

COLLECTIVE AGREEMENT

between

**RIVERSTONE OAKPARK LIMITED
PARTNERSHIP**



and

**CANADIAN UNION OF PUBLIC EMPLOYEES
and its LOCAL 4957**



June 12, 2024 – June 11, 2026

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ARTICLE 1 - PREAMBLE

1.01 Preamble

Where it is the desire of both parties to this Agreement:

- (a) to maintain and improve the harmonious relations between the Employer and the Union.
- (b) to recognize the mutual value of joint discussions and negotiations in matters pertaining to working conditions, employment, services, etc.
- (c) to encourage efficiency in operation.
- (d) to promote the morale, well-being and security of all the employees in the bargaining unit of the Union.

ARTICLE 2 - MANAGEMENT RIGHTS

2.01 The Union recognizes and acknowledges that all management rights and prerogatives are vested exclusively with the Employer and without limiting the generality of the foregoing it is the exclusive function of the Employer:

- (a) to determine and establish standards and procedures for the care, welfare, safety and comfort of the residents of the Employer;
- (b) to maintain order, discipline, efficiency and in connection therewith to establish and enforce reasonable rules, regulations, policies and practices from time to time to be observed by its employees; such rules will be posted on the Employer's main bulletin board with a copy supplied to the Union Stewards. The Employer reserves the right to amend or introduce new rules from time to time, copies of which are to be posted on the bulletin board with copies to be supplied to the Union Stewards;
- (c) to hire, classify, promote, demote, assign duties, transfer, layoff, recall and to suspend, discipline, or discharge employees for just cause subject to the grievance provisions hereinafter provided. The Employer reserves the right to discharge probationary employees for any reason whatsoever provided such discharge is not otherwise arbitrary, discriminatory or in bad faith;
- (d) to have the right to plan, direct, control and schedule the work of the Employees in the operations of the Employer; and
- (e) to exercise the regular and customary management functions of an Employer except those rights, powers, functions or authorities which are specifically abridged or modified by this Agreement.

ARTICLE 3 - RECOGNITION

3.01 Bargaining Unit

The Employer recognizes the Union as the bargaining agent for all of its employees employed at the Oak Park Retirement Community save and except Registered Nurses, supervisors and persons above the rank of supervisors.

3.02 Work of the Bargaining Unit

Persons whose jobs are not in the bargaining unit shall not work on any jobs, which are included in the bargaining unit, except:

- (a) in cases of emergency;
- (b) when instructing other employees;
- (c) when performing experimental work; and,
- (d) when regular employees are not available.

Nothing in this Article shall prevent relatives of Residents from attending, on a voluntary basis, the Resident to whom they are related.

The undernoted positions are considered to be primarily supervisory, however, when operational requirements warrant, the employee in this position may perform duties normally carried out by Employees in the bargaining unit. These supervisors are considered to be "Working Supervisors": Environment Manager and Activity Director.

3.03 No Other Agreements

No Employee shall be required or permitted to make any written or verbal agreement with the Employer or its representatives which may conflict with the terms of this Collective Agreement.

3.04 No Contracting-Out

In order to provide job security for the members of the bargaining unit, the Employer agrees that all work or services performed by the Employees shall not be contracted out, if such work results in layoff of any bargaining unit member.

3.05 Representatives of Canadian Union

The Union shall have the right at any time to have the assistance of representatives of the Canadian Union of Public Employees when dealing with or negotiating with the Employer. Such representatives shall have such access to the Employer's premises as is necessary upon arranging for the same in advance with the Employer. Such request shall not be unreasonably denied.

3.06 Definition of Employee

A full-time employee shall be deemed to be an employee who is regularly scheduled to work twenty-eight (28) hours or more weekly.

A part-time employee shall be deemed to be an employee who is regularly scheduled to work for less than twenty-eight (28) hours weekly.

A casual part time employee is one who is employed as a relief or on a replacement basis and is available for call-ins as circumstances demand.

ARTICLE 4 - UNION SECURITY AND CHECK-OFF

4.01 Union Security

All Employees of the Employer, shall, as a condition of continuing employment, become and remain members in good standing of the Union, according to the Constitution and By-laws of the Union. As a condition of employment, all new Employees shall become and remain members in good standing of the Union upon hiring. The Employer shall deduct from every Employee any dues, initiation fees, or assessments levied by the Union on its members.

4.02 Deductions

Deductions shall be made from the payroll bi-weekly and shall be forwarded to the National Secretary-Treasurer of the Union by not later than the twentieth (20th) day of the month following, accompanied by a list of the names and addresses of all Employees from whose wages deductions have been made. For informational purposes, only this list will also include the names and addresses of the Employees terminated during that month. A copy of the list shall be forwarded to the Secretary of the Local at the same time.

4.03 New Employees

A representative of the Union shall be given an opportunity to interview newly-hired employees within regular working hours at a mutually agreeable time with the Employer and the Union, without loss of pay, for a maximum of fifteen (15) minutes for such newly-hired employee for the purpose of acquainting the new employees with the benefits and duties of union membership and their responsibilities and obligations to the Employer and the Union.

4.04 Indemnification

The Union agrees to indemnify and save the Employer harmless against all claims or other forms of liability that may arise out of, or by reason of, deductions made, or payments made in accordance with Article 4.02.

4.05 Union Activity

The Union agrees that there will be no union activity or solicitation of membership on the Employer's time or premises except with the written permission of the Employer or as otherwise specifically provided for in this Agreement. Such permission shall not be unreasonably denied.

4.06 T4 Slips

Union dues deducted from the pay of each Employee will be shown on the Employee's T4 slip.

ARTICLE 5 - CORRESPONDENCE

5.01 Correspondence

All correspondence between the parties arising out of this Agreement or incidental thereto shall pass to and from the General Manager or their designate and the President and the Secretary of the Local Union. With a copy sent to the National Representative of the Union and the Vice President Riverstone Retirement Community.

ARTICLE 6 - LABOUR MANAGEMENT RELATIONS

6.01 Representation of the Union

No individual Employee or group of Employees shall undertake to represent the Union at meetings with the Employer without proper written authorization from the Union. In order that this may be carried out, the Union will supply the Employer with the names of its officers with whom the Employer may be required to transact business. Similarly, the Employer will supply the Local with a list of its supervisory or other personnel with whom the Union may be required to transact business.

6.02 Bargaining Committee

A Bargaining Committee shall be appointed and consist of not more than three (3) members of the Employer as appointees of the Employer, and not more than three (3) members of the Union as appointees of the Union. The Union will advise the Employer in writing of the Union nominees to the Committee.

6.03 Time Off for Negotiations

A representative of the Union on the Bargaining Committee, who is in the employ of the Employer, shall suffer no loss of pay for time spent in direct negotiations with the Employer up to but not including Arbitration. The Employer

is responsible for ensuring the Employees suffer no loss of pay for time spent in direct negotiations with the Employer up to but not including Arbitration.

6.04 No Strikes or Lockouts

In view of the orderly procedures established by this agreement for the settling of disputes and the handling of grievances, the Union agrees that during the life of this agreement there will be no strike, and the Employer agrees that there will be no lockout, in accordance with the Provincial Government Laws and Regulations.

6.05 Labour Management Committee

(a) Representatives on Committee

A Labour Management Committee shall be established consisting of not more than two (2) representatives each of the Union and the Employer.

(b) Function of Committee

The Committee shall concern itself with the following general matters:

- (i) considering constructive criticisms of all activities so that better relations shall exist between the Employer and the Employees;
- (ii) improving and extending services to the residents and the public;
- (iii) promoting safety and sanitary practices; and
- (iv) reviewing suggestions from Employees, questions of working conditions and services (but not grievances).

(c) Meetings of Committee

The Committee shall meet at least once every three (3) months at a mutually agreeable time and place. Its members shall receive notice and agenda of the meeting at least forty-eight (48) hours in advance of the meeting. An Employee who is not a member of the Committee may participate in meetings provided the Committee members unanimously agree to their participation. Employees shall not suffer any loss of pay for time spent at Committee meetings.

(d) Chairperson of the Meeting

A representative of the Employer and of the Union shall be designated as joint chairpersons and shall alternate in presiding over meetings and preparing notices and agendas.

