

**Please review the summary below.**

**We strongly encourage you to come out and vote.**

# **Woodhaven, WestWilliams, Samac, Glen Oaks Summary**

Please review this full package.

## **1. Term – June 25, 2024, to June 24, 2027**

## **2. WAGE increases**

### **Effective June 25,2024 4.5% General wage Increase**

Effective 1<sup>st</sup> full pay period following ratification.

- June 2024 3.5 % GWI
  - DOR – 1% GWI
- Wage Adjustments
- RPNs - \$1.00 per hour after wage adjustment
  - HDL – \$0.25 cents per hour after wage adjustment
  - Dietary – \$0.20 cents FSW Roll in wage adjustment

### **Effective June 25,2025 3.5% General wage Increase**

#### **WAGE ADJUSTMENTTS**

- RPNs - \$1.00 per hour wage Adjustment
- HDL - \$0. 25 per hour Wage Adjustment

### **Effective June 25,2026 3% General wage Increase**

#### **21.04 Retroactivity - Add New**

*Retroactivity shall be paid as soon as possible but, in any event, within 3 pay periods of the board's award or receipt of written notice of ratification to all employees. Such payments shall be made on a separate cheque or itemized on the employee's regular pay cheque or direct deposit. The Employer will notify former employees or their entitlement at their last known address on record with the Employer and they will have sixty (60) days from the date of notice within which to claim retroactivity. Thereafter the Employer will have no further obligation to make such payments. The Union will be provided with copies of all notices sent to former employees.*

We did achieve important changes to the agreement such as:

### **3. Article 17- Benefits increase**

Effective 3 full pay period following ratification

- Increase Vision Care by \$25 to \$375

Effective June 25, 2025

- Increase Vision Care by \$25 to \$400

Effective June 25, 2025

- Add New Mental Coverage for mental health services by a Psychologist, Registered Psychotherapist or Social Workers to a maximum of \$500/year.
- Paramedical services increase to \$400 annually

**17.04** In addition, part-time employees shall be entitled to \$10,000 of Life Insurance.

### **4. Article 15 – Vacations**

**15.02** Vacations shall be as follows:

Effective June 25, 2026.

After 41,000 hours (23 years)

6 weeks' vacation at 12%

### **5. NEW – 15.11 - Vacation Pay Out**

- c) Any unused vacation accrual shall be paid out in the last pay period in January following the vacation year (Jan – Dec).

**15.13** Vacation pay shall be calculated by taking the employees previous calendar years accrued vacation pay and divided by the employees' number of weeks of vacation entitlement. (Ei. An employee has accrued \$4000 vacation pay and is entitled to 4 weeks' vacation – shall receive \$1000 per week of entitlement or \$200/day when taking single day vacation.)

### **6. Article 12 - Shift Give Aways**

Full time employees may be allowed to give 7shifts of their choice in each calendar year provided that:

- I. The request is in writing
- II. The request is signed by both parties within the same classification.

Part Time employees shall be allowed to give away **four 4** shifts of their choice in each calendar year. It is the employee's responsibility to provide the employer with a signed form by both employees.

## **7. Article 13 – Premium payout**

**Amend as follows to provide for a meal.**

13.07 a) An employee who works a second consecutive full shift that was previously scheduled, shall be entitled to the normal rest period . **If the second shift is unscheduled the employee shall be provided with a meal.**

## **8. Article 10.11 - Job Vacancies**

a) Where a vacancy occurs in a classification within the bargaining unit or a new position within the bargaining unit is established by the Employer (unless notified by the Employer of its intent not to fill or postpone the filling of such vacancy in writing), such vacancy shall be posted for a period of seven (7) consecutive calendar days. Employees in this bargaining unit may make application (as required by the employer) for such vacancy within the time frame referred to herein. **If requested the Employer will assist employees in making their application on the Workday system.**

E) Where seniority governs, the most senior **applicant within the department will be first awarded the position before going workplace wide**, shall be selected, provided the candidate meets the criteria identified in d) above.

a) Job vacancies shall be posted **electronically and on the bulletin board**. Any posting made on a Friday through Sunday will be extended by two (2) days.

## **9. Article 20 – Wages**

20.06 Where an employee is assigned the responsibility of a supervisor, she shall **be paid one-Dollar (\$1.00) per hour** for such duty in addition to her regular salary. Such premium will not form part of the hourly rate.

## **10. Shift Premium**

20.10 employees shall receive a shift premium of **Twenty-five (\$0.25) cents per hour** where the majority hours worked fall between 3pm one day and 7am the next. The shift premium shall be paid Monday to Friday, if the employee is eligible for a shift premium under any other provision of the agreement, no shift premium under this provision will be paid.

Effective 3 full pay periods following ratification increase by 5 cents per hour.

## 20.11

The employee shall receive a weekend premium of **forty (\$0.40)** per hour for all hours worked on the weekends. The weekend shall be defined as all hours worked between 2300 hours on Friday and 0700 hours on Monday-

Effective DOR – increase weekend Premium \$0.05 cents to forty-five \$0.45 cents

Effective June 25, 2025, increase weekend premium to **fifty (\$0.50) cents per hour**

## 11. Hours of Work - Shadow Language

**12.04** The shadow will be offered the entire block of shift, and given as many shifts as they can accept, **For Clarity without triggering overtime.**

## 12. Article 9 Access to Files

- 9.03** a) A letter of reprimand/warning or other sanction will be removed from the record of an employee after twelve (12) worked months following the receipt of such letter of warning provided that they have remained discipline free during the period
- c) Notwithstanding (a) or (b) any third-party disciplines shall remain on the Employees' file for a period of twenty-four months provided that there are no other incidents.
- d) **Parties agree that any violations to the Employer's "Lift and Transfer" policy may lead to discipline up to and including termination.**

Note: LOA in excess of 30 days does not count as months worked.

