

COLLECTIVE AGREEMENT

between

CREEKSIDE LANDING LTD.

and the

B.C. GENERAL EMPLOYEES' UNION (BCGEU)

Effective from October 1, 2024 to September 30, 2028

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DEFINITIONS

For the purpose of this agreement:

- (1) "*basic pay*" - means the rate of pay in each wage schedule.
- (2) "*spouse*" - is an employee's married or common-law spouse.
- (3) "*common-law spouse*" - includes same sex and opposite sex individuals where the employee has signed a declaration or affidavit that they have been living in a common-law relationship for at least 12 months. The period of co-habitation may be less than 12 months where the employee has claimed the common-law spouse's child/children for taxation purposes.
- (4) "*employee*" - means an employee included in the bargaining unit and includes regular full-time employees, regular part-time employees, and casual employees.
- (5) "*Employer*" - means Creekside Landing Ltd.
- (6) "*temporary employee*" - means a causal employee who works a defined term, is not on call and works a regularly scheduled rotation.
- (7) "*leave of absence with pay*" - means to be absent from duty with permission and with pay.
- (8) "*leave of absence without pay*" - means to be absent from duty with permission but without pay.
- (9) "*Union*" - means the B.C. General Employees' Union.
- (10) "*Regular Full-Time Employee*" - means one who is appointed to a regularly scheduled position and is regularly scheduled to work seven and one-half hours per day and an average of 37½ hours per week exclusive of unpaid meal periods.
- (11) "*Regular Part-Time Employee*" - means one who is appointed to a regularly scheduled position and is regularly scheduled to work less than an average of 37½ hours per week exclusive of unpaid meal periods. Subject to Article 24, a regular part-time employee is entitled to all of the benefits of the collective agreement on a prorated basis.
- (12) "*Casual Employee*" - means one who is employed on an "*on call*" basis to cover absences including coverage for vacation, illness or injury, or temporary work that is created by a special project or contract.

The parties agree that portions of the collective agreement interchanged from days to hours for the purpose of administrative ease. As a general principle, any such changes do not alter the intent or meaning of the agreement and the parties agree that neither party will either gain or lose any benefit contained in the agreement as a result of this change.

ARTICLE 1 - PREAMBLE

1.1 Preamble

The parties of this agreement determined to establish, within the framework provided by the law, an effective working relationship at all levels in which members of the bargaining unit are employed.

1.2 Future Legislation

In the event that any future legislation renders null and void or materially alters any provision of the collective agreement, the following shall apply:

- (a) the remaining provisions of the collective agreement shall remain in force and effect for the term of the collective agreement;
- (b) the Employer and the Union shall, as soon as possible, attempt to negotiate mutually agreeable provisions to be substituted for the provisions so rendered null and void or materially altered due to the laws;
- (c) if a mutual agreement cannot be struck as provided in (b) above, the matter shall be meditated/arbitrated pursuant to Article 9 of the collective agreement.

1.3 Conflict with Rules

In the event that there is a conflict between the contents of this agreement and any rule or order made by the Employer, or on behalf of the Employer, this agreement shall take precedence over the said rule or order.

1.4 Harassment and Bullying in the Workplace

The Union and the Employer recognize the right of employees to work in an environment free from personal harassment, bullying and sexual harassment. Everyone is expected to adhere to acceptable conduct at all times by respecting the rights and feelings of others and by refraining from any behaviour that might be harmful to others. The Employer shall take such actions as are necessary respecting an employee engaging in harassment in the workplace.

1.5 Personal Harassment Definition

- (a) Personal harassment means objectionable conduct - either repeated or persistent, or a single serious incident - that an individual reasonably concludes:
 - (1) creates a risk to a worker's psychological or physical well-being and/or causes a worker distress or results in an employee's humiliation or intimidation;
 - (2) may or may not involve discriminatory behaviour as defined in the *BC Human Rights Code*, including grounds of race, colour, ancestry, place of origin, political beliefs, religion, marital status, physical or mental disability, sex, age, sexual orientation or gender identity or expression; and
 - (3) serves no legitimate work-related purpose.
- (b) Good faith actions of a manager or supervisor relating to the management and direction of employees - such as assigning work, providing feedback to employees on work performance, and taking reasonable disciplinary action - do not constitute harassment.

1.6 Bullying Definition

Bullying is verbal or physical conduct that over a period of time, continuously and systematically:

- (a) intimidates, shows hostility, threatens and offends others;
- (b) interferes with a worker's performance;
- (c) otherwise adversely affects others.

1.7 Sexual Harassment Definition

- (a) Sexual harassment includes sexually oriented verbal or physical behaviour which an individual would reasonably find to be unwanted or unwelcome, giving consideration to all surrounding circumstances and which may detrimentally affect the work environment. Such behaviour could include, but is not limited to:

- (1) touching, patting or other physical contact;
- (2) leering, staring or the making of sexual gestures;
- (3) demands for sexual favours;
- (4) verbal abuse or threats;
- (5) unwanted sexual invitations;
- (6) physical assault of a sexual nature;
- (7) distribution or display of sexual or offensive pictures or materials;
- (8) unwanted questions or comments of a sexual nature;
- (9) practical jokes of a sexual nature.

(b) To constitute sexual harassment, behaviour may be repeated or persistent or may be a single serious incident.

(c) Sexual harassment will often, but need not, be accompanied by an expressed or implied threat of reprisal or promise of reward.

(d) Sexual harassment refers to behaviour initiated by anyone and directed toward members.

1.8 Complaint Procedure for Allegations of Personal Harassment, Bullying and Sexual Harassment

(a) Personal harassment, bullying and sexual harassment complaints are not grievances and must follow this complaint process. However, any action taken by the Employer as a result of the complaint process may be grieved.

(b) All complaints will be kept confidential by all parties involved including but not necessarily limited to the complainant, the respondent, the Employer, the Union and witnesses.

(c) The complainant, witnesses, and the respondent (if they are a member of the Union) have the right to union representation.

(d) A complainant may try to informally resolve their complaint with the assistance of a supervisor, manager, shop steward, union staff representative or mediator. If the complainant is satisfied with the outcome reached at this point, the complaint is resolved.

(e) Until a complaint is resolved, the Employer may take interim measures, including separating the complainant and the respondent.

(f) Immediate defusing, debriefing where deemed appropriate will be made available to all regular and casual employees through the EFAP program at no cost to the affected employee(s).

(g) A complainant has the right to file a complaint under the *Human Rights Code* of British Columbia.

(h) If the complaint involves a respondent who is not an employee (e.g. Resident, Contractor, Manager), reasonable efforts will be made to minimize and eliminate contact between the complainant and respondent until the complaint is resolved.

(i) An employee who wishes to pursue a complaint formally may submit a complaint in writing, within six months of the latest alleged occurrence, through the Union or directly to the General Manager or their designate (the "*General Manager*"). Complaints shall be treated in strict confidence by the employees involved, the Union and the Employer. The complaint must contain the specific instance(s) and date(s) that the alleged harassment occurred, the names of any witnesses, an explanation of how the action constitutes a violation of any of Articles 1.5 - 1.7, and the remedy sought.

(j) When the Employer has received a complaint, they will notify the respondent and the union staff representative of the substance of the complaint in writing within 15 days. The respondent is entitled

to attend, participate in, and be represented at any hearing under this clause. If the complainant and/or respondent is a member of the bargaining unit they shall be given the option of having union representation present at any meetings held to investigate the complaint.

(k) The Employer shall investigate the complaint and shall submit a report to the General Manager in writing within 30 days of receipt of the complaint. The General Manager shall, within 30 days of receipt of the report, give such orders as may be necessary to resolve the issue. Within 30 days of receipt of the report, if the complainant has involved the Union in the administration of the complaint, the General Manager will provide a summary and description of any remedial actions taken in response to the complaint to the Chairperson of the Union Bargaining Committee and to the President of the Union or their designate.

(l) Where the complaint is determined to be of a frivolous, vindictive or vexatious nature, the Employer may take appropriate action which may include discipline. Such action shall only be for just cause and may be grieved pursuant to Article 8.

(m) In cases where the harassment requires the transfer of any employee, it shall be the harasser who is transferred, except that the employee harassed may be transferred with their consent.

(n) If the respondent is the General Manager, the following process will be used:

(1) The complainant may contact the Union.

(2) As soon as possible but within 30 days the Union will notify the Human Resources Manager of Kaigo Senior Living. Clause 1.8(i) applies to this notice. Within 14 days of receiving the notice the Human Resources Manager will identify to the Union who will serve as the representative of the Employer in respect of the complaint and who will perform the investigation.

1.9 Adjudication

(a) Where the complainant or respondent is not satisfied with the General Manager's response in 1.8(k) above, the complaint may, within 30 days of that response, be submitted to an arbitrator. Where no response is provided under 1.8(k) above, the complaint will, within 60 days of the complaint being made, be submitted to an arbitrator who will have the remedial powers under Section 89 of the *Labour Relations Code* and shall have the authority to:

(1) dismiss the complaint;

(2) determine the appropriate level of discipline to be applied to the respondent when the respondent is within the bargaining unit; and

(3) make further order as is necessary to provide a final and conclusive settlement of the complaint.

(b) An alleged offender under this clause shall not be entitled to grieve disciplinary action by the Employer where the Employer imposes disciplinary action that the Arbitrator determines to be appropriate.

(c) The Arbitrator will be selected from the list in Clause 9.2 or another mutually agreed arbitrator who is available within the time set for arbitration herein.

ARTICLE 2 - RECOGNITION OF THE UNION

2.1 Bargaining Agent Recognition

- (a) Employer recognizes the B.C. General Employees' Union as the exclusive bargaining agent for all employees in the bargaining unit.
- (b) The bargaining unit shall include licensed practical nurses, care aides, tenant helpers, multi-skilled workers, rehabilitation aides, activity aides, independent living assistants, and cooks at and from 6190 Okanagan Landing Road, Vernon, British Columbia, and 6201 Osprey Road, Vernon, British Columbia except those excluded by the *Code*.

2.2 Correspondence

- (a) Employer agrees that all correspondence between the Employer and the Union related to matters covered in this agreement shall be sent to the Chairperson of the Union Bargaining Committee and to the President of the Union or their designate.
- (b) The Employer agrees that a copy of any correspondence between the Employer and any employee in the bargaining unit covered by this agreement pertaining to the interpretation of any article in this agreement, shall be forwarded to the Chairperson of the Union Bargaining Committee and to the President of the Union or their designate.

2.3 No Other Agreement

No employee covered by this agreement shall be required or permitted to make a written or oral agreement with the Employer or its representatives which is in conflict with the terms of this agreement.

2.4 No Discrimination

The Employer and the Union agree that there shall be no discrimination, interference, restriction, or coercion exercised or practised with respect to any employee by reason of their membership or activity in the Union. In addition, the parties hereto subscribe to the principles of the *Human Rights Code* of British Columbia.

