

Ontario Teaching Hospitals and PARO Interest Arbitration Award for the 2023-2026 Collective Agreement

The negotiating teams representing the Academic Hospitals and PARO began negotiations of a renewal collective agreement on April 3, 2024. Since then, the parties have engaged in multiple negotiation sessions over the proceeding weeks. While the parties were able to reach agreement on a number of issues, outstanding items were referred to a mediation-arbitration process with Eli Gedalof. On September 24, 2024, Arbitrator Gedalof released his award in the matter of the Ontario Teaching Hospitals and PARO Collective Agreement for the term effective July 1, 2023 to June 30, 2026.

The changes awarded amount to wage increases of 3.5%, 3.0%, and 2.65% in each year respectively. A summary of the changes to the collective agreement that were awarded are found below:

Term

Three-years (July 1, 2023 – June 30, 2026)

General Wage Increase

July 1, 2023 – 3.5%
July 1, 2021 – 3.0%
July 1, 2022 – 2.65%

Percentage equivalent of across-the-board salary increases to apply to chief and senior resident stipends.

Call Stipends

Call stipends will be increased as follows:

- Effective July 1, 2023 – weekday 5.85%/weekend 11.7%
- Effective July 1, 2024 – weekday 3.3%/weekend 6.6%
- Effective July 1, 2025 – weekday 2.25%/weekend 4.5%

The following is a summary of the resulting call stipends:

		In-Hospital Call	Home Call/Qualifying Shifts
Effective July 1, 2023	Weekday	\$171.33	\$85.66
	Weekend	\$221.71	\$110.85
Effective July 1, 2024	Weekday	\$176.98	\$88.49
	Weekend	\$236.34	\$118.17
Effective July 1, 2025	Weekday	\$180.96	\$90.48
	Weekend	\$246.98	\$123.49

Benefits

- Effective July 1, 2024: increase mental health maximum to \$3,000
- Effective July 1, 2025: introduce health spending account at \$250

Scheduling Lieu Day in advance for Final Year residents

Final year residents entitled to a paid day off in-lieu for working call on a holiday that falls on their last day of training are entitled to take a lieu day in advance in the rare event that this occurs.

Other items (as agreed upon by the parties during negotiations)

Hours of Work:

- Phase out of the exemption of the in-hospital call for twenty-four consecutive hours maximum that previously applied to the University of Toronto Surgical Program by no later than October 1, 2025. The University of Toronto was supportive of this change, which is in alignment with other surgical programs across the province
- Clarifying that the resident performing handover shall not be required to complete tasks that can reasonably be performed by the incoming resident (consistent with CPSO guidelines) with no new patient responsibilities being assigned.
- A resident shall normally not be required to be on call in-hospital for two consecutive weekends within same block or consecutive blocks within the same service except where required to meet patient responsibilities.
- New provincial committee to discuss parameters for alternative scheduling models that can be adopted by individual trauma programs with the objective of load balancing to mitigate any misalignment between trauma activity and the presence of learners.

On-Call Facilities:

- Confirm requirement for hospitals to provide access to internet, computer equipment connected to the Hospital's electronic medical record and information systems (Non-OTH sites are to continue to endeavour to provide this access)

Commentary

The general wage increases and total compensation costs of the award are below those of other recent hospital outcomes:

	2022	2023	2024	2025
ONA	3.00%	3.50%	3.00%	-
OPSEU	4.75%	3.50%	3.00%	-
CUPE	4.75%	3.50%	3.00%	3.00%
SEIU	4.75%	3.50%	3.00%	3.00%
PARO	4.75%	3.50%	3.00%	2.65%

The Ministry of Health is aware of the funding implications of this award and will make adjustments to paymaster arrangements accordingly.