

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**HIS MAJESTY THE KING IN RIGHT OF ONTARIO**  
**as represented by the**  
**Treasury Board Secretariat**

**AND**

**ONTARIO PUBLIC SERVICE EMPLOYEES UNION (“OPSEU”) /**  
**SYNDICAT DES EMPLOYÉS DE LA FONCTION PUBLIQUE**  
**DE L’ONTARIO (“SEFPO”)**  
**Correctional Bargaining Unit**

**(hereinafter the “Parties”)**

WHEREAS an interest arbitration award was issued on December 4, 2023 by Arbitrator Kaplan (“the Award”) with respect to outstanding collective bargaining issues between The Crown in Right of Ontario (Represented by Treasury Board Secretariat) and OPSEU/SEFPO (Correctional Bargaining Unit);

AND WHEREAS Nurse Practitioner Compensation was remitted to the parties;

AND WHEREAS it is the Employer’s intention to proceed with implementation of the below-noted salary adjustments in a reasonable time;

NOW THEREFORE this Memorandum of Agreement confirms the Employer and OPSEU/SEFPO’s agreement as set out below:

- 1) In accordance with the direction set out in the December 4, 2023 Kaplan Interest Arbitration Award, the parties agree to the Nurse Practitioner (C50126) wage grid as set out in Appendix A.
- 2) Pursuant to the Kaplan interest arbitration award, no nurse to see reduction in wages because of implementation of this grid.

<sup>DS</sup>  
AC

<sup>DS</sup>  
JD

<sup>DS</sup>  
GC

<sup>DS</sup>  
SM

3) In the event of a dispute, Arbitrator Kaplan continues to remain seized on all implementation issues arising out of the December 4, 2023 interest arbitration award.

Signed by the parties at Toronto on this 24<sup>th</sup> day of May 2024.

For the Union

DocuSigned by:  
*Glenna Caldwell*  
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DocuSigned by:  
*Adam Cypher*  
B319B32722A4ACE...

DocuSigned by:  
*Glenna Caldwell*  
15A2FB8A002949B...

For the Employer

DocuSigned by:  
*Barry Scanlon*  
BD2C7DFD3773452...

DocuSigned by:  
*Barry Scanlon*  
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DocuSigned by:  
*Tamara Palovic*  
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DocuSigned by:  
*Tamara Palovic*  
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DocuSigned by:  
*Connor Jenkins*  
911CCE550C4414...

DocuSigned by:  
*Lisa Rawlings*  
865D8B96B37B4E5...

**APPENDIX A**

C50126 NURSE PRACTITIONER (COR)

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07/01/2021	1736.97	1790.69	1832.50	1873.16	1913.80	1954.41	2012.17	2072.52
01/01/2022	1789.08	1844.41	1887.48	1929.35	1971.21	2013.04	2072.54	2134.70
01/01/2023	1804.73	1860.55	1904.00	1946.23	1988.46	2030.65	2090.67	2153.38
04/01/2023	2008.39	2083.86	2173.48	2266.10	2378.44	2566.77		
01/01/2024	2068.64	2146.38	2238.68	2334.08	2449.79	2643.77		

<sup>DS</sup>  
AL

<sup>DS</sup>  
JD

<sup>DS</sup>  
GC

<sup>DS</sup>  
SM