2.5 Recognition and Rights of Stewards

The Employer recognizes the Union's right to select a reasonable number of stewards to represent employees with mutual agreement of the Employer.

The Union agrees to provide the Employer with a list of the employees designated as stewards and alternates. A steward or their alternate shall obtain the permission of their immediate supervisor before leaving their work to perform their duties as a steward. Leave for this purpose shall be without loss of pay. Such permission shall not be unreasonably withheld. On resuming their normal duties, the steward shall notify their supervisor.

Leave to perform stewards duties shall be without loss of pay. Such permission shall not be withheld. The absence shall not unduly impact the operation of the department.

Duties of the steward are:

- (a) investigation of complaints;
- (b) investigation of grievances and assisting any employee whom the steward represents in preparing and presenting a grievance in accordance with the grievance procedure;

- (c) supervision of ballot boxes and other related functions during ratification votes involving the Employer and provided the ratification vote is held on the Employer's premises;
- (d) carrying out duties within the realm of assigned safety responsibilities for stewards who are members of safety committees;
- (e) attending meetings called by management.

2.6 Bulletin Board

The Employer shall provide a bulletin board for the exclusive use of the Union, to be located at a place which is mutually agreed upon at the local level. Use of the bulletin board shall be restricted to the business affairs of the Union and the display of the union shop card. Job postings are not to be placed on the Union Bulletin Board.

2.7 Badges, Insignia and Union Shop Cards

- (a) A union member shall have the right to wear one union pin or badge displaying the recognized insignia of the Union. The Union agrees to furnish to the Employer a union shop card for the Employer's place of operation, to be displayed on the premise at a mutually agreed location. Such card will remain the property of the Union and shall be surrendered upon demand.
- (b) The recognized insignia of the Union shall include the designation "*bcgeu*".

2.8 Right to Refuse of Cross Picket Lines

- (a) All employees covered by this agreement shall have the right to refuse to cross a picket line arising out of a labour dispute, as defined in the appropriate legislation. Any employee failing to report for duty shall be considered to be absent without pay and benefits.
- (b) Failure to cross a picket line encountered in carrying out the Employer's business shall not be considered a violation of this agreement nor shall it be grounds for disciplinary action.
- (c) Any employees assigned to cover essential services as defined in the *Labour Code* of British Columbia shall be authorized and permitted to cross a legal picket line.

2.9 Unpaid Leave - Union Business

- (a) Leave of absence without pay and without loss of seniority shall be granted with 14 days' written notice for the purposes listed below. Such leave shall be subject to operational requirements and shall not be unreasonably withheld:
 - (1) to an elected or appointed representative of the Union to attend conventions of the Union and bodies to which the Union is affiliated;
 - (2) for elected or appointed representatives of the Union to attend to union business which requires them to leave their general work area;
 - (3) to employees called by the Union to appear as witnesses before an arbitration board or the Labour Relations Board of BC, provided the dispute involves the Employer; or
 - (4) to employees representing the Union in collective bargaining.

This provision does not apply to employees who are hired by the Union for a period greater than six months.

- (b) To facilitate the administration of Section (a) when leave without pay is granted, the leave shall be given with basic pay and benefits and the Union shall reimburse the Employer for appropriate

compensation costs, including travel time, incurred. It is understood that employees granted leave of absence pursuant to this article shall receive their current rates of pay while on leave of absence.

The Union agrees to reimburse the Employer within 28 days of receipt of billing from the Employer.

(c) Long-term leave of absence without pay shall be granted to employees designated by the Union to transact union business for specific periods. Such requests shall be made in writing. Employees granted such leave of absence shall retain all rights and privileges with no loss of seniority accumulated prior to obtaining such leave. Long-term leave of absence without pay and without loss of seniority will be granted:

- (1) for employees elected to a full-time position with the Union for a period of one year;
- (2) for an employee elected to the position of President or Treasurer of the B.C. General Employees' Union;
- (3) for an employee elected to any body to which the Union is affiliated for a period of one year and the leave shall be renewed upon request;
- (4) for employees to seek election in a municipal, provincial, federal, first nation or other indigenous election for a maximum period of 90 days;
- (5) for employees elected to a public office for a maximum period of five years.

Seniority shall continue to accumulate during such leave and shall apply to such provisions as annual vacation, increments and promotions.

2.10 Technical Information

The Employer agrees to provide to the Union such information as is available relating to employees in the bargaining unit, as may be required by the Union for collective bargaining purposes.

ARTICLE 3 - UNION SECURITY

- (a) All employees in the bargaining unit, who on date of ratification were members of the Union or thereafter became members of the Union, shall maintain such membership as a condition of continued employment.
- (b) All employees hired in the bargaining unit or after the date of ratification shall, as a condition of continued employment, become members of the Union.

ARTICLE 4 - CHECK-OFF OF UNION DUES

(a) The Employer shall, as a condition of employment, deduct from the regular wages or salary of each employee in the bargaining unit, whether or not the employee is a member of the Union, the amount of the regular monthly dues payable to the Union by a member of the Union, provided there are sufficient wages owing to the employee in the particular pay period to cover the deductions. The employee shall, as a condition of continued employment, complete an authorization form as provided by the Union for this purpose. The Employer shall deduct from any employee who is a member of the Union any general assessments levied in accordance with the union constitution and/or bylaws.

All deductions shall be made in each payroll period and membership dues or payments in lieu thereof shall be considered as owing in the month for which they are so deducted.

(b) All deductions shall be remitted to the President of the Union not later than 28 days following the end of the month in which the deduction was made and the Employer shall also provide a list of names of those employees from whose salaries such deductions have been made together with the amounts deducted from each employee.

As an alternative to providing a written list, and provided that the Union's computer system is compatible with the Employer's computer system, the above-noted lists may be supplied to the Union on a computer tape/disk or by modem. Where the information is not supplied through the foregoing method, the Employer shall supply the requested information on hard copy.

(c) Before the Employer is obliged to deduct any amount under (a) above, the Union must advise the Employer in writing of the amount of its regular dues. The amount so advised shall continue to be the amount to be deducted until changed by further written notice to the Employer signed by the President of the Union. Upon receipt of such notice, such changed amount shall be the amount deducted, provided that the changed deduction can be reasonably accommodated by the Employer's payroll system.

The Union will give reasonable notice to the Employer of any change in union dues, assessment, fees, or other amounts which the Employer is required to deduct. All changes shall coincide with the beginning of the Employer's pay period.

(d) From the date of the signing of this agreement and for its duration, no employee organization other than the Union shall be permitted to have membership dues or other monies deducted by the Employer from the pay of the employees in the bargaining unit, except by mutual agreement of the parties to this agreement.

(e) At the same time that Income Tax (T4) slips are made available, the Employer, without charge, shall indicate on the T4 slip the total amount of union dues paid by the employee for the previous year (the year for which the T4 slip is provided). Every reasonable effort shall be made for these to be available to the employee at the earliest possible date, or not later than March 1st of the succeeding year.

(f) The Employer will provide to the Union on a quarterly basis a report of employees who have ceased employment and the Record of Employment (ROE) Code used in Block 16 of the ROE form for each of those employees.

(g) The Employer will provide to the Union with every regular dues remittance the information provided in the chart below. The information will be provided electronically in the file format ".csv". If the Employer is unable to provide the file in ".csv" format then ".xls", or ".xlsx" file formats are acceptable. Employee information will always be sent in the same format and column order. The format of the information submitted by the Employer must be consistent from submission to submission.

Column Order	Name	Format	Format Description
1	Employee ID Number	XXXXXXXX	
2	Member Last Name		
3	Member First Name		
4	Dues	XXXX.XX	No commas or dollar signs
5	Gross Wages for Period	XXXX.XX	No commas or dollar signs
6	Job/Position Title		
7	Service Start Date	yyyymmdd	
8	Appointment Code		Regular, Auxiliary, etc.
9	Work Location Name		
10	Work Location Address		

Column Order	Name	Format	Format Description
11	Member Address		
12	Member Work Phone	XXXXXXXXXX	10 digits, no dashes or spaces
13	Member Home Phone	XXXXXXXXXX	10 digits, no dashes or spaces
14	Member Cell Phone	XXXXXXXXXX	10 digits, no dashes or spaces
15	Member Home Email		

(h) The Employer will submit union dues remittance by Electron Fund Transfer (EFT). The EFT will be submitted with an email to direct.deposit@bcgeu.ca including the EFT date and dollar amount.

(1) Each EFT email will also include:

- (i) Employer name;
- (ii) pay period type (e.g. monthly, semi-monthly, biweekly, etc.);
- (iii) pay period number;
- (iv) pay period end date; and
- (v) pay period pay date.

ARTICLE 5 - EMPLOYER AND UNION SHALL ACQUAINT NEW EMPLOYEES

The Employer agrees to acquaint new employees with the fact that a collective agreement is in effect and with the conditions of employment set out in the articles dealing with union security and dues check-off. The Employer agrees to provide the name, phone number, email address, and location of the new employee's steward in the orientation package. The Employer will provide a list of new employees to the shop steward and the Union on a monthly basis. The steward will provide the employee with a copy of the collective agreement. The Employer agrees that a union steward will be given an opportunity to interview each new employee within regular working hours, without loss of pay, for 15 minutes some time during the first 30 days of employment at a time that does not interfere with the care of residents.

ARTICLE 6 - MANAGEMENT RIGHTS

6.1 Rights Reserved

The Union recognizes and agrees that except as specifically and expressly abridged, restricted, granted or modified by this agreement, all of the rights, powers and authority which the Employer had prior to the signing of this agreement are retained solely and exclusively by the Employer, including the management, operation and direction of its working forces.

6.2 Employer Rules

The Employer may make, alter from time to time, and enforce reasonable rules of conduct and procedure to be observed by the employees, except that such rules of conduct may not be in breach of the collective agreement.

ARTICLE 7 - EMPLOYER/UNION RELATIONS

7.1 Representation

No person shall undertake to represent the Union or the Employer without the proper authorization of the respective party. To facilitate this, the Union shall supply the Employer with the names of its officers,

and/or stewards and similarly, the Employer shall supply the Union with the names of the Administrator or designate with whom the Union may be required to transact business.

7.2 Union Bargaining Committee

A union bargaining committee shall be elected and consist of a maximum of three representatives of the bargaining unit.

Leave of absence to attend negotiation sessions shall be administered in accordance with Article 2.9 - Unpaid Leave - Union Business.

Scheduling of committee work in advance of or during bargaining will be mutually agreed to by the Union and the Employer and leaves will be subject to operational requirements, and not unreasonably withheld.

7.3 Union Representatives

(a) The Employer agrees that access to its premises will be granted to a BCGEU staff representative, or authorized alternate, when dealing with or negotiating with the Employer, or when investigating and assisting in the settlement of a grievance.

(b) The union representative shall provide reasonable notice to the Administrator/Director of Care in advance of their intention and their purpose for entering and shall specify the anticipated duration of the visit. Such visits shall not interfere with the operation of the Employer's business.

