



TERMS AWARDED

Term

The term of the collective agreement shall be:

- **November 29, 2021-November 28, 2023**

General Wage Increases

All classifications except RNs, wages to be increased, retroactively, as follows:

- **Effective November 29, 2021-2.2% increase**
- **Effective November 29, 2022-3.0% increase**

RPN Special Adjustment

- **RPN Special wage increase of \$0.50 effective just before the November 29, 2022 general wage increase.**

Dietary Aide Special Wage Adjustment

- **Effective the date of this award increase rate for Dietary Aides without their Food Service Worker (FSW) designation by \$0.10.**

RN Wage Rates

- **Effective November 29, 2021 increase rates to match ONA Master Nursing Home Rates in effect at that time.**
- **Effective July 1, 2022 increase rates to match ONA Master Nursing Home Rates in effect at that time.**
- **Effective July 1, 2023 increase rates to match ONA Master Nursing Home Rates in effect at that time.**

RN Lump Sum

- **RNs employed as of November 29, 2021 and who continue to be employed as of the date of the award to receive a lump sum payment equal to 1.75% of their hourly wages for all hours worked between July 1, 2021 and November 28, 2021.**

In Lieu

- **Effective date of award increase by \$0.10.**

Premiums

- Effective date of award remove the requirement to rotate on afternoon/evening shift and amend to provide a \$0.25 premium, Monday to Friday, with no requirement to rotate, as per SEIU Master Agreement.
- Effective date of award introduce a \$0.25 night shift premium Monday to Friday, as per SEIU Master Agreement.
- Effective date of award increase weekend premium by \$0.10.
- Effective date of award increase Orientation Premium to \$1.50 per hour and amend wage reduction for probationary employee being orientated from \$2.00 less per hour to \$1.50 less per hour.

We note that the no pyramiding language is to remain in the collective agreement.

Health and Welfare Benefits

- Within 1 month of date of award increase Vision benefit to \$350.00.
- Within 1 month of date of award increase Life Insurance and AD&D benefit to \$30,000.00.

Union Leave

- Amend paragraph 13.04(c) to reduce notice to “seventeen (17) calendar days’ notice”.

Loss of Seniority

- Add the following paragraph j) to Article 10.06:

Employees who are on leave of absence will not engage in gainful employment on such leave and if an Employee does engage in gainful employment while on such leave, she will forfeit all seniority rights and privileges contained in this Agreement unless otherwise agreed by the Union and the Employer.

Domestic and Sexual Violence

- Add a new article as follows:

Domestic and Sexual Violence

The Employer agrees to comply with the Employment Standards Act, s.49.7 or as amended from time to time.

Printing of the Collective Agreement

- Amend Article 15.06 to read as follows:

The Employer and the Union will share equally in any cost of printing the Collective Agreement. In implementing this provision, the parties shall seek the least expensive Unionized alternative.

Bereavement Leave

- Amend paragraph 16.01(a) by deleting the words “who has completed the probationary period”.
- Delete paragraph 16.01(b).
- Amend paragraph 16.01(d) to read as follows:

Should a death occur for an uncle or aunt or niece or nephew of an employee the Employer shall grant the employee one (1) day off. The Employer shall pay the employee for the day of bereavement for which the employee was otherwise scheduled to work.

Staffing Advisory Forum and Working Short Letter

- The parties are directed to meet and to make best efforts to agree on a Workload Review Tracking Form for logging workload complaints, including issues arising from working short, and to establish if necessary, a forum and process for discussing and addressing concerns raised on the forms or in such forum. This form and forum/process are to be set out in a Letter of Understanding to the Collective Agreement. This Board remains seized with this issue, which may be remitted to us in the event the parties are not able to reach an agreement on the Letter of Understanding.

CONCLUSION

25. All other proposals not specifically addressed in this award are deemed dismissed.

26. We remain seized in accordance with ss.9(2) of HLDAA.

Dated at Toronto, Ontario, this 1st day of March 2023.

“Eli Gedalof”

_____ Eli A. Gedalof, Chair

“I dissent in part”

_____ Irv Kleiner, Employer Nominee

“I dissent”

_____ Marcelle Goldenberg, Union Nominee