

# **Silverthorn Summary**

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

2. **WAGE increases 12% over 2 years plus adjustments.**

**YEAR 1 – 7.5% GWI (GENERAL WAGE INCREASE) plus wage adjustments!**

**YEAR 2 – 4.5% GWI**

**RPN – \$2.00 adjustment**

**PLUS - Effective Jan. 1, 2025 before GWI Enshrine \$3.00 PWE for PSWs on Grid**

## **WAGE INCREASE BREAK DOWNS**

**Effective January 1, 2025    3.5% General wage Increase**

Wage Adjustments – Effective two (2) full pay periods

- RPNs -        \$1.00 effective after the Year 1 GWI
- CSA -        Introduce classification into the wage grid

**Effective July 1, 2025                    3% General wage Increase**

- HOUSEKEEPING                    4% General wage Increase

**Effective January 1, 2026    3.5% General wage Increase**

Special Wage Adjustments

- RPNs -        \$1.00 effective after year 2 GWI

**Effective July 1, 2026                    1% Special wage Increase**

## **Retroactivity**

*Retroactivity shall be paid as soon as possible but, in any event, within 4 pay periods following the date of ratification.*

**LOU – Agreement to Rotate Christmas and New Years like in the past agreements**

**Sign up sheet will be Posted August for staff preferences for Holiday 2025**

**LOU – Recreation – Commitment to review and work on schedules to revert to previous one (1) weekend every three (3) weeks REC schedule that was in place prior to Pandemic**

### **3. Article 18- Benefits Increase**

Effective 2 full pay period following ratification

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

Effective July 1, 2026

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

### **4. Article 21.10 Shift Premium Evenings and Nights Twenty five cents (0.25) an hour.**

Effective December 2026 Employees will not longer have to rotate to receive shift premium. This means anyone including Dietary- if the majority of hours fall after 3pm they will receive a premium for the entire shift

Dec 2026 NOW: Everyone working Afternoon Shift & Night shift will receive a Premium

**Article 21.11 - Weekend Premium** Effective 2 full pay periods following Ratification, employees scheduled to work between 2300 hours Friday and 2300 hours Sunday shall receive a premium of Forty cents (\$.40) per Hour.

Effective July1, 2026, to Forty-Five Cents (\$.45).

### **5. NEW - Shift Giveaway**

Employees shall be able to give away shifts to a maximum of one (1) shift in a three (3) month period.

### **6. Article 16 – Vacations**

**16.02** Vacations shall be as follows:

#### **Full timers**

Effective January 1, 2026.

After (23 years) 6 weeks' vacation at 12%

#### **All other staff**

Effective January 1, 2026.

After 41,400 hours 6 weeks' vacation at 12%

### **7. NEW Article 15 - Paid Holidays**

#### **Truth and Reconciliation: Which equals to:**

Full Time - 1.5/hour worked and a Lieu day

Part Time - 1.5/hour worked and plus an average days pay

15.02 Full time & Part time employees who have completed probation shall be entitled to one (1) float holidays in each calendar year.

## **8. Article 11.10 - Job Vacancies**

E) the successful applicant in a new classification shall be placed on trial period of two hundred and twenty-five (225) working hours.

- Employees in this bargaining unit may submit their application via the Employers payroll system (Ultipro) within this time frame. All applications will be in duplicate, signed and dated by both the applicant and the Employer.
- It is understood that the job posting will be posted internal and externally simultaneously, however external applications will not be considered until the internal process is exhausted.
- **NEW** – Full-timer and part-time employees cannot resign their position to drop down to a casual status, unless the employee has applied to an open casual posting and is the successful applicant.

## **9. Article 15.08 – Lieu/Float days – NEW LANGUAGE**

- 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

## **10. NEW Med Assist Classification**

The PSW Medication Assistance classification will have its own job description/routines and will have its own distinct wage rates in the Wage Schedule of the Collective Agreement which will be **\$1.50** more than the PSW wage rate for each step in the wage Schedule of the collective Agreement.