7.4 Labour Management Committee

(a) The Labour Management Committee will be composed of two union representatives and two employer representatives. The parties may mutually agree to increase the size of the Committee up to a maximum of three union representatives and three employer representatives. This Committee may call upon additional persons for technical information or advice, if mutually agreed. The parties agree that these meetings shall preferably occur during regular work hours.

(b) The Labour Management Committee shall meet periodically to resolve mutual issues and improve the working relationships on the site.

(c) An employer representative and a union representative will alternate in presiding over meetings. Minutes of each meeting of the Committee will be prepared by the Employer and Union (in alternation) and approved by an employer and union designate who were in attendance at the meeting. Once approved, the minutes will be distributed to the Union and the Employer within 10 business days.

(d) The Committee will not have jurisdiction over wages or any other matter of collective bargaining, including the administration of this agreement. The Committee will not supersede the activities of any other committee of the Union or of the Employer and will not have the power to bind either the Union or its members or the Employer to any decisions or conclusions reached in their discussions.

(e) The Committee will have the power to make recommendations to the Union and the Employer on the following general matters:

- (1) reviewing matters, other than grievances, relating to the maintenance of good relations between the parties;
- (2) correcting conditions causing grievances and misunderstandings.

ARTICLE 8 - GRIEVANCES

8.1 Grievance Procedure

The Employer and the Union recognize that grievances may arise concerning:

- (a) differences between the parties respecting the interpretation, application, operation or any alleged violation of a provision of this agreement, including a question as to whether or not a matter is subject to arbitration; or
- (b) the dismissal, discipline or suspension of an employee bound by this agreement.

The procedure for resolving a grievance shall be the grievance procedure in this article.

8.2 Step 1

In the first step of the grievance procedure every effort shall be made to settle the dispute with the designated local department head. The aggrieved employee shall have the right to have their steward present at such a discussion. If the dispute is not resolved orally, the aggrieved employee may submit a written grievance, through the union steward, to Step 2 of the grievance procedure.

A grievance shall not be submitted, or advanced to Step 2 of the grievance procedure until the matter has been discussed by the employee and their immediate department head in accordance with Step 1 of the grievance procedure.

8.3 Time Limits to Present Initial Grievance

An employee who wishes to present a grievance at Step 2 of the grievance procedure in the manner prescribed in Clause 8.4, must do so not later than:

- (a) 21 calendar days after the date on which they were notified orally or in writing, of the action or circumstances giving rise to the grievance; or
- (b) 21 calendar days after the date on which they first became aware of the action or circumstances giving rise to the grievance.

8.4 Step 2

- (a) Subject to the time limits in Article 8.3, the employee may present a grievance at this level by:
 - (1) recording this grievance on the appropriate grievance form, setting out the nature of the grievance and the circumstances from which it arose;
 - (2) stating the article or articles of the agreement infringed upon or alleged to have been violated and the remedy or correction required; and
 - (3) transmitting this grievance to the designated supervisor through the union steward.
- (b) The Administrator/Director of Care or their designate shall acknowledge receipt of the written grievance by signing and dating the grievance form at the time that the grievance is presented.

8.5 Time Limit to Reply at Step 2

The representative designated by the Employer to handle grievances at Step 2 shall reply in writing to an employee's grievance within 14 calendar days of receiving the grievance at Step 2.

8.6 Step 3

The President of the Union or their designate, may advance a grievance at Step 3 within:

- (a) 14 calendar days after the decision has been conveyed to them by the representative designated by the Employer to handle grievances at Step 2; or
- (b) 14 calendar days after the Employer's reply was due.

8.7 Time Limit to Reply at Step 3

The representative designated by the Employer to handle grievances at Step 3 shall reply in writing to the grievance within 14 calendar days of receipt of the grievance at Step 3.

8.8 Time Limit to Submit to Arbitration

Failing satisfactory settlement at Step 3 and pursuant to Article 9, the President or their designate may inform the Employer of their intention to submit the dispute to arbitration within:

- (a) 30 calendar days after the Employer's decision has been received; or
- (b) 30 calendar days after the Employer's decision was due.

8.9 Administrative Provisions

- (a) Grievances and replies at Step 3 of the grievance procedure and notification to arbitrate shall be in writing.
- (b) Grievances, replies and notification shall be deemed to be presented on the day on which they were received on the day they were delivered to the appropriate offices of the Employer or the Union.

The time limits fixed in this grievance procedure may be altered by mutual consent of the parties, but the same must be in writing.

8.10 Management Grievance

The Employer may initiate a grievance at Step 3 of the grievance procedure by the Administrator or their designate presenting the grievance to the President of the Union or the union area staff representative.

Failing satisfactory settlement at Step 3 and pursuant to Article 9, the Employer may inform the President or their designate of their intention to submit the dispute to arbitration within:

- (a) 30 calendar days after the Union's response has been received; or
- (b) 30 calendar days after the Union's decision was due.

8.11 Time Limits

If the President of the Union or their designate, an employee, or an employer fails to process a grievance within the prescribed time limits, the grievance will be deemed to have been abandoned. However, neither party will be deemed to have prejudiced its position on any future grievance.

8.12 Deviation from Grievance Procedure

The Employer agrees that, after a grievance has been initiated by the Union at Step 2, the Employer's representatives will not enter into discussion or negotiation with respect to the grievance, either directly or indirectly with the aggrieved employee without the consent of the Union. In the event that after having initiated a grievance through the grievance procedure, an employee endeavours to pursue the same grievance through any other channel, then the Union agrees that, pursuant to this article, the grievance shall be considered to have been abandoned.

8.13 Policy Grievances

Where either party to this agreement disputes the general application, interpretation or alleged violation of an article of this agreement, the dispute shall be discussed initially with the Administrator, their designate or the Union within 30 calendar days of the occurrence. Where no satisfactory agreement is reached, either party, within a further 14 calendar days, may submit the dispute to arbitration, as set out in Article 9 of this agreement.

8.14 Dismissal or Suspension

Employees dismissed or suspended for alleged cause shall have the right to submit a grievance to the Administrator commencing at Step 3 within 21 calendar days of the employee receiving notice of dismissal or suspension.

8.15 Investigator

Where a difference arises between the parties relating to the dismissal, discipline or suspension of an employee, or to the interpretation, application, operation or alleged violation of this agreement, including any questions as to whether a matter is arbitrable, during the term of the collective agreement, an arbitrator agreed to by the parties shall, at the request of either party:

- (a) investigate the difference;
- (b) define the issue in the difference; and
- (c) make written recommendations to resolve the difference within five days of the date of receipt of the request and for those five calendar days from that date time does not run in respect of the grievance procedure.

The parties agree that this procedure will not be invoked until the grievance procedure has been completed.

ARTICLE 9 - ARBITRATION**9.1 Notification**

Where a difference arising between the parties relating to the interpretation, application, or administration of this agreement, including any question as to whether a matter is arbitrable, either of the parties may, after exhausting the grievance procedure in Article 8, notify the other party within 30 calendar days of the receipt of the reply at the third step of its desire to submit the difference or allegation to arbitration.

9.2 Arbitrator

When a party has requested that a grievance be submitted to arbitration, the parties will agree on one of the following arbitrators:

Irene Holden
Joan Gordon
Chris Sullivan

or any other arbitrator by mutual agreement.

9.3 Decision of the Arbitrator

The decision of the Arbitrator shall be final, binding, and enforceable on the parties. The Arbitrator shall have the power to dispose of a discharge or discipline grievance by any arrangement which it deems just and equitable. However, the Arbitrator shall not have the power to change this agreement or to alter, modify or amend any of its provisions.

9.4 Disagreement on Decision

Should the parties disagree as to the meaning of the Arbitrator's decision, either party may apply to the Arbitrator to clarify the decision, which it shall make every effort to do within seven days.

9.5 Expenses of Arbitration

Each party shall pay one-half of the fees and expenses of the Arbitrator.

9.6 Amending Time Limits

The time limits fixed in the arbitration procedure may be altered by mutual consent of the parties, but the same must be in writing.

9.7 Expedited Arbitration

(a) The parties shall meet once a year or as often as required to review outstanding grievances filed at arbitration to determine by mutual agreement those grievances suitable for this process, and shall set dates and locations for hearings of groups of grievances considered suitable for expedited arbitration.

(b) All grievances shall be considered suitable for and resolved by expedited arbitration except grievances in the nature of:

- (1) dismissals;
- (2) rejection on probation;
- (3) suspensions in excess of 20 workdays;
- (4) policy grievances;
- (5) grievances requiring substantial interpretation of a provision of this agreement;
- (6) grievances requiring presentation of extrinsic evidence;
- (7) grievances where a party intends to raise a preliminary objection;
- (8) demotions.

By mutual agreement, a grievance falling into any of these categories may be placed into the expedited arbitration process.

(c) The parties shall mutually agree upon single arbitrators who shall be appointed to hear and resolve groups of grievances.

(d) The Arbitrator shall hear the grievances and shall render a decision within two working days of such hearings. No written reasons for the decision shall be provided beyond that which the Arbitrator deems appropriate to convey a decision.

(e) The parties will limit their use of authorities.

(f) The parties will not use outside counsel.

(g) Arbitration awards shall be of no precedential value and shall not thereafter be referred to by the parties in respect of any other matter.

- (h) All settlements of expedited arbitration cases prior to hearing shall be without prejudice.
- (i) A grievance determined by either party to fall within one of the categories listed in (b) above, may be removed from the expedited arbitration process at any time prior to hearing and forwarded to a regular arbitration hearing pursuant to Clause 9.2 - Arbitrator.
- (j) The parties shall equally share the cost of the fees and expenses of the Arbitrator and hearing rooms.

ARTICLE 10 - DISMISSAL, SUSPENSION AND DISCIPLINE

10.1 Burden of Proof

In all cases of discipline and dismissal, the burden of proof of just cause shall rest with the Employer, except in the case of probationary employees.

10.2 Notice of Dismissal or Suspension

Notice of dismissal or suspension shall be in writing and shall set forth the reasons for dismissal or suspension, and a copy shall be sent to the President of the Union or their designate within five days.

10.3 Right to Grieve Other Disciplinary Action

- (a) Disciplinary action grievable by the employee shall include written censures, letters of reprimand and adverse reports or employee appraisals. An employee shall be given a copy of any such document placed on the employee's file which might be the basis of disciplinary action. Should an employee dispute any such entry in their file, they shall be entitled to recourse through the grievance procedure and the eventual resolution thereof shall become part of their personnel record.
- (b) Upon the employee's written request, any such document, other than official performance appraisals shall be removed from the employee's file, and destroyed, after the expiration of 18 months from the date it was issued, provided that there has not been any further infraction.
- (c) In cases where disciplinary documents relate to resident or patient abuse, such documents will be maintained in the employee's file for a period of 24 months from the date it was issued provided that there has not been any further infractions.
- (d) If a written censure is discovered later but was eligible for removal in the past as per (b) and (c), it will be removed at the time of discovery.

