

Chippawa Creek Summary

Term – January 1, 2025, to December 31, 2026

WAGE increases 7% over 2 years plus adjustments.

YEAR 1 – 3.5% GWI (GENERAL WAGE INCREASE – ALL DEPT'S)

RPN/REC AIDE- Effective date of ratification \$1.25 adjustment.

YEAR 2 – 3.5% GWI (GENERAL WAGE INCREASE – ALL DEPT'S)

RPN/REC AIDE – \$1.25 adjustment effective after year 2 GWI.

PLUS- Enshrine the **\$3.00 PWE** for PSWs into the wage grid after the GWI.

Retroactivity

Retroactivity payment to current employees within 60 days the date of ratification. Persons who worked in the period from the start date of the collective agreement onwards, but who are no longer employed., will also be entitled to retroactive payment. The Employer will send a letter within three pay periods o the date of ratification to last known address if each ex-employee entitled to retroactive payments, advising them of their right to retroactivity. Ex-employees who fail to claim their payment with in 60 day period shall be deemed to forfeit any claim for payment.

1. **Health & Welfare Benefits - Article 18**

Effective the first pay period following ratification

- Increase Vision Care by \$50 to \$350/24 months
- Mental Health Benefits - \$400.00 – Now in Collective Agreement

2. **Article 21.08 Shift Premium Evenings and Nights** **Twenty-five cents (\$.25) an hour.**

Effective date of ratification - Employees will not longer have to rotate to receive shift premium. If the majority of hours fall after 3pm they will receive a premium for the entire shift

This includes ALL Departments where the majority of your hours fall after 3:00pm

3. **Article 21.07 - Weekend Premium**

Effective first full pay periods following Ratification, employees scheduled to work between 2300 hours Friday and 2300 hours Sunday shall receive a premium of **Forty cents (\$.45) per Hour.**

4. **SICK Note - Article 17**

\$40.00. All medical notes and documentation requested by the employer.

5. **Paid Holidays – Article 15**

Truth and Reconciliation

Article 15.01 Every employee will have one (1) float holidays in each calendar year.

6. **Article 12 – Bereavement leaves**

In the event of a delayed interment, (or other cultural practices), an employee may **save one of the days** identified above without loss of pay to attend the interment.

Any specific cultural practices or Celebration of life you will be able to save a day now

- c) The Death of any person above necessitates travel, a leave of absence without pay may be granted by the Employer. Where an employee has been approved for additional leave, **they may utilize their vacation bank.**
-

(A) **Parental Leave – Article 12.06**

(b) Standard Parental leave must begin no later than fifty-two (52) weeks after the day the child is born or comes into the custody, care and control of the parent for the first time. For employees on pregnancy leave, parental leave will begin immediately after pregnancy leave expires. Standard Parental leave shall be granted for up to thirty-five (35) weeks in duration if the employee also took pregnancy leave and thirty-seven (37) weeks in duration if she did not.

In Accordance with the ESA (as amended from time to time), Extended Parental leave must begin no later than seventy-eight (78) weeks after the day the child is born or comes into the custody, care and control of the parent for the first time. For employees on pregnancy leave, parental leave will begin immediately after pregnancy leave expires. Extended Parental leave shall be granted for up to sixty-one (61) weeks in duration if the employee also took pregnancy leave and sixty-three (63) weeks in duration if she did not.

Changes to Legislation

7. Seniority - Article 11.06

Where the Employer requires an extension of the probationary period, the Employer will notify the Union at least one hundred (100) hours prior to the expected date of expiration of the initial probationary period. It is understood and agreed that any extension to the **probationary period will not exceed an additional fifty (50) shirts or (375 hours)** worked and where requested, the Employer will advise the employee and the Union of the basis of such extension.

