

Consent to Alter
Between
Ontario Nurses' Association
And
VICTORIAN ORDER OF NURSES
Brant, Haldimand, Norfolk
Chatham-Kent
Durham
North Bay
Perth-Huron
Peterborough, Victoria & Haliburton
Porcupine Site – Highway 11 and the City of Timmins
Sarnia-Lambton
Thunder Bay and District
Toronto/York-Peel

WHEREAS the Ministry of Health provided Home and Community Care Support Services and Ontario Health with new funding to invest in home and community care;

AND WHEREAS the Ministry has provided confirmation to the Victorian Order of Nurses that that the new funding is base funding for certain contract rates;

AND WHEREAS the Victorian Order of Nurses is required pursuant to the direction of Ontario Health to allocate the new funds for Eligible Compensation Costs that benefit Eligible Staff.

NOW THEREFORE the parties have agreed to amend the terms and conditions of the Collective Agreement, expiring March 31, 2025 as follows:

1. RN / NP (and any other RN job classifications)

- a) Effective April 1, 2023 – A 3% lump sum retroactive payment for hours worked between April 1, 2023, and March 31, 2024. This will be calculated on the rates as of April 1, 2023. For clarity this is the rate inclusive of the Stout awarded 1.5% for April 1, 2023.
- b) After the retroactive lump sum payment is paid, an additional across the board increase of 3.5% (5.0% total for 2023 inclusive of the Stout Award), effective April 1, 2023.
- c) Effective April 1, 2024 - an additional 1% across the board increase (3% total for 2024 inclusive of the Stout Award).
- d) NP increases will be based on the rates in the collective agreements and not what they are currently being paid by VON.

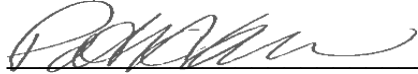
2. ONA RPN

- a) Effective April 1, 2023 – A 3% lump sum retroactivity payment for hours worked between April 1, 2023, and March 31, 2024. This will be calculated on the rates as of

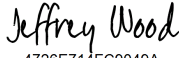
- April 1, 2023. For clarity this is the rate inclusive of the Stout awarded 1.5% for April 1, 2023.
- b) After the retroactive lump sum payment is paid, an additional across the board increase of 5.5% (7.0% total for 2023 inclusive of the Stout Award), effective April 1, 2023.
 - c) April 1, 2024 - an additional 1% across the board increase (3% total for 2024 inclusive of the Stout Award).
3. All retroactive payments will only be paid to current employees employed by VON as of the date of payment and will not be applicable to former staff no longer employed by VON. If any employees left the employ of VON during the term of the retroactive payment dates identified in paragraphs 1 and 2 above and subsequently returned to VON, their seniority date for purposes of the retroactivity will be the most recent date of hire).
4. Retroactivity will be paid within sixty (60) days of signing this Consent to Alter.

This Consent to Alter was reached on March 18, 2024.

**ON BEHALF OF THE
ONTARIO NURSES' ASSOCIATION:**



**ON BEHALF OF VICTORIAN
ORDER OF NURSES:**

DocuSigned by:

4726E714EC9049A
