

## Ontario Nurses Association Local 80. Sunnybrook RN BU Grievance Chair report

### Arbitrations Report

- In 2024, five days of hearings were scheduled for various arbitration cases.
- Three cases were adjourned by mutual agreement between the parties.
- A consolidated file of eight grievances was successfully resolved in 2024, with Minutes of Settlement (MOS) signed.

### Trends:

- Terminations and suspensions/discipline
- Union grievance addressing the use of agency nurses

### Booking of hearing days extends into upcoming years:

- 2024 – 5 hearing days
- 2025 – 14 hearing days
- 2026 – 2 hearing days

### Grievances Report

- In 2024, 101 grievances were filed, marking a 30% increase compared to 2023.
- Grievances are at various stages of the process:
  - 20 grievances resolved
  - 16 advanced to arbitration
  - 14 files pending review by the ONA Central legal team or held in abeyance with timeline extensions
  - 13 withdrawn

### Trends:

- Discipline, terminations, warnings, and suspensions
- Denied vacation requests
- Failure to award job positions
- Denial STD/LTD, accommodations

Labour relations concerns continue to be addressed through Step 1 and Step 2 grievance meetings and HAC discussions.

In solidarity,  
Serge Ganzburg RN—grievance rep

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