

Please review the summary below.

We strongly encourage you to come out and vote.

The Queens Village Summary

Please review this full package.

1. Term – January 1, 2025, to December 31, 2027

General wage increase - 3% 2025

General wage increase – 3.5% 2026

General wage increase – 3.5% 2027

Special wage Adjustments after the first full pay period of Ratification.

Guest attendants/PSW/ Activities- \$.50

Dietary/ Housekeeping/Laundry - \$.50 (on minimum wage rate)

All other classifications - \$.25

In addition to many other important improvements below is highlights of:

New increase in Article 16.06 Shift Premium – Thirty Cents (\$.30)

New increase in Article 16.07 Weekend Premium- Fifteen cents (\$.15)

New increase in Article 19.03 Part time In Lieu – Twenty-Five cents (\$.25)

New increase to Shift Give aways (FT- 6 shifts/ PT- 4 shifts)

New increase to sick days (FT–6 days / PT-4 days)

New 5th Vacation week at 10% added

New Statutory Holiday added – Civic Holiday

Article 16.06 Premium Payments

Starting the first full pay period following date of ratification, all employees who are required to work a night shift (11:00pm-7:00am) shall be paid a **shift premium of thirty cents (\$0.30) per hour worked.**

Article 16.07 Weekend Premium

Starting the first full pay period following date of ratification, all employees will be paid **a weekend premium of fifteen cents (\$0.15) per hour worked payable between the start of the shift commencing on or about 11:00pm Friday, and the end of the shift ending on or about 11:00pm Sunday.**

Article 15.05 Shift giveaways

Full-time employees may be allowed to give away **six (6)** shifts of their choice in each calendar year provided that:

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.

- I. The request is in writing
- II. The request is signed by both parties
- III. The request is submitted to the Supervisor or designate normally with at least forty-eight (48) hours advanced notice of the proposed giveaway, **or seventy-two (72) hours in the case of a weekend shift.**

Article 15.06 Shift Exchanges

The Employer agrees to allow employees to arrange to exchange shifts with other appropriately qualified employees. All requests must be submitted at least forty-eight (48) hours in advance of the request, **or seventy-two (72) hours in the case of a weekend shift,** except in cases of emergency for the Employer's approval.

Such requests must be submitted in writing and shall be approved at the discretion of the Employer and subject to the operational requirements of the workplace but will not be unreasonably withheld. The Employer shall not be responsible or liable for overtime and non-compliance with any scheduling **or hours of work** provisions that may arise or accrue as a result of this exchange.

Article 19 Sick Leave

19.02 Full-time employees who have completed their probationary period are entitled to **six (6)** paid sick days a year, **pro-rated for partial years of employment**, for scheduled shifts they are unable to report to due to illness.

Part-time employees who have completed their probationary period are entitled to four (4) paid sick days a year, pro-rated for partial years of employment.

Such days **may be carried over into the next year to a maximum of ten (10) sick days in the employee's sick bank at one time. Unused sick days will not be paid out.**

Article 19.03 Part time in lieu

All part-time employees who have completed their probationary period who are not eligible for benefits coverage under article 19.01 **shall be paid twenty-five cents (\$0.25) per hour worked in lieu of said benefit coverage.**

Article 18.02 – Vacation

Hours Worked:	Vacation Entitlement
Less than 4 Years	2 weeks' entitlement at 4% of gross earnings
4 Years	3 weeks' entitlement at 6% of gross earnings
<u>10 Years</u>	4 weeks' entitlement at 8% of gross earnings
<u>18 Years</u>	<u>5 weeks' entitlement at 10% of gross earnings</u>

Article 9.04 Inservice program- ORCA

At the beginning of the year the Employer will post the calendar of mandatory training and policies.

The employees will have access to on-line training via The Learning Centre, ORCA Tutor. **The Employer will pay the equivalent of four (4) hours upon proof of successful completion of the on-line program.**

Article 8.02 Grievances Procedures

For Clarity: During an investigation where it is reasonable to expect that discipline shall follow for an employee, **the employee who may be disciplined shall have the right to request the presence of a steward or Union Representative.**

Article 10.03 Access to Files

Any disciplinary letter of reprimand, suspension or other disciplinary sanction shall be removed from the employee's file after a period of **twelve (12) discipline free** months following the date of discipline, except in cases of resident abuse shall remain on file for **twenty-four (24) discipline free** months.

Leaves of absence in excess of (30) continuous calendar days will not count towards the **twelve (12)** month, or **twenty-four (24)** period noted above.

Article 14.03 Bereavement

Parents (Mother and Father) have been changed to **a maximum of 5 consecutive** calendar days without loss of pay for schedules shifts.

Such bereavement leaves must begin the date of death or day thereafter, which will be determined by the affected employee.

The Employer may also grant, in addition to the above, a leave of absence without pay.

In the event of a delayed interment **or celebration of life**, an Employee may save **the last day** identified above without loss of pay to attend the interment

Article 3.02 - Departments – Added in Maintenance

Article 3.01 - Definitions - Casual Employees must work 2 shifts every 30 days.

Article 17.01 Paid Holidays

CIVIC Holiday has been added as an addition to paid statutory holidays

Article 17.04

If one of the above-named holidays occurs on an employee's regular day off, or during their vacation period, the employee shall receive an additional day off in lieu thereof within **eight (8) weeks** after the stat holiday, unless otherwise arranged between the employee and the Supervisor, or the employee shall receive their holiday pay.

Article 18.01 Vacation

The vacation year is from January **1** to December **31**. Vacation must be taken using the Current Vacation Bank accrued from the year prior. Use of Future Vacation Bank will not be permitted. The Employer shall provide the updated total of the employee's **accrued vacation** on each pay statement. An employee shall not be permitted to accumulate their vacation from one year to another.

