

COLLECTIVE AGREEMENT

BETWEEN

TECK PIONEER RESIDENCE

(Hereinafter called the "Employer")

- AND -

THE CANADIAN UNION OF PUBLIC EMPLOYEES

AND ITS LOCAL UNION 1074

(Hereinafter called the "Union")

Effective Date:
September 1st, 2024, to August 31st, 2026

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ARTICLE 1 - GENERAL PURPOSE

1.01 The parties hereto agree that the general purpose of this Agreement is to promote a harmonious industrial relationship and to provide for orderly collective bargaining relations between the parties.

ARTICLE 2 - RECOGNITION

2.01 The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all its employees, save and except supervisors, persons above the rank of supervisor, professional medical staff, graduate nursing staff, undergraduate nurses, graduate pharmacists, undergraduate pharmacists, graduate dieticians, student dieticians, occupational therapists, physiotherapists and office staff.

2.02 "Employee" as used in this Collective Agreement shall mean those persons described in the bargaining unit.

2.03 All correspondence between the Employer and the Union shall pass between the Administrator and the Secretary of the Union with a copy to the National Representative, unless otherwise specified in this Agreement.

2.04 New Employees

The Employer agrees to acquaint new employees with the fact that a Union Agreement is in effect and with the conditions of employment set out in the articles dealing with union security and dues check-off.

ARTICLE 3 - RIGHTS OF THE EMPLOYER

3.01 The Union agrees that the Employer has the exclusive rights to arrange the Residence including such rights as:

- a) To determine the size of the working force, the number of persons required for any and all jobs, the allocation and assignment of work to employees and to be judge of the qualifications of the employees. These rights are to be used in a fair and just manner.
- b) To maintain order, discipline and efficiency; to make, alter and amend rules of conduct and procedure for employees; to hire, discharge for just cause, classify, transfer, promote, demote, layoff, suspend or discipline employees, provided however, that any exercise of these rights to conflict with any provisions of this Agreement may be subject to a grievance as provided under the grievance procedure of this Agreement.

3.02 Supervisors shall not perform work normally performed by employees in the bargaining unit that will result in the layoff, demotion or displacement of any employees in the bargaining unit.

3.03 No employee shall be required or permitted to make any written or verbal agreement with the Employer or his representatives which may conflict with the terms of this Collective Agreement. No individual employee or group of employees shall undertake to represent the Union at meetings with the Employer without proper authorization from the Union.

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 sub-contracted, transferred, leased, assigned, or conveyed, in whole or in part, to any other plant, person, company, or non-unit employee.

ARTICLE 4 - NO DISCRIMINATION

4.01 The Employer and the Union agree that all Employees will be protected against discrimination respecting their human rights and employment in all matters including age, race, colour, religion, creed, sex, sexual orientation, pregnancy, physical disability, mental disability, illness or disease, ethnic, or national or aboriginal origin, family status, marital status, source of income, political belief, affiliation or activity, membership in a professional association, business or trade association, Employers' organization or Employees' organization, physical appearance, residence, or the association with others similarly protected or any other prohibition of the Human Rights Code.

4.02 The Employer agrees to adhere to the whistle blowing protection pursuant to the Long-Term Care Home Act. (LTCHA).

ARTICLE 5 – MINIMUM STAFFING:

The Employer agrees to employ sufficient registered staff and Personal Support Workers to meet the staffing needs that may be set from time to time by statute and/or regulation. In the event that there is insufficient staffing to meet this undertaking, the Employer will post vacancies so that any unmet care undertaking will be satisfied.

- a) The Employer will assign at least the same number of total bargaining unit RPN hours and Personal Support Workers that are equal to those hours that were scheduled in the last week ending prior to June 30th, 2020. For clarity, this includes existing vacancies.
- b) In the event the Employer cannot meet their ongoing obligation for scheduled RPN hours and Personal Support Workers in part (a) above, it shall so notify the Union and fully disclose the reasons thereof.
- c) If the failure to staff is a legitimate recruitment issue, there shall be no violation of this Agreement. The Employer will make reasonable efforts to recruit a replacement and will provide the Union with an outline of recruitment activities.

- d) Further, if there is a reduction in beds, occupancy levels or CMI or its equivalent below the levels in effect as of June 30th, 2020, a reduction in the complement shall not constitute a breach of this Agreement, as long as the reduction is proportionate.
- e) If there is any other reason for the failure to staff in accordance with this article, the Union and Employer will attempt to find a resolution and if unable to do so, the matter may be referred to Arbitration.
- f) The Arbitrator/Arbitration Board will have authority to determine whether the reduction in staffing was appropriate and shall have jurisdiction to award an appropriate remedy.

ARTICLE 6 - STEWARDS AND GRIEVANCE COMMITTEE

6.01 The Employer acknowledges the right of the Union to appoint or otherwise select a reasonable number of Stewards to be limited to one (1) Steward for each department, namely Nursing, Housekeeping, Kitchen and Maintenance, and a Grievance Committee to be composed of three (3) of the Stewards so elected or selected. The Employer shall be advised in writing of the names of the Stewards and members of the Grievance Committee and of any changes before the Employer will recognize them.

6.02 The grievance procedure shall be carried out as far as practicable outside regular working hours so as to reduce the loss of time and wages to a minimum. Payment for time lost during working hours in connection with a grievance will be paid only in cases where the Employer calls a meeting to discuss a grievance.

6.03 If the Union believes it is necessary for an employee to take time off during working hours for the investigation of a grievance or in an attempt to settle a grievance, the employee must arrange with his immediate supervisor to be off at a time which will least interfere with the work. The employee must have a pass signed by supervisor which will indicate the amount of time lost.

6.04 Union Management Committee

A Union – Management Committee shall be established consisting of representatives of three (3) union and three (3) representatives of the employer. The committee shall enjoy the full support of both parties in the interest of improved service to the public and job security for the employees.

Function of the Committee:

The Committee shall concern itself with the following general matters:

- 1) Considering constructive criticisms of all activities so that better relations shall exist between the Employer and the employees.
- 2) Improving and extending services to the public
- 3) Promoting safety and sanitary practices.

- 4) Reviewing suggestions from employees, questions of working conditions and service (but not grievances concerned with service).
- 5) Correcting conditions causing grievances and misunderstanding.

Meetings of Committee:

The Committee shall endeavour to meet quarterly or when either party deems it necessary, at a mutually agreeable time and place. Its members shall receive a notice and agenda of the meeting at least one week in advance of the meeting. Employees shall not suffer any loss of pay for time spent with this Committee.

Chairperson of the Meeting:

An Employer and a Union representative shall be designated as joint chairperson and shall alternate in presiding over meetings.

Minutes of Meeting:

Minutes of each meeting of the Committee shall be prepared and signed by the joint chairpersons as promptly as possible after the close of the meeting. The responsibility of the minutes shall be shared alternating between Union and the Employer.

The Union, the CUPE Representative and the Employer shall each receive two (2) signed copies of the minutes within three (3) days following the meeting.

Jurisdiction of Committee:

The Committee shall not have jurisdiction over wages, or any matter of collective bargaining, including the administration of this collective agreement.

The Committee shall not supersede the activities of any other committee of the Union or of the Employer and does not have the power to bind either the Union or its members or the Employer to any decisions or conclusions reached in their discussions. The Committee shall have the power to make recommendations to the Union and the Employer with respect to its discussions and conclusions.

ARTICLE 7 - GRIEVANCE PROCEDURE

7.01 The parties agree that it is desirable that any complaints or grievances should be adjusted as quickly as possible. Employees may try to settle their complaints with their immediate supervisor as soon as possible after they originate, before proceeding with the formal grievance procedure.

7.02 Nothing in this Agreement shall be construed to limit or impair the right of any employee to present any complaint or grievance directly to his supervisor or to restrict the Employer from making settlements in respect to any such complaints or grievances, so long as the terms of such settlement do not conflict with other provisions of this Agreement.

7.03 Should any difference as to the meaning or violation of the provisions of this Agreement arise between the Employer and the Union or between the Employer and any employee, an earnest effort shall be made to settle such differences in the following manner:

STEP 1

Within seven (7) days after the alleged grievance has arisen, the employee, accompanied, if desired, by a Steward, may take the matter up with his supervisor. Failing satisfactory settlement within forty-eight (48) hours, the employee may proceed to Step 2.

STEP 2

Immediately following the forty-eight (48) hour period mentioned above, the employee may take the matter up with the Administrator accompanied by the Grievance Committee, and if desired, a representative of the Union. At this stage, the grievance must be in writing. Failing satisfactory settlement within seven (7) days, the grievance may proceed to arbitration within a period of fifteen (15) days.

7.04 Any difference arising directly between the Employer and the Union concerning the interpretation or alleged violation of this Agreement may be submitted in writing by either party to the other at Step 2.

7.05 It is agreed that the settlement of any grievance under this Article shall not be construed as a precedent and shall not be binding on either party in respect to any other grievance.

7.06 In determining the time within which any step is to be taken under the foregoing provisions of this Article, Saturdays, Sundays and Statutory Holidays shall be excluded. Regarding timelines for grievances, day one (1) will be the day following the alleged grievance. The last day will end at 4 p.m. Any and all-time limits may be extended by agreement in writing between the Employer and the Union.

