

**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”)**  
**Unified Bargaining Unit**

**(hereinafter the “Parties”)**

WHEREAS an interest arbitration award was issued on January 21, 2024 by Arbitrator Lee (“the Award”) with respect to outstanding collective bargaining issues between The Crown in Right of Ontario (Represented by Treasury Board Secretariat) and OPSEU/SEFPO (Unified Bargaining Unit);

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. The Parties agree that the Psychiatric Nursing Assistant 1-4 wage grid, as set out in Appendix A, will be aligned with the OPSEU Correctional Bargaining Unit Registered Practical Nurse 1-4 wage grid.
2. The Parties further agree to the following Nurse Series wage grids as set out in Appendix B:

50052 Nurse 2, General  
50054 Nurse 3, General  
50072 Nurse 2, Clinic  
50110 Nurse 2, Special Schools  
50112 Nurse 3, Special Schools  
50120 Nurse 1, Public Health  
50050 Nurse 1, General  
50064 Nurse, Outpatient Clinics  
50070 Nurse 1, Clinic  
50075 Head Nurse, Output Clinics  
50080 Nurse 1, Nursing Education  
50082 Nurse 2, Nursing Education

50084 Nurse 3, Nursing Education  
50122 Nurse 2, Public Health  
50124 Nurse 3, Public Health  
50128 Nurse, Occupational Health & Safety

3. Salary notes N1, N2 and N3 from the General Notes and Allowances are deleted effective January 1, 2024.
4. Pursuant to the Award, no nurse to see reduction in wages as a result of the implementation of these grids.
5. In the event of a dispute, and if the parties cannot resolve it, Arbitrator Lee continues to remain seized on all implementation issues arising out of the January 21, 2024 interest arbitration award.

Signed by the parties at Toronto on this 10th day of June 2024.

For the Union

DocuSigned by:  
*Amanda Usher*  
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DocuSigned by:  
*Chin Vethan*  
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DocuSigned by:  
*Glenna Caldwell*  
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For the Employer

DocuSigned by:  
*Steven MacKay*  
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DocuSigned by:  
*Minerva Papsin*  
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DocuSigned by:  
*Barry Scanlon*  
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## Appendix A: Psychiatric Nursing Assistant 1-4 Wage Grids

41500	PSYCHIATRIC NURSING ASSISTANT 1 (P1 SALARY NOTE)					
	07/01/2021	24.38	25.14	25.61	26.37	
	01/01/2022	25.11	25.89	26.38	27.16	
	01/01/2023	25.99	26.80	27.30	28.11	
	01/01/2024	29.64	30.51	31.03	31.88	
41502	PSYCHIATRIC NURSING ASSISTANT 2 (P1 SALARY NOTE)					
	07/01/2021	26.03	26.83	27.38	27.79	28.63
	01/01/2022	26.81	27.63	28.20	28.62	29.49
	01/01/2023	27.75	28.60	29.19	29.62	30.52
	01/01/2024	31.50	32.41	33.03	33.51	34.45
41504	PSYCHIATRIC NURSING ASSISTANT 3 (P1 SALARY NOTE)					
	07/01/2021	26.59	27.41	27.90	28.42	29.28
	01/01/2022	27.39	28.23	28.74	29.27	30.16
	01/01/2023	28.35	29.22	29.75	30.29	31.22
	01/01/2024	32.14	33.06	33.62	34.21	35.17
41506	PSYCHIATRIC NURSING ASSISTANT 4 (P1 SALARY NOTE)					
	07/01/2021	27.51	28.37	28.94	29.50	30.41
	01/01/2022	28.34	29.22	29.81	30.39	31.32
	01/01/2023	29.33	30.24	30.85	31.45	32.42
	01/01/2024	33.18	34.14	34.79	35.43	36.45

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**Appendix B: Unified Nursing Classifications Wage Grids**

