

# COLLECTIVE AGREEMENT

BETWEEN



THE MAYFIELD

MAKING

MOMENT MATTER™

(MAYFIELD RETIREMENT RESIDENCE)

AND

**CUPE·SCFP**

*Canadian Union of Public Employees  
Syndicat canadien de la fonction publique*

(CANADIAN UNION OF PUBLIC EMPLOYEES)

**AND ITS LOCAL 4927**

**OCTOBER 1, 2023 TO SEPTEMBER 30, 2025**

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## **PREAMBLE**

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

- 1) To maintain and improve the harmonious relations and settled conditions of employment between the Employer and the Union.
- 2) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions, employment, services, etc.
- 3) To encourage efficiency in operation.
- 4) To promote the morale, well-being and security of all the employees in the bargaining unit of the Union.
- 5) To provide compassionate care for the residents to meet their needs in a safe and comfortable environment treating them with respect and dignity.

**AND WHEREAS** it is now desirable that methods of bargaining and all matters pertaining to the working conditions of the employees be drawn up in an Agreement;

**NOW THEREFORE, THE PARTIES AGREE AS FOLLOWS:**

## **ARTICLE 1 - MANAGEMENT RIGHTS**

- 1.01 Except where specifically modified by the terms of this Agreement, the Union acknowledges that all Management rights and prerogatives are vested exclusively with the Employer. The Employer has the exclusive right to manage and direct its operations and affairs in all respects. These rights and functions shall include, but are not limited to:
- a) To maintain order and efficiency.
  - b) To hire, promote, transfer, suspend and re-hire employees and to discipline or discharge any employee for just cause provided that a claim by an employee who has acquired seniority that he has been discharged. or disciplined without just cause may be the subject of a grievance and dealt with as hereinafter provided.
  - c) To determine and establish standards and procedures for the care, welfare, safety and comfort of the guests in the Facility, and to maintain order, discipline and efficiency and in connection therewith to establish and enforce rules and regulations, policies and practices from time to time to be observed by its employees and to alter such rules and regulations provided that such rules and 'regulations shall not be inconsistent with the provisions of this Agreement. Such rules will be made available to all

employees and to the Union. The Employer reserves the right to introduce new rules from time to time, copies of which will also be made available to all employees and the Union.

- d) To determine the number of employees to be employed, the extension, limitation, curtailment or cessation of operations or any part thereof and to determine and exercise all other functions and prerogatives which shall remain solely with the Employer except as specifically limited by the express provision of this Agreement.

## **ARTICLE 2 – RECOGNITION**

2.01 The Employer recognizes the Canadian Union of Public Employees and its Local 4927 as the bargaining agent for all employees of the Mayfield Retirement Residence in the City of Prescott, Ontario, save and except Supervisors and persons above the rank of Supervisor and the Maintenance person.

### 2.02 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;

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

The Union agrees to consider requests for exclusions from this Article, persons who are performing community service on a voluntary basis. Such requests will not be unreasonably denied.

The Union agrees to exclude from this provision persons hired directly by Residents to provide private duty nursing care provided that such arrangements do not cause the loss of any bargaining unit position or the reduction in hours of any bargaining unit position.

### 2.03 No Contracting Out

The Employer will not contract out any work regularly performed by members of the Bargaining Unit to a contractor or sub-contractor, if as a result of such contracting out a layoff or reduction in regular hours occurs to an employee in the Bargaining Unit.

#### 2.04 No Other Agreements

The Employer undertakes that it will not enter into any other agreement or contract with those employees for whom the Union has bargaining rights either individually or collectively which will conflict with any of the provisions of this Agreement.

#### 2.05 Definition of Employee

- a) Employee as used in this agreement shall mean those employees described being in the bargaining unit as set forth in Article 2.01 above.
- b) A "full-time" employee shall be deemed to be an employee who regularly works more than 56 hours bi-weekly.
- c) A "regular part-time" employee shall be deemed to be an employee who regularly works not more 56 bi-weekly.
- d) Casual employees have no regular schedule and are called in as needed.

#### 2.06 Representatives of Canadian Union

The Union shall have the right to have the assistance of a Representative of the Canadian Union of Public Employees in negotiations, Grievances, or other matters of mutual interest to the Parties. The Union shall have reasonable access to the building when dealing with matters arising out of this Collective Agreement provided permission has been granted by the Executive Director or designate and the request has been provided in advance.

2.07 In this Agreement words using the masculine gender include the feminine; the singular includes the plural and the plural singular, where the text so indicates.

2.08 "Employee" as used in this Agreement shall mean those persons described in the bargaining unit as set forth in Article 2.01 above.

### **ARTICLE 3 – NO STRIKES/NO LOCKOUTS**

#### 3.01 No Strikes and 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 strikes, slow down, or stoppage of work, and the Employer agrees that there will be no lockout, in accordance with the *Ontario Labour Relations Act* (including the *Hospital Labour Disputes Arbitration Act HLDA*).

## **ARTICLE 4 – NO DISCRIMINATION / NO HARASSMENT**

### **4.01 Personal Harassment**

Each of the parties hereto agrees that there shall be no discrimination, interference, restriction, or coercion exercised or practiced with respect to any employee in the matter of hiring, wage rates, training, up-grading, promotion, transfer, layoff, recall, discipline, classification, discharge or otherwise by reason of age, race, creed, colour, national origin, religion, political affiliation or activity, sexual orientation, sex, marital status or family relationship, nor by reason of her membership or non-membership or activity or lack of activity in the Union, or any other reason.