(e) Minutes of the Meeting

Minutes of each meeting of the Committee shall be prepared and signed by the joint chairpersons at the next meeting. The Union and the Employer shall each receive two (2) signed copies of the minutes within one (1) week after they are prepared and signed.

(f) Jurisdiction of Committee

The Committee shall not have jurisdiction over wages, or any other matter of collective bargaining, including the administration of this Agreement. The Committee shall not supersede the activities of any other Committee of the Union or the Employer and does not have the power to bind either the Union, its members, or the Employer to any decisions or conclusions reached in its discussions. The Committee shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

6.06 Health and Safety Committee

- (a) The Employer and the Union agree that they mutually desire to maintain standards of safety and health in the workplace in order to prevent accidents, injury and illness;
- (b) Recognizing its responsibilities under the applicable legislation, the Employer agrees to accept as a member of its Health and Safety Committee at least one representative selected or appointed by the Union from amongst bargaining unit employees;
- (c) Such Committee shall identify potential dangers and hazards, institute means of improving health and safety programs and recommend actions to be taken to improve conditions related to safety and health;
- (d) The Employer agrees to cooperate reasonably in providing necessary information to enable the Committee to fulfill its functions;
- (e) Meetings shall be held every third month or more frequently at the call of the chair if required. The Committee shall maintain minutes of all meetings and make the same available for review;
- (f) Any representative appointed or selected in accordance with (b) hereof shall serve for a term of one calendar year from the date of appointment which may be renewed for the period of one year. Time off for such representative(s) to attend meetings of the Health and Safety Committee in accordance with the foregoing shall be granted and any representative(s) attending such meetings during their regularly scheduled hours of work shall not lose regular earnings as a result of such attendance;

- (g) The Union agrees to endeavour to obtain the full cooperation of its membership in the observation of all safety rules and practices.

ARTICLE 7 - GRIEVANCE PROCEDURE

7.01 Recognition of Union Stewards

In order to provide an orderly and speedy procedure for the settling of grievances, the Employer acknowledges the rights and duties of the Union Stewards. A Steward may assist any employee, which the Steward represents, in preparing, processing, and presenting their grievance in accordance with the grievance procedure.

7.02 Names of Stewards

The Union shall notify the Employer in writing of the name of each Steward and the department they represent, before the Employer shall be required to recognize them.

7.03 Permission to Leave Work

It is agreed that the Stewards have their regular duties and responsibilities to perform for the Employer, which must not be compromised. Stewards shall be entitled to leave their work during scheduled working hours in order to carry out their functions under this Agreement including the investigation and processing of grievances and attendance at meetings with the Employer. Permission to leave work during working hours for such purposes shall first be obtained from the immediate Supervisor or designate. Such permission shall not be unreasonably withheld. Stewards shall not suffer any loss of pay for time spent performing their functions under this Agreement. Upon return to duties, the member shall report to the immediate Supervisor or designate.

7.04 Definition of Grievance

A grievance shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of this Collective Agreement, including any questions as to whether a matter is arbitrable.

7.05 Settling of Grievance

An earnest effort shall be made to settle grievances fairly and promptly in the following manner:

Step #1

The Employee(s) shall first discuss any complaint with the direct Supervisor before filing a written grievance. The complaint shall be brought within twenty-one (21) calendar days of the incident giving rise to the complaint or when the incident giving rise to the complaint would reasonably have been known to the Employee.

Step #2

If the matter cannot be resolved at Step #1, then the Employee(s) shall file a written grievance outlining the nature of the dispute and the relevant Articles of the Agreement that have been allegedly violated, with the direct Supervisor or designate within seven (7) working days of the response to the complaint at Step #1.

The Supervisor shall reply in writing to the Employee(s) and the Union representative that attended the grievance meeting giving the answer to the grievance within seven (7) working days from the date of submission of the grievance.

Step #3

Should the Employee(s) feel that the grievance has not been settled satisfactorily, then the Employee(s) and Steward shall, within seven (7) working days of the date on which the answer was provided at Step 2, present the written grievance to the General Manager or designate who shall meet and discuss the matter with the Employee and Steward and give their answer in writing no later than seven (7) working days after the written presentation has been given to them.

Step #4

Failing settlement of the grievance at Step 3 either party may refer the matter to arbitration no later than fifteen (15) working days after the written decision at Step 3 has been provided and in accordance with Article 8. If no written request for arbitration is received within the fifteen (15) working days, the matter shall be deemed to have been settled.

7.06 Policy and Group Grievances

Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union has a grievance the matter shall proceed directly to Step 3.

7.07 Union May Institute Grievance

The Union and its Representatives shall have the right to originate a grievance on behalf of an employee, or group of employees and to seek adjustment with the Employer. Such a grievance shall proceed to Step 3 within seven (7) working days of the circumstances giving rise to the grievance. The grievance shall be forwarded to the General Manager or designate. The Employer shall reply in writing within seven (7) working days to the Union grievance.

7.08 Employer May Institute Grievance

The Employer and its Representatives shall have the right to originate a grievance and to seek adjustment with the Union, an employee or a group of employees. The grievance shall proceed to Step 3 within ten (10) working days of the circumstances giving rise to the grievance. The grievance shall be forwarded to the Secretary of the Union with a copy to the National Representative of the Union. The Union shall reply in writing within ten (10) working days to the Employer grievance.

7.09 Definition of Working Days

Working days as defined under Articles 7 and 8 shall mean the normal business days occurring between Monday through Friday, exclusive of holidays.

7.10 Amending of Time Limits

The time limits fixed in both the grievance and arbitration procedure may be extended by written consent of the parties to this Agreement.

ARTICLE 8 - ARBITRATION

8.01 Referral to Arbitration

When either party requests that a grievance be submitted to arbitration, the request to arbitrate shall be made in writing and shall contain that party's nominee to the Board of Arbitration. Within five (5) working days of receiving the request to arbitrate the other party must in turn name its nominee. A third person to act as Chairperson shall be appointed by the respective nominees. Should either party fail to name their nominee within five (5) working days or should the nominees fail to appoint a Chairperson within ten (10) working days from the date of their appointment, either party or their nominee shall request the Office of Arbitration, Ontario Ministry of Labour, to make the appropriate appointment.

8.02 Payment for Board of Arbitration

Each of the parties hereto shall bear the expense of the nominee appointed by it, and the parties hereto shall jointly bear equally the expense of the Chairperson, and any cost of the place of hearing of such arbitration, if and when the necessity arises.

8.03 Powers of the Arbitrator

It is agreed and understood that the Arbitration Board shall have no authority to alter, modify or annul any part of this Agreement. However, the Arbitration Board shall have authority to substitute such other penalty for the discharge or discipline, as the Arbitration Board deems just and reasonable in all circumstances.

8.04 Decision of the Board

The Arbitration Board shall hear and determine the matter and shall issue a decision which shall be in writing and contain the reasons for the decision. The decision of the majority shall be the decision of the Arbitration Board, but if there is no majority decision, the decision of the Chairperson will govern.

8.05 Single Arbitrator

The Employer and the Union agree that by mutual written agreement of the parties, a Sole Arbitrator may be substitute for a Board of Arbitration. The appointment and jurisdiction of the Arbitrator shall conform to the provisions of this Article. Each party shall pay one-half (1/2) of the fees and expenses of the Arbitrator and any costs of the place of hearing of such arbitration if and when the necessity arises.

8.06 Jurisdiction of Arbitrator

No matter may proceed to arbitration which has not first been carried through all of the steps of the grievance procedure in a timely fashion.

ARTICLE 9 - DISCHARGE, SUSPENSION AND DISCIPLINE

9.01 Discipline Procedure

When an employee is discharged or suspended, they shall be given the reasons promptly in writing and shall have the right to have a Steward present at the time of discharge or suspension.

9.02 Clearing the File

The record of an Employee shall not be used against them at any time after twelve (12) months following a suspension or disciplinary action, save and except action regarding resident abuse which shall remain on their record indefinitely, provided that there is no recurrence of disciplinary action within the applicable twelve (12) month period.