50075	HEAD NURSE, OUTPATIENT CLINICS (N1, N2, N3 SALARY NOTE)								
	07/01/2021	1,512.74	1,559.53	1,604.13	1,646.53	1,689.19	1,731.63	1,781.09	1,834.50
	01/01/2022	1,558.12	1,606.32	1,652.25	1,695.93	1,739.87	1,783.58	1,834.52	1,889.54
	01/01/2023	1,612.65	1,662.54	1,710.08	1,755.29	1,800.77	1,846.01	1,898.73	1,955.67
	01/01/2024	1,724.15	1,767.60	1,846.98	1,929.90	2,026.58	2,127.69	2,234.12	2,411.05
50128	NURSE, OCCUPATIONAL HEALTH & SAFETY (N2 SALARY NOTE)								
	07/01/2021	1,394.94	1,438.09	1,498.28	1,559.85	1,624.98	1,692.38	1,743.15	
	01/01/2022	1,436.79	1,481.23	1,543.23	1,606.65	1,673.73	1,743.15	1,795.44	
	01/01/2023	1,487.08	1,533.07	1,597.24	1,662.88	1,732.31	1,804.16	1,858.28	
	01/01/2024	1,679.57	1,755.00	1,833.79	1,925.65	2,021.73	2,122.86	2,290.98	
50064	NURSE, OUTPATIENT CLINICS (N2, N3 SALARY NOTE)								
	07/01/2021	1,401.99	1,445.35	1,486.70	1,525.98	1,565.51	1,604.86	1,650.66	1,700.20
	01/01/2022	1,444.05	1,488.71	1,531.30	1,571.76	1,612.48	1,653.01	1,700.18	1,751.21
	01/01/2023	1,494.59	1,540.81	1,584.90	1,626.77	1,668.92	1,710.87	1,759.69	1,812.50
	01/01/2024	1,597.93	1,638.20	1,711.77	1,788.62	1,878.22	1,971.93	2,070.56	2,234.54
50070	NURSE 1, CLINIC (N2 SALARY NOTE)								
	07/01/2021	1,356.90	1,398.87	1,442.34	1,485.82	1,529.14	1,572.51	1,614.85	1,663.30
	01/01/2022	1,397.61	1,440.84	1,485.61	1,530.39	1,575.01	1,619.69	1,663.30	1,713.20
	01/01/2023	1,446.53	1,491.27	1,537.61	1,583.95	1,630.14	1,676.38	1,721.52	1,773.16
	01/01/2024	1,563.24	1,602.64	1,674.61	1,749.80	1,837.45	1,929.13	2,025.62	2,186.04
50072	NURSE 2, CLINIC (N2 SALARY NOTE)								
	07/01/2021	1,483.27	1,529.14	1,572.51	1,611.74	1,651.04	1,690.34	1,736.25	1,788.34
	01/01/2022	1,527.77	1,575.01	1,619.69	1,660.09	1,700.57	1,741.05	1,788.34	1,841.99
	01/01/2023	1,581.24	1,630.14	1,676.38	1,718.19	1,760.09	1,801.99	1,850.93	1,906.46
	01/01/2024	1,680.76	1,723.12	1,800.51	1,881.34	1,975.59	2,074.15	2,177.90	2,350.38