## **ARTICLE 5 – UNION SECURITY AND CHECK-OFF**

### **5.01 Union Security**

All employees referenced in Article 2.01 above, shall become and remain members in good standing of the Union, according to the Constitution and By-Laws of the Union. The Employer shall deduct from every employee any dues levied by the Union on its members.

### **5.02 Deductions**

Deductions shall be made from the bi-weekly payroll and shall be forwarded to the National Secretary-Treasurer of the Canadian Union of Public Employees, by no later than the 15th day of the month following, accompanied by a list of the names of all employees from whose wages deductions have been made. The Employer shall, when remitting such dues, name the employees and provide employee numbers from whose pay deductions have been made.

### **5.03 New Employees**

It is mutually agreed that a Union representative shall be given the opportunity of interviewing each new employee for fifteen (15) minutes once between the end of the orientation period and the completion of probation for the purpose of informing such employee of the existence of the Union in the Residence, and presenting such employee with a copy of the Union Agreement.

### **5.04 T4 Slips**

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

#### 5.05 Employer Liability

In consideration of the deducting of Union dues by the Employer, the Union agrees to indemnify and save harmless the Employer against any claims or liabilities arising or resulting from the operation of this Article.

### **ARTICLE 6 – CORRESPONDENCE**

#### 6.01 Correspondence

All correspondence between the parties, arising out of this Agreement or incidental thereto shall pass to and from the Executive Director or his/her designate and the Local President or his/her designate.

### **ARTICLE 7 – UNION – MANAGEMENT RELATIONS**

#### 7.01 Representation

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. Similarly, the Employer shall supply the Union with a list of its supervisory or other personnel with whom the Union may be required to transact business.

#### Union Officers and Committee Members

Union officers and committee members shall be entitled to leave their work during working hours in order to carry out their functions under this agreement, including, but not limited to, the investigation and processing of grievances, attendance at meetings with the Employer, participation in negotiations. Permission to leave work during working hours for such purposes shall first be obtained from the immediate supervisor. Such permission, subject to operational needs, shall not be unreasonably withheld. Union officials shall be compensated for regular time lost at their regular rate of pay performing such union duties.

#### 7.02 Bargaining Committee

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

Two (2) Bargaining Committee Members shall be compensated for regular time lost at their regular rate of pay carrying out their functions under this agreement, attendance at meetings with the Employer, participation in negotiations. Permission to leave work during working hours for such purposes shall first be obtained from the immediate supervisor. Such permission, subject to operational needs, shall not be unreasonably withheld.

#### 7.03 Union – Management Committee

An equal number of Union and Management employees shall meet as required at a time that does not unduly affect the effectiveness and efficient operation of the Residence. The Employer will pay Union members for any regular scheduled time lost at their regular rate of pay when meeting with the Employer.

Requests for a meeting will be made at least one week prior to the proposed date and will be accompanied by a proposed agenda. Issues that may be grieved or negotiated shall not be discussed at the meeting unless otherwise agreed. The Employer or the Union may invite staff or corporate representatives.

#### 7.04 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 fulfil its functions;
- e) Meetings shall be held every second 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 of 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 8 – GRIEVANCE PROCEDURE**

- 8.01 A grievance shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of this Agreement.
- 8.02 It is the mutual desire of the parties hereto that complaints of employees shall be adjusted as quickly as possible, and it is understood that no employee can file a grievance until she has first given her immediate supervisor the opportunity of adjusting her complaint. The complaint must be addressed with the Supervisor within five (5) working days of the issue, giving rise to the complaint. If the complaint is not satisfactorily resolved within five (5) working days after the employee has addressed their complaint with the immediate supervisor, the complaint may be taken up as a grievance in the following manner.

### **Step 1**

The aggrieved employee, accompanied by a Steward, shall within five (5) working days of the Supervisor's decision, submit the grievance in writing to the applicable Supervisor who shall have five (5) working days to reply to the grievance in writing.

### 8.03 **Step 2**

Failing settlement of the grievance at Step 1, the grievance shall then be presented within five (5) working days after the Supervisor's reply in Step 1 to the Residence's Manager or Appointee. Within five (5) working days the Residence's Manager or Appointee will meet with the Union Grievance Committee to discuss the grievance. At this meeting a Representative of the Canadian Union of Public Employees will be present, if requested by either Party. A reply to the grievance will be given within three (3) working days after this meeting has been held.

- 8.04 Failing settlement of the grievance at Step 2, either Party may within fifteen (15) working days after the reply at Step 2 has been received, submit the grievance to Arbitration.
- 8.05 Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union has a grievance, Step 1 of this Article may be by-passed. A policy grievance must be presented to the Employer by a Steward in writing and within fifteen (15) working days of the incident being grieved.
- 8.06 A claim by an employee that he/she has been unjustly discharged or suspended shall be treated as a grievance, if a written statement of such grievance is lodged by the employee with the Employer as Step No. 2 within five (5) working days after the date the discharge or suspension is effected. Such special grievance may be settled under the Grievance and Arbitration procedure by:

- a) confirming the Employer's action in dismissing the employee, or
- b) reinstating the employee with or without full compensation for the time lost; or
- c) by any other arrangement which may be deemed just and equitable.