10.4 Evaluation Reports

Where a formal appraisal of an employee's performance is carried out, the employee concerned shall be given an opportunity to read and review a copy of the appraisal, away from the worksite. The employee shall sign the appraisal within 48 hours of receipt of the appraisal. The form shall provide for the employee's signature in one of two places, one indicating that the employee has read and agrees with the appraisal; the other indicating that the employee has read and disagrees with the appraisal.

An employee shall receive a copy of this evaluation report at the time of signing.

All final employee performance appraisals shall form part of the employee's record.

If the employee doesn't submit a grievance on the content of the appraisal within 21 days of the date on which the employee signed the appraisal in disagreement, the appraisal shall become a part of the employee's record.

10.5 Personnel File

- (a) An employee, or the President of the Union (or their designate) with the written authority of the employee, shall be entitled to review the employee's personnel file, in the office in which the file is normally kept, in order to facilitate a steward duty listed in Article 2.5 (Recognition and Rights of Stewards). The employee or the President, as the case may be, shall give the Employer adequate written notice, prior to having access to such file. Access to the file shall be no later than seven days after notice is given.
- (b) With reasonable written notice given to the Employer, an employee shall be permitted to review their personnel file in the office in which the file is normally kept.

10.6 Right to Have Steward Present

This provision shall not apply to those discussions that are of an operational nature and do not involve imposition of disciplinary action or investigations.

Where an administrator/designate intends to interview an employee for disciplinary purposes, or as part of a harassment/bullying complaint as per Article 1.8, the Administrator/designate must notify the employee in advance of the purpose of the interview in order that the employee has the right to contact their steward, providing that this does not result in an undue delay of the appropriate action being taken. The Employer agrees to provide, in advance of the meeting, the nature of the concerns to the employee, without compromising confidentiality or investigation integrity.

Where an administrator/designate intends to interview a shop steward for disciplinary purposes, the steward shall have the right to consult with a staff representative of the Union and to have another shop steward or alternate present at any disciplinary discussion with administrator/designate, providing that this does not result in an undue delay of the appropriate action being taken.

10.7 Employment Abandoned

Any employee who fails to report for work and does not notify their person in charge within three workdays, and who cannot give an acceptable reason for their absence, shall be considered as having abandoned their position. An employee shall be afforded the opportunity to rebut such presumption and demonstrate that there was an acceptable reason for not having informed the Employer.

ARTICLE 11 - SENIORITY

11.1 Seniority Defined

Seniority shall be defined as the length of the employee's continuous employment with the facility and shall be accumulated based on straight-time hours paid since the most recent date of employment with the Employer.

Overtime hours will not be counted towards accrued seniority hours.

Straight-time paid hours shall include time spent on:

- (a) Paid holidays;
- (b) Paid vacation;
- (c) Leave during which time an employee is in receipt of wage-loss benefits from the WCB pursuant to Section 29 or 30 of the *Workers Compensation Act* in respect of a claim from this employer. For the purposes of this provision, applicable leave shall also include time during which an employee is receiving

WCB benefits other than wage-loss benefits pursuant to Sections 29 or 30 of the *Act*, so long as the employee is otherwise entitled to benefits under those sections;

- (d) Sick leave;
- (e) Union leave;
- (f) Maternity, parental and adoption leave;
- (g) Other approved paid leave of absence.

For the purpose of part (f) above, straight-time paid hours shall be estimated based on the average weekly straight-time paid hours in the one-half payroll year preceding the leave. Where the employee has been an employee for less than one-half payroll year, straight-time paid hours shall be based on the employee's average weekly straight-time hours paid since date of hire.

Where seniority hours are equal, seniority will be determined by the date on the employee's hire letter. If the date on the hire letter is the same, seniority will be determined by chance.

Upon completion of the probationary period, the initial date of employment shall be used in determining benefits and seniority hours.

11.2 Seniority Lists

Seniority lists for regular full-time employees shall be posted within the first week of the months of January and July. Seniority lists for regular part-time and casual employees shall be posted within the first week of the months of January, April, July and October. The seniority lists shall include the name, classification, department, and straight-time hours paid up to the end of the previous month's pay period. A copy of the seniority lists shall be supplied to the President of the Union or their designate and to the bargaining unit Chairperson. Such lists shall be open for final correction for a period of 30 calendar days following the posting, after which the seniority list will be considered accurate.

11.3 Loss of Seniority

An employee shall lose their seniority and shall be deemed to have terminated their employment in the event that:

- (a) they are discharged for just cause;
- (b) they voluntarily terminate their employment;
- (c) they are on layoff for more than 12 months;
- (d) they abandon their position in accordance with Article 10.7;
- (e) they are on layoff and fails to report when recalled for work of an ongoing nature within seven calendar days after being notified of recall by registered mail from the Employer.

11.4 Loss of Accrual of Seniority

A regular employee on leave of absence without pay, other than leave of absence for an elected or appointed position in the Union or leave granted under Article 21 - Maternity and Adoption Leave, shall not accrue seniority for leave periods over 30 calendar days.

ARTICLE 12 - VACANCY POSTING

12.1 Postings

- (a) A posting shall be required for vacancies or new positions which are in excess of two calendar months and which the Employer is seeking to fill. The Employer shall offer continuous block assignments of two months or less to a part-time regular employee prior to casuals. Such assignments must be completed as accepted.
- (b) A change in the starting or quitting times, shift schedules, or scheduled days off shall not constitute a vacancy.
- (c) The Employer agrees to post such vacancy or new job for a period of at least seven calendar days in advance of the selection. Applications must be received during the seven day period in order to be considered by the Employer.
- (d) The posting shall contain the following information: title of the job, qualifications, nature of the position, location, benefit eligibility, commencement date, present hours of work and wage rate.
- (e) Where operational requirements make it necessary, the Employer may make temporary appointments pending the posting process. Vacancies of two months or less shall be filled in accordance with Appendix 2.
- (f) A copy of the job posting will be sent to the Chairperson of the Bargaining Committee.
- (g) If a vacancy is posted and filled by an employee currently in the bargaining unit, the successful applicant will be notified within one week of the decision being made and the name of the successful candidate will be posted on the bulletin board.
- (h) An employee granted a temporary promotion or transfer shall return to their former job and pay rate without loss of seniority and accrued perquisites when the temporary promotion or transfer terminates.

12.2 Eligibility to Apply for Postings

Employees who post into any temporary vacancy in the same classification will not be eligible to apply for any further temporary vacancy whose schedule conflicts with the current temporary position.

12.3 Selection Criteria

- (a) The successful applicant will be determined on consideration of the most senior qualified applicant if they have previously been assigned to and worked in that classification.
- (b) All other successful applicants will be determined in consideration of qualifications, knowledge, education, skills, experience and efficiency. Where two or more applicants are equal, the one with the greater seniority will be selected.

12.4 Probationary Period

- (a) It is understood that all new employees will be subject to a probationary period of 489 hours worked. The Employer may dismiss a probationary employee where the probationary employee is found to be unsuitable for continued employment in the position to which they have been appointed, provided that the factors involved in determining suitability could reasonably be expected to affect work performance. The Employer will provide the reasons for the rejection in writing.
- (b) The Employer, with the agreement of the Union, may extend the probation period for a further period not to exceed 489 hours worked.

12.5 Qualifying Period

- (a) The qualifying period shall apply only to regular employees who have posted into a different classification.
- (b) When a vacancy is filled by an existing regular employee, the employee shall be declared permanent in the new job after a period of 30 work shifts or 225 hours worked whichever comes first. In the event the successful applicant proves unsatisfactory in the position during the trial period or if the employee is unable to perform the duties of the new job classification, or the employee wishes to return to their former position, they shall be returned to their former position, and wage/salary rates, without loss of seniority. Any other employee promoted or transferred because of rearrangement of positions shall be returned to their former position, and wage or salary rate, without loss of seniority.
- (c) The Employer, with the Union's agreement, may extend the qualifying period by an amount equal to no more than 15 work shifts or 112 hours whichever comes first. An extension does not affect the employee's entitlement to health and welfare benefits.

12.6 Applications from Employees

Applications from qualified employees shall be considered prior to applications from non-employees.

12.7 Right to Grieve

Where an employee feels they have been aggrieved by any decision of the Employer relating to promotion, transfer, or demotion, the employee may initiate a grievance.

Employees who are not the successful applicant for a position may request to discuss with the Employer the reasons for not being selected for a position. Such meeting will be held within five calendar days of being informed they were not successful.

An unsuccessful applicant may file a grievance at Step 1 within seven calendar days of being informed they were not successful.

Where a grievance has been filed regarding the filling of a bargaining unit position, the Employer agrees to inform the Union of the name of the successful applicant and all current local bargaining unit employees who were applicants.

ARTICLE 13 - LAYOFF AND RECALL

13.1 Definition of a Layoff

"Layoff" is:

- (a) a cessation of employment or elimination of a job resulting from a reduction of the amount of work required to be done by the Employer, or reorganization, or a program termination, or closure or other material change in organization; or
- (b) a reduction in hours of work greater than eight hours per week from the employees' posted position, or that results in the elimination of health and welfare benefits, or that results in a change in the employees' status.

13.2 Pre-Layoff Canvass

- (a) Before a layoff occurs, the Employer may consult with the Union to discuss lessening disruption to clients and staff, as well as whether a pre-layoff canvass of employees is necessary or advisable and

may be waived. If the pre-layoff canvass is not waived, then prior to the layoff of regular employees under Clause 13.3 (Layoff), the Employer will canvass employees in order to invite:

- (1) placement on the casual call-in and recall lists with no loss of seniority;
- (2) early retirement;
- (3) other voluntary options, as agreed to by the Union and the Employer.

Where more than one employee expresses interest in one of the above options, they will be offered to qualified employees on the basis of seniority.

(b) Responses from employees to the Pre-Layoff Canvass will only be received by the Employer for consideration if submitted within seven days of issuance of a written notice to the employee or group of employees.

(c) Where an employee selects an option, once confirmed in writing by the employee and the Employer, such acceptance is final and binding upon the employee and the Employer. The Employer will notify the Union of the employee's selection.

13.3 Layoff

In the event of a layoff, the following shall apply:

- (a) Employees shall be laid off by classification in reverse order of seniority within a department;
- (b) A laid off employee may bump the most junior employee in a lower classification, provided the employee is qualified and able to do the job.
- (c) Employees on layoff shall be recalled to their former classification in order of seniority pursuant to Article 13.4 (Recall).
- (d) Employees to be laid off shall receive notice or pay in lieu of notice as follows:
 - (1) After three consecutive months of employment - one week;
 - (2) After 12 consecutive months of employment - two weeks;
 - (3) After three consecutive years of employment - three weeks, plus one additional week for each additional year of employment to a maximum of eight weeks.

13.4 Recall

(a) Employees will be recalled to available work in order of their seniority provided they are qualified and are able to perform the duties. The notice of recall will be sent by priority courier, email or registered mail. Employees must accept recall within seven days of receipt of the notice. Employees will have 14 days after accepting the recall to return to work.