9.03 May Omit Grievance Steps

An Employee considered by the Union to be wrongfully or unjustly discharged or suspended shall be entitled to file a grievance at Step 3 of the grievance procedure.

9.04 Access to Personnel File

Employees will have the right to access and review their personnel records as soon as reasonably possible in the presence of the General Manager or designate upon receipt by the Employer of a written request for the review.

9.05 Right to Have Steward Present

An Employee shall have the right to have a Steward present at any discussion with supervisory personnel for disciplinary purposes. Where a Supervisor intends to interview an Employee for disciplinary purposes, the Supervisor shall so notify the Employee in order that the Employee may contact the Union Steward in advance of the interview.

ARTICLE 10 - NO DISCRIMINATION OR HARASSMENT

10.01 Ontario Human Rights Code

The Employer and the Union agree that there shall be no discrimination against any employee because of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, age, record of offences, marital status, family status, or disability, as defined by the Ontario Human Rights Code, and the Canadian Charter of Rights.

10.02 Personal Harassment

Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment can be either psychological or physical or it can be a combination of both. It is any behaviour, whether deliberate or negligent, which denies individuals their dignity and respect, is offensive, embarrassing or humiliating to the individual and adversely affects the working environment.

10.03 Union Membership

The Employer and the Union agree that there shall be no intimidation, restraint or coercion exercised or practiced with respect to any employee by reason of their membership or activity, or non-membership or lack of activity in the Union, or by reason of them exercising their rights under the Collective Agreement.

ARTICLE 11 - SENIORITY

11.01 Seniority Defined

Seniority is defined as the length of service with the Employer in the bargaining unit from the date of last hire. For Part Time Employees seniority shall be calculated on the basis of hours worked from date of last hire, with 1950 hours paid representing one (1) year of service. However, an Employee shall not accumulate in excess of one (1) year of seniority in any calendar year. Except as otherwise provided in the Agreement, seniority shall operate on a bargaining unit-wide basis. For Employees on record on the date when the Union became certified, seniority shall be calculated to include service prior to certification.

11.02 Seniority List

The Employer shall maintain a seniority list showing date of hire and years of service. A seniority list shall be forwarded to the Union and posted on the bulletin board in the staff lounge by January 31 and July 31 of each year. The seniority list shall be up-to-date to the end of the calendar month prior to posting (December and June) Employees shall have thirty (30) calendar days from the date of posting to notify the Employer of any errors in seniority calculations. If no errors are reported in such thirty (30) day-period, the seniority list shall be accepted as correct for all Employees.

11.03 Probationary Employees

Newly hired Employees shall be considered on a probationary basis for a period of four hundred eighty-seven and a half (487.5) hours worked. During the probationary period, Employees shall be entitled to all of the rights and privileges of this Agreement. However, the Employer may discharge a probationary employee for any reason provided such dismissal is not otherwise arbitrary, discriminatory or in bad faith.

After completion of the probationary period, seniority shall be effective from the date of last hire.

11.04 Loss of Seniority

An Employee shall lose their seniority and shall be deemed terminated in the event the Employee:

- (a) Is discharged for just cause and is not reinstated.
- (b) Resigns.
- (c) Is absent from work for three (3) consecutive scheduled shifts without sufficient cause or without notifying the Employer, unless such notice was not reasonably possible.
- (d) Fails to notify the Employer of their intention to return to work within seven (7) calendar days after being notified of recall. Registered mail sent to the most recent Employee's address on the Employee's employment file shall constitute proper notice. It shall be the responsibility of the Employee to keep the Employer informed of their current address.
- (e) Is laid off in excess of twenty-four (24) months.
- (f) Utilizes a leave of absence for purposes other than those for which the leave may have been granted.
- (g) Is absent for more than twenty-four (24) months because of sickness or physical disability or both. Prior to the automatic termination of Employees under this clause, the Employer agrees to review the Employee's status to ensure that any action taken by the Employer complies with the *Human Rights Code*.

11.05 Transfers and Seniority Outside Bargaining Unit

No Employee shall be transferred to a position outside the Bargaining Unit without their consent.

11.06 If an employee transfers from part-time to full-time, the following method shall be used to calculate their seniority from one group to another for purposes of establishing anniversary date: 1950 hours PAID equals one (1) year.

11.07 If an employee transfers from full-time to part-time, the following method shall be used to calculate their seniority from one group to another for purposes of establishing anniversary date: 1950 hours PAID equals one (1) year.

ARTICLE 12 - PROMOTIONS AND STAFF CHANGES

12.01 (a) Job Postings

When a vacancy occurs or a new position is created within the bargaining unit, the Employer shall post a notice on the Employer's main bulletin board with a copy to the Union. The position shall be posted for a period of seven (7) working days so that interested Employees can apply. The name of the successful applicant shall be posted on the Employer's main bulletin board.

(b) Temporary Vacancies

Temporary vacancies anticipated to be less than eight (8) weeks duration shall not be posted, unless otherwise agreed between the Employer and the Union. The Employer shall distribute shifts as equally as possible.

12.02 Information in Postings

The job posting notice shall contain the following information: classification, qualifications, skills, shift, bi-weekly hours, and salary rate or range.

12.03 Outside Advertising

The Employer may advertise for additional Employees provided that present Employees have had the opportunity to apply.

12.04 Recognition of Seniority

The parties recognize that job opportunities and security shall increase in proportion to length of service, therefore, vacancies and new positions including promotions and staff transfers shall be filled on the basis of seniority, with the Employer, provided the senior applicant possesses the qualifications and skills to perform the job.

12.05 Trial Period

The successful applicant shall be placed on trial for a period of forty (40) days. Conditional on satisfactory service, such trial promotion shall become permanent after the period forty (40) days. The trial period may be extended with mutual agreement. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period, or if the Employee finds themselves unable to perform the duties of the new job classification, they shall be returned to their former position and rate of pay without loss of seniority. Any other Employee promoted or transferred because of the rearrangement of positions shall also be returned to their former position and rate of pay without loss of seniority. Any unsuccessful applicants for the

original posting will then be considered in accordance with article 12.04. If there are no unsuccessful applicants then the position would be reposted.

12.06 Union Notification

The Union shall be notified of all appointments, hirings, layoffs, resignations, recalls and terminations of employment.

Notices of such appointments shall also be posted.

12.07 New Classification

When a new classification within the bargaining unit is established by the Employer, the Employer shall determine the rate of pay for such new classification. Once the rate is determined, and then within seven (7) days, the Employer shall advise the Union of the rate.

If the Union disagrees with the rate, it shall have the right to request a meeting with the Employer. At such meeting, the parties will review the rate; the Employer's rationale for establishing the rate, and the reasons the Union disagrees with the rate. If the parties reach agreement, the agreement is effective as of the date on which the Employer gave the Union notice of the new rate.

When the Employer makes a substantial change in the job content of an existing classification which in reality causes such classification to become a new classification, the Employer agrees to meet with the Union if requested to permit the Union to make representation with respect to the appropriate rate of pay.

If the parties are unable to reach an agreement, either party may refer the dispute to arbitration, as provided in this Agreement, provided the referral is made within fifteen (15) days of the meeting.

Any decision by a Board of Arbitration, or Arbitrator as the case may be, shall be based on the relationship established by comparison with the rates for other classifications in the bargaining unit having regard to the requirements of such classifications.

Any change awarded as a result of arbitration shall be retroactive only to the date on which the Employer gave the Union notice of the new rate.

12.08 Postings while on Vacation or Leave

When an employee will be absent on vacation, the employee may advise their manager, in writing, and no more than seven (7) days prior to the beginning of the vacation, that they wish to be considered for any potential job posting which might arise during their vacation. The written notice must specify the job or

position for which the employee wishes to be considered. If such a job or position then arises during the employee's vacation, the written notice will be considered an application. The written notice is only valid during the vacation period immediately following its delivery to the manager.

12.09 Temporary Job Postings

A vacancy which occurs for more than eight (8) weeks will be posted stating that the position is limited and shall indicate the estimated duration of the limited job. In any event, the limited job shall not exceed twelve (12) months. Upon termination of a limited job, the employee filling the vacancy shall be returned to the classification and job location in which they last worked. In the event that a part-time employee is the successful applicant, the said employee shall retain their part-time status during the limited full-time period. An employee filing a temporary vacancy of eight (8) weeks or longer duration shall not bid on any other temporary posting until the end of their temporary position.

