

Please review the summary below.

We strongly encourage you to come out and vote.

The 4 W'S Summary

Please review this full package.

1. Term – June 25, 2020, to June 24, 2024

2. WAGE increases – 9% in total

Effective June 25,2020 1.5% General wage Increase

Effective June 25,2021 1.5% General wage Increase

Effective June 25,2022 3% General wage Increase

Effective June 25,2023 3% General wage Increase

PSW - \$3.00 PWE added effective date of Ratification, in the wage rates after the wage adjustments are added to the wage grid

RPN – Special Adjustment of \$0.50 cents effective 3 full pay periods following ratification.

DHL – Special Adjustment of \$0.35 cents effective 3 full pay periods following ratification.

Cook 1 & Cook – Special Adjustment of \$0.25 cents effective 3 full pay periods following ratification.

We did achieve important changes to the agreement such as:

3. Article 14- Paid Holidays,

**Truth and Reconciliation added to paid holidays
Canada Day (July 1st)**

4. Article 17- Benefits increase

- **Increase Paramedical services \$400 Annually**, effective 3 pay periods following ratification.
- **Vision Care increases to \$350/24 months**, effective 3 pay periods following ratification.

Article 17.04 - In - Lieu

**Increase in-Lieu by ten (\$.10) cents per hour.
Effective 3 pay periods following the ratification increase to \$.90 per hour**

Article 18.07 - Pay Stubs

The employer will provide electronic pay stubs **through its payroll system and or via email** that includes employees deductions and accruals- including but not limited to sick days, vacation accruals, etc..

5. Article 20.10 - Shift Premium

All evening and night shift staff now receive the premium.
Effective 3 full pay periods following ratification, the employees shall receive a **shift premium of twenty-five (25) cents per hour where the majority of hours worked fall between 3pm one day and 7am the next.**
The shift premium shall be paid Monday to Friday.

Article 21.11 - Weekend Premium

Effective 3 pay periods following ratification employees shall receive a **weekend premium of forty (\$0.40) cents per hour for all hours worked on the weekend. The weekend shall be defined as all hours worked between 2300 hours on Friday and 0700 hours on Monday.**

Classifications	Steps	Rate at Expiry	Effective 6/25/2020 (1.5%)	Effective 6/25/2021 (1.5%)	Effective 6/25/2022 (3%)	Effective Date of Ratification \$3.00 PSW Premium	Effective Three Full Pay Periods following ratification Special Adjustments	Effective 6/25/2023 3%	Effective 6/25/2023 \$3.00 PSW Premium
RPN	Start	25.12	\$25.50	\$25.88	\$26.66		\$27.16	\$27.97	
	Probation (450 hrs)	25.49	\$25.87	\$26.26	\$27.05		\$27.55	\$28.38	
	1 year (1800 hrs)	26.13	\$26.52	\$26.92	\$27.73		\$28.23	\$29.08	
	2 year (3600 hrs)	26.89	\$27.29	\$27.70	\$28.53		\$29.03	\$29.90	
	3 year (5400 hrs)	27.09	\$27.50	\$27.91	\$28.75		\$29.25	\$30.13	
PCP/PSW	Start	19.80	\$20.10	\$20.40	\$21.01	\$24.01		\$21.64	\$24.64
	Probation (450 hrs)	20.28	\$20.58	\$20.89	\$21.52	\$24.52		\$22.17	\$25.17
	1 year (1800 hrs)	20.74	\$21.05	\$21.37	\$22.01	\$25.01		\$22.67	\$25.67
	2 year (3600 hrs)	21.12	\$21.44	\$21.76	\$22.41	\$25.41		\$23.08	\$26.08
	3 year (5400 hrs)	21.47	\$21.79	\$22.12	\$22.78	\$25.78		\$23.46	\$26.46
Restorative Aide	Start	19.79	\$20.09	\$20.39	\$21.00			\$21.63	
	Probation (450 hrs)	20.25	\$20.55	\$20.86	\$21.49			\$22.13	
	1 year (1800 hrs)	20.71	\$21.02	\$21.34	\$21.98			\$22.64	
	2 year (3600 hrs)	21.08	\$21.40	\$21.72	\$22.37			\$23.04	
	3 year (5400 hrs)	21.45	\$21.77	\$22.10	\$22.76			\$23.44	
Recrec Worker diploma, Certificate	Start	19.90	20.20	\$20.50	\$21.12			\$21.75	
	Probation (450 hrs)	20.37	\$20.68	\$20.99	\$21.62			\$22.27	

	1 year (1800 hrs)	20.83	\$21.14	\$21.46	\$22.10			\$22.76	
	2 year (3600 hrs)	21.19	\$21.51	\$21.83	\$22.48			\$23.15	
	3 year (5400 hrs)	21.57	\$21.89	\$22.22	\$22.89			\$23.58	
Housekeeping, Dietary Aide, Laundry	Start	16.64	\$16.89	\$17.14	\$17.65		\$18.00	\$18.54	
	Probation (450 hrs)	17.11	\$17.37	\$17.63	\$18.16		\$18.51	\$19.07	
	1 year (1800 hrs)	17.68	\$17.95	\$18.22	\$18.77		\$19.12	\$19.69	
	2 year (3600 hrs)	17.88	\$18.15	\$18.42	\$18.97		\$19.32	\$19.90	
	3 year (5400 hrs)	18.12	\$18.39	\$18.67	\$19.23		\$19.58	\$20.17	
Head Cook	Start	20.90	\$21.21	\$21.53	\$22.18		\$22.43	\$23.10	
	Probation (450 hrs)	21.54	\$21.86	\$22.19	\$22.86		\$23.11	\$23.80	
	1 year (1800 hrs)	21.84	\$22.17	\$22.50	\$23.18		\$23.43	\$24.13	
	2 year (3600 hrs)	22.16	\$22.49	\$22.83	\$23.51		\$23.76	\$24.47	
	3 year (5400 hrs)	22.46	\$22.80	\$23.14	\$23.83		\$24.08	\$24.80	
Cook 2	Start	19.74	\$20.04	\$20.34	\$20.95		\$21.20	\$21.84	
	Probation (450 hrs)	20.05	\$20.35	\$20.66	\$21.28		\$21.53	\$22.18	
	1 year (1800 hrs)	20.34	\$20.65	\$20.96	\$21.59		\$21.84	\$22.50	
	2 year (3600 hrs)	20.67	\$20.98	\$21.29	\$21.93		\$22.18	\$22.85	
	3 year (5400 hrs)	21.08	\$21.40	\$21.72	\$22.37		\$22.62	\$23.30	