(b) The recall period will be one year. At anytime during or at the end of the recall period, an employee has the right to apply to become a casual employee and be placed on call-in lists with their seniority.

(c) New employees will not be hired into a regular position until those laid off in that classification have been given an opportunity of recall.

(d) Employees on the recall list have the right to apply for job postings as an internal applicant.

(e) When an employee on the recall list is a qualified applicant to a position, then the Employer will not consider applications to the vacancy from any less senior employees.

(f) When an employee on the recall list is the successful applicant to a position, they will not be expected to start in the new position until 14 days from the notice of assignment unless an earlier date is determined by mutual agreement between the employee and the Employer.

(g) Should the employee not continue in the assignment beyond their qualifying period (Article 12.5), and where the employee is still within their one-year recall period, they will be returned to the recall list for the remainder of their one-year recall period.

13.5 Grievance on Layoffs and Recalls

Grievances concerning layoffs and recalls may be initiated at Step 2 of the grievance procedure.

ARTICLE 14 - HOURS OF WORK

14.1 Continuous Operation

The workweek shall provide for continuous operation based on a seven day week, from Sunday to Saturday, 24 hours per day.

14.2 Hours of Work

The hours of work of a regular full-time employee, exclusive of an unpaid meal period, will be:

- (a) 7½ hours per day;
- (b) 37½ hours per week; and
- (c) shall not exceed 1950 hours per year.

14.3 Scheduling

(a) The Employer shall arrange all shift schedules and post them at least 14 days in advance of the effective date.

(b) Except by agreement between the Employer and the employee, employees shall not be required to work in excess of six consecutive shifts without receiving two consecutive days off, which may include statutory holidays, otherwise overtime shall be paid in accordance with Article 15.

(c) There shall be no split shifts, unless all other options of the collective agreement have been exhausted.

(d) An employee reporting to work at the call of the Employer shall be paid a minimum of two hours pay at their regular rate of pay if they do not commence work, and a minimum of four hours pay at their regular rate of pay if they commence work.

(e) Employees may exchange shifts with the prior approval of the Employer, provided that a minimum of 48 hours' advance notice in writing is given and there is no increase in cost to the Employer. In extraordinary circumstances, the Employer may approve shift exchanges with less than 48 hours' notice.

(f) If shifts are scheduled so that there are not eight hours between the end of an employee's shift and the start of the next regular shift, the employee shall not be required to report to work until there are eight clear hours between the end of the last shift and the beginning of the next regular shift. In such cases, the Employer agrees to pay the employee, at straight-time rates, as if the employee had reported to work for the regularly scheduled shift.

(g) Where the Employer plans to implement a significant change in the shift schedule of regular employees, which will affect a majority of employees in the rotation, the change may be made provided that:

- (1) the change is consistent with the operational requirements and the provisions of the collective agreement and is not capricious, arbitrary, discriminatory or in bad faith;
 - (2) the Employer has inquired into and given prior due consideration to the importance place by the affected employee(s) on the existing hours of work, days off and work area; and the impact the changes will have on the personal circumstances of such employees; and
 - (3) if there is a change in rotation, that rotation will be posted 14 days in advance. Employees who have been directly impacted by the change in rotation shall have seven days after the close of the posting to bid on a maximum of three day shifts. Appointments will be based on seniority. Any unfilled shifts will be posted and filled based on Article 12.3.
- (h) Regular part-time employees shall be provided the opportunity to maximize hours of work up to one FTE prior to hours or shifts being called out through the casual callout registry. The Employer will keep a separate seniority callout list for regular part-time employees.

14.4 Shift Differential

Employees working on the night shift shall be paid a shift differential of \$1.35 per hour for the entire shift worked. Employees working the majority of hours on a Saturday or Sunday shall receive a shift differential of 15 cents per hour.

There shall be no pyramiding of this shift differential, the highest premium will be paid.

14.5 Rest and Meal Periods

- (a) There shall be a 15-minute rest period in each half of any full shift. Employees working less than a full shift, but a minimum of four hours, will receive one 15-minute paid rest period.
- (b) An unpaid meal period of one-half hour will be scheduled as close as possible to the middle of each shift of five hours or more and shall be taken away from the work area. Employees required by the Employer to work during their scheduled lunch break will have their lunch break rescheduled to an alternative time during that shift.
- (c) Where the Employer authorizes an employee to work without a 30-minute meal break, the time worked will be paid as straight-time.

14.6 Staff Meetings and Mandatory Education Sessions

Employees required to attend pre-scheduled mandatory staff meeting and education sessions during off-duty hours shall be paid at straight-time rates for the duration of the meeting or a minimum of two hours, whichever is greater.

ARTICLE 15 - OVERTIME

15.1 Definition of Overtime

- (a) "*Overtime*" means authorized work performed by an employee in excess of the hours of work outlined in any one of Article 14.2(a), 14.2(b) and 14.2(c). Overtime shall not be claimed or received for work which is less than 15 minutes. All work less than 15 minutes in excess of the hours of work outlined in Article 14.2, shall be paid at straight-time rates of pay. Work in excess of 15 minutes will be paid at the applicable overtime rate.
- (b) "*Straight-time rate*" means the hourly rate of remuneration.
- (c) "*Time and one-half*" means one and one-half times the straight-time rate.

- (d) "Double-time" means two times the straight-time rate.

For the purposes of overtime, the workweek is as per Article 14.1 (Sunday through Saturday).

15.2 Authorization and Application of Overtime

Opportunities for overtime work shall be offered to employees within the classification on the basis of seniority, except in circumstances of short notice where the shift is to be filled within two hours or less. Such overtime will be offered by seniority of those currently available at the workplace.

An employee who is required to work overtime shall be entitled to overtime compensation when the overtime worked is authorized in advance by the Administrator or designate in charge.

Overtime calls and texts to employees shall be governed by the process outlined in Appendix 2 Procedure for Calling in for Casual Work and as per Article 14.3(h).

15.3 Right to Refuse Overtime

All employees have the right to refuse to work overtime without being subject to disciplinary action for so refusing, except when required to do so in emergency situations.

15.4 Overtime for Part-Time Employees

A regular part-time employee working less than the normal hours per day of a full-time employee, and who is requested to work longer than their regular workday, shall be paid at the rate of straight-time for the hours so worked, up to and including the normal hours in the workday of a full-time employee. Overtime rates shall apply to hours worked in excess of the normal hours in the workday of a full-time employee.

A regular part-time employee working less than the normal days per week of a full-time employee and who is requested to work other than their regularly scheduled workdays, shall be paid at the rate of straight-time for the days so worked up to and including the normal workdays in the workweek of a full-time employee. Overtime rates shall apply to hours worked in excess of normal workdays in the workweek of a full-time employee.

15.5 Overtime Compensation

Overtime worked shall be compensated at the following rates:

- (a) time and one-half for the first four hours of overtime on a regularly scheduled workday;
- (b) double-time in excess of (a);
- (c) subject to Article 15.4, time and one-half for all hours worked on the employee's scheduled day of rest, but employees shall not have the day off rescheduled;
- (d) overtime shall be compensated in either cash or time off or a 50/50 combination of both. Overtime off shall be scheduled at a mutually agreeable time. An employee who has opted for compensating time off in lieu of overtime premium pay shall take the time off by March 31st and September 30th of each year. If the accumulated time off is not taken before the above-noted dates date, the balance of the banked overtime premium shall be paid on the employee's next regular paycheque.

15.6 Callback

Regular employees called back to work on their regular time off shall receive a minimum of two hours overtime pay at the applicable rate.

15.7 Rest Interval

A regular employee required to work overtime beyond their regularly scheduled shift shall be entitled to eight clear hours off between the end of the overtime and the start of the next regular shift. If it is not possible to provide eight clear hours off between the overtime shift and the employee's next regularly scheduled shift, then the employee shall not be required to report to work until there are eight clear hours between the end of the overtime shift and the beginning of the next regular shift. In such cases, the Employer agrees to pay the employee, at straight-time rates, as if the employee had reported to work for the regularly scheduled shift.

15.8 Shift Exchanges

In no event shall any overtime be payable as a result of employees voluntarily exchanging shifts. All shift exchanges must be approved in accordance with Article 14.3(e).

15.9 Overtime Meal Allowance

When an employee is required to work in excess of four hours overtime immediately after completion of their scheduled daily hours, they shall be provided with a meal and a meal break of one-half hour.

ARTICLE 16 - PAID HOLIDAYS**16.1 Paid Holidays**

Regular employees shall be entitled to a day off with pay (in accordance to the equivalent hours worked and statutory holiday worked) for each of the following statutory holidays:

New Year's Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Victoria Day	Christmas Day
Canada Day	Boxing Day
BC Civic Day	National Day of Truth and Reconciliation

Any other holiday proclaimed as a holiday by the federal government or the government of the Province of British Columbia shall be a paid holiday as per Article 1.2.

16.2 Scheduling of Paid Holidays

The Employer shall identify on the work schedule the day which corresponds to the employee's statutory holiday. Every effort will be made to schedule statutory holidays as additions to the employee's two regularly scheduled days off so that the employees will receive as many three day breaks each year as possible.

16.3 Holiday Falling on a Scheduled Workday

In addition to Article 16.1, a regular employee who works on a statutory holiday, referred to in Article 16.1, shall be paid at the rate of one and one-half times their rate of pay.

16.4 Holiday Coinciding With a Day of Rest or Vacation

Where an employee is on vacation leave with pay and a paid holiday falls within that period, the paid holiday shall not count as a day of vacation. If a paid holiday occurs on an employee's regular day off, the employee, if entitled to a paid holiday, shall receive equivalent paid time off in lieu.

16.5 Christmas or New Year's Day Off

The Employer shall make every effort to schedule either Christmas Day or New Year's Day off for the employees so requesting, based on seniority, staffing requirements and the holiday shifts worked the previous year. Such requests shall be made in writing prior to November 1st of each year.

16.6 Paid Holiday Pay

Payment for paid holidays will be made at an employee's basic pay, except if eligible for overtime as per Article 15, or if an employee has been working in a higher paid position than their regular position for a majority of the 60 working days preceding the designated holiday, in which case they shall receive the higher rate.

ARTICLE 17 - ANNUAL VACATIONS

17.1 Vacation

(a) Post probationary regular full-time employees shall be credited for and granted vacations earned based on the employee's straight-time earnings during the previous January 1st to December 31st period, as follows:

Years of Service	Vacation	Vacation Pay %
Less than three complete calendar years of service	10 working days	4%
Three to eight complete calendar years of service	16 working days	6.56%
Eight and subsequent complete calendar years of service	18 working days	7.44%

Post probationary regular part-time employees will be entitled to annual vacation on a pro rata basis.

Partial Year

(b) Where employment is terminated, employees shall be granted earned and unused annual vacation pay calculated on a proportionate basis. Any vacation owing at time of resignation will be paid out and shall not be taken as time in lieu of notice.