12.10 Successful Applicant

The successful applicant for a permanent full-time will fill the vacancy no later than the next posted schedule from the date the employee was awarded the vacancy unless there are circumstances beyond the reasonable control of the Employer.

The successful applicant for a temporary full-time vacancy will fill the vacancy no later than the next posted schedule from the date the employee was awarded the vacancy unless there are circumstances beyond the reasonable control of the Employer.

ARTICLE 13 - LAYOFFS AND RECALLS

13.01 Layoffs and Rehiring Procedure

Both parties recognize that job security should increase in proportion to length and quality of service. Therefore, in the event of a layoff, Employees shall be laid off in accordance with Article 11 – Seniority. However, the Employer will retain sufficient employees in each classification with the skills and qualifications to do the work. Employees shall be recalled in the order of their seniority, providing they have the skills and qualifications to do the work.

13.02 Definition

Layoffs, under the provisions of this Collective Agreement, shall include the reduction of daily or biweekly hours of any full-time or part-time Employee.

No full-time employee within the bargaining unit shall be laid off by reason of their duties being assigned to one or more part-time employees.

13.03 Notice of Layoff

In the event of a proposed layoff of a temporary and/or permanent and/or long-term nature of thirteen (13) calendar weeks or more, the Employer will:

- (a) Provide affected Employees with notice in accordance with the Ontario *Employment Standards Act, 2000*, as amended from time to time. Provide the Union with at least four (4) week's notice prior to its implementation. This notice is not in addition to the required notice for individual Employees.
- (c) Meet with the Union through the Labour Management Committee to review the reasons and expected duration of the layoff, any realignment of service or staff and its effect on Employees in the Bargaining Unit.

13.04 Layoff Procedure

- (a) In the event of layoff, the Employer shall lay off Employees in reverse order of seniority within their classification, if there remain on the job Employees who have the skills and qualifications to perform the work.
- (b) An Employee who is subject to layoff shall have the right to either:
 - i) accept the layoff; or
 - ii) displace an Employee who has lesser bargaining unit seniority and who is a less senior Employee in a lower or identical paying classification in the bargaining unit if the Employee originally subject to layoff has the skills and qualifications to perform the work. Such employees so displaced shall be laid off.
 - iii) An Employee who wishes to exercise their right to displace another Employee shall advise the Employer within seven (7) days of the date of the notice of layoff issued by the Employer. Employees failing to do so will be deemed to have accepted the layoff.
 - iv) For the purpose of the operation of clause (b) (ii), laid off part-time employees shall not have the right to displace full-time employees.
 - v) In the event that an employee is laid off from the full-time bargaining unit and provided that no other full-time bargaining unit positions are available for which the employee is qualified and able to perform, the full-time bargaining unit employee shall then be allowed to displace a part-time bargaining unit employee with less seniority provided that the employee is qualified and able to do the work available.

13.05 Recall Rights

- (a) An Employee shall have opportunity of recall from a layoff to an available opening in order of seniority, provided they have the skills and qualifications to perform the work and provided such opening is first posted under the Job Posting Procedure.
- (b) Bargaining unit positions that are to be offered may be posted internally. However, no new Employees shall be hired until all those laid off have been given an opportunity to return to work within the bargaining unit and have failed to do so, in accordance with the loss of seniority provision, or have been found not to have skills and qualifications to perform the work.
- (c) It is the sole responsibility of the Employee who has been laid off to notify the Employer of their intention to return to work within seven (7) calendar days after being notified to do so. The notification shall state the job to which the Employee is eligible to be recalled and the date and time at which the Employee shall report for work.

ARTICLE 14 - HOURS OF WORK

14.01 Normal Hours of Work

- (a) The normal hours of work shall be up to seven and one-half (7 ½) hours per day, exclusive of an unpaid thirty (30) minute meal break, and up to seventy-five (75) hours every bi-weekly pay period.
- (b) In no instance will any employee be required to work more than five (5) consecutive days without receiving their day off, unless otherwise mutually agreed. Nothing in this Article shall be constructed as a guarantee of hours per day, or per bi-weekly pay period.
- (c) Hours that become available as a result of absences shall be distributed in the following manner;
 - first offered to available full-time employees, starting with the most senior employee up to seventy-five (75) hours bi-weekly.
 - Then to available part-time employees, starting with the most senior employee up to seventy-five (75) hours bi-weekly.
 - Then to available casual employees, commencing with the most senior employee up to seventy-five hours bi-weekly.

14.02 Days Off

Days off shall be planned in such a way as to equally distribute free weekends. A full-time employee shall receive one weekend off every two-week period, which shall include Saturday and Sunday.

14.03 Working Schedule

- (a) The hours of work of each employee shall be posted in an appropriate place at least three (3) weeks in advance. The schedule will not be changed without the consent of the employee involved. The Union shall receive a copy of the said schedules on request.
- (b) Employee requests for specific days off must be made in writing by completing the appropriate forms, as supplied by the Employer, at least fifteen (15) calendar days in advance of the specific day(s) off being requested. The Employer will advise the employee whether their request has been granted or denied within seven (7) calendar days. The Employer shall not unreasonably deny requests for specific days off.
- (c) The Employer agrees that it will not schedule split shifts unless the parties agree to do so.

14.04 Rest Period

The Employer shall grant a thirty (30) minute unpaid meal break to employees who work at least five (5) hours on a shift. The Employer shall also grant two (2) paid rest periods of fifteen (15) minutes each for employees working seven and one-half (7 ½) hour shifts.

14.05 Reporting Pay

Employees who report for any scheduled shift will be guaranteed at least four (4) hours of work, or if no work is available, will be paid at least four (4) hours except when work is not available due to conditions beyond the control of the Employer. The reporting pay outlined herein shall not apply whenever an employee has received prior notice not to report for work. Prior notice shall be deemed to have been received when the Employer attempts to contact an employee at the most recent phone number they have left on file at least one (1) hour prior to any scheduled shift.

14.06 Shift Exchanges

Employees will be permitted to exchange days off, or shifts, with other employees by completing the appropriate forms, as supplied by the Employer, and with the Employer's permission. Such permission shall not be unreasonably withheld. The Employer has no obligation for any overtime or premium payment arising out of any such exchange.

14.07 Time Off Between Shifts

Employees are to be allowed a minimum of twelve (12) hours off between the ending of one scheduled shift and the commencing of the other scheduled shift. Where the twelve (12) hours is not granted, the employee shall be paid such hours of work at the rate of time and one-half (1 ½).

14.08 Standard/Daylight Savings Time

At the time of change from Standard Time to Daylight Savings Time or Daylight Savings Time to Standard Time, employees shall be paid for the hours they worked at their straight time hourly rate of pay for all such hours worked (i.e. no overtime pay).

ARTICLE 15 - OVERTIME

15.01 Overtime

Overtime shall be paid for all hours authorized by the Employer and worked over seven and a half (7 ½) hours in a day and seventy-five (75) hours per bi-weekly pay period (exclusive of meal breaks) at the rate of time and one-half (1 ½) the employee's regular rate of pay.

For the purposes of overtime calculations, a day shall be defined as the twenty-four (24) hour period following the commencement of the shift.

When an employee works on a statutory holiday, all hours worked, including statutory holiday hours however excluding any shifts outlined in Article 14.06 of the agreement, shall be included in the overtime calculation.

15.02 No Lay Off to Compensate for Overtime

Employees shall not be required to layoff during regular hours to equalize any overtime worked.

15.03 Distribution of Overtime

Overtime will be offered to Employees based on seniority on a rotational basis. In instances when overtime is required for the next shift, with less than four (4) hours' notice, this clause does not apply.

Overtime shall be based on the Employee's regular rate of pay and there shall not be pyramiding of overtime or duplication of hours for purposes of daily and bi-weekly overtime.

15.05 Meal Allowance

The Employer shall continue its current practice of providing employee meals at the discounted rate of \$3.00 per meal.