If advantage of the provisions of this Article is not taken within the time limits specified herein or as extended by mutual agreement, in writing, the matter in dispute shall be deemed to have been abandoned.

7.07 Grievances concerning layoffs due to a reduction in the working force shall be initiated at Step 2 of the grievance procedure.

7.08 The grievance procedure shall be carried out on the property of the Employer or at such other place as the parties shall mutually agree upon.

- 7.09** It is understood that the Employer has access to the grievance procedure and arbitration in the same manner and to the same extent as an employee. It is further agreed that the Employer may bring forward complaints and grievances within the terms of this Agreement.

ARTICLE 8 – HEALTH AND SAFETY

8.01

- (a) The Employer and the Union agree that they mutually desire to maintain standards of safety and health in the Home, in order to prevent injury and illness and abide by the Occupational Health and Safety Act as amended from time to time.
- (b) A Joint Health and Safety Committee (JHSC) shall be constituted in accordance with the Act, which shall identify potential dangers, recommend means of improving the health and safety programs and obtaining information from the Employer or other persons respecting the identification of hazards and standards. The committee shall meet at least every three months or more frequently if the committee decides.

The Employer agrees to accept as a member of its Joint Health and Safety Committee at least one (1) CUPE local 1074 representatives selected or appointed by the Union.

Scheduled time spent in such meetings is to be considered time worked for which representative(s) shall be paid by the Employer at his or her regular or overtime rate.

Minutes shall be taken of all meetings and copies shall be sent to the Committee members within two (2) weeks following the meeting, if possible. Minutes of the meetings shall be posted on the workplace health and safety bulletin board.

- (c) The Employer shall provide the time from work with pay and all related tuition costs and expenses necessary to certify the worker representative.

Where an inspector makes an inspection of a workplace under the powers conferred upon him or her under the Occupational Health and Safety Act, the Employer shall afford a committee member representing workers the opportunity to accompany the inspector during his or her physical inspection of a workplace, or any part or parts thereof. Where a committee member is not available, the Employer shall afford a worker selected by a Union, because of knowledge, experience and training, to represent it, the opportunity to accompany the inspector during his or her physical inspection of a workplace, or any part or parts thereof.

- (d) Two (2) representatives of the Joint Health and Safety Committee, one (1) from management and one (1) from the employees, shall make monthly inspections of the workplace and shall report to the health and safety committee the results of their inspection. The members of the Committee who represent the workers shall designate a member representing workers to inspect the workplace.

Where possible that member shall be a certified member. The Employer shall provide the member with such information and assistance as the member may require for the purpose of carrying out an inspection of the workplace. Scheduled time spent in all such activities shall be considered as time worked.

- (e) The Joint Health and Safety Committee and the representatives thereof shall have access to Incident/Accident Report Form required in S.51, S.52 and S.53 of the Act and the annual summary of data from the WSIB relating to the number of work accident fatalities, the number of lost workday cases, the number of lost workdays, the number of non-fatal cases that required medical aid without lost workdays, the incidence of occupational injuries, and such other data as the WSIB may decide to disclose. It is understood and agreed that no information will be provided to the Committee which is confidential. This information shall be a standing item recorded in the minutes of each meeting.
- (f) The Union will use its best efforts to obtain the full co-operation of its membership in the compliance of all safety rules and practices.
- (g) The Employer will use its best efforts to make all affected direct care employees aware of residents who have serious infectious diseases. The nature of the disease need not be disclosed. Employees will be made aware of special procedures required of them to deal with these circumstances. The parties agree that all employees are aware of the requirement to practice universal precautions in all circumstances.
- (h) The parties further agree that suitable subjects for discussion at the Union-Management Committee and Joint Health and Safety Committee will include aggressive residents.

The Employer will review with the Joint Health and Safety Committee written policies to address the management of violent behavior. Such policies will include but not be limited to:

- i) Designing safe procedures for employees,
 - ii) Providing training appropriate to these policies,
 - iii) Reporting all incidents of workplace violence.
- (i) The Employer shall:

- (i) Inform employees of any situation relating to their work which may endanger their health and safety, as soon as it learns of the said situation,
 - i) Inform employees regarding the risks relating to their work and provide training and supervision so that employees have the skills and knowledge necessary to safely perform the work assigned to them,
 - ii) Ensure that the applicable measures and procedures prescribed in the Occupational Health and Safety Act are carried out in the workplace.

- (j) A worker shall,
- i) Work in compliance with the provisions of the Occupational Health and Safety Act and the regulations,
 - ii) Use or wear the equipment, protective devices or clothing that the worker's Employer requires to be used or worn,
 - iii) Report to his or her Employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and which may endanger himself, herself or another worker, and
 - iv) Report to his or her Employer or supervisor any contravention of the Occupational Health and Safety Act or the regulations or the existence of any hazard of which he or she knows.

(k) Injured Workers Provisions

At the time an injury occurs, the injured worker's Employer shall provide transportation for the worker (if the worker needs it) to a hospital or a physician located within a reasonable distance or to the worker's home. The Employer shall pay for the transportation.

ARTICLE 9 – VIOLENCE IN THE WORKPLACE

9.01 The parties agree that if incidents involving aggressive client action occur, such action will be recorded and reviewed at the Occupational Health and Safety Committee. Reasonable steps within the control of the Employer will follow to address the legitimate health and safety concerns of employees presented in that forum.

It is understood that all such occurrences will be reviewed at the Resident Care Conference.

9.02 The Union may hold meetings on the Employer's premises providing permission has been first obtained from the Employer.

ARTICLE 10 - ARBITRATION

10.01 The grievance may be submitted to arbitration by either party to this Agreement within the time limits set out in Step 2 of Article 6.03. In its notice in writing to the other party, the party submitting the matter to arbitration shall supply the name of its appointee to an Arbitration Board. The recipient of the notice shall notify the other party of the name of its appointee to the Board within five (5) days. The two (2) appointees so named shall appoint a third person who shall be Chairman of the Board of Arbitration. If the two (2) appointees fail to agree upon a Chairman, within a further five (5) days, the Minister of Labour of Ontario shall appoint the Chairman. Saturdays, Sundays and Statutory Holidays shall be excluded when computing time limits.

- 10.02** The written record of the grievance as presented at Step 2 shall be submitted to the Board of Arbitration and the award of the Board shall be confined to the issues therein set out. It is agreed that the Board of Arbitration shall not have the authority to alter, modify or amend any part of this Agreement or to make any general changes such as in wage rates or to make recommendations inconsistent with the provisions of this Agreement.
- 10.03** Any arbitration case shall be heard in Kirkland Lake or at such other place as the parties may mutually agree upon in writing.
- 10.04** In any arbitration, the presumption shall be, until the contrary shall have been proved, that the provisions of this Agreement have been complied with.
- 10.05** The Union and the Employer shall respectively pay the expenses of their appointee. The expenses of the Chairman shall be borne in equal shares by the Union and the Employer. Witness fees and allowances shall be paid by the party calling the witnesses. No costs of arbitration shall be awarded to or against either party.
- 10.06** In determining any grievance arising out of discipline, the Board may dispose of the claim by affirming the Employer's action and dismissing the grievance or by setting aside the disciplinary action involved and restoring the grievor to his former position with or without compensation or in such a manner as may, in the opinion of the Board, be justified.

ARTICLE 11 - DISCHARGE PROCEDURE

- 11.01** When an employee is discharged or suspended, the employee and the Union shall be advised promptly in writing by the Employer as to the reason for such discharge or suspension.

If an employee be discharged and if he believes that he has been unjustifiably discharged, he may have his grievance taken up under the grievance procedure, starting at Step 2, if presented in writing within seven (7) working days after the date of his leaving the employ of the Employer and not otherwise. If it should be settled finally in his favour, he shall be reinstated and paid his wages at his regular basic rate (less amounts earned during the time lost) for the time lost since the date of discharge, limited to a maximum of forty (40) hours per week, or any other arrangements which are just and equitable in the opinion of the conferring parties. If said discharge is taken to arbitration, the Arbitrator may:

- a) sustain the discharge, or
- b) reinstate the employee with full pay for the time lost, less monies earned during the time lost and with no loss of seniority.

11.02 Whenever the Employer or a representative of the Employer deems it necessary to censure an employee in a manner indicating that dismissal may follow any repetition of the act complained of or omission referred to, or that dismissal may follow if such employee fails to bring her work up to a required standard, the Employer shall, within five (5) days thereafter, give written particulars of such censure to the President of the Union, with a copy to the employee involved.

11.03 Right to have Steward present

An employee shall have the right to have his/her Steward present where a supervisor intends to interview an employee for disciplinary purposes. The supervisor shall notify the employee in advance of the purpose of the interview. The Employer shall also notify the employee of their right to have a Union Steward present at the interview.

11.04 Reinstate the employee on any terms respecting payment of salary or non-payment of the same or loss of seniority as the Board of Arbitration in its wisdom sees fit.

ARTICLE 12 - SENIORITY

12.01 Seniority shall mean the length of an employee's continuous service with the Employer since the date of his last hiring by the Employer.

Full-time and part-time employees shall accumulate seniority in the following circumstances only:

- a) When actually at work for the Employer.
- b) When absent on vacation or holidays with pay.
- c) When absent on sick leave with pay.
- d) When off due to general leave of absence for a period of not more than thirty (30) days. Employees who are granted leave for work-related education purposes shall accumulate seniority for the full period of leave granted.
- e) When off the payroll due to sickness or accident for a period of twelve (12) months.

