



**HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES
AS A RESULT OF THE PRICE ARBITRATION DECISION
and ITEMS IN AGREEMENT BETWEEN
ONA AND THE PARTICIPATING NURSING HOMES
TERM: July 1, 2024, to June 30, 2026**

1. Compensation

- Effective July 1, 2024: 5.5% wage grid adjustment.
- Effective July 1, 2024: 3.0% across the board increases for all classifications.
- Effective July 1, 2025: 3.0% across the board increases for all classifications.

Step	01-Jul-23	New Grid	01-Jul-24	01-Jul-25
Start	\$32.22	\$33.99	\$35.01	\$36.06
1 Year	\$33.61	\$35.46	\$36.52	\$37.62
2 Years	\$34.71	\$36.62	\$37.72	\$38.85
3 Years	\$36.56	\$38.57	\$39.73	\$40.92
4 Years	\$38.04	\$40.13	\$41.33	\$42.57
5 Years	\$39.86	\$42.05	\$43.31	\$44.61
6 Years	\$41.61	\$43.90	\$45.22	\$46.58
7 Years	\$45.15	\$47.63	\$49.06	\$50.53
8 Years	\$48.78	\$51.46	\$53.00	\$54.59

2. Seniority and Job Security (Article 9)

- All members absent on vacation and now on leaves of absence can indicate in writing to their Director of Care interest in any job posting opportunity that may occur during their absence.
- Clarified language to ensure that no casual employees can be utilized when any permanent member is on a layoff.
- New language introduced for members who receive layoff notice, ensuring that they will be able to exercise their right to bump a junior employee provided they are qualified to perform the work.
- New language introduced for members on recall. Members can notify the Employer of their desire to work occasional or temporary vacancies and shall be considered first for these opportunities before a casual member is utilized. These members on recall also have the right to

turn down the opportunity to work temporary or occasional vacancies and remain on recall.

3. Leaves of Absences (Article 11)

- Local union leave increased by five (5) days for an aggregate total of seventy (70) days.
- A member elected to the office of the President of the Ontario Nurses’ Association will be deemed an employee of the Ontario Nurses’ Association.
- A member may apply for vacation and/or personal leave of absence in addition to bereavement leave.

4. Paid Holidays (Article 12)

- New language introduced in which lieu days can be carried over to the following calendar year but must be taken by March 31 of that year or they will be paid out the remaining lieu days the first full pay period in April.

5. Vacation (Article 13)

- New language introduced related to employees working extended tour schedules that they will receive the same entitlements of vacation, but the entitlements will be converted to hours to ensure full pay for a day or a week of vacation.
- New language introduced that ensures all part-time employees will receive vacation pay bi-weekly with the amount identified separately on the pay statement. This will be effective in 2025 for those employers not already providing this.

6. Hours of Work Scheduling (Article 15)

- Elimination of language referring to vacation being paid out at 7.5 hours for those working extended tours.

7. Professional Responsibility (Article 19)

- Clearer language achieved on the professional responsibility issues and workloads for the RNs.
- New RPN professional responsibility language to be added to Collective Agreements for bargaining units where ONA represents RPNs. This includes the ability to proceed to mediation.

8. Miscellaneous (Article 21)

- New vaccination language that covers other vaccines.

9. Housekeeping

- Updated the Template references to current legislation, as amended.
- Clarified under Article 6.06 (i) iv) that employees will be fit tested for personal protective equipment upon hire and every two (2) years thereafter.
- Article 18.06 Retirement Income Plan, amended the name of the arbitrator who will hear the grievances related to the non-payment of pension contributions.
- Employer name changes for their Collective Agreements and any requirements to update recognition clauses with name changes (OMNI Homes, Sienna, Southbridge Homes and AgeCare employers).
- Letters of Understanding updated as needed and renewed.