# **Letter of Understanding**

## **Re: Trial Period – Christmas 2025 and New Year's 2026 Vacation Scheduling**

This Letter of Understanding (LOU) is entered into by the Parties to confirm the terms and conditions for holiday and vacation scheduling for the period covering Christmas 2025 and New Year's 2026, on a trial basis.

### **1. Holiday Scheduling Rotation**

- a) Employees will be scheduled to have either Christmas Day (December 25, 2025) or New Year's Day (January 1, 2026) off, alternating annually.
- b) For example, if an employee is scheduled off on Christmas Day in 2025, they will be scheduled to work that day in 2026 and instead receive New Year's Day off.
- c) Applicable only for the trial year: A preference list will be posted on August 1, 2025, and removed on August 15, 2025, during which employees may indicate their preference to have either Christmas Day (December 25, 2025) or New Year's Day (January 1, 2026) off. This list serves only as an expression of preference and does not guarantee the day off, as the vacation selection process has already been completed. If the Letter of Understanding is extended, subsequent years will alternate designated holidays accordingly.
- d) Nothing in this agreement prevents employees from utilizing the mutual shift exchange provisions outlined in Article 13.02 during this period.

### **2. Conflict Resolution in Holiday Scheduling**

- a) If more than one employee requests the same holiday off, priority will be given to the employee who worked that holiday the previous year.
- b) If the conflict remains unresolved, seniority shall be used as the determining factor
- c) Employees who volunteer to work both holidays will not receive automatic scheduling preference over others. The Employer will continue to apply the principles of rotation and seniority.

### **3. Vacation During the Christmas/New Year's Period**

The Employer may grant vacation during the Christmas/New Year's period based on rotating seniority, subject to the following conditions:

- a) Replacement staff must be available to maintain operational requirements.
  - b) Notice of intent to take vacation during the Christmas period must be submitted by the vacation request cut-off date or, if no such date exists, a minimum of four (4) months' notice is required.
- a. The Executive Director or their designate will make final determinations on vacation approval, considering the safe and efficient operation of the community.
  - b. Approved vacation time during this period will be reflected on the regular posted schedule. The Employer will endeavor to post the final holiday schedule no later than December 5, 2025.

### **4. Trial Period and Review**

This agreement is made on a trial basis and shall apply only to the 2025 Christmas and 2026 New Year's holiday period. Following the conclusion of the holiday season, the Employer and Union will meet to evaluate the effectiveness of this scheduling approach and determine whether it should be continued, modified, or discontinued.

