

# Northeastern Public Health Wage Rates by Classification

Classification	ONA	OPSEU
Registered Practical Nurse	26.21- <b>36.70</b> (No Community Health Worker equivalent)	28.21-31.29 28.38-31.46 (Community Health Worker)
Registered Nurse	34.58- <b>49.06</b>	36.79-45.40
Public Health Nurse	37.20- <b>51.80</b> (No Senior PHN equivalent)	37.62-46.22 47.27-50.35 (Senior PHN)
Program Coordinator	<b>42.23-56.29</b>	No equivalent
Nurse Practitioner	<b>57.87-72.07</b>	55.56-66.55

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# Northeastern Public Health Contract Comparison

	ONA	OPSEU
<b>Pension</b>	OMERS	OMERS
<b>Benefits</b>	<p>FT: EHC, Dental, Group Life, AD&amp;D, STD, LTD</p> <p>Cost share: 100% Employer paid</p>	<p>FT: EHC, Dental</p> <p>Cost share: 100% Employer paid</p> <p>PT: Who work in excess of 17 1/2 hours per week or an average of thirty-five hours (35) per pay period, benefits are pro-rated.</p>
<b>% in Lieu of Benefits</b>	12%	3% for anyone that does not qualify for benefits
<b>Retiree Benefits</b>	<p>Drug and Vision plan coverage, up to age sixty- five (65) if they are at least fifty-five (55) years of age, at the date of retirement and the total of their age and service with the health unit, in terms of years, is at least eighty (80).</p>	<p>EHC and Life Insurance coverage will be paid by the Employer up to the employee's sixty-fifth (65th) birthday and will include that level of coverage which was accessed by the employee at the time of retirement, with the exclusion of extended health benefits outside of the territorial boundaries of Canada and long term disability.</p>
<b>Related Incident</b>	<p>One (1) annual service increment for each year (1820 hours) of recent related nursing experience to the maximum of the grid.</p>	Silent

# Northeastern Public Health Contract Comparison

	ONA	OPSEU
<b>Premiums</b>	Required to work on a weekend, holiday, vacation day, or on an approved leave of absence, or with less than sixteen (16) hours' notice, will be credited with a minimum guarantee of four (4) hours or time and one-half actual hours, whichever is greater.	Silent
<b>Higher Paid Classification</b>	Silent	One (1) increment increase in salary for their regular position after five (5) working days.
<b>Isolation Pay</b>	One thousand dollars (\$1000.00) per month, to all Nurses living, working and whose base office is located in the Town of Moosonee. For any part-time nurse, this isolation allowance will be prorated.	Silent
<b>Call In/Call Back</b>	Minimum guarantee of four (4) hours or time and one-half actual hours, whichever is greater	A minimum of four (4) hours at the regular rate of pay, if the employee is required to return to the Employer's premises (office/field visit) to perform the required work; or,  A minimum of two (2) hours at the regular rate of pay, if the employee performs the required work elsewhere.



# Northeastern Public Health Contract Comparison



	ONA	OPSEU
<b>Stand-by</b>	<p>Reasonable response time 1 hr. \$3.60/hr for the scheduled period. \$4.00/hr if the scheduled period falls on the weekend. \$4.60/hr if the scheduled period falls on a paid holiday.</p> <p>Telephone work will be paid at 1.5x their straight time hourly rate for time spent rounded to the 15 minutes when called-in from Stanby.</p>	<p>Scheduled for on call/standby duty, for a week (Tuesday to Tuesday). In such case, the employee shall receive a weekly flat amount, of: five hundred fifty dollars (\$550),</p> <p>If an employee is scheduled for on call/standby duty for less than one (1) week ("On-call Alternative Period"), they will be entitled to a prorated on call/standby payment period, will also receive three and a half (3.5) hours of time off for a week of on-call/standby duty, Telephone work will be paid at their regular rate of pay for the actual time (rounded to the nearest quarter hour) spent on the telephone and documenting calls. Standby pay continues to be recognized during this time.</p> <p>Employees, who are regularly scheduled for on call/standby duty for a full week period, will also receive three and a half (3.5) hours of time off for a week of on-call/standby duty.</p> <p>Telephone work will be paid at their regular rate of pay for the actual time (rounded to the nearest quarter hour) spent on the telephone and documenting calls. Standby pay continues to be recognized during this time.</p>



# Northeastern Public Health Contract Comparison

	<b>ONA</b>	<b>OPSEU</b>
<b>Mileage</b>	Health Unit Policy CRA \$ 0.73 Greater than 5000km \$0.66	(\$0.61) per kilometre for the first 5,000 kilometres driven in a calendar year and fifty-five cents (\$0.55) per kilometre for any additional kilometres driven that same year.
<b>Meal Allowance</b>	Health Unit Policy Breakfast - \$12 Lunch - \$18 Supper - \$30 Outside area Breakfast - \$20 Lunch - \$25 Supper - \$45	At least sixteen (16) kilometers from any health unit office Breakfast - \$10 Lunch - \$15 Supper - \$25
<b>Vacation</b>	Max: 7 weeks	Max: 7 weeks
<b>Premiums</b>	Educational: \$1.00 per hour for PHN Diploma Student Supervision: One-time payment for approved Preceptors only. Preceptor for placements 100 hours or less - \$50.00 Preceptor for more than 100 hours - \$175.00	Silent
<b>Paid Holidays</b>	14	12 paid holidays, 1 float, 2 personal days
<b>Pregnancy and Parental</b>	SUB - 80%	SUB - 75%
<b>Short-term Disability</b>	10 1/2 hours per month Max. accumulation 260 days	10 1/2 hours per month Max. accumulation 130 days
<b>Long-term Disability</b>	FT only	FT and PT