(c) Any vacation taken but not earned at the time of termination will have the unearned portion deducted from the employee's final cheque. In the event the final cheque does not fully repay vacation time taken but not earned, the employee will be required to pay back the outstanding amount.

(d) An employee whose employment ceases before they have completed five working days of employment is not entitled to annual vacation pay.

17.2 Vacation Carryover

An employee may carry over up to five days' vacation leave per vacation year for two consecutive vacation years, up to a maximum of 10 days. Such carried over vacation must be taken together along with any additional vacation to which the employee is entitled, no later than the third vacation year. Employees planning to carry over vacation leave credits shall notify their departmental supervisor, in writing, by March 15th of each vacation year.

Failure by an employee to take their carried over vacation time, plus vacation time earned in the third year, will result in a full pay settlement to the employee within the last payroll of the vacation year. The rate of pay used to calculate the employee's vacation pay (whether used or unused) shall be the rate of pay to which the employee was entitled when the vacation was earned.

17.3 Callback

- (a) Employees who have commenced their annual vacation shall not be called back to work, except in cases of extreme emergency.
- (b) When, during any vacation period, an employee is recalled to duty, they shall be reimbursed for all reasonable expenses incurred thereby by themselves, in proceeding to their place of duty and in returning to the place from which they were recalled upon resumption of vacation, upon submission of receipts to the Employer.
- (c) Time necessary for travel in returning to their place of duty and returning again to the place from which they were recalled shall not be counted against their remaining vacation time.

17.4 Vacation Scheduling

Subject to operational requirements, scheduling of vacations shall be in accordance with seniority as per Article 11 within a department. Where an employee chooses to split their vacation, they shall exercise seniority rights in the choice of the first vacation period. Seniority shall prevail in the choice of the second vacation period, but only after all other first vacation periods have been selected. Seniority shall prevail in the choice of subsequent vacation periods in like manner.

No employee shall be entitled to more than four vacation periods, per vacation year unless mutually agreed.

17.5 Vacation Schedules

- (a) Employees shall submit their vacation requests to their supervisor on or before:
 - (1) November 1st for the period January 1st through April 30th; and
 - (2) March 1st for the period May 1st through December 31st.

The Employer shall respond to employees' vacation requests within 14 days from the cutoff dates above.

- (b) Subject to operational requirements, scheduling of vacations shall be in accordance with service seniority within a department. Where an employee chooses to split their vacation, they shall exercise seniority rights in the choice of the first vacation period. Seniority shall prevail in the choice of the second vacation period, but only after all other first vacation periods have been selected. Seniority shall prevail in the choice of subsequent vacation periods in a like manner.
- (c) An employee who does not exercise their seniority rights by the cutoff date stipulated above, shall not be entitled to exercise those rights in respect to any vacation time previously selected by an employee with less seniority.
- (d) Vacation schedules shall be posted on or by November 15th and March 15th of each year and once posted, shall not be changed except in cases of emergency with the mutual agreement of the Employer and employee.

17.6 Vacation Pay

Upon receipt of 30 days' written notice, the Employer shall pay to the employee, immediately prior to the commencement of their vacation, an amount equivalent to their vacation pay earned, up to the amount of vacation time being taken.

17.7 Vacation Credits Upon Death

Earned but unused vacation entitlement shall be made payable, upon an employee's death, to the employee's estate.

17.8 Reinstatement of Vacation Days

In the event an employee is sick or injured prior to the commencement of their vacation, or on any other approved leave with pay during the employees' vacation period, there shall be no deduction from the vacation credits for such leave. The vacation period so displaced shall be added to the vacation period if requested by the employee and it is mutually agreed by the employee and the Employer; but where the parties do not agree, it shall be reinstated for use at a later date.

ARTICLE 18 - SICK LEAVE

18.1 Sick Leave

Effective October 1, 2024 - December 31, 2024:

- (a) Regular full-time employees shall be credited with .5 sick leave days per month. Sick leave credits shall be prorated for part-time employees. Employees shall be entitled to carry over five days of sick leave from year to year.
- (b) Fifty percent payout of any sick leave credits greater than five days, payable in January of the following year.

Sick leave shall be paid out for all employees as follows:

- (1) For the first five sick days taken in any calendar year - 100%
- (2) For any sick days taken in excess of five days in any year
 - (i) Up to 1950 hours - 60%
 - (ii) 1950 hours to 3900 hours - 80%
 - (iii) 3901 hours to 5850 hours - 90%
 - (iv) 5851 hours and up - 100%
- (c) Employees hired after January 1st of each year shall have their sick time prorated and shall accumulate ½ day per month beginning post-probation until their first December 31st of employment.
- (d) Existing employees will not have their reimbursement percentage of 70% reduced by being placed in the sick leave scale above.
- (e) For sudden illness of a spouse or child residing with the employee and when no one at the employee's home other than the employee is available to care for the sick person and provided that the employee has made every effort to provide alternative care, leave may be taken from accumulated sick leave credits.
- (f) Employees who terminate part way through the calendar year who have used sick leave at a rate exceeding half day per month, shall have the unearned sick leave deducted from their final cheque.

Effective January 1, 2025:

- (a) Employees who have completed 90 days of continuous employment shall be compensated at 100% for five days sick leave in a calendar year.

(b) Regular full-time employees shall be compensated for one additional day on January 1 each year, for a total of six days in a calendar year. Regular part-time employees shall have the one additional day pro-rated based on their regularly scheduled hours. Employees shall be entitled to carry over five days of sick leave from year to year.

(c) Those with negative sick leave balances will have their banks reset to zero on January 1, 2025.

(d) Fifty percent payout of any sick leave credits greater than five days, payable in January of the following year.

Sick leave shall be paid out for all employees as follows:

- (1) For the first five sick days taken in any calendar year - 100%.
- (2) For any sick days taken in excess of five days in any year:
 - (i) Up to 1950 hours - 60%
 - (ii) 1950 hours to 3900 hours - 80%
 - (iii) 3901 hours to 5850 hours - 90%
 - (iv) 5851 hours and up - 100%

(e) For sudden illness of a spouse or child residing with the employee and when no one at the employee's home other than the employee is available to care for the sick person and provided that the employee has made every effort to provide alternative care, leave may be taken from accumulated sick leave credits.

18.2 Medical Documentation

Where it appears that an employee's sick leave utilization is excessive, the employee may be required to submit additional medical documentation. Any cost associated with obtaining medical documentation shall be borne by the Employer.

18.3 Employee to Inform Employer

The employee shall advise the Administrator/designate at least 24 hours prior to the start of their next shift or as soon as possible of their inability to report to work because of sickness or injury, the nature of the illness or injury, and the probable date of their return to work.

Employees who are absent from work because of sickness shall contact the Administrator/designate on a regular basis regarding the status of their condition and/or the anticipated date of return to work.

Employees who have been absent from work due to illness or injury must provide sufficient notice to the Employer of their ability to return to work, prior to doing so. It is agreed that longer notice is required where the employee has been absent from work for a period in excess of 30 consecutive days.

Employees may be required to prove fitness to return to work, prior to actually returning to work. The provision of this proof is understood to be most necessary in cases of long absences, serious illness or injury, or excessive absences, or pattern of absences.

18.4 Expiration of Sick Leave Credits

The Employer shall inform employees, upon request of their sick leave credits. At the expiration of sick leave credits, employees who continue to be off on sick leave shall apply for and be placed on unpaid leave of absence in accordance with Article 20.7. If the employee is not fit to return to their previous position at the expiry of the unpaid leave of absence, the employee must apply for further leave of absence.

Benefits will continue to apply for the first 20 work shifts following the expiration of the sick leave credits.

Employees who wish to continue to coverage under Article 24 may do so provided the employee pays the full cost of the premiums.

18.5 Probationary Period

During the probationary period, an employee is not entitled to paid sick leave beyond that which is provided under Part 6, Section 49.1 of the *Employment Standards Act* and corresponding regulations. Upon completion of the probationary period, an employee will be credited with sick leave credits accumulated during the probationary period.

18.6 Third Party Coverage

In the event than an employee is absent from duty because of illness or injury in respect of which wage loss benefits may be payable to the employee by the Insurance Corporation of British Columbia (ICBC), the liability of the Employer to pay sick pay shall rank after the ICBC. Notwithstanding such liability, the Employer shall pay the employee such sick leave pay as would otherwise be payable under this agreement. The employee shall not be obliged to take action against the ICBC, but the Employer shall be entitled to subrogate to the rights of the employee and to take whatever action may be appropriate against the ICBC at any time after six months following the illness or injury, unless the employee first elects to take action on their own behalf. To the extent that the employee recovers monies as compensation for wages lost, the Employer shall be reimbursed any sick leave pay that it may have paid to the employee.

Where the Employer recovers monies from the ICBC, the employee's sick leave credits shall be proportionately reinstated.

18.7 Sick Leave Credits

The Employer shall advise employees on each paystub of accumulated sick leave credits.

ARTICLE 19 - WORKERS' COMPENSATION

19.1 Sick Leave/Workers' Compensation

In the event an employee does not receive wage loss coverage for the day or partial day of injury not covered by WorkSafe BC, the Employer will pay for the hours lost.

19.2 Benefits While on Compensation

Regular employees who are absent from work and in receipt of WCB wage loss replacement benefits shall be considered as being on unpaid leave of absence, except that seniority and benefits shall be applied as follows:

- (a) seniority hours pursuant to Article 11.1 shall continue to accrue;
- (b) vacation entitlement in Article 17.1 shall continue to accrue; and
- (c) the Health and Welfare provisions of Article 24 will continue to apply for 20 calendar days or then end of the calendar month in which the employee is injured whichever is greater. Beyond this time, employees who wish to continue coverage under Article 24 may do so provided the employee pays the full cost of the premiums and is on WCB wage loss replacement.

19.3 Employee to Contact Employer

Employees commencing a WCB leave are required to provide the Employer with current contact information in writing including home and mailing address and home or cell phone number. Employees are also required to provide in writing to the Employer any changes to their contact information as it occurs.

Employees who are absent from work due to a Workers' Compensation Board related injury shall contact their supervisor or the designated person in charge on a regular basis regarding the status of their condition and/or the anticipated date of return to work.

Prior to returning to work, employees who have been absent from work and in receipt of WCB wage-loss replacement benefits may be required to produce a medical certificate certifying that they have fully recovered from the compensable injury and are able to perform the full scope of their duties.

ARTICLE 20 - SPECIAL AND OTHER LEAVE

20.1 Compassionate Care Leave

An employee who is entitled to compassionate care benefits under the *Employment Standards Act* is entitled to a leave of absence without pay of up to 27 weeks for the purpose of providing care or support to a gravely ill family member at risk of dying within 26 weeks. The employee will be required to provide documentation to support their request for such leave. There will be no interruption in the accrual of seniority or vacation provided for under Article 21.6. Employer paid premiums for benefits will continue for eight weeks at which time the employee may opt to continue benefits provided they pay the full premium costs.