## **NEW LOU – IPAC**

Where's the parties wish to recognize and compensate employees who are assigned the role and duties of the IPAC lead RPN

Therefore, the Parties agrees as follow:

1. This letter of Agreement is made in the interest of good labour relations.
2. To be eligible for the IPAC premium, RPNs mut meet all the following criteria:
  - a) Before April1, 2025, be enrolled or posses a valid LTC-CIP Certification.

- b) On or April 1, 2025, must possess a valid LTC-CIP Certification.
  - c) Be assigned a role and responsibilities of the IPAC Lead RPN by management.
  - d) Fulfill their IPAC responsibility consistently and effectively, as determined by the legislation, the Employer or other applicable measures.
  - e) Must continuously maintain and updated LTC-CIP Certification as required by legislation.
3. The Employer agrees to implement the Premium of \$3.00 per hour, and post for the position of IPAC Lead RPN.
  4. The Parties agree that nothing herein shall prevent either party from tabling proposed amendments to this agreement in future bargaining.

		4 Ws		First Full pay period	First Full pay period			
Classification	Step	25-Jun-23	25-Jun-24	after Ratification	after Ratification	25-Jun-25	25-Jun-25	25-Jun-26
		Expired	3.50%	1%	Adjustments	3.50%	Adjustments	3%
					\$1.00		\$1.00	
RPN	Probation	\$27.97	\$28.95	\$29.24	\$30.24	\$31.30	\$32.30	\$33.27
	Start	\$28.38	\$29.37	\$29.66	\$30.66	\$31.73	\$32.73	\$33.71
	1 Year	\$29.08	\$30.10	\$30.40	\$31.40	\$32.50	\$33.50	\$34.51
	2 Year	\$29.90	\$30.95	\$31.26	\$32.26	\$33.39	\$34.39	\$35.42
	3 Year	\$30.13	\$31.18	\$31.49	\$32.49	\$33.63	\$34.63	\$35.67
PSW	Probation	\$24.64	\$25.50	\$25.76		\$26.66		\$27.46
	Start	\$25.17	\$26.05	\$26.31		\$27.23		\$28.05
	1 Year	\$25.67	\$26.57	\$26.84		\$27.78		\$28.61
	2 Year	\$26.08	\$26.99	\$27.26		\$28.21		\$29.06
	3 Year	\$26.46	\$27.39	\$27.66		\$28.63		\$29.49
Restorative Aide	Probation	\$21.63	\$22.39	\$22.61		\$23.40		\$24.10
	Start	\$22.13	\$22.90	\$23.13		\$23.94		\$24.66
	1 Year	\$22.64	\$23.43	\$23.66		\$24.49		\$25.22
	2 Year	\$23.04	\$23.85	\$24.09		\$24.93		\$25.68
	3 Year	\$23.44	\$24.26	\$24.50		\$25.36		\$26.12
Recrec Worker diploma Certified	Probation	\$21.75	\$22.51	\$22.74		\$23.54		\$24.25
	Start	\$22.27	\$23.05	\$23.28		\$24.09		\$24.81
	1 year	\$22.76	\$23.56	\$23.80		\$24.63		\$25.37
	2 year	\$23.15	\$23.96	\$24.20		\$25.05		\$25.80
	3 year	\$23.58	\$24.41	\$24.65		\$25.51		\$26.28
					\$0.25		\$0.25	
Houskeeping/ Laundry	Probation	\$18.54	\$19.19	\$19.38	\$19.63	\$20.32	\$20.57	\$21.19
	Start	\$19.07	\$19.74	\$19.94	\$20.19	\$20.90	\$21.15	\$21.78
	1 Year	\$19.69	\$20.38	\$20.58	\$20.83	\$21.56	\$21.81	\$22.46
	2 Year	\$19.90	\$20.60	\$20.81	\$21.06	\$21.80	\$22.05	\$22.71
	3 Year	\$20.17	\$20.88	\$21.09	\$21.34	\$22.09	\$22.34	\$23.01
					roll in .20+.25		\$0.25	
Dietary	Probation	\$18.54	\$19.19	\$19.38	\$19.83	\$20.52	\$20.77	\$21.39
	Start	\$19.07	\$19.74	\$19.94	\$20.39	\$21.10	\$21.35	\$21.99
	1 Year	\$19.69	\$20.38	\$20.58	\$21.03	\$21.77	\$22.02	\$22.68
	2 Year	\$19.90	\$20.60	\$20.81	\$21.26	\$22.00	\$22.25	\$22.92
	3 Year	\$20.17	\$20.88	\$21.09	\$21.54	\$22.29	\$22.54	\$23.22
Head Cook	Probation	\$23.10	\$23.91	\$24.15		\$25.00		\$25.75
	Start	\$23.80	\$24.63	\$24.88		\$25.75		\$26.52
	1 Year	\$24.13	\$24.97	\$25.22		\$26.10		\$26.88
	2 Year	\$24.47	\$25.33	\$25.58		\$26.48		\$27.27
	3 Year	\$24.80	\$25.67	\$25.93		\$26.84		\$27.65
Cook 2	Probation	\$21.84	\$22.60	\$22.83		\$23.63		\$24.34
	Start	\$22.18	\$22.96	\$23.19		\$24.00		\$24.72
	1 Year	\$22.50	\$23.29	\$23.52		\$24.34		\$25.07
	2 Year	\$22.85	\$23.65	\$23.89		\$24.73		\$25.47
	3 Year	\$23.30	\$24.12	\$24.36		\$25.21		\$25.97