

ONA Paramedical Collective Agreement Update

Monday Aug 28, 2023 7-9pm



Agenda

- Introductions and Minimum Requirements
- Review the negotiation process and progress thus far
- Explain the reopeners for the ONA central agreement and Kaplan award
- Explain the OPSEU and CUPE reopener awards
- Our plan for arbitration
- Questions





Introductions

- Ronda Sawyer – Labour Relations Officer (LRO) - employed by ONA and does not work at HSN
- Michelle Beaudry – Bargaining Unit President (BUP) – physiotherapist on the IRU at HSN – elected by ONA paramedical bargaining unit

Minimum Requirements

- Use language that promotes dignity and respect for everyone.
- Be prepared.
- Be hard on problems, soft on people.
- Ensure zoom is on mute. Only come off mute to speak.
- One speaker at a time.
- Value timelines.
- Limit distractions/stay focused (i.e., don't check email).
- Maintain confidentiality.
- Model the behaviour you would like to see.



Negotiation Committee

- Our negotiation committee is elected by the ONA P bargaining unit
- The members are:
 - Michelle Beaudry (chair)
 - Mary Sabo
 - Kristen Harper
 - Christine Spence
 - Verne Saari
 - Ginette Belanger



Negotiation Process

Contract Expired June 13, 2022

ONA- P gave notice to bargain to HSN (Feb 2022)

Negotiation Team – 5 Prep Days
2 Surveys (May/June 2022)

5 Negotiation Days (November/December 2022)
Delayed because of MyHSN and schedules

Conciliation Date – May 10th 2023 – agreed that
need to go to Interest Arbitration (HLDAA) as unable
to achieve a negotiated settlement

Interest Arbitration Dates December 2023 and May
2024 → Followed by Award





Hospital Labour Dispute Arbitration Act (HLDAA)

- Has been in existence since 1965
- Hospitals and Trade Union are required to bargain in good faith and make reasonable efforts to make a collective agreement (*Labour Relations Act*)

- Criteria

(1.1) In making a decision or award, the board of arbitration shall take into consideration all factors it considers relevant, including the following criteria:

1. The employer's ability to pay in light of its fiscal situation.
2. The extent to which services may have to be reduced, in light of the decision or award, if current funding and taxation levels are not increased.
3. The economic situation in Ontario and in the municipality, where the hospital is located.
4. A comparison, as between the employees and other comparable employees in the public and private sectors, of the terms and conditions of employment and the nature of the work performed.
5. The employer's ability to attract and retain qualified employees. 1996, c. 1, Sched. Q, s. 2.



Current Status of HLDAA

- The parties have agreed to Arbitrator Russell Goodfellow
- Our nominee is Phil Abbink
- HSN's nominee is Erin Kuzz
- Arbitrators in Ontario are very busy due to the backlog of grievances post COVID and due to an increase in interest arbitrations due to Bill 124. Their availability is extremely limited
- We are now in the process of booking arbitration dates

Bill 124 and Re-openers

- The ONA Central Agreement was impacted by Bill 124 for 2020, 2021 and 2022. This capped wages at 1%. ONA-P was not impacted with our first collective agreement as it was awarded before the Bill became law
- ONA was awarded a re-opener clause in ALL their contracts that fell within the Bill 124 years to allow them to renegotiate increases if Bill 124 was found unconstitutional
- Other Health Care Unions (OPSEU, CUPE, SEIU) also had re-openers awarded in their contracts that fell within their Bill 124 years



ONA Central Agreement Re-openers

**Bold = awarded as part of initial award

	Stout (April 1 – June 7, 2021)	Gedalof (June 8, 2021 – March 31, 2023)	
• Wages	<p>April 1, 2020 - additional 0.75 % (1.75%)</p> <p>April 1, 2021 – additional 1% (2%)</p>	<p>April 1, 2022 – additional 2% (3%)</p> <p>**harmonized the grid to move the 25 yr rate to yr 8 = for ~ 40% of members, this resulted in an additional 1.75% increase</p>	
Premiums	<ul style="list-style-type: none"> Retroactive to April 1, 2021 \$0.10 to night shift premium (\$2.98) Retroactive to April 1, 2021 increase of \$0.10 to weekend premium to 2.90 	<p>Increase night shift premium by \$0.23</p> <p>Increase weekend premium by \$0.24</p>	<p>Current Premiums:</p> <p>Evening – \$2.25</p> <p>Night – \$2.98</p> <p>Weekend - \$3.14</p>
Benefits	<ul style="list-style-type: none"> Unlimited mental health for FT members (breakthrough) Increase of \$50 per service for Chiropractic, Massage and Physiotherapy 		
Call Back	Double time (2X) for call backs and call back from standby (breakthrough)		