Whenever the Employer deems it necessary to suspend or discharge an employee, the Employer shall notify the Union of such suspension or discharge in writing within two (2) working days of its decision to discharge or suspend an employee. The Employer agrees that it will not suspend or discharge or otherwise discipline an employee without just cause.

- 8.07 Any of the time limits above may be extended by mutual consent between a duly recognized Union Official and the Manager or Designate and shall be confirmed in writing.
- 8.08 As used herein, the term "working day" shall mean Monday to Friday inclusive, excluding any paid holiday.

## **ARTICLE 9 - ARBITRATION**

- 9.01 It is agreed by the Parties hereto that any difference of opinion relating to the interpretation, application or administration of this Agreement which cannot be settled after exhausting the Grievance Procedure shall be settled by Arbitration as defined by the Ontario Labour Relations Act.
- 9.02 In the event that either Party proceeds to Arbitration, it shall notify the other Party in writing of its intentions within fifteen (15) working days of the receipt of the answer at Step 2 along with the name of its Nominee on an Arbitration Board. Within five (5) working days of receipt of such notice, the Party shall notify the other of the name of its Nominee. The two Nominees shall then select an impartial Chairperson. Failing to do so within ten (10) working days, either party shall request the Minister of Labour for the Province of Ontario to appoint a Chairman. A Board of Arbitration shall not be authorized to make any decisions inconsistent with the provisions of this Agreement or to alter, modify, add to or amend any part of this Agreement but shall have the power to dispose of any grievance by any arrangements which in its opinion it deems just and equitable. Proceedings of the Arbitration Board will be expedited by the parties hereto and the decision of the majority and where there is no majority, the decision of the Chairperson shall be final and binding upon the parties hereto and the employee or employees concerned.
- 9.03 Upon mutual agreement, the Parties may submit the grievance to a Single Arbitrator who shall have the same power as a Board of Arbitration.
- 9.04 Each of the Parties hereto shall bear the expense of its Nominee to the Board, and the Parties hereto shall jointly bear the expense of the Chairperson and any other cost of the place of hearing of such Arbitration, if and when the necessity arises.

- 9.05 The time limits fixed above may be extended by mutual consent between a duly recognized Union Official and the Manager or Designate and shall be confirmed in writing.

## **ARTICLE 10 – DISCHARGE, SUSPENSION AND DISCIPLINE**

### **10.01 Clearing the File**

- a) Letters of Reprimand and records of suspension will be removed from an employee's personnel file after eighteen (18) months from the date of discipline, provided the employee has remained discipline free, except in the case of incidents involving third party interface i.e., Residents, family, visitors and guests where the record will remain on file for thirty (30) months.
- b) Having provided a written request to the Executive Director at least one (1) week in advance, an employee shall be entitled to review her personnel file for the purpose of reviewing any evaluations or formal disciplinary notations contained therein in the presence of a supervisor at a mutually satisfactory time. It is understood and agreed that an employee is not entitled to see job references.

### **10.02 Discharge and Suspension Grievances**

A claim by an employee, who has completed her probationary period, that she has been discharged or suspended without just cause shall be treated as a grievance if a written statement of such grievance is filed with the Executive Director or designate at Step No. 2 of the grievance procedure within five (5) working days after the employee ceases working for the Employer. Such special grievance may be settled by:

- a) confirming the Employer's action in dismissing or suspending the employee, or
- b) reinstating the employee with full or partial compensation for time lost, or
- c) any other arrangement which is just and equitable in the opinion of the conferring parties, the nominees of the conferring parties, or the Board of Arbitration as the case may be.

### **10.03 Right to Have Steward Present**

When the Employer requires an employee to attend a meeting where disciplinary action is to be recorded in the employee's personnel file, the employee shall have the right to the presence of the Union Steward or Executive,

## **ARTICLE 11 - SENIORITY**

### **11.01 Seniority Defined**

For full-time employees, seniority is defined as the length of service in the bargaining unit since the last date of hire. For part-time employees, a year's seniority shall be calculated on the basis of eighteen hundred (1800) hours paid. Notwithstanding the above, a part-time employee cannot accrue more than one year's seniority in a twelve (12) month period. The twelve (12) month period shall be determined locally. Seniority shall be used in determining preference or priority for promotions, transfers, schedules, call-ins, demotions, layoffs, and recall, provided that the senior employee is able to meet the normal requirements of the job. Seniority shall operate on a bargaining-unit-wide basis.

### **11.02 Seniority List**

An up-to-date seniority list shall be sent to the Union and posted on the main bulletin board in February and August of each year. An employee's name shall not be placed on the seniority list until she has completed her probationary period.

### **11.03 Probationary Employees**

Employees shall serve a probationary period of four hundred and fifty (450) hours worked. The parties acknowledge that the probationary period affords the Employer an opportunity to assess the employee. More specifically, the parties agree that the Employer shall have the right to release a probationary employee who is unsuitable because of conduct, quality of work, attendance, suitability for position, inability to work with other employees, or any other work related reason.

### **11.04 Loss of Seniority**

Seniority shall terminate and an employee shall cease to be employed by the Employer when she:

- a) Voluntarily quits her employment
- b) Is discharged and not reinstated through the grievance or arbitration procedure.
- c) Is absent from work in excess of three consecutive scheduled working days without reasonable cause or without notifying the Employer of her intended absence.
- d) Is off the payroll or on layoff for a continuous period of eighteen (18) months.