Article 11.08

(b) Notwithstanding this provision, seniority and service will accrue and the Employer will continue to pay the premiums for benefit plans for employees for a period up to seventeen (17) weeks while an employee is on pregnancy leave under Article 12.05 and for a period of up to thirty-five (35) weeks while an employee is on parental leave **or sixty-one (61) weeks for extended parental leave** under Article 12.06

Changes to Legislation

Article 11.10

(g) Where the applicant has been selected in accordance with this Article and it is subsequently determined by the employer or employee that they cannot satisfactorily perform the job to which they **were** awarded, the Employer will attempt during the first thirty (30) **days** from the date on which the employee was first assigned to the vacancy, return to her former job. The filling of the subsequent vacancies will likewise be reversed.

- (l) An employee selected as a result of a posted vacancy need not be considered for a further permanent **or temporary** vacancy **unless there is an increase of 7.5 hours or more or change in shift** for a period of six (6) months from the date of her selection.

Can now change line within 6 months if betterment to shift or hours

- (m) the employer will endeavor to award the position within two (2) weeks of the job posting. The Employer will post the name of the employee awarded the posting within 5 business days of the award.

Job Postings awarded within 2 weeks

8. Premium Payment - Article 14.07

An employee who works a second consecutive shift, shall be entitled to the normal rest period and meal period for the second shift, and **employees who work a second consecutive shift on short notice** shall be provided at the time of the meal period with a meal.

9. Paid Holidays - Article 15.06

Casual employees are expected to submit their availability in writing to their manager selecting at least one holiday **block** to work of their choosing. This availability has to be submitted in writing no later than October 30.

Casuals will now be required to be available for a holiday during Holiday Season

10. Lieu/Float days - Article 15.08

f) The employees must use the Employer's scheduling system to indicate their preference for either banking or cashing out lieu days.

g) If the employee fails to submit their preference in the system, the lieu day will be automatically paid out in accordance with sections (a) and (b) of this article.

h) where possible, the Employer may accept pre-booked lieu days at the time of a vacation request, based on the employee's rotation and schedule. This is subject to the Employers' approval and the employee meeting the qualifying conditions of Article 15.07

NEW - Letter of Understanding

Re: Trial Shift Giveaways

The Parties agree to trial the below shift giveaway process for the 2025 calendar year. Within 45 days following January 1, 2026, the parties agree to meet and discuss the trial. Either party can discontinue the trial with thirty (30) days notice.

Full-time employees shall be allowed to give away two (2) 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.

The Home shall not be responsible or liable for overtime claims and non-compliance with the provisions of this agreement that might arise or accrue as a result of exercising this choice.

The Pilot Project was not renewed under the Letters of understanding. We are going back to the original language in the collective agreement. We have included it below so staff can give it a read to refresh memory to previous language:

15.05 LIEU/ FLOATS

Where an employee qualifies and:

- (a) Where a holiday falls during the employee's scheduled vacation period, her vacation shall be extended by one (1) day unless the employee and the Employer agree to schedule a different day off with pay.
- (b) Where a holiday falls on an employees (scheduled day off, an additional day off with pay will be scheduled.
- (c) Full time staff shall bank all Lieu days shall be taken within **12 weeks** of earning said days every January 1st to be schedule unless otherwise by mutually agreed. Granting of Lieu days is subject to the scheduling provisions. Request for days off will be **approved or denied within 3 days of said request.**
- (d) Where the parties can't agree on mutual time off, the Employer shall either schedule the employee off or pay the employee for the day.
- (e) Lieu days will automatically be banked unless otherwise requested by employee one week prior to the posted schedule where the holiday falls.
- (f) Employees may elect, with at least **two (2) weeks' notice, to pre-schedule earned lieu days in advance of the scheduled holiday.**
- (g) Where the employer denies an employee taking their lieu day in the 12-week period as per 15.09 (c), the employer will **extend this period by 4 weeks.**

15.09 .Lieu Days — Employees will automatically accumulate lieu days, unless the employee advises the Employer otherwise, prior to the posting of the schedule **(3 weeks)**. Employees will be allowed to use **four (4) lieu days in a row**. These four (4) days cannot be used during the peak periods of June, July and August, nor during the ten (10) day period surrounding Christmas and New Year's Day.