Employees wishing to have employee meals are required to complete the Employee Meal Payroll Deduction form and then may sign for any employee meal. The costs of the meals will be deducted from the employee's pay. Employee meals are only available to employees during their meal breaks.

The meal consists of soup or salad, one beverage, a regular portion of the daily entrée (from the Resident menu) and dessert of the day or one scoop of ice cream or one scoop of fresh fruit only. Cold sandwiches, fruit plates, or cold meal plates may be substituted for the entrée posted on the menu if available.

Situations may arise when the kitchen staff may need to offer an entrée alternative due to unforeseen Resident requirements. Employees must be mindful of the fact that servicing Residents is the first priority.

Employees who have purchased a meal are entitled to be in the kitchen to pick up their meal.

A refrigerator and microwave are provided in the employee lounge for employee use. Coffee and tea are available free of charge.

15.06 Minimum Call-back Time

An Employee who has left work and is called back to work after they have completed their regular shift shall be paid for a minimum of three (3) hours at overtime rates.

15.07 Time Off in Lieu of Overtime

Instead of cash payment for overtime, an Employee may choose to receive time off at the appropriate overtime rate at a time mutually agreed to by the Employee and the Employer.

ARTICLE 16 - HOLIDAYS

16.01

- (a) The following Holiday Pay provisions apply to all employees:

List of Holidays

The Employer recognizes the following as paid holidays:

New Year's Day	Canada Day (July 1 st)
Civic Holiday	Good Friday
Labour Day	Thanksgiving Day
Family Day	Christmas Day
Victoria Day	Boxing Day

Employees are entitled to holiday pay for such holidays. Such holiday pay shall be calculated in the same manner that public holiday pay is calculated pursuant to the Ontario *Employment Standards Act*.

- (b) Float Day

The Employer agrees to grant employees a floating paid holiday to be taken on a day mutually agreed upon between the Employer and the employee.

16.02 Holiday Qualifications

In order to be entitled to receive holiday pay for these holidays, the employee must work their scheduled working day immediately preceding and the scheduled working day succeeding the holiday unless on a leave of absence or absent due to illness.

16.03 Payment for Holidays

An employee who is required to work on any of the above-named holidays will receive premium pay at the rate of time and one-half (1½) the employee's regular hourly rate for every hour worked on such day and shall be given a substitute day off with holiday pay at a mutually agreeable time, to be taken within six (6) months after the holiday. If no agreement is reached the holiday pay will be paid out to the employee at the end of the pay period which is six (6) months following the date of the holiday.

Where a Part-time or Casual Part-time employee works on any of the above-named holidays they will receive premium pay at the rate of time and one-half (1 ½) their regular hourly rate for every hour worked on such day in addition to holiday pay. However, they shall not be entitled to a substitute day off.

Where an employee works on a statutory holiday, they shall not be entitled to receive both Statutory Holiday Premium Pay and Overtime Premium Pay for the hours worked on the statutory holiday. Only the Statutory Holiday Premium Pay shall apply.

16.04 Holidays for Days Off

When any of the above noted holidays fall on an employee's scheduled day off, including vacation, the employee shall receive another day off with holiday pay at a time mutually agreed upon between the employee and the Employer, or by mutual agreement, holiday pay in lieu thereof.

16.05 Christmas or New Year's Day Off

The Employer shall attempt to schedule days off for all employees equitably alternating between Christmas and New Year's Day. In the event that there are too many requests for either holiday which will impact operational requirements, the factors taken into account when scheduling days off will be:

- (a) Which Holiday the employee worked the previous year.
- (b) Seniority.

ARTICLE 17 - VACATIONS

17.01 Length of Vacation

Employees shall receive an annual vacation with pay as follows:

- (a) Employees who have less than five (5) years' continuous service with the Employer will receive two (2) weeks' vacation time with vacation pay in the amount of four percent (4%) of their gross wages.
- (b) Employees who have five (5) years or more continuous service with the Employer will receive three (3) weeks' vacation time with vacation pay in the amount of six percent (6%) of their gross wages.
- (b) Employees who have ten (10) years or more continuous service with the Employer will receive four (4) weeks' vacation time with vacation pay in the amount of eight percent (8%) of their gross earnings.
- (d) Employees who have fifteen (15) years or more continuous service with the Employer will receive five (5) weeks' vacation time with vacation pay in the amount of ten percent (10%) of their gross earnings.

The Vacation Entitlement Year is the calendar year.

The accrual of vacation time will be pro-rated for new hires based on their start date to the end of the Vacation Entitlement Year.

17.02 Vacation Pay on Termination

Upon termination, all accrued but unused vacation pay shall be paid out to the Employee.

17.03 Vacation Schedules

Vacation schedules for the upcoming one year period (May to April) shall be posted online by April 1st and will not be changed without the consent of the affected employees, provided however, that the employees shall deliver applications in writing on the appropriate vacation request form for their scheduled vacations to their Department Manager by not later than March 1st of the year in which the vacation is sought.

Employees must submit their vacation requests by March 1st in order to allow for scheduling changes. If there are two (2) holiday requests for the same time by two employees of the same department, the person holding the most seniority in the department will be awarded the time slot. After March 1st, the Department Manager will allocate vacation time, on a first-come first-serve basis, without reference to seniority. Parties agree that requests received after March 1st will be responded to within four (4) weeks of the request being received.

17.04 Unbroken Vacation Period

Subject to operational requirements, employees who are entitled to more than two (2) weeks' vacation will only be entitled to a maximum unbroken period of three (3) weeks' vacation at any one time unless extended by written mutual agreement between the employee and the Department Manager.

17.05 Illness During Vacation

Where an employee's scheduled vacation is interrupted due to a serious illness the period of such illness shall be considered sick leave provided the employee provides satisfactory documentation of the illness. The portion of the Employee's vacation, which is deemed to be sick leave under the above provisions, will not be counted against the employee's vacation time or pay.

17.06 Vacation Carry Over

Employees may request to carry over up to two (2) weeks' vacation per year to a maximum of four (4) weeks. Such requests will not be unreasonably denied.

ARTICLE 18 - SICK LEAVE PROVISIONS

18.01 Sick Leave Defined

Sick leave means the period of time an employee is permitted to be absent from work with full pay by virtue of being sick or disabled, or because of an accident for which compensation is not payable under the Employer's private workplace accident insurance plan.

18.02 Amount of Sick Leave

No paid leave for sickness will be allowed to Employees during the first three (3) months of their employment. Thereafter, full-time Employees shall be credited with two and one-half (2.5) days of sick leave and shall then accumulate sick leave credits at the rate of 0.83 days of sick leave for each month of service. The maximum accumulation shall be seventy-five (75) days.

Part-time employees who have completed 3 months of service shall be credited with (1) sick day of sick leave and shall then accumulate sick leave credits at the rate of 0.83 days of sick leave for every one hundred and fifty (150) hours of work. The maximum accumulation shall be five (5) days.

18.03 Accumulation and Payment of Sick Leave

Earned but unused sick leave may be carried over from one calendar year to the next. However, the total number of days an employee may accumulate, including those days that may be carried over, cannot exceed seventy-five (75) days for Full-time employees and five (5) days for Part-time employees.

18.04 Proof of Illness

An employee shall be entitled to sick leave pay for those days the employee was scheduled to work, but did not work because the employee was ill, provided that upon return to work after illness, the employee shall complete the sick leave certificate as required. An employee may be required to produce a certificate from a doctor for any illness in excess of three (3) consecutive working days, five (5) days in a calendar year, or when pattern of illness emerges, certifying that such employee is unable to carry out their duties due to illness.

18.05 Sick Leave during Leave of Absence

When an employee is given leave of absence without pay for any reason, (except pregnancy and parental leave) or is laid off on account of lack of work and returns to work upon expiration of such leave of absence, etc., they shall not receive sick leave credit for the period of such absence, but shall retain their cumulative credit, if any, existing at the time of such leave or lay-off.

18.06 Sick Leave Record

A record of all unused sick leave will be kept by the Employer. Immediately after the close of each calendar year, employees may review the records of the Employer and verify that the accumulated sick leave is correct. An employee is to be advised, on application, of the amount of sick leave accrued to their credit.