- e) Fails to notify the employer of her intention to return to work within seven (7) calendar days of being notified of recall by registered mail or fails to return to work within seven calendar days after being notified of recall.
- f) Fails to maintain current contact information and the Employer is unable to reach them by normal means for a period of 3 months
- g) Fails to return to work upon the termination of an authorized leave of absence unless a satisfactory reason is given to the Employer
- h) Accepts gainful employment with any other employer while on an approved leave of absence without first obtaining the consent of the Employer in writing.

**11.05 Transfers and Seniority Outside Bargaining Unit**

No employee shall be transferred to a position outside the bargaining unit without her written consent. An Employee who is transferred or promoted to a position outside the bargaining unit shall not accumulate seniority. In the event the Employee is returned by the Employer to a position in the bargaining unit within twelve (12) months, he or she shall be credited with the seniority held at the time of transfer and/or promotion and resume accumulation from the date of her or her return to the bargaining unit. An Employee not returned to the bargaining unit within twelve (12) months shall forfeit bargaining unit seniority.

11.06 If an employee transfers from part-time to full-time, the following method shall be used to calculate her seniority from one group to another for purposes of establishing anniversary date: 1800 hours paid equals one (1) year.

If an employee transfers from full-time to part-time, the following method shall be used to calculate her seniority from one group to another for purposes of establishing an anniversary date: one (1) year equals eighteen hundred (1800) hours paid.

**ARTICLE 12 – PROMOTIONS AND STAFF CHANGES**

**12.01 a) Job Postings**

When a vacancy occurs or a new position is created inside the bargaining unit, which the Employer requires to be filled, the Employer shall post notice of the position at one location in the Residence for one (1) week in order that all members will know about the position and be able to make written application thereto. The name of the successful applicant shall be posted.

b) Temporary Job Postings

Temporary vacancies anticipated to be less than six (6) weeks duration need not be posted, unless otherwise agreed between the Employer and the Union. The Employer will endeavour to distribute shifts as equally as possible.

Temporary vacancies which occur for more than six (6) 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 jobs shall not exceed six (6) months (except in the event of Pregnancy, parental or WSIB leave). Upon termination of a limited job, the employee filling the vacancy shall be returned to the classification and job location in which he/she last worked. In the event that a part-time employee is the successful applicant, the said employee shall retain his/her part-time status during the limited full-time period. An employee filling a temporary vacancy of ten (10) weeks or longer duration shall not bid on any other temporary posting until the end of his/her temporary position.

12.02 Information in Postings

The job posting notice shall contain the following information: nature of the position, qualifications, status, regularly scheduled hours of work, wage or salary rate or range.

12.03 Order of Consideration

If no application is received from an employee of the Residence within one (1) week of the job posting, or if no employee qualifies within the trial period as set forth in 12.06, for the vacancy, then the Employer may hire an employee from outside the bargaining unit.

12.04 Methods of Making Appointment

Both parties recognize the principle of promotion within the service of the Employer and that job opportunity should increase in proportion to length of service. Therefore in making staff changes, transfers, or promotions, appointment shall be made of the senior applicant able to meet the normal requirements of 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 of forty (40) days. In the event the successful applicant proves unsatisfactory in the position during the aforementioned trial period, or if the employee finds himself unable to perform the duties of the new job classification, she shall be returned to her former position and salary without loss of seniority.

Any other employee promoted or transferred because of the rearrangement of positions shall also be returned to her former position and salary without loss of seniority. The trial period may be extended by mutual agreement.

**12.06 New Classification**

When a new classification in the bargaining unit is established by the Employer, the Employer shall determine the rate of pay of such new classification and shall advise the Union of the same. Where the Union and the Employer are unable to agree to the new rate, the matter may be referred to arbitration as provided in this Agreement.

Any change in the rate established by the Employer as mutually agreed by the parties or awarded by a Board of Arbitration shall be retroactive to the date that the Union raised the issue with the Employer.

**ARTICLE 13 – LAY-OFFS AND RECALLS**

**13.01 Definition of Layoff**

Lay-offs, under the provisions of this Collective Agreement shall include the reduction of daily or bi-weekly hours of any full-time or part-time employee or a reduction in the number of employees in the bargaining unit.

The Employer agrees to meet representatives of the Union prior to the implementation of any lay-offs in order to give the parties an opportunity to discuss alternative solutions.

13.02 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.

13.03 In the event of a lay-off, the Employer will provide the Union and affected employees with at least 4 weeks of notice prior to its implementation.

**13.04 Lay- off Procedure**

- a) In the event of lay-off, the Employer shall lay-off employees in the reverse order of their seniority within their classification, provided that there remain on the job employees who have the ability and qualifications as required by law to perform the work;
- b) An employee who is subject to lay-off shall have the right to either:
  - i) Accept the lay off; or

- ii) Displace an employee who has less bargaining unit seniority in a lower or identical paying classification; and who has scheduled hours less than or equal to the employee being laid off; and if the employee originally subject to lay-off is qualified for and can perform the duties without training other than orientation.
- iii) An employee who wishes to exercise her or her right to displace another employee with less seniority shall advise the Employer within seven (7) days of the date of the notice of layoff issued by the Employer.
- 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

- a) An employee shall have opportunity of recall from a lay-off to an available opening, in order of seniority, provided she has the ability and qualifications as required by law to perform the work, and provided such opening is first posted under the job posting procedure, and has not been filled by an employee with lesser seniority.
- b) No new employees shall be hired until all those laid off have been given an opportunity to return to work and have failed to do so, in accordance with the loss of seniority provision, or have been found unable to perform the work available.
- c) It is the responsibility of the employee who has been laid off to notify the Employer of his/her intention to return to work within seven (7) calendar days after being notified to do so by registered mail, and return to work within seven (7) calendar days after being notified. 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.
- d) Employees on lay off or notice of lay off shall be given preference for temporary vacancies, which are expected to exceed twenty (20) days of work. An employee who has been recalled to such temporary vacancy shall not be required to accept such recall and may instead remain on lay off. This provision supersedes the job posting provision.