50050	NURSE 1, GENERAL										
	07/01/2021	1,220.73	1,258.49	1,301.73	1,345.14	1,388.61	1,431.95	1,472.27	1,516.43		
	01/01/2022	1,257.35	1,296.24	1,340.78	1,385.49	1,430.27	1,474.91	1,516.44	1,561.92		
	01/01/2023	1,301.36	1,341.61	1,387.71	1,433.98	1,480.33	1,526.53	1,569.52	1,616.59		
	01/01/2024	1,387.46	1,440.37	1,514.01	1,588.04	1,673.55	1,761.96	1,846.79	1,992.99		
50050G	NURSE 1, GENERAL (G24 SALARY NOTE, FIRST STEP ABOVE RANGE)										
	07/01/2021	1,560.28									
	01/01/2022	1,607.09									
	01/01/2023	1,663.34									
	01/01/2024	2,050.64									
50050G	NURSE 1, GENERAL (G24 SALARY NOTE, SECOND STEP ABOVE RANGE)										
	07/01/2021	1,605.48									
	01/01/2022	1,653.64									
	01/01/2023	1,711.52									
	01/01/2024	2,110.05									
50052	NURSE 2, GENERAL (N2, N3 SALARY NOTE)										
	07/01/2021	1,367.09	1,409.36	1,434.88	1,475.40	1,518.77	1,562.24	1,606.53	1,654.72	1,704.39	
	01/01/2022	1,408.10	1,451.64	1,477.93	1,519.66	1,564.33	1,609.11	1,654.73	1,704.36	1,755.52	
	01/01/2023	1,457.38	1,502.45	1,529.66	1,572.85	1,619.08	1,665.43	1,712.65	1,764.01	1,816.96	
	01/01/2024	1,562.72	1,601.86	1,642.23	1,715.98	1,793.02	1,882.84	1,976.78	2,075.66	2,240.04	
50052G	NURSE 2, GENERAL (G24 SALARY NOTE, FIRST STEP ABOVE RANGE, ALSO N2, N3)										
	07/01/2021	1,753.85									
	01/01/2022	1,806.47									
	01/01/2023	1,869.70									
	01/01/2024	2,305.08									

50052G NURSE 2, GENERAL (G24 SALARY NOTE, SECOND STEP ABOVE RANGE)

07/01/2021	1,804.76
01/01/2022	1,858.90
01/01/2023	1,923.96
01/01/2024	2,371.97

50054 NURSE 3, GENERAL (N1, N2, N3 SALARY NOTE)

07/01/2021	1,473.22	1,518.77	1,562.22	1,603.53	1,645.06	1,686.41	1,734.54	1,786.56	1,840.18
01/01/2022	1,517.42	1,564.33	1,609.09	1,651.64	1,694.41	1,737.00	1,786.58	1,840.16	1,895.39
01/01/2023	1,570.53	1,619.08	1,665.41	1,709.45	1,753.71	1,797.80	1,849.11	1,904.57	1,961.73
01/01/2024	1,684.03	1,726.21	1,788.01	1,864.99	1,942.13	2,032.47	2,134.27	2,241.01	2,418.51

50054G NURSE 3, GENERAL (G24 SALARY NOTE, FIRST STEP ABOVE RANGE)

07/01/2021	1,893.66
01/01/2022	1,950.47
01/01/2023	2,018.74
01/01/2024	2,488.80

50054G NURSE 3, GENERAL (G24 SALARY NOTE, SECOND STEP ABOVE RANGE)

07/01/2021	1,948.87
01/01/2022	2,007.34
01/01/2023	2,077.60
01/01/2024	2,561.36

50080 NURSE 1, NURSING EDUCATION

07/01/2021	1,482.83	1,528.71	1,569.98	1,611.29	1,650.61	1,690.14	1,734.77	1,786.80
01/01/2022	1,527.31	1,574.57	1,617.08	1,659.63	1,700.13	1,740.84	1,786.81	1,840.40
01/01/2023	1,580.77	1,629.68	1,673.68	1,717.72	1,759.63	1,801.77	1,849.35	1,904.81
01/01/2024	1,679.31	1,721.63	1,798.95	1,879.72	1,973.88	2,072.36	2,176.02	2,348.35

50082 NURSE 2, NURSING EDUCATION (N3 SALARY NOTE)

07/01/2021	1,562.95	1,611.29	1,650.61	1,690.14	1,729.50	1,768.95	1,815.96	1,870.42
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01/01/2022	1,609.84	1,659.63	1,700.13	1,740.84	1,781.39	1,822.02	1,870.44	1,926.53
01/01/2023	1,666.18	1,717.72	1,759.63	1,801.77	1,843.74	1,885.79	1,935.91	1,993.96
01/01/2024	1,757.90	1,802.21	1,883.14	1,967.68	2,066.25	2,169.34	2,277.86	2,458.25

