



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE JOHN STOUT BILL 124 REOPENER ARBITRATION DECISION DATED APRIL 1, 2023 BETWEEN ONA and PARTICIPATING HOSPITALS

TERM: April 1, 2020 to June 7, 2021

1. Compensation, Wages and Premiums

- Effective April 1, 2020: an additional 0.75% across the board increases for all classifications including health-care professionals, for a total of 1.75%.
- Effective April 1, 2021: an additional 1.0% across the board increases for all classifications including health-care professionals for a total of 2.0%.

RN Salary Grid (Full-time):

- Effective April 1, 2020: \$33.81 to \$48.40
- Effective April 1, 2021: \$34.49 to \$49.37

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

- Effective April 1, 2020: \$38.21 to \$54.69
- Effective April 1, 2021: \$38.97 to \$55.79

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

- Effective April 1, 2020: \$36.85 to \$52.76
- Effective April 1, 2021: \$37.59 to \$53.81

- **Article 14.10** – Effective and retroactive to April 1, 2021, increase night shift premium by 10 cents to \$2.98.
- **Article 14.15** – Effective and retroactive to April 1, 2021, increase weekend shift premium by 10 cents to \$2.90. which then makes the weekend shift premium \$3.14 effective April 1, 2022.
- **Wage Reopener** – The Board remains seized with respect to a re-opener on compensatory proposals in the event that Bill 124 appeal is successful, or at stay is granted and until our awards are implemented.

2. Benefits

- Effective as soon as possible.
- Chiropractic, massage, and physiotherapy increase by \$50.00 to \$450.00.
- Unlimited mental health benefits increased from \$800.00.

Registered Nurse – Full-time (hourly rate)

Step	April 1, 2020	April 1, 2021
Start	\$33.81	\$34.49
1 Year	\$33.97	\$34.65
2 Years	\$34.53	\$35.22
3 Years	\$36.24	\$36.96
4 Years	\$37.95	\$38.71
5 Years	\$40.09	\$40.89
6 Years	\$42.25	\$43.10
7 Years	\$44.40	\$45.29
8 Years	\$47.57	\$48.52
25 Years	\$48.40	\$49.37