## **ARTICLE 14 – HOURS OF WORK**

### **14.01 Normal Hours of Work**

- a) The normal hours of work shall be seven and one-half (7½) hours per day, exclusive of an uninterrupted unpaid thirty (30) minute meal break. The normal days per week shall be five (5) days per week with a week being the period from Monday to Sunday.
- b) In no instance will any employee be required to work more than six (6) consecutive days without receiving her day off, unless otherwise mutually agreed. Nothing in this Article shall be construed as a guarantee of hours per day, or days per week.
- c) Nothing in this Article shall be construed as a guarantee of hours per day or days per week.
- d) To the extent that a current practice exists of scheduling short shifts in particular departments, that practice can continue.

### **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 in every two-week period, which shall include Saturday and Sunday.

### **14.03 Working Schedule**

The hours of work of each employee shall be posted in an appropriate place at least three (3) weeks in advance. The schedule will be posted in ink and will not be changed without consent of the employee involved. No changes shall be made to the schedule after it has been posted, without mutual consent. Requests for time off must be submitted in writing to the immediate supervisor, one (1) week prior to the posting of the new schedule and shall be granted, subject to the operational requirements of the residence. The Union shall receive a copy of the said schedule on request. There shall be no rotation of shifts.

### **14.04 Rest Period and Meal Breaks**

- a) There shall be two (2) fifteen (15) minute breaks with pay for all employees during each shift of seven (7) hours or more.
- b) Short shifts of more than four (4) hours but less than seven (7) hours shall receive one (1) fifteen (15) minute break during the middle portion of such shift.

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

#### 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, with a minimum advanced notice of 7 days and with the Employer's permission. Such permission will not be unreasonably withheld and the Employer will respond to a proper written request within five (5) days. The Employer has no obligation for any premium payment arising out of any such exchange. Where the shifts involved involve shift differential, this premium shall be paid to the employee working the shift.

#### 14.07 Time Off Between Scheduled Shifts

Employees are to be allowed a minimum of eight (8) hours off between the ending of one scheduled shift and the commencing of the other scheduled shift. Where the eight (8) hours is not granted, the employee shall be paid such hours of work at the rate of time and one-half (1½).

#### 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.

#### 14.09 Call-ins

In the event a shift becomes available after the schedule has been posted and the Employer determines to fill the shift, the following procedure shall be used:

- a) Employees, qualified to perform the work, shall be called in by seniority on a rotating basis.
- b) In the event an employee does not answer the phone, and message can be left and calls will continue until the shift is filled.
- c) Employees who have indicated they are not available, or who are already working the shift or a part of the shift, or who would be in an overtime situation will not be called.

- d) In the event the Employer determines to fill the shift at premium pay, the most senior employee will be offered the shift. If actual hours worked at their regular rate of pay.

#### 14.10 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 will not be unreasonably withheld. The Employer has no obligation for any premium payment arising out of any such exchange. Where the shifts involved involve shift differential, this premium shall be paid to the employee working the shift.

#### 14.11 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.

#### 14.12 Working Schedule

The hours of work of each employee shall be posted in an appropriate place at least three (3) weeks in advance. The schedule will be posted in ink and will not be changed without the consent of the employee involved. The Union shall receive a copy of the said schedules on request. There shall not be no rotation of shifts.

### **ARTICLE 15 – OVERTIME**

#### 15.01 Overtime Rates

Overtime shall be paid for all hours worked over seven and one-half (7½) in a shift and/or seventy-five (75) hours in a two (2) week work schedule at the rate of time and one-half (1½) the employee's regular rate of pay.

#### 15.02 No Lay-Off to Compensate for Overtime

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

#### 15.03 Distribution of Overtime

In the event the Employer determines to fill a shift at premium pay, the shift shall be offered by seniority on a rotating basis.

15.04 Minimum Call-back Time

When an employee is called back to work after leaving the Residence, or upon completion of his/her shift, such employee shall be paid at time and one-half (1½) his/her regular rate of pay for actual hours worked with a minimum of three (3) hours of such pay. If an employee is called in immediately prior to the commencement of his/her regular shift, he/she shall be paid at the overtime rate of time and one-half (1½) of the actual hours worked until the commencement of the shift.

15.05 No Duplicating or Pyramiding of Overtime

Overtime premiums will not be duplicated nor pyramided nor shall the same hours worked be counted as part of the normal workweek or as hours worked for which the overtime premium is paid.

15.06 Meal Allowance

An employee required to work more than two (2) hours of overtime shall be provided with a meal by the Employer.

**ARTICLE 16 - HOLIDAYS**

16.01 The Employer recognizes the following as paid holidays:

New Years Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Christmas Day
Victoria Day	Boxing Day Canada Day

In addition to the above noted holidays, full-time employees shall be entitled to two (2) float holidays, provided they have completed one (1) full year of service.

16.02 Holiday Qualifications

In order to be entitled to payment for holidays not worked, an employee must work his/her regular scheduled shift immediately before and following any of the above named holidays unless such absence was due to reasonable cause.