18.07 Notification to Employer

An employee who is unable to report for duty on their scheduled shift shall notify the Employer of this fact a minimum of four (4) hours in advance of the commencement of their scheduled shift. However, this requirement shall be waived by the Employer where the Employee was unable to give such notice due to circumstances beyond their control.

18.08 Injury Pay Provisions

An employee who is injured during working hours and is required to leave for treatment or is sent home for such injury shall receive payment for the remainder of the shift at their regular rate of pay without deduction for sick leave unless a doctor or registered nurse states that the employee is fit for further work on that shift.

18.09 Definitions

For the purpose of this Article, the word "month" shall mean a calendar month, and the words "sick leave" shall include injury and/or any other physical incapacity.

18.10 Medical Care Leave

Employees may be allowed to use accumulated sick leave credits in order to engage in personal preventative medical health and dental care.

Permission will not be unreasonably withheld provided adequate notice is given in advance.

ARTICLE 19 - LEAVE OF ABSENCE

19.01 General Leave

The Employer may grant a leave of absence without pay and without loss of seniority to any employee requesting such leave of absence for valid personal reasons. Leave requests shall be in writing on the appropriate forms, as supplied by the Employer. Employees on approved leave of absence shall not engage in any gainful employment without permission of the Employer. Requests for such leave shall not be unreasonably denied.

19.02 Leave for Union Function

Upon request to the Employer, an employee elected or appointed may be granted an unpaid leave of absence without loss of seniority to attend Union conventions or seminars provided the Employer receives at least fifteen (15) days written notice on the appropriate form prior to the leave day(s).

It is understood that the aggregate of Union Leave will be to a maximum of forty (40) days per calendar year. It is further understood that a maximum of two (2) employees from the same department and three (3) employees in total may be granted Union Leave for the same time period.

19.03 Bereavement Leave

- (a) In the event of death of an employee's spouse (including same sex or common-law spouse), child or parent, the employee shall be entitled to a leave of absence without loss of pay for five (5) consecutive days.
- (b) In the event of death of an employee's sister, brother, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild, the employee shall be entitled to a leave of absence without loss of pay for three (3) consecutive days.
- (c) In the event of death of an employee's aunt, brother-in-law, sister-in-law, uncle, former or legal guardian, niece or nephew or any other second degree relative, the employee shall be entitled to a leave of absence without loss of pay for one (1) day.
- (d) Where the burial occurs at a local in excess of 350 miles, such leave shall include reasonable travelling time, the latter not to exceed two (2) consecutive days without pay.
- (e) The employee shall be paid for scheduled hours during the leave, which they otherwise would have worked.
- (f) The employee will be allowed to save one paid day of bereavement leave to attend the memorial service.
- (g) Additional days without pay may be granted at the discretion of the employer.

19.04 Compassionate Leave/or Family Leave

Leave with pay shall be granted up to a maximum of five (5) days off with pay per calendar year and without loss of seniority for serious illness in the immediate family or other serious family emergencies. Such time off taken shall be deducted from the employee's sick leave.

19.05 Pregnancy and Parental Leave

- (a) Pregnancy and parental leaves will be granted in accordance with the Employment Standards Act of Ontario unless otherwise amended.
- i) An employee who is pregnant shall be entitled, upon application, to pregnancy leave and parental leave immediately thereafter. Pregnancy leave shall be granted for seventeen (17) weeks as provided in the Employment Standards Act, and may begin no earlier than seventeen (17) weeks before the expected birth date.
 - ii) The employee shall give the Employer at least four (4) weeks' notice, in writing, of the day upon which they intend to commence their leave of absence, unless impossible, and furnish the Employer with a certificate of a legally qualified medical practitioner stating that they are pregnant and giving the estimated day upon which delivery will occur.
 - iii) The employee must have started employment with the Employer at least thirteen (13) weeks prior to the expected date of birth.
 - iv) The employee shall give at least four (4) weeks' notice of their intention to return to work or the Employer will assume they will take the full seventeen (17) weeks of pregnancy leave. The employee may shorten the duration of the leave of absence requested under this Article upon giving the Employer four (4) weeks' notice of their intention to do so, and furnishing the Employer with a certificate of a legally qualified medical practitioner stating that they are able to resume their work.
- (b) An employee who is on pregnancy leave as provided under this Agreement and has applied for and is in receipt of Employment Insurance pregnancy/parental benefits pursuant to sections 18 and 20 of the *Employment Insurance Act, 1971*, shall be paid a supplemental unemployment benefit. That benefit will be equivalent to the difference between seventy-five (75%) of their regular weekly earnings and the sum of their weekly rate of Employment Insurance benefits (or what the Employment Insurance benefits would have been had the employee taken 35 weeks parental leave) and any other earnings. Such payment shall commence following completion of the one (1) week Employment Insurance waiting period and receipt by the Employer of the employee's Employment Insurance cheque stub as proof that they are in receipt of Employment Insurance pregnancy/parental benefits and shall continue while the employee is in receipt of such benefits for a maximum period of fifteen (15) weeks. The employee's regular weekly earnings shall be determined by multiplying their regular hourly rate on their last day worked prior to the commencement of the leave times their normal weekly hours.

The employee does not have any vested right except to receive payment for the covered unemployment period. The plan provides that payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the plan.

- (c) An employee who does not apply for leave of absence under 19.05(a)(i) and who is otherwise entitled to pregnancy leave, shall be entitled to and shall be granted leave of absence in accordance with 19.05(a)(i) upon providing the Employer, before the expiry of two (2) weeks after they ceased to work, with a certificate of a legally qualified medical practitioner stating that they were not able to perform the duties of their employment because of a medical condition arising from their pregnancy, and giving the estimated day upon which, in their opinion, delivery will occur or the actual date of their delivery.
- (d) An employee who intends to resume their employment on the expiration of the leave of absence granted to them under this Article shall so advise the Employer. If and employee returns to work at the expiry of the normal pregnancy or parental leave, and the employee's former permanent position still exists, the employee will be returned to their former job, and former shift if their shift was designated.

All employees who fill vacancies as a result of the above absences shall likewise be returned to their former permanent positions.

- (e) When the Employer has suspended or discontinued operations during the leave of absence and has not resumed operations upon the expiry thereof, the Employer shall upon resumption of operations, reinstate the employee to their employment or to alternate work in accordance with the established seniority system or practice of the Employer in existence at the time the leave of absence began and in the absence of such a system or practice shall reinstate the employee in accordance with the provisions of 19.05(c).
- (f) Credits for service for the purpose of salary increments, vacations, or any other benefit included and prescribed under the Employment Standards Act shall continue and seniority shall accumulate during the leave.
- (g) The Employer will continue to pay one hundred percent (100%) of the premiums of all insured benefits provided to Full-Time Employees during pregnancy leave.
- (h) Upon expiry of seventeen (17) weeks pregnancy leave, an employee may immediately commence parental leave, as provided under the Parental Leave provisions of this Agreement. The employee shall give the Employer at least four (4) weeks' notice, in writing that they intend to take parental leave.

19.06 Parental Leave

- (a) An employee who becomes a parent, and who has been employed for at least thirteen (13) weeks immediately preceding the date of the birth of child or the date the child first came into care or custody of the employee, shall be entitled to parental leave.
- (b) A "parent" includes: the natural mother or father of the child, a person with whom a child is placed for adoption and a person who is in a relationship of some permanence with the parent of the child and who intends to treat the child as their own.
- (c) Parental leave must begin within seventy-eight (78) weeks of the birth of the child or within seventy-eight (78) weeks of the day the child first came into the custody, care and control of the parent. For employees on pregnancy leave, parental leave will begin immediately after pregnancy leave expires. 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 they did not.
- (d) An employee not on pregnancy leave requesting parental leave shall give the Employer four (4) weeks written notice of the date the leave is to begin.
- (e) 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 they did not. The Employee will give the Employer at least four (4) weeks notice of the day.
- (f) The Employer will continue to pay one hundred percent (100%) of the premiums of all insured benefits provided to Full-Time Employees during pregnancy leave while the employee is on parental leave.
- (g) Credits for service for the purpose of salary increments, vacations, or any other benefit included and prescribed under the Employment Standards Act shall continue and seniority shall accumulate during the leave.

