

Premium and Pay – Reference Sheet

Please only use this document as a quick reference, and to always refer to the collective agreement for the full provision.

Topic	ONA Provision	ONA Entitlement	CUPE Provision	CUPE Entitlement
Student Supervision Premium	9.08 (a)	\$2.00 per hour	N/A	N/A
Mentorship Premium	9.08 (c)	\$2.00 per hour	Q.14	RPNs Only 60cents per hour
Team Lead Premium	19.04 (d)	\$4.00 per hour	Practice	\$2.00 per hour
Isolation Pay	6.05 (f)	Paid leave for EEs required to quarantine	N/A	N/A
Percentage in lieu of Benefits	19.01	10% for EEs enrolled in pension plan 14% for EEs not enrolled in pension plan	18.04	14% for all PT
Shift Premium	N/A	N/A	15.09	\$2.26 per hour
Evening Premium	14.10	\$2.25 per hour	15.09	\$2.26 per hour
Night Premium	14.10	\$2.88 per hour	15.09	\$2.26 per hour
Weekend Premium	14.15	\$3.04 per hour	15.09	\$2.76 per hour
Call Back	14.06	Double time (2x)	15.06	Double time (2x)
Call Back - Transportation allowance	14.13	22 cents per kilometer	L.02 (a)	\$6.00 per call back
Standby – Regular Day	14.07	\$3.45 per hour	15.07	\$3.30 per hour
Standby - Paid Holiday	14.07	\$5.05 per hour	15.07	\$4.90 per hour
Temporary assignment to Non-Union	N/A	N/A	15.08	\$4.00 per shift
Protective Footwear	N/A	N/A	19.01	\$120 per calendar year
Uniform – FT	N/A	N/A	I.01	\$110.55 per calendar year \$9.21 per month
Uniform – PT	N/A	N/A	I.01	\$55.25 per calendar year \$4.60 per month
Paid Meal - Overtime	14.14	After (2) hours, provide hot meal or \$6, and 30 minutes paid meal period.	M.01	After (2) hours, provide meal or \$8.

				Further meal, or \$8, for each additional four (4) hours.
Paid Meal – back to back full tour	14.14	The meal is provided when an employee works for a second consecutive tour immediately after working one full tour	N/A	N/A
Overtime – Regular Day (FT)	14.01 (a)	One and half (1.5x)	N/A	N/A
Overtime – Regular Day (PT)	14.01 (b)	One and half (1.5x)	N/A	N/A
Overtime – Paid Holiday (FT)	14.01 (a)	Double time (2x)	N/A	N/A
Overtime – Paid Holiday (PT)	14.01 (b)	Double time (2x)	N/A	N/A
Second and consecutive Weekend	E.3	One and half (1.5x)	N/A	N/A
Third and consecutive Weekend	N/A	N/A	H.01 (c)	One and half (1.5x)

Team Lead (ONA)

Whenever an employee is assigned additional responsibility to direct, supervise or oversee work of employees within her or his classification, and/or be assigned overall responsibility for patient care on the unit, ward, or area, for a tour of duty, the employee shall be paid a premium of two dollars (\$2.00) per hour in addition to her or his regular salary and applicable premium allowance.

Call Back (ONA/CUPE)

The basic purpose of call back clauses is to compensate employees for the inconvenience, disruption, and expense caused by requiring an employee to be brought back to work, and to deter the employer from requiring its employees to report for work, outside of their regularly scheduled hours. Therefore, the purpose of call-back premium is to compensate the employees for an assumed inconvenience.

Eligibility for Call Back

To be eligible for call back premium, an employee:

- must be either full time or regular part time, the employee cannot be casual; and
- must have completed her regularly scheduled tour and left the hospital; and
- must be called in to work outside of her regularly scheduled working hours

-OR-

- the employee must be called back from standby. In this case, casual employees are eligible to receive the call back premium.