16.03 Payment for Holidays

An employee who is required to work on any of the above named holidays will receive pay at the rate of time and one-half (1½) the employee's regular hourly rate for every hour worked on such day, in addition to pay for the holiday at the employee's regular hourly rate or the employee may be granted an alternate day off (lieu day), at a mutually agreeable time, to be taken within ninety (90) days after the holiday except at Christmas and New Year's. Payment for such lieu day will be

based upon the entitlement the employee otherwise would have been eligible to receive for the holiday at straight time hourly rates.

16.04 Holidays for Days Off

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

16.05 Christmas or New Year's Off

The Employer shall endeavour to provide full time employees with either Christmas Day or New Year's Day off, with the day off rotating from one year to the next.

16.06 Floating Days

Float days are to be taken on days mutually agreed upon between the Employer and the Employee.

**ARTICLE 17 - VACATIONS**

17.01 Length of Vacation

Employees shall receive an annual vacation with pay in accordance with credited service prior to the commencement of the vacation period as follows:

a) Full-time and Part-Time

Less than one (1) year of service	10/12 of a working day for each month worked at 4% of total earnings
One (1) year of service	10 working days
Four(4) years of service	15 working days
Ten (10) years of service	20 working days
Fifteen (15) years of service	25 working days

17.02 Holidays During Vacation

If a paid holiday falls or is observed during an employee's vacation period, she shall be granted an additional day's vacation with pay for each holiday, in addition to her regular vacation time.

### 17.03 Vacation Pay on Termination

An employee terminating her employment at any time in her vacation year before she has had her vacation shall be entitled to a proportionate payment of salary or wages in lieu of such vacation.

### 17.04 Preference in Vacations

The Employer will arrange staff vacation schedules, considering operational requirements. In cases of conflict, preference for vacations will be governed by seniority. Notwithstanding the foregoing, vacation requests submitted after vacation requests have been approved, are subject to availability and shall be approved in the order they are received.

### 17.05 Vacation Schedules

Vacation preference lists shall be posted not later than March 1st each year, and shall remain posted until April 1st in order to give employees an opportunity to record their vacation period preferences. Following review and approval by the Employer, final vacation lists shall be posted in all Departments by April 15th of each year, and will not be changed unless by mutual agreement.

### 17.06 Unbroken Vacation Period

An employee shall be entitled to receive her vacation in an unbroken period unless otherwise mutually agreed upon between the employee concerned and the Employer.

### 17.07 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 credits.

## **ARTICLE 18 – SICK LEAVE PROVISIONS**

### 18.01 Pay for sick leave is for the sole and only purpose of protecting fulltime employees against loss of income in the event they are ill or injured outside of work. (WSIB benefits cover workplace illness and injury.)

Full-time employees will be credited with one half (½) day of sick leave per month to a maximum of 9 days accumulated in their sick bank, which days can be used for their intended purpose, but never cashed out.

#### 18.02 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., she shall not receive sick leave credit for the period of such absence, but shall retain her cumulative credit, if any, existing at the time of such leave or lay-off.

#### 18.03 Notification to Employer

An employee who is unable to report for duty on her scheduled shift shall notify the Employer at least three (3) hours of this fact in advance of the commencement of her scheduled shift; provided that this requirement shall be waived by the Employer where the employee was unable to give such notice due to circumstances beyond her control.

### **ARTICLE 19 – LEAVE OF ABSENCE**

#### **Union Leave:**

##### 19.01 General Leave

The Employer may grant leave of absence without pay and without loss of seniority to any employee requesting such leave of absence for valid personal reasons such request to be in writing with fourteen (14) calendar days notice where possible and approved by the Employer. Employees on approved leave of absence should not engage in any gainful employment without permission of the Employer. Such leave is not to be unreasonably denied.

##### 19.02 Leave for Union Business

Representatives of the Union shall not suffer any loss of pay when required to leave their employment temporarily in order to attend grievance meetings and any other meeting the employer requests attendance of a union representative.

##### 19.03 Leave for Union Function

Leave of absence without pay and without loss of seniority shall be granted, upon request to the Employer, to employees elected or appointed to represent the Union at conventions or seminars. The Employer shall maintain the employee's pay for all scheduled hours during the leave of absence. The union agrees to reimburse the Employer for such pay upon receipt of an invoice.

#### 19.04 Leave of Absence for Full-Time Union or Public Duties

An employee who is elected or selected for a full-time position with the Union or anybody with which the Union is affiliated, or who is elected to public office, shall be granted leave of absence without pay and without loss of seniority.

#### 19.05 Bereavement Leave

When a death occurs to the spouse, common law spouse or child of a full-time employee, the employee shall be granted a leave of absence of five (5) consecutive days, ending the date of the funeral. The Employee shall be paid for scheduled shifts during the leave, which they otherwise would have worked.

When a death occurs in the immediate family of a full-time employee, the employee shall be granted a leave of absence of three (3) consecutive days, ending the date of the funeral. The Employee shall be paid for scheduled shifts during the leave, which they otherwise would have worked.

The Employer may grant additional bereavement leave without pay in special circumstances.

“Immediate family” shall be defined as father, mother, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, guardian or former guardian.

In the event of the death of a son-in-law, daughter-in-law, sister-in-law, brother-in-law, or fiancés, pay for the bereavement leave shall be limited to one (1) day.