Note of Clarity: It is agreed and understood that a "year" is based on 1800 hours paid and not date of hire. Each week of vacation is equal to the employees standard bi-weekly hours divided by two (2).

Article 18.03

The Employer will post a vacation request form on March 1st (**covering May 15 to November 14**) and September 1st (**covering November 15 to May 14**) for one month. All vacation requests must be submitted to the Employer in writing on or before the end of the month in which the request form is posted. Within a further two (2) weeks the Employer will post the completed vacation schedule.

Article 20.02 Miscellaneous

If the Employer requires proof of illness the Employer shall reimburse the employee for such cost up to a maximum of **forty dollars (\$40.00)** per note. It is understood and agreed that notes required for employees who are on the attendance management program as per the Employer policy are not eligible for payment. Receipts for payment must be submitted to be reimbursed.

20.04 Employees will be paid bi-weekly by **Direct Deposit**

20.07 Employer will provide pay stubs to employees consistent with its statutory obligations.

20.08 In the event of an error on an employee's pay, the correction will be made in the pay period following the date on which the error comes to the Employer's attention. If the Employer is responsible for the error resulting employee being underpaid by one day's pay or more, the Employer will provide payment for the shortfall within three (3) business days from the date it is notified of the error. If the error results in the employee being overpaid, the overpayment shall be deducted off the next pay or the employee can provide the Employer with a cheque in the amount of the overpayment or other arrangements as agreed between the Employer and the employee.

20.09 When an employee is assigned temporarily to perform the duties of a higher paying classification in the bargaining unit for a period in excess of one-half (1/2) shift, she shall be paid the rate of the higher paying classification for all hours worked in the classification.

NEW LOU RE: VACATION BANKS

Within thirty (30) days of ratification of the collective agreement, the Employer will provide employees with a printout of their current 2025 vacation bank and future 2026 vacation bank.

ARTICLE 21 – WAGES

21.01 Wages shall be paid in accordance with the Schedule "A" wage classifications attached hereto.

		Current	Jan 1, 2025 3%	Special Adjustment	First pay period following DOR	Jan 1, 2026 3.5%	Jan 1, 2027 3.5%
Guest Attendant/ PSW	Probation	\$ 17.50	\$ 18.03	\$ 0.50	\$ 18.53	\$ 19.17	\$ 19.84
	Start	\$ 17.85	\$ 18.39	\$ 0.50	\$ 18.89	\$ 19.55	\$ 20.23
	1 Year	\$ 18.21	\$ 18.76	\$ 0.50	\$ 19.26	\$ 19.93	\$ 20.63
	2 Year	\$ 18.58	\$ 19.14	\$ 0.50	\$ 19.64	\$ 20.32	\$ 21.04
UCP	Probation		\$ 19.03		\$ 19.53	\$ 20.17	\$ 20.84
	Start		\$ 19.39		\$ 19.89	\$ 20.55	\$ 21.23
	1 Year		\$ 19.76		\$ 20.26	\$ 20.93	\$ 21.63
	2 Year		\$ 20.14		\$ 20.64	\$ 21.32	\$ 22.04
Cook	Probation	\$ 19.42	\$ 20.00	\$ 0.25	\$ 20.25	\$ 20.96	\$ 21.70
	Start	\$ 19.82	\$ 20.41	\$ 0.25	\$ 20.66	\$ 21.39	\$ 22.14
	1 Year	\$ 20.22	\$ 20.83	\$ 0.25	\$ 21.08	\$ 21.81	\$ 22.58
	2 Year	\$ 20.63	\$ 21.25	\$ 0.25	\$ 21.50	\$ 22.25	\$ 23.03
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Dietary	Probation	\$ 17.20	\$ 17.72	\$ 0.50	\$ 18.22	\$ 18.85	\$ 19.51
Housekeeping	Start		\$ 18.07	\$ 0.50	\$ 18.57	\$ 19.23	\$ 19.90
Laundry	1 Year		\$ 18.43	\$ 0.50	\$ 18.93	\$ 19.62	\$ 20.30
	2 Year		\$ 18.80	\$ 0.50	\$ 19.30	\$ 20.01	\$ 20.71
Activities	Probation	\$ 17.77	\$ 18.30	\$ 0.50	\$ 18.80	\$ 19.46	\$ 20.14
	Start	\$ 18.12	\$ 18.66	\$ 0.50	\$ 19.16	\$ 19.83	\$ 20.53
	1 Year	\$ 18.48	\$ 19.03	\$ 0.50	\$ 19.53	\$ 20.22	\$ 20.93
	2 Year	\$ 18.98	\$ 19.55	\$ 0.50	\$ 20.05	\$ 20.75	\$ 21.48
Maintenance	Probation	\$ 18.42	\$ 18.97	\$ 0.25	\$ 19.22	\$ 19.90	\$ 20.59
Assistant	Start	\$ 18.80	\$ 19.36	\$ 0.25	\$ 19.61	\$ 20.30	\$ 21.01
	1 Year	\$ 19.18	\$ 19.76	\$ 0.25	\$ 20.01	\$ 20.71	\$ 21.43
	2 Year	\$ 19.57	\$ 20.16	\$ 0.25	\$ 20.41	\$ 21.12	\$ 21.86

Retroactivity shall be paid to current and former employees as soon as possible but, in any event, within four full pay periods of written ratification. The Employer will notify former employees of their entitlement at their last known address on record with the Employer and they will have thirty (30) days from the date of notice with in which to claim retroactivity.