12.02 The seniority of an employee shall be lost if he leaves the employ of the Employer either voluntarily or as a result of discharge.

12.03 In all cases of promotion, transfer, demotion, lay-off and recall, the Employer shall consider the following two (2) factors in determining which employees are to be promoted, transferred, demoted, laid off or recalled as the case may be:

- 1) Seniority

- 2) The requirements and efficiency of the service and the ability, knowledge, training, skill and physical fitness of the individual to fill the requirements of the job.

When in the judgement of the Employer, employees who meet the requirements of factor 2), then seniority shall govern.

12.04 Two (2) seniority lists (one for full-time and one for part-time employees) will be compiled by the Employer showing the seniority date of each employee covered by this Agreement. This list shall be posted on the bulletin board on January 31 of each year. An employee may question the correctness of the date shown on the seniority list within one (1) month after it is posted, but subsequent to this period, the date shall become final.

12.05 A new full-time employee will be on probation for a period of three (3) months and shall have his name added to the full-time seniority list at the end of this period and seniority shall be from the date of hiring.

A new part-time employee will be on probation for a period of five hundred and nineteen (519) hours of employment and shall have his name added to the part-time seniority list at the end of this period and seniority shall be from the date of hiring.

There shall be no responsibility for the re-employment of a probationary employee if he is laid off or is discharged during the period of probation.

- 12.06** a) All vacant or newly created classifications within the scope of this Agreement shall be posted within five (5) days of vacancy occurring for a period of five (5) days during which time employees may apply for such positions. The successful applicant shall be named within five (5) days and shall fill the position no later than two (2) weeks after the successful applicant is named. The employee with the most seniority shall be given the appointment provided the employee is qualified to fill the position.
- b) Any full-time classification declared vacant because of maternity leave, sickness, accident or educational leaves of absence which are greater than 30 days consecutive days, the Employer shall post such vacancy for a period of five (5) days during which time employees may apply to such positions. The successful applicant shall be named within five (5) days and shall fill the position no later than twenty (20) days after being named. The employee with the most seniority shall be given the appointment provided the employee is qualified to fill the position. It is agreed that the position is of a temporary nature only and will terminate upon the return to work of the regular employee holding this position, and the successful applicant will be returned to his previous position.

- c) Once an employee has been awarded a new position through job posting, he may not apply for any further job postings for a period of sixty (60) days unless the applicant is a part-time incumbent seeking a permanent full-time position or the applicant is temporarily occupying a full-time or part-time position. The Employer agrees to send a copy of the posting and the name of the successful applicant to the Secretary of the Union.
- d) The job posting notice shall contain the following information: nature of the position, qualifications, wage or salary rate or range.

12.07 Layoff Procedure

- a) Both parties recognize that job security should increase in proportion to length and quality of service. Therefore, in the event of a lay off, employees shall be laid off in accordance with Article 12.01 Seniority; however, the Employer will retain sufficient employees in each classification in order to continue to provide satisfactory care for residents of the Home. Employees shall be recalled in the order of their seniority, providing they are qualified to do the work.
- b) Lay offs, 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 his/her duties being assigned to one or more part-time employees.

- c) In the event it is necessary for the Employer to permanently shut down or end an operation or any facility or program, the employees involved and the Union will receive ninety (90) days' notice where such notice is reasonably possible.
- d) An employee in receipt of notice of layoff may;
 - Accept the layoff or
 - Opt to retire, if eligible under OMERS plan
 - Displace another employee who has lesser bargaining unit seniority in the same or a lower or an identical-paying classification in the bargaining unit if the employee originally subject to layoff has the ability to meet the normal requirements of the job as described in the position description.

12.08 An employee shall lose seniority and be deemed to be terminated in the following circumstances:

- a) Dismissal for just cause.

- b) Voluntary resignation.
- c) Failing to report for work within a period of thirty (30) days after receipt of notice to report for work after a layoff.
- d) After a layoff extending for a period of eighteen (18) consecutive months.
- e) Absence due to sickness or disability which continues for more than the total of the employee's sick leave credits or twenty-four (24) months, whichever is the greater.
- g) Failure to report to work within ten (10) days after final payment of the initial award or the end of the period used in calculating a lump sum payment of Worker's Compensation for compensable disability incurred during the course of employment with the Employer.

12.10 When an employee relieves in a higher classification, he shall receive the rate for the classification in which he is assigned to relieve.

When an employee relieves in a lower classification, he shall receive the rate which he would have received in his regular classification.

- 12.11** a) If an employee is transferred to a position outside of the bargaining unit, he shall retain his seniority accumulated up to the date of leaving the unit but will not accumulate any further seniority. Employees transferred within or outside of the bargaining unit at the discretion of the Employer or employee, may be returned to his former position within the bargaining unit during a trial period of sixty (60) days whether the move be from within or outside of the bargaining unit.
- b) Employees will maintain this status with the Union by continuing to pay the prescribed union dues.

ARTICLE 13 - LEAVE OF ABSENCE

13.01 All requests for any leave of absence shall be submitted in writing, in advance, to the Employer, in accordance with the following schedule:

5 Days or Less	-5 business days in advance.
Over 5 days	-10 business days in advance.

Such requests shall not be unreasonably withheld. In the event of unusual circumstances, the aforementioned minimum time limits may be disregarded. Employees should try to submit such requests as far in advance as possible.

13.02 If requested by the Union, the Employer will grant leave of absence with pay and with benefits and pension and without loss of seniority, to employees to attend Union business.

Within six (6) weeks of date of invoice, the Union shall reimburse the Employer for pay and employer portion of all benefits including pension plan.

Such leaves of absence shall not total more than five (5) weeks in any calendar year for any employee, including any leave granted under clause 10.01, above, and not more than two (2) employees shall be on such leave of absence at one time.

13.03 If requested by the Union, the Employer will grant leave of absence without pay for a period not exceeding twelve (12) months to an employee selected to work full-time for the Union. Such period of leave of absence shall not be deducted from the employee's seniority.

13.04 The Home agrees to recognize a Negotiation Committee comprised of four (4) representatives of the Union for the purpose of negotiating a renewal agreement.

The Employer shall be advised in writing of the names of the Negotiation Committee before the Employer will recognize them. Committee members shall not suffer any loss of pay when required to leave their employment to carry on contractual negotiations with the Employer, excluding arbitration.

In the event negotiations are held during a representative of the bargaining unit's regular scheduled day off, he shall be given an alternative day off with pay at a time mutually agreeable to him and the Employer, to a maximum of two (2) days per representative, excluding arbitration.

13.05 Bereavement Leave

- a)
 - i) Full-time employees shall be granted three (3) regularly scheduled consecutive workdays leave without loss of salary or wages in the case of death of a same sex partner, parent, spouse, brother, sister, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchildren, step-parent, step-children, son-in-law and daughter-in-law.
 - ii) Part-time employees shall be granted three (3) regularly scheduled consecutive workdays leave without loss of salary or wages within the seven (7) calendar days immediately following the death of a same sex partner, parent, spouse, brother, sister, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchildren, step-parent, step-children, son-in-law and daughter-in-law.
 - iii) Where the burial occurs outside the Kirkland Lake area, such leave may include as well, reasonably travelling time, the latter not to exceed two (2) days.
 - iv) One (1) working day will be paid to permit an employee to attend the funeral of an aunt, uncle, niece, or nephew.

- b) The Administrator may consider a request for an extension of a period of bereavement leave or special instances of bereavement leave. Such leave shall not be unreasonably denied.

13.06 Compassionate Leave

Compassionate leave with pay shall be granted for all staff (full-time and part-time) up to a maximum of 3 days off per occurrence and without loss of seniority for serious illness, in the immediate family or other serious family emergencies twice annually of a same sex partner, parent, spouse, brother, sister, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparent, grandchildren, step-parent, step-children, son-in-law and daughter-in-law.

13.07 Pregnancy Leave

- a) Questions of pregnancy leave shall be determined in accordance with the terms and provisions of the *Employment Standards Act, R.S.O., 1980*, as amended from time to time.
- b) The employee's coverage for group insurance, hospital and medical care shall be continued by the Employer during such leave of absence, but if the employee fails to return to his employment as provided him, the Employer shall recover such payments in full.

13.08 Jury and Witness Duty

If the employee is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or is required by subpoena to attend a court of law or coroner's inquest in connection with a case arising from the employee's duties at the Home, the employee shall not lose regular pay because of such attendance provided that the employee:

- a) notifies the Home immediately on the employee's notification that he will be required to attend court;
- b) presents proof of service requiring the employee's attendance;
- c) deposits with the Home the full amount of compensation received excluding mileage, travelling and meal allowances and an official receipt where available.

13.09 Change to Posted Schedule

- a) A request for a change to the posted time schedule **must be** submitted forty-eight (48) hours in advance in writing by the employee requesting the change and co-signed by the employee willing to exchange days off or hours of duty.

It is understood that such changes to the schedule or days off initiated by employees are subject to the approval of the Employer and shall not result in any overtime payment or compensation, nor be unreasonably denied.

- b) The hours and days of work of each employee shall be posted in an appropriate location at least two (2) weeks in advance.