#### 19.06 Pregnancy and Parental Leave

The foregoing shall be deemed to be in accordance with the Employment Standards Act. Nothing herein shall be construed to enhance entitlements beyond those provided by the Employment Standards Act.

Pregnancy and parental leaves will be granted in accordance with the Employment Standards Act of Ontario unless otherwise amended.

- a) 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.

The employee shall give the Employer four (4) weeks notice, in writing, of the day upon which she intends to commence her leave of absence, unless impossible, and furnish the Employer with a certificate of a legally qualified medical practitioner stating that she is pregnant and giving the estimated day upon which delivery will occur.

- ii) The employee must have started employment with her Employer at least thirteen (13) weeks prior to the expected date of birth.
- iii) The employee shall give at least four (4) weeks' notice of her intention to return to work. The employee may shorten the duration of the leave of absence requested under this Article upon giving the Employer four (4) weeks notice of her intention to do so, and furnishing the Employer with a certificate of a legally qualified medical practitioner stating that she is able to resume her work.

Additional leave of absence may be taken under 19.06 (g) Parental Leave.

- b) An employee who does not apply for leave of absence under 19.06 a) i) and who is otherwise entitled to pregnancy leave, shall be entitled to and shall be granted leave of absence in accordance with 19.06 a) i) upon providing the Employer, before the expiry of two (2) weeks after she ceased to work, with a certificate of a legally qualified medical practitioner stating that she was not able to perform the duties of her employment because of a medical condition arising from her pregnancy, and giving the estimated day upon which, in her opinion, delivery will occur or the actual date of her delivery.
- c) An employee who intends to resume her employment on the expiration of the leave of absence granted to her under this article shall so advise the Employer. If an 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 her former job, and former shift if her shift was designated.

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

- d) 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 her 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 19.06 c).
- e) Such absence is not an illness under the interpretation of this agreement, and sick leave benefits cannot be used.
- 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) 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 she intends to take parental leave.

#### 19.07 Parental Leave

The foregoing shall be deemed to be in accordance with the Employment Standards Act. Nothing herein shall be construed to enhance entitlements beyond those provided by the Employment Standards Act.

- i) 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.
- ii) 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 with the parent of the child and who intends to treat the child as her or her own.
- iii) 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 sixty-one (61) weeks in duration if the employee also took pregnancy leave and sixty-three (63) weeks in duration if she did not.
- iv) 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.  
  
Parental leave ends) sixty-one (61) weeks or sixty-three (63) weeks after it began, as the case may be, or on an earlier day if the employee gives the Employer at least four (4) weeks written notice of the day.
- v) For the purposes of Parental Leave the provisions under 19.06 a), c), d), e), f) and g) shall also apply.

The Employer will continue to pay its share of the contributions of the subsidized employee benefits, including pension, in which the employee is participating for a period of up to sixty-one (61) weeks while the employee is on pregnancy leave.

Credits for service and seniority shall accumulate for a period of up to sixty-one (61) weeks while an employee is on pregnancy leave on the basis of what the employee's normal regular hours of work would have been. The Employer will continue to pay the percentage in lieu of benefits and its share of pension contributions during the period of pregnancy leave. The

Employer will register those benefits as part of the Supplemental Unemployment Benefit Plan with the Canada Employment Insurance Commission.

**19.08 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 her normal earnings and the payment she receives 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 her employment shall be considered as time worked and shall be paid at the appropriate rate of pay.

**19.09 Self-Isolation Leave**

If an employee is required to self-isolate as a result 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, the employee will 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 Pay during Temporary Transfers**

When an employee temporarily relieves in or performs the principal duties of a higher paying position she shall receive the rate for the job. When an employee is temporarily assigned to a lower paying position than her own, her rate shall not be reduced.

**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 her wages, overtime and other supplementary pay and deductions. The employee's hourly rate is to be placed on the cheque stub.

In the event of an error on an employees pay, the correction shall be made in the pay period following the date on which the overpayments comes to the Employer's attention. If the error results in an employee being underpaid by one (1) day's pay or more, the Employer will provide payment for the shortfall within three (3) business days from the date it is notified of the error.

20.03 Equal Pay for Equal Work

The principle of equal pay for equal work shall apply, regardless of gender. 20.06

20.04 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.

20.05 Shift Premiums

A shift premium of twenty cents (.20¢) per hour shall be paid for hours worked on an afternoon or night shift where the majority of hours fall between 3:00 p.m. and 7:00 a.m.

Weekend Premiums

A weekend premium of twenty cents (.20¢) per hour shall be paid for hours worked from 11:00 p.m. Friday to 11:00 p.m. Sunday.

Effective December 11, 2025, a weekend premium of forty-five cents (0.45) per hour shall be paid for hours worked from 11:00 p.m. Friday to 11:00 p.m. Sunday.

**ARTICLE 21 – EMPLOYEE BENEFITS**

Life Insurance

The Employer will commence paying 100% of the billed premiums for all full-time employees who have completed their probationary period for life insurance coverage of \$10,000.

Extended Health Care

The Employer is to introduce an EHC plan for full-time employees. The Employer will pay eighty percent (80%) of the premium; the Employee twenty percent (20%).

Part-time employees, following completion of probation, shall receive three percent (3%) in lieu of benefits, sick leave, bereavement leave and the float holidays.

Effective December 11, 2025, Part-time employees, following completion of probation, shall receive three and a half percent (3.5%) in lieu of benefits, sick leave, bereavement leave and the float holidays.

