



HIGHLIGHTS OF COLLECTIVE AGREEMENT CHANGES AS A RESULT OF THE KAPLAN DECISION and ITEMS IN AGREEMENT BETWEEN **ONA and PARTICIPATING HOSPITALS**

TERM: April 1, 2023 to March 31, 2025

1. Compensation, Wages and Premiums

- Effective April 1, 2023: new RN wage grid.
- Effective April 1, 2023: 3.5% across-the-board increases for all classifications.
- Effective April 1, 2024: 3.0% across-the-board increases for all classifications.

RN Salary Grid (Full-time)

Step	April 1, 2022 Current	April 1, 2023 New Grid	April 1, 2023 3.5%	April 1, 2024 3.0%
Start	\$35.52	\$36.65	\$37.93	\$39.07
1 Year	\$35.69	\$37.57	\$38.88	\$40.05
2 Years	\$36.28	\$38.51	\$39.86	\$41.06
3 Years	\$38.07	\$40.24	\$41.65	\$42.90
4 Years	\$39.87	\$42.05	\$43.52	\$44.83
5 Years	\$42.12	\$44.15	\$45.70	\$47.07
6 Years	\$44.39	\$46.36	\$47.98	\$49.42
7 Years	\$46.65	\$48.68	\$50.38	\$51.89
8 Years	\$50.85	\$52.53	\$54.37	\$56.00

RN Salary Grid (Part-time including percent in lieu of benefits)

- **Article 19.01 (b)** – Effective April 1, 2024, increase percent-in-lieu for part-time to 14% or 10% if participating in HOOPP.

Step	April 1, 2023 13% in lieu	April 1, 2023 9% in lieu	April 1, 2024 14% in lieu	April 1, 2024 10% in lieu
Start	\$42.86	\$41.34	\$44.54	\$42.98
1 Year	\$43.93	\$42.38	\$45.66	\$44.06
2 Years	\$45.04	\$43.45	\$46.81	\$45.17
3 Years	\$47.06	\$45.40	\$48.91	\$47.19
4 Years	\$49.18	\$47.44	\$51.11	\$49.31
5 Years	\$51.64	\$49.81	\$53.66	\$51.78
6 Years	\$54.22	\$52.30	\$56.34	\$54.36
7 Years	\$56.93	\$54.91	\$59.15	\$57.08
8 Years	\$61.44	\$59.26	\$63.84	\$61.60