

TENTATIVE AGREEMENT HIGHLIGHTS



UNDERSTANDING THE TENTATIVE AGREEMENT

- What are Pool A and Pool B?
- Wage Highlights
- Additional Highlights

POOL A CLASSIFICATIONS

- Health Care Aide
- Rehab Aide
- Family First Visitor
- Mental Health Proctors
- Dietary Aide
- Linen Aide
- Housekeeping
- Maintenance 1 and 2
- Residential Care Worker
- Youth Care Worker
- Groundskeeping
- Clerical where the start rate is less than \$21.hour

POOL B CLASSIFICATIONS

- All classifications not listed in Pool A

TENTATIVE AGREEMENT HIGHLIGHTS FOR POOL A



4-YEAR TERM: April 1, 2024 to March 31, 2028

POOL A CLASSIFICATIONS

| | | % GWI | Flat Increase |
|--------------|---------------|---------------|----------------------|
| Year 1 | April 1, 2024 | 3.5% | |
| Year 2 | April 1, 2025 | 2.75% | lowest step deleted |
| | Sep 30, 2025 | | \$0.50 / hour |
| Year 3 | April 1, 2026 | 3% | |
| | Sep 30, 2026 | | \$0.50 / hour |
| Year 4 | April 1, 2027 | 3% | \$2.00 / hour |
| TOTAL | | 12.25% | \$3.00 / hour |

12.25% + \$3.00

Starting wages for a **Housekeeping Aide** will increase by \$6.47/hour

Top of scale for **Health Care Aides** will increase by \$7.87/hour

Added Long Service Steps (in addition to existing 20 year step):
15 years +2%, 25 years +3%

Market Adjustment and Wage Standardization \$18 million fund

PREMIUM AND BENEFITS

| | Increases to |
|--------------------------------|---|
| Weekend Premium | \$5.75 / hour |
| Evening Premium | \$2.25 / hour |
| Night Premium | \$3.75 / hour |
| Responsibility Pay In Unit | \$1.70 / hour |
| Responsibility Pay Out of Unit | \$1.80 / hour |
| Meal Allowance | \$12 |
| Min. mileage for In Town | \$5 |
| Sick Time | 1.5 days per month total 18 d/yr (starting Apr. 1, 2027) |
| Vacation | 25 days at 10 years 30 days at 20 years (starting Apr. 1, 2025) |

Premiums apply to Overtime go-forward

Home Care Only:
Elimination of AWP within 6 months of ratification
CRA mileage rates starting January 1, 2025

TENTATIVE AGREEMENT HIGHLIGHTS FOR POOL B



4-YEAR TERM: April 1, 2024 to March 31, 2028

POOL B CLASSIFICATIONS

| | | % GWI | Flat Increase |
|--------|---------------|-------|---------------|
| Year 1 | April 1, 2024 | 3.5% | |
| Year 2 | April 1, 2025 | 2.75% | |
| | Sep 30, 2025 | | \$0.45 / hour |
| Year 3 | April 1, 2026 | 3% | |
| | Sep 30, 2026 | | \$0.45 / hour |
| Year 4 | April 1, 2027 | 3% | \$1.75 / hour |

TOTAL : 12.25% ; \$2.65 / hour ; 12.25% + \$2.65

Wages for a 25-year **Unit Clerk** will increase by \$7.35/hour

Wages for a **Classified Power Engineer** will increase by \$7.64/hour

Added Long Service Steps (in addition to existing 20 year step):

15 years +2%, 25 years +3%

Market Adjustment and Wage Standardization \$18 million fund

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TENTATIVE AGREEMENT

ADDITIONAL HIGHLIGHTS



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- Wellness Days - 2 per fiscal year
- Family Sick Leave - remove “dependant” from child.
- Maternity/Parent Leave & Bereavement Leave - Surrogacy, loss of pregnancy including via surrogacy.
- Hours of Work - Ability to combine rest & meal breaks, breaks do not have to be taken within 1.5 hours of start of shift.
- Inclement Weather - Environment Canada no longer needed to declare inclement weather.
- Education & Training - Paid time off shall be granted for training relevant to employment.
- Home Direct Service Staff - Downtime hours will be counted to qualify for OT.
- Uniforms and Protective Clothing - For SBGH and VGH: expansion of inclement weather gear.
- Compensation for Temporary Transfer of Employees between “sites” - New LOU.