19.07 Jury or Court Witness Duty

The Employer shall grant leave of absence without loss of seniority to an employee who serves as a juror or subpoenaed witness in any court. The Employer shall pay such an employee the difference between their normal earnings and the payment they receive for jury service or court witness duty, excluding payment for travelling, meals, or other expenses. The employee will present proof of service and the amount of pay received.

Time spent by an employee required to serve as a court witness, for the Employer and at the request of the Employer, in a matter arising out of their

employment shall be considered as time worked and shall be paid at the appropriate rate of pay.

19.08 Education Leave

- (a) The Employer shall pay the full cost of any course of instruction required by the Employer for an employee to qualify themselves to perform their job. Payment shall be made on successful completion of the course.
- (b) The Employer may grant an employee leave of absence without pay and without loss of seniority and benefits to write examinations to upgrade their employment qualifications as they relate to employment with the Employer.

19.09 Self-Isolation Leave

If an employee is required to self-isolate on the direction of the Employer, Public Health, and/or a treating physician, the employee shall be entitled to use sick-leave, vacation, or lieu entitlements for any hour of work lost during such period.

ARTICLE 20 - PAYMENT OF WAGES AND ALLOWANCES

20.01 Shift Premium

The Employer agrees to pay a shift premium of forty cents (40¢) per hour to all employees who work a majority of their shift between the hours of 3:00 p.m. and 7:00 a.m.

The Employer agrees to pay a weekend premium of fifteen cents (15¢) per hour to all employees who work a majority of their shift between eleven (11) pm Friday and to end on Monday at seven (7) a.m. This premium shall be in addition to the shift premium.

20.02 Pay Days

The Employer agrees that wages will be paid bi-weekly on every second Friday.

On each payday, each employee shall be provided with an itemized statement of their wages, overtime and other supplementary pay and deductions. The employee's hourly rate is to be placed on the cheque stub. If an employee is underpaid, the following applies:

If the amount of the error is equal to or greater than the employee's normal gross wages for a day of work, the Employer will provide the adjustment payment promptly. The objective is to deliver the payment within three (3) business days of the error being brought to the Employer's attention.

Errors for lesser amounts will normally be corrected the next pay.

20.03 Equal Pay for Equal Work

The principle of equal pay for equal work shall apply, regardless of gender.

20.04 Responsibility Allowance for Work Outside the Bargaining Unit

- (a) When the Employer temporarily assigns an employee to carry out the responsibilities of a salaried employee outside of the bargaining unit for a period in excess of ½ shift, the employee shall receive an allowance of seven dollars and fifty cents (\$7.50) for each shift from the time of the assignment.
- (b) Where an RN is absent from their normal shift, and the Employer temporarily assigns an RPN to carry out some additional responsibilities of the absent RN for a period in excess of ½ shift, the employee shall receive an allowance of seven dollars and fifty cents (\$7.50) for each shift.

20.05 Payment for In-Service

The Employer agrees to pay employees who are required by the Employer to attend in-service sessions at their straight time hourly rate for all hours in attendance at such sessions. Such payment shall not be subject to the overtime provisions of the Collective Agreement.

20.06 Pay during Temporary Transfers

When an Employee is temporarily assigned to and performs the principle+ duties of a higher paying position for at least one (1) hour of their shift they shall receive the rate for the higher paying position during that time. When an employee is temporarily assigned to a lower paying position than their own, their rate shall not be reduced.

20.07 Uniform Allowance

All bargaining unit Employees shall receive a uniform allowance of \$9.00 per month towards the purchase of uniforms as designated by the Employer. Payment for uniform allowance shall be made twice per calendar year in January and July for the six (6) month periods coinciding with the pay periods ending around December 31st and June 30th. Only those Employees who are employed at the time the uniform allowance payment is made are entitled to receive the payment.

20.08 No Pyramiding of Payments

The payments and other benefits provided in this Agreement, including overtime pay, holiday premium pay, night premium pay, reporting pay, etc., shall not be pyramided. An employee shall not receive more than one compensation for the same service.

ARTICLE 21 - EMPLOYEE BENEFITS

21.01 Master Policy

Upon request the Union shall be provided with a current copy of the Master Policy of all insured benefits.

21.02 Change of Carriers

It is understood that the Employer may at any time substitute another carrier for any plan, provided the benefits conferred thereby in total are not decreased. Before making such a substitution, the Employer shall notify the Union to explain the proposed change and to ascertain the views of the employees. Upon request by the Union, the Employer shall provide to the Union full specification to the Benefits Programs contracted for and in effect for employees covered herein.

21.03 Premiums and Benefits Coverage

The Employer agrees to pay one hundred percent (100%) of the premiums for all insured benefits for full-time employees who have completed three (3) months of continuous service.

21.04 Benefits Coverage

The Employer agrees to provide the Insurance, Accidental Death/Dismemberment, Extended Health Care and other benefits set out in the Group Benefit Plan booklet and subject to the Master Policy to all full-time Employees who have completed three (3) months of service.

Increase hearing aid coverage to one thousand dollars (\$1,000.00) every five (5) years.

21.05 Vision Care

The Employer shall extend the benefits coverage provided for in 21.04 to include a vision care benefit of two hundred and fifty dollars (\$250) every twenty-four (24) months. In addition, this shall also include eye exams to a maximum of eighty dollars (\$80).

21.06 Dental Benefits

The Employer agrees to provide Dental benefits in accordance with the current O.D.A. fee schedule, as amended from time to time, with fifty percent (50%) co-insurance (50% employee paid).

21.07 Health and Welfare – Premium in Lieu

Part-time employees shall receive six percent (6%) of their regular rate of pay per hour worked above their regular rates of pay as set out in Appendix "A" hereto attached in lieu of all forms of health and welfare and fringe benefits.

ARTICLE 22 - NURSING HOMES AND RELATED INDUSTRIES PENSION PLAN

In this Article, the terms used shall have the meanings as described:

22.01 "Plan" is defined as the Nursing Homes and Related Industries Pension Plan, being a multi-employer plan.

"Applicable Wages" is defined as the basic straight time wages for all hours worked including:

- i) the straight time component of hours worked on a holiday
- ii) holiday pay, for the hours not worked
- iii) vacation pay
- iv) paid sick leave
- v) bereavement leave
- vi) jury duty
- vii) negotiations and grievance meetings

All other payments, premiums, allowances and similar payments are excluded.

"Eligible employee" is defined as full-time and part-time employees in the bargaining unit who have completed nine hundred seventy-five (975) hours of service and who are not prohibited from contributing to the Plan by legislation or the Plan rules because of their age or because they are in receipt of a pension from the Plan.

22.02 Each eligible employee covered by this Collective Agreement shall contribute for each pay period an amount equal to two point five percent (2.5%) of applicable wages to the Plan. The Employer shall contribute on behalf of each eligible employee for each pay period, an amount equal to two point five (2.5%) of applicable wages to the Plan.

Notwithstanding the foregoing, where an error has been made in deduction, the Employer shall, upon request, make full payment on any outstanding Employer contribution irrespective of whether the Employee pays the matching amount.

The Employer shall contribute on behalf of all employees who would be eligible employees but for their age or their receipt of a pension from the Plan two point five percent (2.5%) of applicable wages to a fund of the employee's.

The parties agree that this Article in no way prejudices the position of either party as it relates to the retroactivity application if an error is discovered.

22.03 The Employee and the Employer contributes shall be remitted by the Employer to the Plan within thirty (30) days after the end of the calendar month in which the pay period ends for which the contributions are attributable.

22.04 The Union acknowledges and agrees that other than making its contributions to the Plan as set out in this Article, the Employer shall not be obligated to contribute toward the costs of benefits provided by the Plan or be responsible for providing any such benefits.

The Union and the Employer acknowledge and agree that under current pension position legislation and/or regulations, the Employer has no requirement to fund any deficit in the Plan but is required to contribute only that amount as required by the Collective Agreement in force between the parties.

