



## **Highlights of the 2019 VON Provincial Tentative Agreement**

### Term of the Agreement:

- November 1, 2014 – October 31, 2020

### Wage Increases – Retroactive to November 1, 2014

- Increase of 1% to all rates on November 1, 2016
- Increase of 1.5% to all rates on November 1, 2017
- Increase of 0.5% to all rates on October 31, 2018
- Increase of 1.5% to all rates on November 1, 2018
- Increase of 0.5% to all rates on October 31, 2019
- Increase of 1.5% to all rates on November 1, 2019
- Increase of 0.5% to all rates on October 31, 2020
- Retro for nurses no longer employed (including casuals)
- Casual movement on the increment scale (1500 hours from 1950 hours)

### Premiums and Benefits

- 23.3% increase to on-call premiums from \$16.21 to \$20.00 per each on-call period of eight hours or less, effective date of ratification
- 23.3% increase to on-call premiums on a holiday from \$32.40 to \$40.00 per each on-call period of eight hours or less, effective date of ratification
- Increase to each shift and weekend premiums as follows:
  - Increase of \$0.15 effective on the date of ratification;
  - Increase of \$0.15 effective August 1, 2019;
  - Increase of \$0.20 effective October 31, 2020.
- Meal allowance of \$15 for overtime in excess of 3 hours
- MOA to explore Nurse Identity (uniforms)
- Travel allowance daily minimum of 25 km (based on mileage rate)

### Union Representation

- Creation of a Province-wide bargaining unit

- This will not affect local status within the Union

### Hours of Work

- Flexibility in day-shift start and stop times with mutual agreement (e.g. 7 – 3, 9 – 5)
- A Committee to explore the implementation of night shifts
- Scheduling of Part-time nurses – extra shifts by seniority
- Reassignment language (limited to clients that 1 hour from Nurse's home)
- No required on-call assignment outside of work site
- 35 mins notice of assignment changes prior to the start of shift

### Leaves of Absence

- Extended parental leave to cover 18-month option
- Leave for parent of critically ill child
- Domestic violence leave
- Ability to use holiday time for storm days (as well as vacation and comp/flex time)

### Vacations and Holidays

- Vacation (live calendar)
- Yearly vacation pick starting in 2020
  - request by Feb. 15, 2020 approval by Mar. 15, 2020 for April 1, 2020 to March 31, 2020 Vacation year
- Provision to ensure Nurses aren't required to work evening shift before Christmas and New Year's Day

### Seniority, Layoff and Recall

- Layoff and recall language changes

### Health and Safety

- Clinical Capacity Report/Workload language (timelines and form now included)
- Committee Regarding Safety on Duty for Nurses

### Retirement

- Retirement Allowance payout options

### Other

- Withdraw resignation within 24 hours
- Starting in 2020, Professional Dues will not be deducted from pay