Classifications	Steps	Current wages	01-Jan2025 3.5%	Two(2) full pay period after ratification	01-Jul-2025 3%	01-Jan- 2026 3.5%	01-Jul-2026 1%
RN	Start	\$31.62	\$32.73		<b>\$33.71</b>	\$34.89	\$35.24
	450	\$32.87	\$34.02		<b>\$35.04</b>	\$36.27	\$36.63
	1800	\$34.12	\$35.31		<b>\$36.37</b>	\$37.65	\$38.02
	3600	\$35.38	\$36.62		<b>\$37.72</b>	\$39.04	\$39.43
	5400	\$36.63	\$37.91		<b>\$39.05</b>	\$40.42	\$40.82
	7200	\$37.88	\$39.21		<b>\$40.38</b>	\$41.80	\$42.21
	9000	\$40.78	\$42.21		<b>\$43.47</b>	\$45.00	\$45.45
	10800	\$42.09	\$43.56		<b>\$44.87</b>	\$46.44	\$46.90
	12600	\$43.49	\$45.01		<b>\$46.36</b>	\$47.99	\$48.47
	14400	\$47.01	\$48.66		<b>\$50.12</b>	\$51.87	\$52.39
RPN	Start	\$26.31	\$27.23	\$28.23	<b>\$29.08</b>	\$31.10	\$31.41
	450	\$26.38	\$27.30	\$28.30	<b>\$29.15</b>	\$31.17	\$31.48
	1800	\$27.32	\$28.28	\$29.28	<b>\$30.15</b>	\$32.21	\$32.53
	3600	\$27.74	\$28.71	\$29.71	<b>\$30.60</b>	\$32.67	\$33.00
	5400	\$28.63	\$29.63	\$30.63	<b>\$31.55</b>	\$33.66	\$33.99
PSW	Start	\$20.43	\$24.25		<b>\$24.98</b>	\$25.85	\$26.11
	450	\$21.32	\$25.17		<b>\$25.93</b>	\$26.83	\$27.10
	1800	\$21.64	\$25.50		<b>\$26.27</b>	\$27.19	\$27.46
	3600	\$22.03	\$25.91		<b>\$26.68</b>	\$27.62	\$27.89
	5400	\$22.48	\$26.37		<b>\$27.16</b>	\$28.11	\$28.39
Restorative Care Assistant	Start	\$20.78	\$21.51		<b>\$22.15</b>	\$22.93	\$23.16
	450	\$21.44	\$22.19		<b>\$22.86</b>	\$23.66	\$23.89
	1800	\$21.78	\$22.54		<b>\$23.22</b>	\$24.03	\$24.27
	3600	\$22.18	\$22.96		<b>\$23.64</b>	\$24.47	\$24.72
	5400	\$22.62	\$23.41		<b>\$24.11</b>	\$24.96	\$25.21
Recreation Therapy Assistant	Start	\$21.12	\$21.86		<b>\$22.51</b>	\$23.30	\$23.54
	450	\$21.87	\$22.64		<b>\$23.31</b>	\$24.13	\$24.37
	1800	\$22.24	\$23.02		<b>\$23.71</b>	\$24.54	\$24.78
	3600	\$22.67	\$23.46		<b>\$24.17</b>	\$25.01	\$25.26
	5400	\$22.88	\$23.68		<b>\$24.39</b>	\$25.24	\$25.50
Cook 1	Start	\$20.63	\$21.35		<b>\$21.99</b>	\$22.76	\$22.99
	450	\$22.03	\$22.80		<b>\$23.49</b>	\$24.31	\$24.55
	1800	\$22.37	\$23.15		<b>\$23.85</b>	\$24.68	\$24.93
	3600	\$22.70	\$23.49		<b>\$24.20</b>	\$25.05	\$25.30
	5400	\$23.05	\$23.86		<b>\$24.57</b>	\$25.43	\$25.69

Dietary	Start	\$17.02	\$17.62		<b>\$18.14</b>	\$18.78	\$18.97
	450	\$17.37	\$17.98		<b>\$18.52</b>	\$19.17	\$19.36
	1800	\$17.72	\$18.34		<b>\$18.89</b>	\$19.55	\$19.75
	3600	\$18.07	\$18.70		<b>\$19.26</b>	\$19.94	\$20.14
	5400	\$19.11	\$19.78		<b>\$20.37</b>	\$21.09	\$21.30
					<b>Spcl Adjst 4%</b>		
Housekeeping/ Laundry	Start	\$16.63	\$17.21		<b>\$17.90</b>	\$18.53	
	450	\$17.00	\$17.60		<b>\$18.30</b>	\$18.94	
	1800	\$17.33	\$17.94		<b>\$18.65</b>	\$19.31	
	3600	\$17.69	\$18.31		<b>\$19.04</b>	\$19.71	
	5400	\$18.72	\$19.38		<b>\$20.15</b>	\$20.86	
CSA Introduce	Start			\$17.21	<b>\$17.73</b>	\$18.35	\$18.53
	450			\$17.60	<b>\$18.12</b>	\$18.76	\$18.94
	1800			\$17.94	<b>\$18.47</b>	\$19.12	\$19.31
	3600			\$18.31	<b>\$18.86</b>	\$19.52	\$19.71
	5400			\$19.38	<b>\$19.96</b>	\$20.65	\$20.86