

	Proposal	Effective Date
Term of Collective Agreement	4 years	April 1, 2024 to March 31, 2028
Market Adjustment	1% Market Adjustment applied to all as of April 1, 2024. (Prior to the General Wage Increase (GWI) being applied.)	Date of ratification
General Wage Increase (GWI)	April 1, 2024 = 2.5% April 1, 2025 = 2.75% April 1, 2026 = 3.0% April 1, 2027 = 3.0% TOTAL = 11.25%	Retroactive to April 1, 2024
Home Care DSS - Mileage	A committee to discuss the implementation of the CRA rate for mileage	Discussions to begin within 90 days of ratification Implementation by June 1, 2025
Overtime	Shift premiums will apply while working overtime	Date of ratification
	Overtime rates will apply when working the shift that transitions from CST to DST	
	Changes to mandating of overtime language	
Temporary Assignment of Duties	In Scope: From \$0.70 to \$1.70/hour Out of Scope: From \$0.80 to \$1.80/hour	Date of ratification
Vacation	Five (5) weeks in the tenth year Six (6) weeks in the twentieth year <i>Above 53rd parallel:</i> Four (4) weeks in first year Five (5) weeks in fourth year Six (6) weeks in tenth year Seven (7) weeks in twentieth	Available for use in the 2025 vacation year
	No "black out" periods for vacation selection	Date of ratification
Evening Shift Premium	From \$2.00 to \$2.25/hour	Date of ratification
Night Shift Premium	From \$3.50 to \$3.75/hour	Date of ratification
Weekend Premium	From \$2.00 to \$5.75/hour Includes Friday evening shift and the Sunday to Monday night shift	Date of ratification
Long Service Step (LSS)	15 Year LSS equivalent to 2% 20 Year LSS equivalent to 2% 25 Year LSS equivalent to 3%	Date of ratification
Wellness Days	2 days per fiscal year (must have 12 days in sick bank)	Date of ratification

	Proposal	Effective Date
Northern Isolation / Retention Allowances	Increase of \$2,000	April 1, 2024 (Paid in April 2025)
Northern Salary Incentive	5% above current salary scale	Date of ratification
Escort Duty	Escort Duty meal from \$10.00 to \$12.00	Date of ratification
Meal Voucher While Working Overtime	Increase by \$2 to \$12.00	Date of ratification
Income Protection Accumulation	From 1.25 days to 1.5 days/month	April 1, 2027
Family Sick Leave	Removal of "dependant" from child	Date of ratification
Maternity / Parental Leave	Surrogacy language added for parental leave	Date of ratification
Bereavement Leave	Inclusion of loss of pregnancy including via surrogacy	Date of ratification
Hours of Work	Ability to combine rest and meal breaks Breaks do not have to be taken within 1.5 hours of start of shift.	Date of ratification
Inclement Weather	Environment Canada no longer needed to declare inclement weather	Date of ratification
Transportation Allowance	Callback minimum rate from \$4.00 to \$5.00	Date of ratification
Education and Training	Relevant to employment training programs "paid" time off shall be granted	Date of ratification
Home Care DSS - AWP	A committee to discuss the removal of AWP with ability to transfer DSS to facilities	Discussions to begin within 90 days of ratification
Special Provisions Re. Home Care Direct Service Staff	Downtime hours will be counted to qualify for overtime	Date of ratification
Uniforms and Protective Clothing	Expansion of Inclement Weather Gear to SBGH and VGH	Date of ratification
Compensation for Temporary Transfer of Employees	New LOU for transfer of employees within their "sites"	Date of ratification

**CUPE did not accept any concessions in this round of bargaining.
The new Collective Agreement will maintain everything included in the previous agreement.**