

## Report HRR-CS-04-15

**To:** Chair Pringle and Members of Corporate Services Committee  
**From:** Grant McLevy, Director of Human Resources  
**Meeting Date:** Tuesday, January 13, 2015  
**Subject:** **Memorandum of Settlement – Ontario Registered Nurses Association (ONA)**  
**Status:** Recommendation adopted by Committee as presented per Resolution CS12-15; Endorsed by County Council February 3, 2015 per Resolution CC36-15;

### Recommendation(s)

**THAT in accordance with the terms of the Memorandum of Settlement, as outlined in Report HRR-CS-04-15, the Collective Agreement between the County of Grey and the Ontario Registered Nurses Association is hereby ratified.**

### Background

The County of Grey during negotiations with the Ontario Nurses Association representing Registered Nurses at our three (3) Long Term Care centers, have been meeting since early fall 2014 to exchange and discuss proposals for the renewal of their Collective Agreements, which expired on March 31, 2014.

In preparation for negotiations, Long Term Care management worked to identify deficiencies in the current collective agreements, and focused on any areas where union grievances had been filed in the past. Further, Human Resources researched the market trends and arbitrated awards for other municipal Long Term Care wage settlements, including the arbitration award covering 139 participating hospitals, which was released on April 30, 2014.

County of Grey registered nurses are covered by a “Me Too” clause with the participating hospitals as discussed above, and accordingly were granted an arbitrated wage increase of 1.4% on April 1, 2014 and 1.4% on April 1, 2015. With those increases in mind, and with some additional research completed into benefit and other monetary improvements, we prepared our offer.

In keeping with the “Me Too” clause, and although the current trend for Long Term Care wage settlements in the municipal sector are reaching freely negotiated agreements in

the 2% to 2.4% range, the “Me Too” clause worked in our favor for this round of negotiations.

During these negotiations staff and the union collectively managed to change language in the collective agreement aimed at improving operations within the Home.

The duration of this tentative agreement is as follows:

April 1, 2014 to March 31, 2016

The recommended Memorandum of Settlement is included as a confidential attachment to this report.

## Financial / Staffing / Legal / Information Technology Considerations

Based on the tentative agreements that have been reached, the 2014 net levy cost, including wages are as follows:

General 1.4% Wage Increase April 1, 2014:     \$19,064.72 per annum

Increase Charge Pay by .05 cents per hour:     \$982.15 per annum

Please note that the 2014 approved budget provided a 2% wage increase for this group, which will cover the wage increase and charge pay increase, with an approximate savings of \$5,000 over the approved budget for 2014.

## Link to Strategic Goals / Priorities

This wage increase is aligned with both freely negotiated settlements at our two other long-term care facilities, as well as arbitrated awards for unionized employees within the past twelve (12) months. These outcomes align with labour relations plans to create and maintain open and honest communications with all employee groups, while maintaining budget parameters in an effort to control costs.

## Attachment(s)

Confidential Addendum to Report HRR-CS-04-15

Respectfully submitted by,

Grant McLevy, Director Human Resources