20.2 Compassionate Leave

(a) In the event of the death of an immediate family member, an employee who is not on unpaid leave of absence shall be entitled to compassionate leave, at their regular rate of pay, for three days. The employee may be entitled to two additional days off, without pay, to travel in conjunction with the compassionate leave day.

(b) Immediate family is defined as spouse (including common-law), child, stepchild, parent, sibling, parent-in-law, stepparent, stepsibling, sibling-in-law, grandparents, grandchild and a relative permanently residing in the employee's household or with whom the employee permanently resides.

20.3 Family Caregiver Leave

An employee who is entitled to the Family Caregiver benefit under the *Employment Standards Act* is entitled to a leave of absence without pay of up to 15 weeks for the purpose of providing care or support to an adult family member who is critically ill or injured. There will be no interruption in the accrual of seniority or vacation provided for under Article 21.6. Employer paid premiums for benefits will continue for eight weeks at which time the employee may opt to continue benefits provided they pay the full premium costs.

20.4 Unpaid Leave for Public Office

Employees shall be granted unpaid leave of absence to enable them to run for elected public office, and if elected, to serve their term(s) of office as per Articles 20.7 and 20.8.

20.5 Leave Respecting Death of Child

An employee is entitled to a leave of absence without pay of up to 104 weeks if they are entitled to leave respecting death of child under the *Employment Standards Act* and such leave shall be in accordance with the *Employment Standards Act*. On return from leave respecting death of child, an employee shall be placed in the employee's former position. There will be no interruption in the accrual of seniority. Vacation entitlement, not vacation pay, will continue to accrue while an employee is on this leave.

20.6 Leave Respecting Disappearance of Child

An employee is entitled to a leave of absence without pay of up to 52 weeks if they are entitled to leave respecting disappearance of child under the *Employment Standards Act* and such leave shall be in accordance with the *Employment Standards Act*. On return from leave respecting disappearance of child, an employee shall be placed in the employee's former position. There will be no interruption in the accrual of seniority. Vacation entitlement, not vacation pay, will continue to accrue while an employee is on this leave.

20.7 Unpaid Leave

- (a) Subject to Article 20.7(b), an employee may request unpaid leave of absence for any purpose. Requests for such leave of absence will be made in writing, addressed to their immediate supervisor. Reasonable notice of at least 14 days will be given to minimize dislocation of staff. The Employer will indicate to the employee, in writing, the acceptance or refusal of such a request within a reasonable period of time. Such permission shall be subject to operational requirements not be unreasonably withheld.
- (b) Such leave shall not be granted where the employee is assuming other employment. Leaves shall not be extended beyond six months, except in exceptional or unusual circumstances.
- (c) Any employee who has been granted leave of absence and who over stays such leave by more than three working shifts, unless permission is obtained or a satisfactory explanation is provided, shall be considered to have terminated employment without notice. An employee shall be afforded the opportunity to rebut such presumption and demonstrate that there was an acceptable reason for not having informed the Employer.
- (d) When an employee is away on unpaid leave of absence or an accumulation of unpaid leaves of absence exceeding 20 working shifts in any year, the employee shall not accumulate seniority from the 21st day of the unpaid leave to the last day of the unpaid leave.
- (e) Regular employees who have completed probation will be entitled to one day unpaid leave, not to exceed once per year without pay to attend to matters of relocation of their primary residence or those of their parents or grandparents.

20.8 Health and Welfare Benefits While on Unpaid Leave of Absence

The Employer will continue to pay its share of the applicable health and welfare benefits for a maximum of 20 work shifts in any calendar year. For any leave of absence or accumulation of leaves of absence in excess of 20 work shifts in any calendar year, benefit coverage may be continued by the employee, provided the employee pays, in advance, the monthly cost of all the benefit premiums to the Employer in accordance with the procedures outlined by the Employer. Any employee granted an unpaid leave of absence totalling up to 20 working days in any year will continue to accumulate seniority and all benefits.

If an unpaid leave of absence or an accumulation of unpaid leaves of absence exceeds 20 working days in any year, the employee will not accumulate benefits from the 21st day of the unpaid leave, but will retain seniority and receive credit for previously earned benefits upon expiration of the unpaid leave.

Payment of benefit premiums will be prorated for partial months.

20.9 Education Leave

- (a) An employee shall be granted leave with pay to take courses at the request of the Employer. The Employer shall bear the full cost of the course, including tuition fees, entrance or registration fees, laboratory fees and course required books, pre-approved out of town travelling and subsistence expenses and other legitimate expenses where applicable. Fees are to be paid by the Employer when due.
- (b) When an employee goes on approved education leave, upon completion of the leave they will return to their former position.
- (c) Educational courses referred to on a job description shall not be paid for by the Employer.

20.10 Jury Duty and Leave for Court Appearances

Regular employees who are required to serve as jurors or witnesses in any court provided such court action is not occasioned by the employee's private affairs, shall be granted leave of absence without loss of pay equal to the length of the court duty. An employee in receipt of their regular earnings while serving at a court shall remit to the Employer all monies paid to them by the court, except travelling and meal allowances not reimbursed by the Employer.

In the event an accused employee is jailed pending a court appearance, such leave of absence shall be without pay.

20.11 Marriage of Employee

Regular employees who have completed probation will be entitled to two days leave, without pay, to attend the affairs of weddings in which they, or the employee's child, are being married. The employee will provide at least one month notice to the Employer for such leave.

ARTICLE 21 - MATERNITY AND ADOPTION LEAVE

21.1 Maternity Leave

- (a) A pregnant employee who requests leave under this agreement is entitled to 17 weeks of unpaid leave:
 - (1) *Beginning*
 - (i) no earlier than 13 weeks before the expected birth date; and
 - (ii) no later than the actual birth date.
 - (2) *Ending*
 - (i) no earlier than six weeks after the actual birth date, unless the employee requests a shorter period; and
 - (ii) no later than 17 weeks after the actual birth date.
- (b) An employee who requests leave under this section after the birth of a child or the termination of a pregnancy is entitled up to six consecutive weeks of unpaid leave beginning on the date of the birth or the termination of the pregnancy.

(c) An employee is entitled up to six additional consecutive weeks of unpaid leave if, for reasons related to the birth or the termination of the pregnancy, they are unable to return to work when their leave ends under Subsection (a) or (b).

(d) A request for leave must:

- (1) be given in writing to the Employer;
- (2) if the request is made during the pregnancy, be given to the Employer at least four weeks before the day the employee proposes to begin leave unless there is a medical practitioner's certificate stating that there is a valid reason why such notice cannot be given.

Any employee who wishes to change the effective date of approved leave will give four weeks' notice of such change unless there is a valid reason provided by a medical practitioner's certificate why such notice cannot be given; and

- (3) if required by the Employer, be accompanied by a medical practitioner's certificate stating the expected or actual birth date or the date the pregnancy terminated or stating the reasons for requesting additional leave under Subsection (c).

(e) A request for a shorter period under Subsection (a)(2)(i) must:

- (1) be given in writing to the Employer at least one week before the date the employee proposes to return to work unless there is a valid reason provided by a medical practitioner's certificate why such notice cannot be given; and
- (2) if required by the Employer, be accompanied by a medical practitioner's certificate stating the employee is able to resume work.

21.2 Parental Leave

(a) Upon application, an employee will be granted leave of absence following the birth or adoption of the employee's child. The employee will have to furnish a medical certificate or other evidence stating the date of birth of the child or, where applicable, proof of adoption.

(b) Upon application, employees will be granted parental leave as follows:

- (1) in the case of the birth mother, up to 61 consecutive weeks commencing immediately following the end of the maternity leave under Article 21 - Maternity and Adoption Leave,
- (2) an employee may opt to continue their benefits at their own cost beyond 37 weeks to a maximum of 61 weeks,
- (3) in the case of the birth father or the common-law partner of the birth mother, including a same-sex partner, up to 62 consecutive weeks commencing within the 78-week period following the birth of the child,
- (4) in the case of an adopting parent, up to 62 consecutive weeks commencing within the 78-week period following the date the adopted child comes into the actual care and custody of the parent or within the two week period preceding the date the adopted child comes into the actual care and custody of the parent.

(c) If the child suffers from a physical, psychological, or emotional condition, the employee is entitled to an additional period of parental leave of up to five weeks. The employee's qualified medical practitioner or the agency that placed the child must certify that such an additional period of parental leave is required.

21.3 Leave Without Pay

All leave taken under Article 21 - Maternity and Adoption Leave is leave without pay.

21.4 Aggregate Leave

The aggregate amount of leave of absence from employment that may be taken by an employee under Article 21.1 - Maternity Leave and 21.2 - Parental Leave in respect of the birth or adoption of any one child will not exceed 78 weeks, except as provided under Article 21.11 - Extended Child Care Leave and/or 21.2(c) - Parental Leave.

21.5 Extension of Leave

Employees who are entitled to maternity, parental or adoption leave shall be entitled to an extended leave of up to an additional six months for health reasons where a doctor's certificate is presented. Such written request must be received by the Employer at least four weeks prior to the expiration of leave taken.

21.6 Return from Leave

- (a) On return from leave, an employee will be placed in their former position.
- (b) Vacation entitlement, not vacation pay, will continue to accrue while an employee is on leave pursuant to Article 21.1 - Maternity Leave or 21.2 - Parental Leave.

21.7 Benefit Plan

If an employee maintains coverage for benefits while on maternity leave or parental leave, the Employer agrees to pay the Employer's share of these premiums for the maximum of 17 weeks and for an employee on parental leave, a maximum of 37 weeks.

If an employee fails to return to work, the Employer will recover monies paid under this section.

21.8 Sick Leave

Illness arising due to pregnancy during employment, prior to leave of absence, may be charged to normal sick leave.

21.9 Vacation

The employee shall retain vacation credits they have accrued immediately prior to commencing the leave and shall continue to earn vacation entitlement, not vacation pay, for the period of time covered by the approved leave. In the case of an employee who extends their leave for other than approved medical reasons, vacation entitlement shall not be earned during the extended leave period.

21.10 Seniority Rights on Return to Work

- (a) An employee who returns to work after the expiration of the maternity and/or parental leave will retain the seniority they have accrued immediately prior to commencing the leave and will be credited with seniority for the period covered by the approved leave.
- (b) The employee will notify the Employer within one month prior to the expiration of the leave of their intent to return to their position unless notice is provided pursuant to Article 21.11 - Extended Child Care Leave.

21.11 Extended Child Care Leave

Upon written notification, no later than four weeks prior to the expiration of the aggregate leave taken pursuant to Articles 21.1 - Maternity Leave and 21.2 - Parental Leave, an employee will be granted a further unpaid leave of absence not to exceed one year.

An employee wishing continued coverage under any applicable benefit plans will pay the total premium costs while on extended child care leave.

An employee on extended child care leave will provide the Employer with at least one month's written notice of return from such leave.

Upon return from extended child care leave, an employee will be placed in their former position.

21.12 Accommodation

Any accommodation and appropriate alternative duties related to pregnancy shall be provided, consistent with the *Employment Standards Act* and the *BC Human Rights Code*.