It is understood and agreed by the Employer and the Union that should the current pension legislation or regulations be changed so that the Employer's obligation to contribute to the Plan exceeds the amount specified in the Collective Agreement then in force, the parties will meet directly to finalize

methods to relieve the Employer of this increased obligation to the extent that any such obligations exceed that which the Employer would have if the Plan were a defined contribution plan.

22.05 The Employer agrees to provide the Plan Administration on a timely basis, all information required pursuant to the Pension Benefits Act, R.S.O. 1990, Ch. P-8, as amended, which the Administrator may reasonably require in order to properly record and process pension contributions and pension benefits. The following information shall be provided to the Administrator of Plan in electronic format.

For further specificity, the items required for each eligible employee by Article .05 of the agreement are:

- i) to be provided once only at Plan commencement:
 - Date of hire

- Date of birth
- Date of first contribution
- Seniority List to include hours from date of hire to Employer's fund entry date (for the purpose of calculation past service credit)

ii) to be provided with each remittance:

- Name
- Social Insurance Number
- Monthly remittance
- Pensionable earnings
- YTD pension contributions
- Employer portion of arrears owing due to error, or late enrolment by the Employer

iii) to be provided once, and if status changes:

- Full address as provided to the Employer
- Termination date when applicable (MMDDYY)
- Gender
- Marital Status

iv) to be provided annually but no later than December 1st:

- Current complete address listing
- Details of all absences of members from the workplace due to an injury for which the member received Workplace Safety and Insurance Board benefits

Any additional information request, beyond that noted above, may be provided, if possible, by the Employer at the expense of the Plan, unless the Employer is obligated by law to provide the information.

22.06 The Employer agrees to be bound by the terms of the Agreement and Declaration of Trust and the rules and regulations of the Plan adopted by the Trustees, both as may be amended from time to time.

ARTICLE 23 - TECHNOLOGICAL CHANGES

23.01 Technological and Other Changes

The Employer will notify the Union at least thirty (30) days in advance of any technological or other change, which the Employer plans to introduce which will significantly change the status of the employees within the bargaining unit. The Employer agrees to meet and discuss with the Union the impact of the

technological or other change on the Nursing Home, its employees and the residents.

ARTICLE 24 - GENERAL CONDITIONS

24.01 Bulletin Board

The Employer shall provide a bulletin board which shall be placed so that all employees will have access to it and upon which the Union shall have the right to post notices of regular meetings, special meetings, seminars or Union activities.

24.02 Proper Conditions

- (a) Neat, clean, attractive, and appropriately furnished accommodations as pursuant to the *Occupational Health and Safety Act*, as amended from time to time, shall be provided for employees to have their meals and change their clothes.
- (b) Appropriate lockers or storage space shall be provided for employees to leave their clothing or belongings in during working hours.

24.03 Workers' Compensation

The Employer agrees to provide workplace accident insurance coverage in accordance with the Workplace Accident Insurance Plan booklet to all of its Employees for the duration of this Agreement. The Employer will pay the full premium cost of the Workplace Accident Insurance Plan

24.04 Copies of Agreement

The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and their rights and duties under it. It is agreed that the Union will prepare the Collective Agreement for signing within sixty (60) days of receiving the arbitration award or written notice of ratification and shall subsequently arrange to print sufficient copies within thirty (30) calendar days from the date it receives the signed copy of the Collective Agreement. The Union and the Employer shall share the cost of printing equally.

ARTICLE 25 - TERM OF AGREEMENT

25.01 Effective Date

The term of this Agreement shall be from June 12, 2024 to June 11, 2026 and shall continue from year to year upon the expiration of that term unless either

party gives to the other party notice in writing at least ninety (90) days prior to the expiration date in each year that it desires its termination or amendment.

25.02 Changes in Agreement

Any changes deemed necessary in this Agreement may be made by mutual agreement at any time during the existence of this Agreement.

ARTICLE 26 - RETROACTIVITY


26.01 A retroactive payment will be made to all active employees or employees on approved leaves of absence as of the date of ratification. The amount of the retroactive payments shall be equal to the additional amount each qualifying employee would have earned had the increase been implemented on June 12, 2024, and the date it is actually implemented.

The Employer will endeavour to provide all retroactivity to all current employees within thirty (30) days of receiving written notice of ratification. If the retro payment is not made to current employees within forty-five (45) days, then thereafter interest will be paid.


All retro payments will be paid to employees on a separate cheque or be itemized on the employees' regular cheque stub.

SIGNED THIS 2nd DAY OF October 2024


CANADIAN UNION OF PUBLIC EMPLOYEES AND ITS LOCAL 4957


Rachel K (Oct 2, 2024 11:48 EDT)

Rachel Koop, President Local 4957

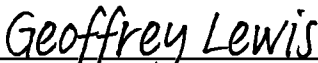

Tsitsi Mugadza (Oct 4, 2024 21:24 EDT)

Tsitsi Mugadza, Secretary-Treasurer Local 4957

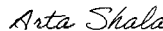

kadeem grant (Oct 4, 2024 12:35 EDT)

Kadeem Grant, National Representative

OAKPARK RETIREMENT COMMUNITY


Geoffrey Lewis (Oct 2, 2024 15:31 EDT)

Geoffrey Lewis, HR Manager



Arta Shala, Vice President

APPENDIX "A" WAGES



Effective Date	General Wage Increase
June 12, 2024	3.5% Across the Board
June 12, 2025	3.5% Across the Board

Classification	Steps	June 12, 2024	June 12, 2025
PSW	Step 1 – 0 - 1750	\$20.25	\$20.96
	Step 2 - 1751-3500	\$20.52	\$21.24
	Step 3 - 3501-5250	\$20.78	\$21.51
	Step 4/FT	\$21.05	\$21.79
RPN	Step 1-	\$32.24	\$33.37
	Step 2-	\$32.55	\$33.69
	Step 3	\$32.78	\$33.93
	Step 4/FT	\$33.05	\$34.20
UCP	Step 1	\$23.45	\$24.27
	Step 2	\$23.71	\$24.54
	Step 3	\$23.98	\$24.82
	Step 4/FT	\$24.25	\$25.10
Housekeeper	Step 1	\$18.12	\$18.76
	Step 2	\$18.38	\$19.02
	Step 3	\$18.65	\$19.30
	Step 4/FT	\$18.92	\$19.58
Maintenance	Step 1	\$19.19	\$19.86
	Step 2	\$19.45	\$20.13
	Step 3	\$19.72	\$20.41
	Step 4/FT	\$19.99	\$20.69
Laundry	Step 1	\$18.12	\$18.76
	Step 2	\$18.38	\$19.02
	Step 3	\$18.65	\$19.30
	Step 4/FT	\$18.92	\$19.58

Classification	Steps	June 12, 2024	June 12, 2025
Cook	Step 1	\$21.58	\$22.34
	Step 2	\$21.85	\$22.61
	Step 3	\$22.12	\$22.89
	Step 4/FT	\$22.46	\$23.25
Assistant Cook	Step 1	\$17.32	\$17.92
	Step 2	\$17.58	\$18.20
	Step 3	\$17.85	\$18.48
	Step 4/FT	\$18.38	\$19.02
Dishwasher	Step 1	\$18.12	\$18.76
	Step 2	\$18.38	\$19.02
	Step 3	\$18.65	\$19.30
	Step 4/FT	\$18.92	\$19.58
Server	Step 1	\$18.12	\$18.76
	Step 2	\$18.38	\$19.02
	Step 3	\$18.65	\$19.30
	Step 4/FT	\$18.92	\$19.58
Activities Assistant	Step 1	\$18.38	\$19.02
	Step 2	\$18.65	\$19.30
	Step 3	\$18.92	\$19.58
	Step 4/FT	\$19.19	\$19.86
Bus Driver	Step 1	\$18.38	\$19.02
	Step 2	\$18.65	\$19.30
	Step 3	\$18.92	\$19.58
	Step 4/FT	\$19.19	\$19.86
Receptionist	Step 1	\$18.12	\$18.76
	Step 2	\$18.38	\$19.02
	Step 3	\$18.65	\$19.30
	Step 4/FT	\$18.92	\$19.58

sp:cope491
August 14, 2024