13.10 Professional and Education Leaves

- a) Leave of absence with pay or without pay may be granted to employees to attend professional and educational meetings, courses, or other events which may be judged beneficial to the employee's professional development, especially as it relates to her responsibilities with the Employer.
- b) Professional and Education Leaves Where an employee is required by the Employer to attend any training program, course or workshop, the Employer agrees to pay any applicable fee and the Employer agrees to compensate such employees for the time off from work as the result of attending the training program, course or workshop.
- c) Leave of absence without pay may be granted to employees for up to one (1) academic year to attend further education which may be judged by the Employer to be beneficial to the employee's professional development, especially as it relates to her responsibilities with the Employer. This request shall not be unreasonably denied. The employee who is granted such a leave will make a commitment to return to work for a period equal to that of the leave.
- d) Professional leave without pay will be granted to full-time and regular part-time employees who are elected to or appointed to the College of Nurses or the Registered Nurses Association of Ontario or the Registered Practical Nurses' Association of Ontario to attend regularly scheduled meetings of the College of Nurses or the Registered Nurses Association of Ontario or the Registered Practical Nurses' Association of Ontario subject to the following limitations:
 - i) No more than one (3) employees may be absent at one time,
 - ii) Employees must provide at least thirty (30) calendar days' notice in writing,
 - iii) Provided that such leave may be arranged without undue inconvenience to the normal operations of the Nursing Home.

13.11 Family Caregiver Leave

ROE will be issued, and Family Caregiver Leave to be applied for under Employment Insurance.

As per ESA, Family caregiver leave is unpaid, job-protected leave of up to eight weeks per calendar year per specified family member.

Family caregiver leave may be taken to provide care or support to certain family members for whom a qualified health practitioner has issued a certificate stating that they have a serious medical condition.

Eligibility

All employees, whether full-time, part-time, permanent, or term contract, who are covered by the ESA, may be entitled to family caregiver leave.

Care or support includes but is not limited to: providing psychological or emotional support; arranging for care by a third-party provider; or directly providing or participating in the care of the family member.

The specified family members for whom a family caregiver leave may be taken are:

- the employee's spouse (including same-sex spouse)
- a parent, step-parent or foster parent of the employee or the employee's spouse
- a child, step-child or foster child of the employee or the employee's spouse
- a grandparent or step-grandparent of the employee or the employee's spouse
- a grandchild or step-grandchild of the employee or the employee's spouse
- a spouse of a child of the employee
- a brother or sister of the employee
- a relative of the employee who is dependent on the employee for care or assistance.

13.12 Isolation Leave

If an employee is required to self-isolate on the direction of the Employer policy, or at the direction of the Employer, and if the employee is not entitled to WSIB benefits for the period of such self-isolation leave, the employee will be entitled to use sick leave, vacation, or lieu entitlements for any hour of work lost during such period. This period of self-isolation will not be counted against any applicable sick leave provisions.

ARTICLE 14 - HOURS OF WORK AND OVERTIME

14.01 The following paragraphs and sections are intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day, or per week, or of days of work per week.

- 14.02** 1) The regular working hours for all full-time employees, except the Nursing Staff, shall be eight (8) hours per day, exclusive of a thirty (30) minute meal period, and shall average forty (40) hours per week within a cycle not exceeding seven (7) consecutive weeks.

The regular working hours for the Nursing Staff shall be seven and one-half (7 1/2) hours per day, exclusive of a thirty (30) minute meal period and shall average thirty-seven and one-half (37 1/2) hours per week within a cycle not exceeding seven (7) consecutive weeks.

- 2) The regular working hours for all part-time employees shall be twenty-four (24) hours per week or less if the requirements of the Employer so dictate. The Employer shall endeavour to schedule regular working hours within given classifications as equally as possible among part-time employees.

- 3) Scheduling non-regular schedules shifts for full-time in less than 75 or 80 hours.

1. The distribution of non-regular shifts for all departments shall be done as to top up the less than 75 and 80-hour fulltime employees firstly, then be offered to part time employees. This will occur on the working schedule prior to posting.

Distribution of non-regular shifts excluding Union LOA's, Stats and vacation that are submitted as per Article 13.01 (as per bullet 3 bellow) once the schedule has been posted will be offered **equally amongst** available part-time employees on a two (2) week basis.

2. If an employee refuses an offered shift, it shall count as a shift worked for equalization purposes only. Only the first shift refused per calendar day can be used towards the count of hours for equalization purposes.

3. Union LOA's, stats and vacation requests that are submitted as per Article 13.01 after the schedule is posted shall be offered to the less than 75 and 80-hour positions first, as long as it does not cause overtime.

4. Refusing a 7.5 or 8 hours shift as per (3) above will not result in any hours being considered refused for equalization purposes.

- 4) Scheduling Part-time Employees

Part-time hours of work will be scheduled so as to be divided equally amongst part-time employees.

Where additional shifts or additional hours of work become available beyond those mentioned above, they shall be distributed to part-time employees as equitably as possible.

5) **Regular Hours**

Dietary- shifts vary between six hours to 8 hours in length

Laundry and Housekeeping- shifts vary between 7 hours per shift to 10 hours per shift

Life Enrichment- shifts vary between 6 hours per shift to 10 hours per shift

Restorative Care- shifts vary between 6 hours per shift to 10 hours per shift

14.03 Extended Tours

Extended shifts and schedules will only be introduced by mutual agreement. The Union will be responsible for polling its members to determine their support for extended shifts and schedules in accordance with the provisions of this agreement. Any agreement reached between the Employer and the Union concerning the implementation of extended tours will comply with the following provisions:

(i) **Trial Period and Evaluation**

Prior to the implementation of a trial extended shift schedule the Employer will post work schedules for the unit affected a minimum of six (6) weeks in advance so that employees affected can individually evaluate the impact of the program.

If the Employer and eighty per cent (80%) of the employees in a unit mutually agree to implementing an extended shift schedule, the changes to implement a compressed work week will be in effect for a trial period of six (6) months.

The program will be evaluated separately by the Employer and the Union participating in the program at the end of the fourth (4th) month in order to ascertain whether to continue the program beyond the initial six (6) month period.

(ii) **Continuation**

Continuation of the extended shift program after the initial trial period will be agreed to by the Employer and the Union dependent upon support for continuation of the program by eighty per cent (80%) of the employees participating in the program by secret ballot.

(iii) **Discontinuation**

The extended shift program shall be discontinued after the initial trial period at any time provided six (6) weeks' notice is given by either party of their intent to do so.

If either party wishes to discontinue, the Employer and the Union agree to meet to discuss this prior to any formal notice of the discontinuation of the extended shift agreement.

In the event an extended shift program is discontinued, the employees affected will revert back to their original shift schedules no later than 90 days from the date of the meeting.

(iv) **Hours of Work**

The normal or standard extended workday shall be 11.25 hours per day.

(v) **Lunch and Meal Periods**

On the day extended shift there will be two (2) fifteen (15) minute rest periods and two (2) thirty (30) minute meal periods. Meal and rest periods on the night extended shift will be three (3) thirty (30) minute break periods. Forty-five (45) minutes of those lunch and rest periods will be with pay and forty-five (45) minutes will be without pay.

(vi) **Overtime**

Overtime will be paid at the rate of time and one-half (1.5) for all hours of work performed following an extended shift.

Overtime will be paid for all hours worked in excess of 225 hours averaged over six weeks.

(vii) **Posting of Schedules**

Posting of schedules will be posted no less than 2 weeks in advance and each schedule shall be for a period of 6 weeks.

(viii) **Weekends Off**

Employees working extended shifts will be scheduled for no less than 2 out of four weekends off. Failure to provide no less than 2 out of four weekends off shall result in payment of overtime rates as per Article 11 for only those weekends that reduce the weekends off below 2 out of four weekends.

(ix) **Consecutive Shifts**

The Employer will issue a schedule that ensures that no more than 4 consecutive extended shifts shall be worked. Failure to provide no more than 4 consecutive extended shifts worked shall result in payment of overtime rates as per Article 11 for only those shifts that are more than 4 consecutive.

(x) **Time Off Between Shifts**

Employees shall have no less than 12 hours off between shifts.

Failure to provide 12 hours between the end of an employee's scheduled shift and the commencement of such employee's next scheduled shift shall result in payment of overtime rates as per Article 11 for only those hours which reduce the 12-hour period.

Employees changing from days to nights shall have no less than 24 hours off between shifts. Failure to provide 24 hours between the end of an employee's scheduled day shift and the commencement of such employee's next scheduled night shift shall result in payment of overtime rates as per Article 11 for only those hours which reduce the 24-hour period.

Employees changing from nights to days shall have no less than 48 hours off between shifts. Failure to provide 48 hours between the end of an employee's scheduled night shift and the commencement of such employee's next scheduled day shift shall result in payment of overtime rates as per Article 11 for only those hours which reduce the 48-hour period.

(xi) **Split Shifts**

There shall be no split shifts.

(xii) **Shift Premiums**

The Employer agrees that employees who work on a night extended shift shall be paid the shift premium in Schedule B of the collective agreement for 11.25 hours.

Employees who work as day extended shift shall be paid the shift premium in Schedule B of the collective agreement for all hours worked between 1500 hours and the end of their shift.

(xiii) **Bereavement Leave**

Employees on an extended shift schedule will be entitled to bereavement leave in accordance with Articles 13.05.

