.10** – Retroactivity will be paid within four full pay periods from date of award (November 12 or sooner) based on hours worked. Retroactivity will only be paid on wages.

## 2. Job Security & Professional Practice

- **Article 8.01 (a) iii) and iv)** – Enhanced language that clarifies members are entitled to a Union Representative when meeting with their manager to discuss workload issues, if requested.
- **Article 10.07 (g)** – Amended to exclude nurses applying for permanent positions that are a higher paying classification.
- **Article 10.08 (a)** – Effective August 19, 2023, reassignment can be up to four days and not considered a layoff.
- **Article 10.08 (e)** – Effective August 19, 2023, reassignment to vacant positions either voluntary or by reverse seniority in the event of a long-term layoff prior to options under Article 10.09.
- **Article 10.14 (b)** – Effective August 19, 2023, retirement allowance will only be offered when a nurse would otherwise have no options but to accept the layoff.
- **Article 10.16 (e)** – Agency reporting quarterly by unit and hospital-wide.
- **New Article 13.06 – Skills and Knowledge Transfer Opportunities** – Language to allow the Hospital and Union to agree to the creation of work arrangements for expert nurses to provide support to novice nurses.
- **Supernumerary Positions and Internationally Educated Nurses** – No restriction on initial placement and can apply for permanent positions but not transfer until completed supernumerary position.

## 3. Sick Leave and Leaves of Absence

- **Article 11.02 (b)** – ONA staff leave extended to 18 months and new language for ONA secondments.
- **Article 11.05 – New** – May request to utilize vacation and/or banked lieu time for extended travel or if the bereavement relates to someone who otherwise does not qualify.
- **Article 11.06 (a) – Jury and Witness Duty** – Amended language to include attending meetings at the request of the Crown.
- **Article 12.14 – Payment for Medical Certificates** – Payment will be made in a timely manner.

## 4. Benefits

- **Article 17.01 (g)** – Semi-private hospital insurance, extended health care benefits, dental benefits, and accidental death and dismemberment benefits will be extended to active full-time nurses from the age of sixty-five (65), and up to the nurse's eightieth (80th) birthday, on the same cost share basis as applies to those nurses under the age of sixty-five (65).

## 5. Weekend Workers

- **Article 13.04** – Clarification added to scheduling language in preamble.
- **Article 13.04 (a)** – Will receive shift premiums.
- **Article 13.04 (f)** – Entitled to exchange tours with non-weekend workers.

## 6. Administrative, Editorial and Housekeeping

- **Article 5.05** – Amended to include retirements.
- **Article 7.10 and 7.11** – Amended to reflect sole arbitrator.
- **Article 13.03** – Enabling language to encourage discussion on innovative schedules.
- **Article 17.01** – Delete redundant benefits review subcommittee language.