



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE KAPLAN ARBITRATION DECISION and ITEMS IN AGREEMENT BETWEEN ONA AND THE PARTICIPATING NURSING HOMES

TERM: JULY 1, 2026, TO JUNE 30, 2028

1. COMPENSATION

- Effective July 1, 2026: 2.25% across-the-board increases for all classifications.
- Effective after the July 1, 2026 increase is applied to RPNs, all RPN grids to be adjusted to the SEIU Master rate of \$35.07 at the top with corresponding increases made to all steps below.
- Effective July 1, 2027: 2.0% across-the-board increases for all classifications.

Registered Nurses

STEP	CURRENT 01-JUL-25	01-JUL-26	01-JUL-27
Start	\$36.06	\$36.87	\$37.61
1 Year	\$37.62	\$38.47	\$39.24
2 Years	\$38.85	\$39.72	\$40.51
3 Years	\$40.92	\$41.84	\$42.68
4 Years	\$42.57	\$43.53	\$44.40
5 Years	\$44.61	\$45.61	\$46.52
6 Years	\$46.58	\$47.63	\$48.58
7 Years	\$50.53	\$51.67	\$52.70
8 Years	\$54.59	\$55.82	\$56.94

2. SCOPE AND DEFINITIONS (ARTICLE 2)

- Amended Article 2.02 to require casual employees, unless on an approved leave of absence, to provide monthly availability for at least two shifts per month, one of which must occur on a weekend (Saturday or Sunday).

3. UNION COMMITTEES AND REPRESENTATIVES (ARTICLE 6)

- Improvement to Article 6.06 to have stronger language that amends reference to aggressive behaviours to verbal and/or physical responsive behaviours.
- Effective August 18, 2026, Article 6.06 (p) is amended to include isolation pay as proposed by ONA.
- Amendment to Article 6.07 to ensure violence includes, but is not limited to, the application of force, threats with or without weapons and severe verbal abuse.

4. GRIEVANCE AND ARBITRATION (ARTICLE 8)

- Language added to Article 8.09 when Union representative required for discipline meetings that technology was option for Union availability (e.g. Teams or Zoom).

5. SENIORITY AND JOB SECURITY (ARTICLE 9)

- Amendment to title under Article 9.19 to remove outdated language referencing the Local Health Integrated Networks but no change in content.

6. LEAVES OF ABSENCES (ARTICLE 11)

- New language under Article 11.05 for newly hired temporary employees that replace members who take pregnancy and parental leave would not be the subject of grievance if they are released upon the return of the member on leave. However, if they are retained in a permanent role, they will be credited with service and seniority upon successful completion of their probationary period.



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE KAPLAN ARBITRATION DECISION and ITEMS IN AGREEMENT BETWEEN ONA AND THE PARTICIPATING NURSING HOMES

- Removal of language in Article 11.07 that provided for leave when members were successful in selection to be classifiers with the Ministry.

7. PAID HOLIDAYS (ARTICLE 12)

- Agreement reached to allow local parties to negotiate changes to Article 12.07, but where no agreement locally the language will remain status quo.

8. VACATION (ARTICLE 13)

- Removal of language from 2025 that is now complete for ensuring 2025 part-time vacation was paid on every pay deposit.

9. HOURS OF WORK SCHEDULING (ARTICLE 15)

- Effective September 18, 2026, amend Article 15.02 to consider reporting time as time worked to be compensated at the same rate of pay as the shift that has just been worked.
- Amended language for Article 15.07 so that the Employer has to provide reasons if they refuse a request for extended tours or a hybrid schedule orally. The amendment results in them having to provide their reasons but not specifically orally.

10. PREMIUM & OTHER PAYMENTS (ARTICLE 16)

- Effective August 18, 2026, increase all premiums by \$0.30, eliminating the requirement to rotate for RPNs and PSWs where it exists in the OMNI Forest Hill, Wildwood and Valley Manor Collective Agreements.

11. BENEFITS (ARTICLE 17)

- Effective September 18, 2026, increase paramedical benefits by \$100.
- Effective July 1, 2027, increase paramedical benefits by \$100.
- Effective September 18, 2026, increase mental health coverage to \$1,500.00.

12. RETIREMENT INCOME PLAN (ARTICLE 18)

- Effective Augst 18, 2026, eligibility to be harmonized at 450 hours.

13. ORIENTATION AND IN SERVICE (ARTICLE 20)

- Amended language in Article 20.07 to include use of artificial intelligence when it is introduced or it will impact the status of employees or layoff.
- Amended language in Article 20.10 to require the employer to provide proof of our members' coverage for liability insurance.

14. MISCELLANEOUS (ARTICLE 21)

- Removed reference to Local Health Integrated Network and replaced with Ontario Health.

15. LETTER OF UNDERSTANDING NURSE PRACTITIONER

- Amend all existing Letters to include that hours of work shall average hours over a biweekly period, subject to 15.01 (a). What their current full-time hours are will be inserted into the Letter and renewed.

16. HOUSEKEEPING

- Updated the Template references to current legislation, as amended.
- Omni Wildwood will discuss locally their temporary vacancies and any agreement will be captured in a Letter of Understanding.
- 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).
- Employer is required to provide dues information in an electronic format.
- Add language missed from previous round for Southbridge Humber Valley Terrace and MacKenzie Place related to Long-Term Disability.
- Individual added to Letters of Understanding for Franklin Gardens that are superior.
- Letters of Understanding updated as needed and renewed.