(xiv) **Sick Leave**

Where employees on an extended shift schedule are absent due to illness, they will be paid for the number of scheduled hours absent in accordance with the provisions of Article 21. Weeks/days shall be converted to hours (7.5 hours x 5 days x 26 weeks – 975 hours). The elimination period will also be converted to hours. (e.g., Payments commence after 7.5 hours for the second occurrence, 15 hours after the third occurrence and 22.5 hours after the fourth and subsequent occurrences.)

(xv) **Paid Holidays**

Where employees on an extended shift schedule are required to work on a holiday as defined in Article 19.01 of the collective agreement, they will be paid at the rate of time and one half (1.5) for all hours worked on that shift.

The lieu days resulting from the statutory holiday will be converted to a bank of hours on the basis of **all regular hours worked**.

(xvi) **Vacations**

Vacations and entitlement for employees on an extended shift schedule shall be converted as follows:

Current Week Equivalent Entitlement	Working Days Off	Paid Hours
Two weeks	7	75.0
Three weeks	10	112.5
Four weeks	14	150.00
Five weeks	17	187.50
Six weeks	20	225.00

14.04 Overtime Pay for Full-Time and Part-Time Employees

Overtime pay shall be one and one-half (1 1/2) times the employee's basic rate for all time actually worked by the employee in excess of the employee's regularly scheduled hours per day or per week. The Employee shall not be required to take time off to avoid payment of overtime. Overtime worked by employees by mutual arrangement between employees and with the approval of the Employer, will not be paid for at overtime rates.

Overtime will be offered first to all full-time employees by seniority and then to part-time employees by seniority.

14.05 Part-time employees working longer than their scheduled shift shall be paid at the rate of time and one-half (1 ½) their regular rate of pay for all hours worked. The Employee shall not be required to take time off to avoid payment of overtime.

14.06 Call-Out Time

- a) If it is necessary to call out an employee for work after the employee has left the Residence, the employee shall be paid a minimum of four (4) hours at the employee's regular rate or time and one-half (1 ½), whichever is greater.

- b) If an employee is called in within the first hour of a shift and the employee arrives for work within thirty minutes, he or she shall be paid for that entire shift.

14.07 Employees shall be entitled to rest periods as arranged with their respective supervisors in the manner as prescribed.

- 1) Employees working not less than four (4) consecutive hours are entitled to one (1) fifteen (15) minute rest period.
- 2) Employees working not less than seven (7) consecutive hours are entitled to one (1) fifteen (15) minute rest period in the first half of that work period and one (1) fifteen (15) minute rest period in the second half of that work period.

14.08 Employees shall not be required to lay-off during regular hours to equalize any overtime worked.

14.09 If a part-time employee substitutes for or relieves a full-time kitchen employee, then such an employee shall be given the same hours of work that the full-time kitchen employee was scheduled to work.

14.10 Education

When an employee is on duty and authorized to attend any in-service program within the Home and during his regularly scheduled working hours, he shall suffer no loss in regular pay. When an employee is required by the Home to attend courses outside his regularly scheduled hours, he shall be paid for all time spent in attendance on such courses at his/her regular straight time hourly rate of pay.

14.11 When changing from daylight savings time to standard time, the employees involved shall be paid for the hours worked at their regular rate of pay and vice versa.

14.12 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 home. The reporting allowance outlined as herein shall not apply whenever an employee has received prior notice not to report for work.

14.13 Days Off

The full-time employees who work 75 or 80 hours shall receive one weekend off in every two-week period, which shall include Saturday and Sunday. Not applicable between December 20th to January 5th.

14.14 No split shifts.

ARTICLE 15 - BULLETIN BOARDS

- 15.01** The Employer shall provide bulletin boards for the use of the Union. The Union agrees that the use of the bulletin boards shall be restricted to the posting thereon only such notices that have been signed by the President or other authorized officers of the Union and have received prior approval of the Employer. The Union undertakes to keep the bulletin boards in a tidy condition by removing all outdated notices as quickly as possible.
- 15.02** In view of this method for the notification of employees by the Union, the Union agrees that there will be no distribution or postings of pamphlets or handbills on the premises of the Residence by the Union or its representatives or members.

ARTICLE 16 - NO STRIKES OR LOCKOUTS

- 16.01** In view of the orderly procedures established herein for the disposition of complaints and grievances, the Union agrees that there shall be no strike, sit-down, slow-down, and stoppage of work or any act of similar nature which would, in any way, interfere with the proper functioning of the Residence.

ARTICLE 17 - DEDUCTION OF UNION DUES

- 17.01** All employees eligible for membership in the bargaining unit shall, as a condition of employment, become and remain members in good standing of the Union.
As a condition of employment, all new employees shall become and remain members in good standing of the Union upon commencement of employment.
- 17.02** The Employer agrees to deduct the amount of the dues each pay period and remit the amount of dues to the National Secretary-Treasurer of the Union no later than 15 days following the end of the pay period in which the dues are deducted. The Union will be furnished with lists for both full and part time employees showing the names of the employees from whom the dues were deducted and the regular earnings for the pay period.

ARTICLE 18 - WAGES AND CLASSIFICATIONS

- 18.01** Attached hereto, as Schedule "A" and forming part of this Agreement, is a list of wage rates and classifications effective during the term of this Agreement, as indicated in Schedule "A".
- 18.02** The Employer agrees to pay a shift premium of (\$1.00) one dollar and per hour for employees who work the evening shift 2:30 p.m. to 10:30 p.m. or the night shift 10:30 p.m. to 6:30 a.m.
- 18.03** The Employer agrees to pay a weekend premium of one dollar (\$1.00) per hour for all hours worked between 12 midnight (2400 hours) Friday to 12 midnight (2400 hours) Sunday.

18.04 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.

A Preceptor Premium at \$2.00 per hour will be paid for all hours that an employee has been assigned preceptor duties for students. An employee must agree to be a student preceptor prior to the employer assigning the student.

For clarity, it is understood that the Preceptor's role is to use leadership skills and instruction skills to facilitate the student in obtaining valuable learning experience(s) and in providing constructive feedback about the students' performance.

ARTICLE 19 – HOLIDAYS

19.01 1) Full-Time employees covered by this Agreement, after three (3) months' continuous service, shall receive a regular day's pay at their regular basic rates for the following holidays if not worked:

New Year's Day	Remembrance Day
Civic Holiday	January 2nd
Canada Day	Victoria Day
Boxing Day	Thanksgiving Day
Good Friday	Christmas Day
Labour Day	Easter Monday
Two (2) floaters	Family Day
National Day for Truth and Reconciliation	
or any other day proclaimed as a holiday by the Dominion, provincial or municipal government.	

- 2) All part-time employees covered by this Agreement, after five hundred and twenty (520) hours of accumulated service, shall receive a regular day's pay at their basic rates for the following holidays if not worked, in accordance with the *Employment Standards Act*:

New Year's Day	Remembrance Day
Civic Holiday	January 2nd
Canada Day	Victoria Day
Boxing Day	Thanksgiving Day
Good Friday	Christmas Day
Labour Day	Easter Monday
Two (2) floaters	Family Day
National Day for Truth and Reconciliation	

19.02 In order to be entitled to payment for holidays not worked, an employee must work his regular shifts immediately before and following any of the above-named holidays. The employee will not be paid for the holiday if he has been instructed to report for work on such holiday and has failed to do so, or if he has been granted leave of absence exceeding thirty (30) days.

- 19.03** a) If an employee is required to work on any of the above-mentioned holidays, the employee shall receive, in addition to pay for the holiday as set out in 19.01 (1), 19.01 (2) and 19.02 herein, one and one-half (1 1/2) the employee's regular rate per hour for all time worked on such holiday at the rate of pay for the classification the statutory vacation was earned.
- b) Provided all grievances will be withdrawn of the date of execution of agreement, it is agreed that an employee who works on a holiday set out in Article 19.01 above, shall receive one and one-half (1 1/2) times his regular rate of pay for all hours worked, and shall have another day off with pay at straight time rate of pay. The hours of the employee's day off shall be equal to the hours worked on the holiday. This day off shall be agreed to mutually by the Employer and the employee and shall be taken within the succeeding twelve (12) month period. This day off may also be accumulated during the year to a maximum of seven (7) days.

ARTICLE 20 - VACATIONS WITH PAY

20.01 1) a) Part-time employees who accept a full-time position with the Employer shall receive paid vacation in that calendar year of becoming a full-time employee as per Article 19.01 (1).

b) Vacation days entitlement shall be determined by the following formula:

Annual vacation days entitlement as per grid x the actual full months of full-time employment divided by twelve (12).

- c) For the purposes of vacation entitlement, service for those employees whose status is changed from part-time to full-time, shall mean the combined services of part-time and full-time employees employed and accumulated on a continuous basis. For the purposes of this article, 1950 hours of part-time service shall equal one year of full-time service.
- 2) Full-time employees shall be entitled to vacation and payment for same in accordance with the following schedule:
- Up to four (4) years of service, ten (10) days with pay.
 - In the calendar year of the employee's fourth anniversary of full-time employment – fifteen (15) days with pay.
 - In the calendar year of the employee's tenth anniversary of full-time employment – twenty (20) days with pay.
 - In the calendar year of the employee's fifteenth anniversary of full-time employment – twenty-five (25) days with pay.
 - In the calendar year of the employee's twentieth anniversary of full-time employment – thirty (30) days with pay.
 - In the calendar year of the employee's twenty-five anniversary of full-time employment thirty-five (35) days with pay.
- 3) Part-time employees shall be entitled to vacation and payment for vacation in accordance with the terms and provisions of the *Employment Standards Act, R.S.O., 1980*, as amended from time to time.