	OPSEU	CUPE/SEIU
Wages	<p>April 1, 2022 - additional 3.75 % (4.75%) April 1, 2023 – additional 2.5% (3.5%) April 1, 2024 – additional 2% (3.0%) Add 1.75% to the maximum rate on the Respiratory Technologist Grids and above grids</p>	<p>September 29, 2021 – 3.75% (4.75%) September 29, 2022 – 2.5% (3.5%) Adjustment to the RPN grid - \$2 per hr to the maximum rate and first year maximum rate to be no less than \$33.18 per hr Effective June 13, 2023 RPN job rate to be no less than \$35.97 per hr</p>
Premiums	<ul style="list-style-type: none"> • increase evening shift premium by \$0.11 (2022), \$0.05 (2023) and \$0.02 (2024) • increase night shift premium by \$0.14 (2022), \$0.04 (2023) and \$0.05 (2024) • increase weekend shift premium by \$0.15 (2022), \$0.03 (2023) and \$0.03 (2024) • Premiums as of August 3, 2023 : Evening - \$2.25 Night \$2.88 Weekend \$3.04 	<p>Increase evening shift premium by \$0.06 Increase nights shift premium by \$0.06 Increase weekend premium by \$0.07 (yr 1) Increase shift premium by \$1.00 Increase weekend premium by \$1.50 Add charge nurse premium of \$2 per hour</p> <p>Temporary Transfer/Responsibility Allowance increased to \$1/hr (from \$4 per shift)</p>
Vacation	<ul style="list-style-type: none"> • After twenty (20) years of service, six (6) wks of vacation 	
Benefits	<ul style="list-style-type: none"> • April 1, 2024 introduce a Health Care Spending Account (HCSA) for active FT employees of \$100 • Effective April 1, 204 increase of vision from \$350 - \$450 • Effective April 1, 2024 increase HCSA to \$500 	<p>\$150 increase to vision Introduce Massage Therapy \$375/yr Mental Health services of up to \$800 annually</p>
Call Back	Double time (2X) for call backs and call back from standby	Double Time for call back
Lump Sum	<p>One-time lump sum payment to those in the BU as of April 13, 2020 who did not receive pandemic pay: FT - \$1750 PT - \$1250 Casual - \$750</p>	

ONA Central Award (Kaplan Award)

	2023	2024
Wages	<ul style="list-style-type: none">• Introduce a new RN wage Grid = an increase that averaged 4.5%• April 1, 2023 – 3.5 %	April 1, 2024 – 3%
Premiums	<ul style="list-style-type: none">• Increase Team Leader/Group Leader from \$2 to \$4 per hr• Increase student and mentorship premium from \$0.60 per hr to \$2.00 per hr	
Benefits	- Semi-private EHC, dental and AD&D for active employees to the 80 th birthday	April 1, 2024 – PT percentage in lieu of benefits – increase by 1% to 14% (10%)

Key Points

- In the most recent award for the ONA central agreement members were given an average of a 11% wage increase over 2 years. Combined with the 2022 Gedalof Re-opener, for members at year 8 = 14.25% over three years (2022 – 2024)
- OPSEU Central Award provides for a wage increase of between 11.25% to 13% over three years (2022- 2024)
- CUPE/SEIU - difficult to compare as they only have known increases for 2022
- Wage increases benefit all members and increase the amount payable with overtime, holiday pay, PT percentage in lieu, etc
- Lump sums are not ideal as they don't help grow wages over time and none of the money goes toward your pension



Our plan for Arbitration

- Our team is arguing that the ONA central agreement should be our comparator as we seek to increase wages as our top priority
- We have also sought additional increases to benefits, premiums, call back



Questions

- A Summary of this meeting on our Local 13 website in the coming days:

onalocal13.com