

**The Corporation of the City of Kawartha Lakes**  
**Victoria Manor Committee of Management**

**Report Number VMC2017-12**

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**Date:** December 18, 2017

**Time:** 9:30 a.m.

**Place:** Victoria Manor Boardroom, 220 Angeline St. S., Lindsay

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**Subject:** Results of Arbitration Award – Ontario Nurses Association

**Author Name and Title:** Rod Sutherland, Director of Human Services

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**Recommendation(s):**

**Resolved That** Report VMC2017-12, “Results of Arbitration Award – Ontario Nurses Association”, be received.

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**DIRECTOR**

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**OTHER**

## Background

On March 31, 2016, the Collective Agreement between the City of Kawartha Lakes and the Ontario Nurses Association (ONA), Local 105, expired. Currently there are twelve (12) employees in that bargaining unit, six (6) full-time and six (6) part-time consisting only of Registered Nurses.

ONA served notice to bargain on the Employer on February 9, 2016. The parties met several times in 2017 to negotiate the renewal agreement but were unsuccessful in resolving all issues. Arbitration occurred on August 15, 2017 and the arbitrator's decision was issued on November 28, 2017.

## Rationale

The arbitrator awarded a two year agreement, with an expiry date of March 31, 2018.

The award for this current Collective Agreement did not address the staffing clause, 2.07, maintaining the status quo.

Wage provisions included the following increases:

- Effective April 1, 2016: 1.4 %
- Effective April 1, 2017: 1.4 %
- The start rate will be increased by \$0.32 after the 1.4% increase on April 1, 2017

Other monetary changes include:

- The eye exam benefit will be increased to \$100.00 every 24 months.
- The vision benefit will be increased to \$350.00 every 24 months.
- The cap for paramedical services will be increased to \$400.00 per service, per insured person per year.
- Dental coverage will include implants but the co-insured benefit will remain at \$1,500.
- The evening shift premium will be increased to \$2.00 per hour.
- The night shift premium will be increased to \$2.25 per hour.
- The weekend premium will be increased to \$2.40 per hour.
- The premium for relieving the Director of Care will be increased to \$1.35 per hour.
- The premium for being in-charge of the building will increase to \$1.65 per hour.

There was no decision on staffing levels; rather the award maintained the status quo.

## Financial Considerations

The estimated monetary impact of the award is demonstrated in Table 1 below.

**Table 1: Financial Impact**

	<b>2016/17</b>	<b>2017/18</b>	<b>Total Cost</b>
Wages	7,715.69	6,048.00	13,763.69
Benefits	70.00	717.00	787.00
Premiums		653.85	653.85
Total Cost per Year	7,785.69	7,418.85	15,204.54

## Consultations

Pamela Kulas, Administrator

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**Department Head:** Rod Sutherland