20.02 Notwithstanding Article 19.01 (2), a part-time employee shall receive vacation pay at the rate of four (4%) percent of gross earnings up to seven thousand and eight hundred (7800) hours.

20.03 Notwithstanding Article 19.01 (2), a part-time employee shall receive vacation pay at the rate of six (6%) percent of gross earnings once such employee has worked a cumulative total of seven thousand eight hundred (7800) hours.

20.04 Notwithstanding Article 19.01 (2), a part-time employee shall receive vacation pay at the rate of eight (8%) percent of gross earnings once such employee has worked a cumulative total nineteen thousand and five hundred (19,500) hours.

- 20.05** Notwithstanding Article 19.01(2), a part-time employee shall receive vacation pay at the rate of ten (10%) percent of gross earning once such employee has worked a cumulative total of twenty-nine thousand and two hundred fifty (29,250) hours.
- 20.06** Notwithstanding Article 19.03, a part-time employee shall receive vacation pay at the rate of fourteen (14%) percent of gross earning once such employee has worked a cumulative total of forty-eight thousand and seven hundred fifty (48,750) hours.
- 20.07** Employees shall submit all requests for their annual vacation not later than April 30th in the year that the vacation is to be taken on a form provided by the Employer. Vacation schedules, wherever possible, shall be posted by June 1st of each year and shall not be changed without the mutual consent of the Employer and the employee so affected. Vacations, wherever possible, will be awarded based on an employee's departmental seniority, however, the Employer shall be the final judge of the vacation time. The Employer will endeavour to respond to all vacation requests within one week from date of submission.
- 20.08** An annual vacation may be carried over to the following year provided this has the approval of the Employer before the end of the year. Such vacation carry-over shall be taken in the year immediately following.
- 20.9** When any of the holidays named in Article 16 fall within an employee's vacation period, such employee shall be entitled to one (1) day's extension with pay of the employee's vacation for each such holiday.
- 20.10** Where an employee qualifies for bereavement or any other approved leave during his period of vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall either be added to the vacation period or reinstated for use at a later date, with the mutual consent of the employee and Employer.
- 20.11** The summer schedule shall be posted from July 1 to September 1.

ARTICLE 21 - SICK LEAVE, PENSION PLAN, HOSPITAL AND MEDICAL

- 21.01** All employees, other than probationary employees, shall be entitled and shall be subject to all conditions and provisions as set out in the Ontario Municipal Employees Retirement System and the Canada Pension Plan.
- 21.02**
- 1) For all full-time employees, the Employer agrees to pay one hundred (100%) percent of the total Third-Party provider premium cost for:
 - i) Employer Health Tax
 - ii) Extended Health Care Plan and semi-private coverage currently in effect for employees who have completed three (3) months' employment.

- iii) The Corporation shall endeavour to provide \$10,000 Life Insurance to full-time employees who retire after June 30, 2005, on the same terms and conditions as is provided to retired employees of CUPE and provided such insurance is available. The Corporation shall endeavour to provide \$10,000 Life Insurance to full-time employees who retire after June 30, 2005, on the same terms and conditions as is provided to retired employees of CUPE and provided such insurance is available.
 - iv) Group Life Insurance providing two (2) times the employee's annual basic earnings.
 - v) Drug Plan (35¢ deductible)
 - vi) Vision Care premised on \$450.00 for every two years; this will include eyeglasses, contact lenses or laser surgery.
 - iv) \$125.00 maximum for every two years for eye exam.
- 2) With reference to part-time employees who have acquired seniority, the Employer agrees to pay one hundred (100%) percent of the total premium cost for:
- i) Employer Health Tax
 - ii) Extended Health Care and semi-private coverage currently in effect.
 - iii) Drug Plan (35¢ deductible).
 - iv) Vision Care premised on \$350.00 for every two years; this will include eyeglasses, contact lenses or laser surgery.
 - v) \$125.00 maximum for every two years for eye exam.
- 3) With reference to part time employees who have acquired seniority, that is, have worked 866 hours, the Employer agrees to pay for family \$18.47, and for single employees \$12.78 per month towards the total premium cost pertaining to the Dental Plan, which presently covers full time employees.

21.03 For all full-time employees, the Employer agrees to pay ninety percent (90%) of the premium cost of the Dental Plan which presently covers the non-union employees of the Employer.

21.04 Sick Leave Program

Definition of Illness

Illness is simply described as the period an employee is prevented from performing his or her own occupation as a result of a non-occupational sickness or accident.

Elimination Period

- (i) Sickness - Payments to commence on:
 - (a) First day of first occurrence (absence) in calendar year.
 - (b) Second day of second occurrence (absence) in calendar year.
 - (c) Third day of third occurrence (absence) in calendar year.
 - (d) Fourth day of fourth and subsequent occurrences (absence) in calendar year.
- (ii) Accident - Payments commence on first day.
- (iii) Hospitalization - Payments commence on the earlier of the date of hospitalization or the end of the sickness elimination period as in (i) above. Hospitalization shall include day surgery.

21.05 Short Term Disability Plan

The following is the policy pertaining to the Salary Continuance Plan.

Definition of Disability

Disability is assessed on the basis of the duties the person regularly performed for the employer before disability started. The person is considered disabled if, because of the disease or injury, there is no combination of duties he can perform that regularly took at least 60% of his time at work to complete.

If the disease or injury prevents a person from performing a duty, it will also be considered to prevent him from performing:

1. Others that are performed only in order to complete that duty; and
2. Other that can only perform after that duty is completed.

Eligibility

Any employee who is a member of CUPE and has successfully completed the probationary period as provided in Article 9.05 of the collective agreement, that is, full time - 3 months and part-time 519 hours of employment.

Reporting Requirement

- (a) In the event the sick leave event exceeds three (3) working days of the commencement of the sick leave, the employee shall:
 - (i) Obtain the Insurance Carrier's Short-term Disability Income Benefit package (available from the Human Resources Department or the TPR Business Office) which contains an Employment Statement and Physician Statement.
 - (ii) See a Medical Doctor or Nurse Practitioner and have them complete the Physician Statement on the reverse side of the form.
 - (iii) Complete the Employment Statement
 - a. Within five (5) calendar days, forward the completed Short-term Disability Income Benefit package (Employee and Physician Statements) to:
 - (i) TPR Business Office or the Human Resource Department
 - (ii) The Corporation's Insurance Carrier (the employee shall be responsible to advise Human Resources Coordinator for the date and method of submission. E.g. mail, fax etc
- (b) In the event the disability exceeds five (5) working days of the commencement of the disability, the Corporation may request that the claim be reviewed by the Corporation's Insurance Carrier's Disability Management provider. Whether the employee is entitled to the disability will be dependent on the decision of the insurance carrier not the Corporation.
- (c) If the benefits are denied, the employee may contact the Human Resource Department in order to work through the appeal process.
- (d) Should the appeal be denied, no Short-Term Disability benefits will be paid out and the employee will be expected to return to work.

Cost

Cost of the STD plan will be totally funded by the Corporation.

Compensation

Is provided at a percentage of normal gross weekly salary depending upon length of service as indicated in the following schedule. Normal gross weekly salary for part-time employees shall equate to two shifts per week or less.

Length of Service of Regular Rate	Weeks Paid at 100% of Regular Rate	Weeks Paid at 66 2/3%
Less than one year at December 31 st	0	26
1 year at January 1 st	1	25
2 years at January 1 st	2	24
3 years at January 1 st	4	22
4 years at January 1 st	6	20
5 years at January 1 st	8	18
6 years at January 1 st	10	16
7 years at January 1 st	12	14
8 years at January 1 st	14	12
9 years at January 1 st	16	10
10 years at January 1 st	18	8
11 years at January 1 st	20	6
12 years at January 1 st	22	4
17 years at January 1 st	24	2
20 years or more at January 1 st	26	0

NOTE: The 26-week benefit will be applicable to each occurrence.

Re-Occurring Illness

Where an employee returns to work and is absent from work within two (2) weeks of the return to work due to the same or related cause, that absence shall not be deemed to be a new occurrence, nor will there be an extension of STD. However, should the medical doctor require the employee to return for periodic medical visits because of the initial illness, these days will not be deemed to be a new occurrence nor extend the claim.

Administrative Considerations

1. Vacation - the following rules will be applied if an employee is disabled while on vacation:
 - a) 3 days or less - classified as vacation
 - b) more than 3 days - employee entitled to the salary continuance provisions including requirements for a medical certificate and the elimination period.
2. Statutory Holiday while on the STD - employees who qualify for Statutory Holidays will be paid through the TPR payroll at 100%.
3. Leave of Absence
 - unauthorized - no benefits
 - authorized - if the disability extends beyond the leave of absence, the employee can go on the salary continuance plan at the end of the leave of absence.
4. Payments under short-term disability - all payments under the salary continuance plan will be made through the TPR payroll. All pertinent payroll deductions and preparation of T4's will be done through the TPR payroll.

