

Questions from the LOU Update Meeting Feb 12/24

What are we asking at negotiations for wage increases?

- The same as the nurses approximately 11% for yrs 2023 and 2024. In 2022, the nurses got 3%.

Why are some groups market adjusted?

- This is employer driven to increase staffing when the employer is struggling with recruitment for classifications that are vital to operations.

How can we get more groups to be market adjusted?

- This is truly employer driven. ONA would always agree with any requests to market adjust member wages. You can file workloads to highlight shortages. Speak with your manager about the feasibility of market adjusting as a recruitment strategy.

Will ONA P be getting double time for OT and retro for OT?

- All the other unionized groups have been awarded double time for call back while on standby. We anticipate being awarded this with the new CA. Retro will be up to the arbitrator, and this is not always awarded

How do we keep the arbitrator from finding out about this LOU?

- Within the LOU is a confidentiality clause that states HSN cannot share this the LOU with the arbitrator

Can you share the new CA for the radiation therapists for UHN?

- The link is [2024 CanLII 6707 \(ON LA\) | University Health Network – Princess Margaret Cancer Centre – Radiation Therapy Unit v Ontario Nurses’ Association | CanLII](#)
- They were also successful in receiving pandemic pay. We have amended our proposal and requested pandemic pay

Will members on maternity leave be given the wage increases in their top up?

- This was not part of the LOU. This will be captured in the retro once the CA is awarded.