

The Corporation of the City of Kawartha Lakes

Victoria Manor Committee of Management

Report VMC2018-05

Meeting Date: March 19, 2018

Meeting Time: 9:30 a.m.

Meeting Place: Human Services Boardroom, 322 Kent St. W., Lindsay

Subject: Results of Arbitration Award – Ontario Nurses Association

Author Name and Title: Pamela Kulas, Administrator

Recommendation(s):

Resolved That Report VMC2018-05, “Results of Arbitration Award – Ontario Nurses Association”, be received.

Director

Other

Background:

On December 8, an arbitration hearing was held between the City of Kawartha Lakes and the Ontario Nurses Association (ONA), Local 105, to address five outstanding grievances from 2015 related to the minimum staffing provisions provided for in Article 2.07.

Rationale:

The Employer argued that the staffing complement in place in 2015 met the operational needs of the home. ONA argued that the Employer did not follow the minimum staffing provisions established because of an interest arbitration award by Arbitrator Dana Randall; hence the reference to the “Randall Award”. The Randall Award set a minimum threshold of staffing as at October 22, 2007 of at least the same number of bargaining unit tours that were scheduled on each shift of each day of the last week ending prior to October 22, 2007.

At the hearing, the parties agreed to the following award:

- The employer will schedule 42 tours [2 tours on days, 2 tours on evenings and 2 tours on nights] in accordance with the award of Dana Randall
- The employer will pay to each person listed in Appendix A to this award the amounts listed therein, within 30 days of this award, less those deductions required by law.
- The new shift schedule, as described above, will be implemented no later than February 25, 2018, unless the parties jointly decide otherwise.
- Nothing precludes either party from raising the issue of shifts and/or tours at labour-management consultation meetings.

The resolution of this issue settles the five related outstanding grievances.

Financial Considerations:

The estimated monetary impact of the award is \$101,000.

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