In the event of a delay in the decision from the carrier, TPR will advance the approximate amount of the disability payment to the employee for two pay periods pending receipt of the adjudication decision from the carrier.
5. OMERS Contributions - it will be TPR policy to make the appropriate deductions for OMERS from the employee for the first month of disability. If the disability extends beyond one month the employee must elect to contribute to OMERS during the elimination period as defined by OMERS.
6. WSIB - as defined in the plan, occupational related sickness or accident is not covered by the salary continuance plan.
 - Teck Pioneer Residence will not top-up the WSIB payment to the employee.
 - Teck Pioneer Residence will advance the estimated amount of compensation to the employee for two pay periods pending receipt of WSIB cheque. Prior to the release of any advance from TPR, the employee will be required to sign:
 1. an assignment of WSIB cheques for two (2) pay periods.
 2. an assignment to TPR in case the WSIB claim is disallowed.

The employee must elect to contribute to OMERS during the elimination period. If the employee does not notify TPR regarding this election, it will be assumed the employee does not wish to contribute to OMERS.

7. **Re-occurrence clause**

If the employee has been disabled and returns to work and the medical doctor has advised the employee to return for periodic medical visits because of the initial disability, these days will not be deemed to be a new occurrence nor extend the 26-week benefit period.

8. **Regular Rate of Pay**

Defined as basic salary as set out in the appropriate pay grid. The regular rate of pay used for the salary continuance plan is that one in effect at the date of disability. An employee is not entitled to any pay increases or retroactive pay increases unless the effective date is prior to the date of disability.

9. The guidelines of the plan will coincide with the start and end of a calendar year.

Limitations

- (a) Benefits will not commence while an employee is on lay-off or unauthorized leave of absence.
- (b) Payments of benefits will not be made for absences whose illness or injury is covered by Workers' Compensation or Canada Pension Plan.
- (c) Payments of benefits will cease on the date of layoff or separation when the disability started within the two months preceding this date, and that notice of layoff or separation was given prior to the beginning of the disability. In all other situations relating to lay off or separation, benefits shall be paid for the lesser of the duration of the disability or 15 weeks.

21.06 Long Term Disability Plan

Definition of Disability

During the elimination period and following 24 months, an employee must be totally disabled and prevented from performing his own occupation. Thereafter, he must be prevented from performing any occupation for which he is qualified by education, training or experience.

Eligibility

All full-time employees who are members of CUPE.

Entitlement

All eligible employees are entitled to have their disability claim submitted to the Insurance Carrier's Disability Management provider for adjudication and decision. The Insurance Carrier's Disability Management provider will make the final decision with regards to the entitlement of benefits. If the benefits are approved by the Disability Management provider, benefit entitlement payments will be 100% paid by the Insurance Carrier.(See Benefit).

If the benefits are denied, the employee may contact the Human Resource Department in order to work through the appeal process.

Should the appeal be denied, no Long-Term Disability benefits will be paid out and the employee will be expected to return to work.

Elimination Period

Entitlement to compensation under this plan will not occur until twenty-six (26) weeks have lapsed from the start of disability.

Benefit

Employees will be provided with a maximum of 66 2/3 percent (%) of their salary up to a maximum of \$4,000. monthly.

Offsets

All income received from other sources will reduce the Long-Term Disability payments.

Reporting Requirements

Reporting forms will already have been initiated under STD, along with any other reporting documents required by the Insurance Provider.

Limitations

- (a) Benefits will not commence while an employee is on lay-off or unauthorized leave of absence.
- (b) Payments of benefits will not be made for absences whose illness or injury is covered by Workers' Compensation or Canada Pension Plan.

- (c) Payments of benefits will cease on the date of layoff or separation when the disability started within the two months preceding this date, and that notice of layoff or separation was given prior to the beginning of the disability. In all other situations relating to lay off or separation, benefits shall be paid for the lesser of the duration of the disability or 15 weeks.

Administrative Considerations

1. Vacation - the following rules will be applied if an employee is disabled while on vacation:
 - a) 3 days or less - classified as vacation
 - b) more than 3 days - employee entitled to the salary continuance provisions including requirements for a medical certificate and the elimination period.
2. Leave of Absence
 - unauthorized - no benefits
 - authorized - if the disability extends beyond the leave of absence, the employee can go on STD at the end of the leave of absence.
4. In the event of a delay in the decision from the carrier, the Corporation will advance the approximate amount of the disability payment to the employee for two pay periods pending receipt of the adjudication decision from the carrier.
5. OMERS Contributions - it will be the Corporation's policy to make the appropriate deductions for OMERS from the employee for the first month of disability. If the disability extends beyond one month the employee must elect to contribute to OMERS during the elimination period as defined by OMERS.
6. WSIB - as defined in the plan, occupational related sickness or accident is not covered by the salary continuance plan.
 - The Corporation will not top-up the WSIB payment to the employee.
 - The Corporation will advance the estimated amount of compensation to the employee for two pay periods pending receipt of WSIB cheque. Prior to the release of any advance from Employer, the employee will be required to sign:
 1. an assignment of WSIB cheques for two (2) pay periods.
 2. an assignment to TPR in case the WSIB claim is disallowed.

The employee must elect to contribute to OMERS during the elimination period. If the employee does not notify the Employer regarding this election, it will be assumed the employee does not wish to contribute to OMERS.

7. **Re-occurrence clause**

If the employee has been disabled and returns to work and the medical doctor has advised the employee to return for periodic medical visits because of the initial disability, these days will not be deemed to be a new occurrence nor extend the 26-week benefit period.

8. **Regular Rate of Pay**

Defined as basic salary as set out in the appropriate pay grid. The regular rate of pay used for the Long-term Disability plan is that one in effect at the date of disability. An employee is not entitled to any pay increases or retroactive pay increases unless the effective date is prior to the date of disability.

9. The Long-Term Disability Plan will contain an inflation factor.

10. The guidelines of the plan will coincide with the start and end of a calendar year.

21.07 The Corporation will continue to pay its share of all premiums of benefits as per Local 1074's Collective Agreement to employees who retire on an early OMERS pension, between the ages of 55 and 65.

Payment will be from the date of retirement to age 65. It is understood that should a former employee or their spouse become employed by any one from whom they are entitled to receive a benefit plan as a part of their employment package, they will automatically forfeit any right to enrolment in the Corporation of the Town of Kirkland Lake Benefit Plans which is provided through a third party.

The retired employee must have a minimum of ten (10) years' continuous employment with the Corporation at the time of his/her retirement. Benefit coverage terminates in the event of the death of the retired employee where death precedes the employee's 65th birthday.

21.08 Modified Work

Full time employees may be granted transfers within the same classification to accommodate a shorter workweek on the written advice of a physician. Such a transfer will not exceed three (3) continuous months in length. Two (2) weeks prior to the end of the period of transfer the employee must indicate whether or not she will resume her regular full-time duties. The Employer, at his discretion, may extend the transfer period upon receipt of written advice from the employee's physician.

The employee on transfer will be guaranteed an average of three (3) shifts per week unless otherwise specified by the physician. No employee shall have more than one such transfer in any two (2) year period. The Employer will endeavour to distribute the remaining shifts arising out of this Article to the part time employees within the same classification.

ARTICLE 22 - CHARGES FOR MEALS AND LAUNDRY

- 22.01** The meal charge shall be four (\$4.00) dollars. There shall be no charge for laundry.
- 22.02** The Employer agrees that where uniforms are damaged or torn, such uniforms shall be repaired or replaced providing the employee reports same to his supervisor immediately.
- 22.03** The Employer shall launder all uniforms required to be worn on duty. Employees shall be supplied with rubber boots, gloves and aprons as required.

ARTICLE 23 - MISCELLANEOUS

- 23.01** Wherever the singular or masculine is used in this Agreement, it shall be considered as if the plural or feminine has been used where the context of the party or parties hereto so require.
- 23.02** Retroactive pay to all employees present and past will be issued within 45 days of the ratification of the memorandum of agreement by both parties.

ARTICLE 24 - GENERAL

- 24.01** 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 his regular rate of pay without deduction from sick leave unless a doctor or nurse states that the employee is fit for further work on that shift subject to the provisions of the *Workplace Safety and Insurance Act*.
- 24.02** All employees are required to notify the payroll clerk of change of address, change of telephone number, change in marital status and change of dependents within thirty (30) days of such change. If an employee fails to do this, the Employer will not be responsible for failure of any notice to reach such employee.

24.03 1) Personnel File

Upon reasonable notice and on written request, an employee may view his personnel file in the personnel office on one occasion per year.

2) Removal of Discipline

All warnings and disciplinary notations shall be removed from an employee's file after twelve (12) months, except in the case of discipline for client abuse or sexual misconduct involving another employee, provided that the employee has been discipline free for the period.

24.04 Uniform Allowance

A uniform allowance of \$130.00 will be provided to all employees in the calendar year.

24.04 Surveillance Cameras:

- a) Surveillance cameras and related equipment may be installed by the Employer to protect critical areas of the Employer's premises from theft, and/or to enhance the personal safety of members of Teck Pioneer Residence.
- b) Surveillance cameras and related equipment shall not be used in employee occupied areas during normal working hours without the knowledge of the employees in the area.
- c) The Employer shall not use surveillance cameras to monitor the work of employees.
- d) No information obtained through the use of surveillance cameras may be used against employees unless the information constitutes evidence of misconduct.

