



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE ELI GEDALOF BILL 124 REOPENER ARBITRATION DECISION DATED APRIL 25, 2023 BETWEEN

ONA and PARTICIPATING HOSPITALS

TERM: June 8, 2021 to March 31, 2023

1. Compensation and Wages

- Effective April 1, 2022: an additional 2% across the board increases for all classifications including health-care professionals, for a total of 3%.
- The 25 Year wage rate now becomes the 8 Year wage rate.

RN Salary Grid (Full-time):

- Effective April 1, 2022: \$35.52 to \$50.85

RN Salary Grid (Part-time, including 13% in lieu of benefits):

- Effective April 1, 2022: \$40.14 to \$57.46

RN Salary Grid (Part-time, including 9% in lieu of benefits):

- Effective April 1, 2022: \$38.72 to \$55.43

Registered Nurse – Full-time (hourly rate)	
Step	April 1, 2022
Start	\$35.52
1 Year	\$35.69
2 Years	\$36.28
3 Years	\$38.07
4 Years	\$39.87
5 Years	\$42.12
6 Years	\$44.39
7 Years	\$46.65
8 Years	\$50.85

Retroactivity

- **Article 19.10** – Retroactivity will be paid within four full pay periods from April 25, 2023 (June 22 or sooner) based on hours worked. Retroactivity will be paid on wages and premiums from the Stout decision as well as the Gedalof decision.