### Vision Care

Two hundred and seventy-five dollars (\$275.00) every twenty-four (24) months and is inclusive of eye examinations.

Effective first full month following date of award, December 11, 2025, three-hundred and twenty-five dollars (\$325.00).

### Dental

Current ODA #9 equivalent, 50% employer, 50% employee contribution for employees who completed their probationary period.

### Uniform Allowance

Effective December 11, 2025, uniform allowance at one hundred and twenty dollars (\$120.00) per year for full-time employees and sixty dollars (\$60.00) per year for part-time employees.

## **ARTICLE 22 – PENSION**

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

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

"Applicable Wages" means the basic straight time wages for all hours worked and in addition:

- i) the straight time component of hours worked on a holiday,
- ii) holiday pay, for the hours not worked,
- iii) vacation pay.

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

"Eligible employee" means all employees in the bargaining unit who have completed nine hundred and seventy-five (975) hours of service.

22.02 Each eligible employee covered by this Collective Agreement shall contribute for each pay period an amount equal to three and one-half percent (3½%) of applicable wages to the Plan. The Employer shall contribute on behalf of each eligible employee for each pay period, an amount equal to three and one-half percent (3½%) 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 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 contributions 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 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 Administrator on a timely basis with 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.

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 calculating 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 by the employee
  - Termination date when applicable (MMDDYY)
- iv) to be provided once if they are readily available:
- Gender
  - Marital Status

Any additional information requests, 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 dated February 13, 1990 and the rules and regulations of the Plan adopted by the Trustees, both as may be amended from time to time.

### **ARTICLE 23 – RETROACTIVITY**

23.01 The Employer will endeavour to provide all retroactivity within forty-five (45) days of the date of this Award and/or upon receiving written notice of ratification.

All retroactivity will be paid to employees on a separate cheque or itemized on an employee's regular cheque.

All former employees shall be sent notice by the Employer at their last known address and will have thirty (30) days from the date notice is sent to claim retroactive payments. The Union shall receive a copy of all notices sent to former employees.

### **ARTICLE 24 – GENERAL CONDITION**

#### **24.01 Bulletin Board**

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

The Employer will provide a staff room for the purposes of changing and to have their meals. The Employer will provide sufficient lockers to store belongings and cell phones. Such room shall comply with the *Occupational Health and Safety Act*.

24.02 Copies of Agreement

The Union and the Employer desire every employee to be familiar with the provisions of this Agreement and her rights and duties under it. The Union and the Employer shall share equally the cost of printing the Collective Agreement.

**ARTICLE 25 – TERM OF THE AGREEMENT**

25.01 Effective Date

The term of this Agreement shall be from October 1, 2023 to September 30, 2025 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.

DATED at \_\_\_\_\_, Ontario, this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

SIGNED ON BEHALF OF  
MAYFIELD RETIREMENT CENTRE

*Nunzio Grande*

\_\_\_\_\_  
Nunzio Grande

SIGNED ON BEHALF OF THE  
CANADIAN UNION OF PUBLIC  
EMPLOYEES AND ITS LOCAL 4927

*Charmaine Chiasson*

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Charmaine Chiasson (2026-01-13 09:30:56 EST)

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Charmaine Chiasson

*Lacie Malowsky*

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Lacie Malowsky (2026-01-13 15:49:47 EST)

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Lacie Malowsky

*Shannon Parker*

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Shannon Parker

**APPENDIX A – WAGES**

<b>Classification</b>	<b>Step</b>	<b>Expired Rate</b>	<b>Oct. 1 2023</b>	<b>Oct. 1 2024</b>	<b>Apr. 1 2025</b>
GA Hskp.	Start	16.08	16.64	17.31	17.74
	450 Hrs	16.19	16.76	17.43	17.86
	1950 Hrs	16.31	16.88	17.56	17.99
	3900 Hrs	16.40	16.97	17.65	18.09
Dietary Aide	Start	16.08	16.64	17.31	17.74
	450 Hrs	16.19	16.76	17.43	17.86
	1950 Hrs	16.31	16.88	17.56	17.99
	3900 Hrs	16.40	16.97	17.65	18.09
Cook	Start	16.08	16.64	17.31	17.74
	450 Hrs	16.19	16.76	17.43	17.86
	1950 Hrs	16.31	16.88	17.56	17.99
	3900 Hrs	16.40	16.97	17.65	18.09
Bath Aide (Nursing)	Start	16.08	16.64	17.31	17.74
	450 Hrs	16.19	16.76	17.43	17.86
	1950 Hrs	16.31	16.88	17.56	17.99
	3900 Hrs	16.40	16.97	17.65	18.09
PSW (Nursing)	Start	15.80	16.55	17.31	17.74
	450 Hrs	15.96	16.72	17.43	17.86
	1950 Hrs	16.03	16.79	17.56	17.99
	3900 Hrs	16.15	16.92	17.65	18.09
Guest Atten. (Nursing)	Start	15.80	16.55	17.31	17.74
	450 Hrs	15.96	16.72	17.43	17.86
	1950 Hrs	16.03	16.79	17.56	17.99
	3900 Hrs	16.15	16.92	17.65	18.09
RPN (Nursing)	Start	20.36	21.07	21.81	23.81
	450 Hrs	20.73	21.46	22.21	24.21
	1950 Hrs	21.11	21.85	22.61	24.61
	3900 Hrs	21.50	22.25	23.03	25.03