50084 NURSE 3, NURSING EDUCATION

07/01/2021	1,574.54	1,623.22	1,677.67	1,737.42	1,798.95	1,878.03	1,928.45	1,986.31
01/01/2022	1,621.78	1,671.92	1,728.00	1,789.54	1,852.92	1,934.37	1,986.30	2,045.90
01/01/2023	1,678.54	1,730.44	1,788.48	1,852.17	1,917.77	2,002.07	2,055.82	2,117.51
01/01/2024	1,866.83	1,913.87	1,999.82	2,089.61	2,194.28	2,303.76	2,419.00	2,610.57

50120 NURSE 1, PUBLIC HEALTH (N2 SALARY NOTE)

07/01/2021	1,324.19	1,365.15	1,406.40	1,447.72	1,487.06	1,526.62	1,571.20	1,618.33
01/01/2022	1,363.92	1,406.10	1,448.59	1,491.15	1,531.67	1,572.42	1,618.34	1,666.88
01/01/2023	1,411.66	1,455.31	1,499.29	1,543.34	1,585.28	1,627.45	1,674.98	1,725.22
01/01/2024	1,505.07	1,562.45	1,635.73	1,709.15	1,792.21	1,878.42	1,970.87	2,126.93

50122 NURSE 2, PUBLIC HEALTH

07/01/2021	1,568.07	1,616.59	1,656.98	1,697.56	1,738.03	1,778.61	1,831.01	1,885.94
01/01/2022	1,615.11	1,665.09	1,706.69	1,748.49	1,790.17	1,831.97	1,885.94	1,942.52
01/01/2023	1,671.64	1,723.37	1,766.42	1,809.69	1,852.83	1,896.09	1,951.95	2,010.51
01/01/2024	1,782.26	1,850.21	1,927.19	2,004.10	2,094.68	2,188.51	2,296.77	2,478.65

50124 NURSE 3, PUBLIC HEALTH

07/01/2021	1,685.88	1,738.03	1,778.61	1,818.07	1,857.51	1,896.93	1,953.00	2,011.57
01/01/2022	1,736.46	1,790.17	1,831.97	1,872.61	1,913.24	1,953.84	2,011.59	2,071.92
01/01/2023	1,797.24	1,852.83	1,896.09	1,938.15	1,980.20	2,022.22	2,082.00	2,144.44
01/01/2024	2,068.64	2,146.38	2,238.68	2,334.08	2,449.79	2,643.77		

50110 NURSE 2, SPECIAL SCHOOLS (N2 SALARY NOTE)

07/01/2021	32.67	33.69	34.73	35.74	36.91	38.02	39.10	40.28
01/01/2022	33.65	34.70	35.77	36.81	38.02	39.16	40.27	41.49
01/01/2023	34.83	35.91	37.02	38.10	39.35	40.53	41.68	42.94

	01/01/2024	37.86	38.81	40.55	42.38	44.50	46.72	49.06	52.94
50112	NURSE 3, SPECIAL SCHOOLS (N1, N3 SALARY NOTE)								
	07/01/2021	35.81	36.91	38.02	39.06	40.10	41.09	42.27	43.54
	01/01/2022	36.88	38.02	39.16	40.23	41.30	42.32	43.54	44.85
	01/01/2023	38.17	39.35	40.53	41.64	42.75	43.80	45.06	46.42
	01/01/2024	40.93	41.96	43.84	45.81	48.10	50.50	53.03	57.23
50068	RESIDENTIAL HEALTH NURSE, FACILITY FOR THE DEVELOPMENTALLY HANDICAPPED								
	07/01/2021	1,352.51	1,394.35	1,419.61	1,459.75	1,502.67	1,545.70	1,589.50	1,637.18
	01/01/2022	1,393.09	1,436.18	1,462.20	1,503.54	1,547.75	1,592.07	1,637.19	1,686.30
	01/01/2023	1,441.85	1,486.45	1,513.38	1,556.16	1,601.92	1,647.79	1,694.49	1,745.32
	01/01/2024	1,538.70	1,577.48	1,648.32	1,722.33	1,808.60	1,898.84	1,993.82	2,151.72

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