ARTICLE 25 - LAYOFF NOTICE

25.01 In the event it is necessary for the Employer to permanently shut down or end an operation or any facility or program, the employees involved and the Union will receive ninety (90) days notice where such notice is reasonably possible.

ARTICLE 26 - TERMINATION

26.01 This Agreement shall become effective September 1st, 2024 and shall remain in effect up to and including August 31st, 2026 and shall automatically be renewed thereafter for successive periods of twelve (12) months unless either party requests negotiation of a new Agreement by giving written notice to the other party not less than thirty (30) calendar days and not more than ninety (90) calendar days prior to August 31st, 2026 or subsequent anniversary dates.

IN WITNESS WHEREOF each of the parties hereto has caused this Agreement to be signed by its duly authorized representatives as of the day and year first above written.

Dated this 18 day of July, 2025.

**THE CORPORATION OF THE TOWN
OF KIRKLAND LAKE - FOR TECK
PIONEER RESIDENCE**


**FOR CANADIAN UNION OF
PUBLIC EMPLOYEES AND ITS
LOCAL 1074**


Jennifer Montreuil, Municipal Clerk Jul 16 2025 15:55 EDT

T. Robinson

Stacy Wight
Stacy Wight, Municipal Clerk Jul 16 2025 15:55 EDT


Sabrina Fyson Jul 16 2025 20:51 EDT


Jennifer Montreuil, Municipal Clerk Jul 17 2025 05:43 EDT

Ne:cope 491

CUPE Local 1074 - Collective Agreement Expiring August 31st, 2026,

LETTER OF UNDERSTANDING

Between:

TECK PIONEER RESIDENCE
(The "Home")

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES AND
ITS LOCAL UNION 1074**
(Hereinafter called the "Union")

RE: HELPING HANDS

WHEREAS the parties are desirous to trial the use helping hands employees.

And whereas the parties enter into this agreement voluntarily and without prejudice and precedent.

And whereas the parties developed the attached job description for this group.

And whereas this Letter of Understanding will be in effect for the term of this Collective Agreement.

And whereas the parties recognize that this LOU and the Helping Hands position is being implemented solely to assist in the recruitment of staffing who are in the process of becoming workers in the health care sector i.e., PSW, RPN, Life Enrichment to work in the Home as PSWs, RPN's and or Life Enrichment upon obtaining a certificate, and or diploma.

Therefore, the parties agree as follows:

1. The creation of part time helping hands position. Preference will be given to students in the health care field.
2. The start wages will \$18.05 and then commence as the classification as per Schedule A-rate according to the collective agreement.
3. Probation will be extended until the employee in the helping hands position successfully finishes the health care program they are registered in at which time the employee will leave the Helping Hands position and either accept any offer that is made for a position as a PSW, RPN, Life Enrichment, at the Home or cease to be an employee of the Home.
4. Call-in process will not exist for this position unless there are two or more candidates working in this position and the Director of Care or designate has determined there is a


need for the Helping Hand replacement. If a call in is required, the call in will be by seniority from the pool of Helping Hands employees.

- 5. The Parties agree to meet every three months to review this agreement.


Dated this 18 day of July, 2025.


**THE CORPORATION OF THE TOWN
OF KIRKLAND LAKE - FOR TECK
PIONEER RESIDENCE**

**FOR CANADIAN UNION OF
PUBLIC EMPLOYEES AND ITS
LOCAL 1074**


Jennifer Montreuil, Municipality of Teck (Jul 16, 2025 15:53 EDT)

T Robinson


Stacy Wright (Jul 16, 2025 15:45 EDT)


Colleen Frison (Jul 16, 2025 20:53 EDT)


[Signature] (Jul 17, 2025 05:43 EDT)

LETTER OF UNDERSTANDING

Between:

**TECK PIONEER RESIDENCE
(The "Home")**

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES AND
ITS LOCAL UNION 1074
(Hereinafter called the "Union")**

RE: PART-TIME WITHOUT A LINE

The Employer and the Union agree to a pilot project for part-time without a line.

There will be a cap of part-time without the line positions: two (2) clinical, one (1) service.

The Employer and the Union agree to review and evaluate the value of these three (3) positions every six months through the Labour Management Committee.

This letter shall be in effect for the term of this Collective Agreement.

Signed in Kirkland Lake this 18 day of July, 2025.

**THE CORPORATION OF THE TOWN
OF KIRKLAND LAKE - FOR TECK
PIONEER RESIDENCE**


**FOR CANADIAN UNION OF
PUBLIC EMPLOYEES AND ITS
LOCAL 1074**


Stacy Wright (Jul 16, 2025 15:53 EDT)

T Robinson


Stacy Wright (Jul 16, 2025 15:53 EDT)


Celina Fisman (Jul 16, 2025 20:53 EDT)


Kelly (Jul 17, 2025 09:43 EDT)

CUPE Local 1074 - Collective Agreement Expiring August 31st, 2026,

LETTER OF UNDERSTANDING

Between:

**TECK PIONEER RESIDENCE
(The "Home")**

AND

**CANADIAN UNION OF PUBLIC EMPLOYEES AND
ITS LOCAL UNION 1074
(Hereinafter called the "Union")**

RE: IN LIEU OF BENEFITS FOR EMPLOYEES 70 AND OVER

WITHOUT PREJUDICE OR PRECEDENT

The parties agree to amend Article 21 Sick Leave, Pension Plan, Hospital and Medical Paid to include the following:

Employees who continue to be employed past the age of 70 shall be entitled to 10% in lieu of benefits on all regular hours worked.


This letter shall be in effect for the term of this Collective Agreement.

Signed in Kirkland Lake this 18 day of July, 2025.


**THE CORPORATION OF THE TOWN
OF KIRKLAND LAKE - FOR TECK
PIONEER RESIDENCE**

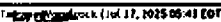
**FOR CANADIAN UNION OF
PUBLIC EMPLOYEES AND ITS
LOCAL 1074**


Jenifer, Montreal, Municipality of Teck (Jul 16, 2025 15:55 EDT)


T. Robinson


Stacy Wright (Jul 16, 2025 14:55 EDT)


Celina Frison (Jul 16, 2025 20:53 EDT)


Teck Corporation (Jul 17, 2025 06:41 EDT)

CUPE Local 1074 - Collective Agreement Expiring August 31st, 2026,

SCHEDULE "A"

WAGES AND CLASSIFICATIONS

EFFECTIVE SEPTEMBER 1, 2024 – 3%

Dietary, Housekeeping/Laundry and Life Enrichment will have a wage adjustment of \$1.00 per hour on the base wage as of September 1st, 2024

Full-Time Employees	Start	6 months	12 months	16 months
Part-Time Employees	Start	1040 hrs	2080 hrs	2773 hrs
First Cook	\$26.66	\$27.02	\$27.40	\$27.82
Second Cook	\$25.94	26.22	\$26.66	\$26.97
Third Cook	\$23.54	\$24.11	\$24.57	\$25.05
Kitchen, Laundry, Housekeeping	\$25.18	\$25.51	\$25.83	\$26.08
RPN	\$34.02	\$34.81	\$35.58	\$36.11
BSO	\$34.02	\$34.81	\$35.58	\$36.11
RAI Coordinator	\$34.02	\$34.81	\$35.58	\$36.11
H.C.A./PSW	\$24.80	\$25.26	\$25.71	\$26.08
Life Enrichment Assistant	\$24.86	\$25.25	\$25.69	\$26.09
Lead Hand Housekeeper	\$26.94	\$27.22	\$27.58	\$27.77
RCA	\$29.48	\$29.79	\$30.86	\$31.36
Nurses' Aide	\$24.03	\$24.58	\$24.96	\$25.41
Maintenance	\$23.62	\$23.73	\$24.60	\$25.05
Helping Hands	\$19.92	0	0	0

SCHEDULE "A"

WAGES AND CLASSIFICATIONS

EFFECTIVE SEPTEMBER 1, 2025 – 3%

Full-Time Employees	Start	6 months	12 months	16 months
Part-Time Employees	Start	1040 hrs	2080 hrs	2773 hrs
First Cook	\$27.46	\$27.83	\$28.22	\$28.65
Second Cook	\$26.72	\$27.01	\$27.46	\$27.78
Third Cook	\$24.25	\$24.83	\$25.31	\$25.80
Kitchen, Laundry, Housekeeping	\$25.94	\$26.28	\$26.60	\$26.86
RPN	\$35.04	\$35.85	\$36.65	\$37.19
BSO	\$35.04	\$35.85	\$36.65	\$37.19
RAI Coordinator	\$35.04	\$35.85	\$36.65	\$37.19
H.C.A./PSW	\$25.54	\$26.02	\$26.48	\$26.86
Life Enrichment Assistant	\$25.61	\$26.01	\$26.46	\$26.87
Lead Hand Housekeeper	\$27.75	\$28.04	\$28.41	\$28.60
RCA	\$30.36	\$30.68	\$31.79	\$32.30
Nurses' Aide	\$24.75	\$25.32	\$25.71	\$26.17
Maintenance	\$24.33	\$24.44	\$25.34	\$25.80
Helping Hands	\$20.52	0	0	0