ARTICLE 22 - SAFETY AND HEALTH

22.1 Conditions

The Union and the Employer agree that regulations made pursuant to the *Workers Compensation Act* or any other statute of the Province of British Columbia pertaining to the working environment will be complied with. First aid attendants, kits and equipment will be supplied in accordance with the WCB Regulations.

22.2 Working Environment

A safe working environment is essential in order to carry out work assignments. The Employer will provide health and safety orientation before a new or young worker carries out their first shift.

The Employer will provide health and safety orientation or in-service which is necessary for safe techniques for lifting and supporting clients/residents, the safe performance of work, the safe use of equipment, and the safe handling of materials and products. The Employer will also make readily available information, manuals and procedures for these purposes.

22.3 Joint Health and Safety Committee

- (a) The parties agree to participate in developing a program to reduce risk of occupational injury or illness.
- (b) The Committee will meet at least once per month or at the call of either party to make recommendations on hazardous, dangerous or unsafe conditions.
- (c) The Committee will carry out all the functions and duties as per Part 2, Division 5, Section 36 of the *Workers Compensation Act*.
- (d) The Committee will be comprised of a minimum of two worker representatives appointed by the Union and two employer representatives appointed by the Employer. In no case will the Employer's members outnumber those of the Union. Worker representative alternates will also be appointed to the Committee by the Union and will be afforded the same rights and responsibilities as a regular member of the Committee. A worker co-chair will be elected from the worker representatives of the Committee and the Employer co-chair will be appointed by the Employer, consistent with WorkSafe BC Regulations.

(e) Worker representatives of the Committee shall not suffer any loss of pay for the time spent to prepare for or attend a committee meeting that is reasonably necessary to prepare for meetings or other duties of the Committee. Where the meeting is held outside the Committee members' regular working hours, committee members will receive straight-time pay.

(f) All minutes of the Committee will be recorded in a mutually agreed format and copies will be forwarded to the Employer and worker representatives of the Committee.

(g) A worker representative will be entitled to annual employer paid leave to attend union sponsored occupational health and safety training courses. If OHS training falls on the worker representative's regular time off, the worker representative will be compensated for all hours while attending the training.

22.4 Committee Responsibilities

The Safety and Health Committee shall function in accordance with the provisions of the Industrial Health and Safety Regulations made pursuant to the *Workers Compensation Act*. Minutes of all Safety and Health Committee meetings shall be kept and copies of such minutes shall be sent to the Employer and the union designate.

The Union agrees to actively pursue with the other health care unions certified within the same facility a joint union committee for the purposes of this article.

22.5 Injury Strain Prevention

(a) The parties agree that there is a shared interest in minimizing and/or eliminating musculoskeletal strain injuries or illnesses which are work related.

(b) Where new equipment will be introduced to the workplace, or during the design and planning stages of a new or renovated workplaces or workstations, the Employer will seek the appropriate advice with respect to the risk factors. Such advice will be sought from resources which will include the joint occupational health and safety committee or worker health and safety representatives.

22.6 Injury Pay Provision

An employee who is injured on the job during working hours and is required to leave for treatment or is sent home for such injury will receive payment for the remainder of their shift.

22.7 Transportation of Accident Victims

Transportation to and from the nearest qualified medical practitioner or hospital for employees requiring medical care as a result of an on-the-job accident will be at the expense of the Employer.

22.8 Unsafe Work

(a) An employee may exercise their right to refuse to do unsafe work pursuant to Section 3.12 of the Occupational Health and Safety Regulation.

(b) An employee must not be subject to discriminatory or disciplinary action pursuant to Section 3.12 of the Occupational Health and Safety Regulations and Part 2, Division 10 of the *Workers Compensation Act*.

(c) If a worker refuses work under Section 3.12 of the Occupational Health and Safety Regulations, the Employer must not require or permit another worker to do the refused work unless:

- (1) the matter has been resolved under Section 3.12;

- (2) the Employer has, in writing, advised the other worker of all of the following:
 - (i) the refusal;
 - (ii) the unsafe condition reported under Section 3.12(2);
 - (iii) the reasons why the work would not create an undue hazard to the health and safety of the other worker or any other person;
 - (iv) the right of the other worker under Section 3.12 to refuse unsafe work.

22.9 Workplace Violence/Aggressive Conduct

The Employer will take reasonable steps to eliminate, reduce or minimize threats to the safety of employees. Employees will receive training at the Employer's expense in recognizing and handling such threats to safety.

Where an employee has experienced a critical incident related to their work responsibilities, the Employer will assist the employee to obtain WorkSafeBC counselling and such other support as may be reasonably available.

An employee in need of assistance may call the WorkSafeBC Critical Incident Response pager. The Employer will post the current pager contact information.

22.10 Lieu Time to Attend Meetings

Members of the Safety Committee who attend Safety Committee meetings outside normal working hours shall be credited with equivalent straight-time off with pay, to be scheduled at a mutually agreeable time.

22.11 Investigation of Incidents

- (a) Pursuant to the *Workers Compensation Act*, Part 3, Division 10 governing Accident Reporting and Investigation, all accidents/incidents shall be investigated.
- (b) If the Employer's representative is a member of the bargaining unit, nothing in this clause restricts the right of the Employer to require their representative in (a) above to complete other reports related to the accident under investigation.
- (c) In the event of a fatality the Employer shall immediately notify the Union President, or designate of the nature and circumstances of the accident and arrange as soon as possible for an investigation pursuant to (a) above.

22.12 Employee Check-in

Check-in procedures will be implemented to ensure the safety of all employees who work alone or in isolation where assistance would not be readily available to the worker.

Before a worker is assigned to work alone or in isolation, the Employer must identify any hazards and assess the risk to the worker and eliminate or minimize the risk from the hazard. The Employer must develop and implement a written procedure for checking the well-being of a worker assigned to work alone or in isolation in consultation with the occupational health and safety committee.

The procedure must include the time interval between checks and the procedure to follow in the event the worker cannot be contacted, including provisions for emergency rescue. A person must be designated to establish contact with the worker at predetermined intervals and the results must be recorded by the person. A check at the end of the work shift must be done.

The procedure(s) must be developed in consultation with the Committee and the worker assigned to work alone or in isolation.

22.13 Protective Clothing and Supplies

The Employer will supply protective clothing supplies as required by WorkSafeBC. The Employer will maintain and replace such supplies and tools as required.

ARTICLE 23 - TECHNOLOGICAL, AUTOMATION AND OTHER CHANGES

This article will not interfere with the right of the Employer to make such changes in methods of operation as are consistent with technological advances in the long-term care field.

The purpose of the following provisions is to preserve job security and stabilize employment and to protect as many regular employees as possible from loss of employment, in accordance with Section 54 of the *Labour Relations Code*.

Any employee classified as a regular employee shall be considered displaced by technological change when their services shall no longer be required as a result of a change in plant or equipment, or a change in a process or method of operation diminishing a significant number of the total number of employees required to operate the facility in which they are employed.

Employees affected by technological change will be given reasonable notification in advance and may be allowed a training period to acquire the necessary skills for retaining employment within the facility, commensurate with their seniority and ability.

The Employer agrees that, whenever possible, no employee shall lose employment because of technological change, utilizing normal turnover of staff to absorb such displaced employee.

However, when necessary to reduce staff, it shall be done in accordance with Article 13 - Layoff and Recall.

ARTICLE 24 - HEALTH AND WELFARE

24.1 Health and Welfare Benefits

The Employer shall provide the following health and welfare plan to regular employees who have completed their probationary period:

24.2 Medical Plan

The British Columbia Medical Services Plan or carrier approved by the British Columbia Medical Services Commission. The Employer will pay 100% of the premium for eligible employees and their dependants.

24.3 Dental Plan

A dental plan, with a 25/50 deductible, covering 80% of the costs of the basic plan (Plan A) and 50% of the cost of major restorative plan (Plan B) beyond the deductible. The basic plan and the major restorative plan are subject the following maximum per year combined:

October 1, 2024	\$2500
December 1, 2024	\$2850

The premiums for such plans shall be 66.67% employer paid, for eligible employees and their dependants.

24.4 Group Life and Accidental Death and Dismemberment

A group life insurance policy and an accidental death and dismemberment policy, the premiums for which shall be 66.67% employer paid, for eligible employees.

24.5 Extended Health Care Plan

An extended health care plan, with a 25/50 deductible and unlimited life time maximum for claims, covering 80% of the cost beyond the deductible, the premiums for which shall be 66.67% employer paid, for eligible employees and their dependants. Maximum \$5000 per year for nursing care and \$500 every five years for hearing aids. Maximum \$400 every two years for corrective lenses. Lifetime maximum of \$1 million for out-of-Canada emergency services. Annual maximum of \$15,000 per person for prescription drugs.

The Employer will provide a combined health care practitioner coverage amount of \$650 per calendar year.

24.6 Prescription Drugs

All regular employees shall be provided with an employee/carrier identification card or pay card, to permit point of sale prescription reimbursement.

24.7 Commencement of Coverage

(a) Coverage under the provisions of this article shall apply to regular full-time and regular part-time employees who work 20 hours per week and shall commence the first day of the calendar month immediately following the completion of the employee's probationary period.

(b) *Casual Employees Working Regular Assignments Exceeding Six Continuous Months*

Casual employees who temporarily fill a specific regular full-time or regular part-time position are entitled to the health and welfare plans specified under this article provided the specific assignment exceeds six continuous months in duration and the employee works at least 20 hours or more per week. Benefits will apply for the duration of the specified temporary assignment only and shall commence the first day of the calendar month immediately following the completion of 489 hours of work at the Facility.

Benefits will not apply to casual employees who fill a series of regular full-time or regular part-time positions of less than six months duration even though the cumulative number of assignments exceeds six months duration or longer.

24.8 Post Age 65 Benefits

The terms of the collective agreement shall apply to employees who are over the age of 65 except health and welfare benefits under Article 24 will be subject to the limitations under the benefit plans.

ARTICLE 25 - PAYMENT OF WAGES AND ALLOWANCES

25.1 Paydays

(a) Employees shall be paid biweekly by direct deposit.

(b) Pay statements given to employees on their payday shall include the designation of statutory holidays paid, the current paid hours, year to date hours, accrued and used sick leave credits, accrued and used vacation hours.

- (c) The distribution of paystubs shall be on payday.
- (d) The smallest increment of pay will be no less than five minutes unless an employee has a pattern of tardiness.

25.2 Pay on Temporary Assignment

An employee temporarily assigned by the Employer to a position with a rate of pay lower than their rate of pay shall maintain their regular rate of pay.

25.3 Relieving in Higher Rated Positions

When an employee temporarily relieves (for one shift or more) in a higher paying position included in this agreement for which a flat rate of pay is established, they shall receive the rate for the job. When an employee temporarily (for one shift or more) relieves in a higher paying position included in this agreement for which a salary range has been established, they shall receive the rate in the salary range which is next higher to their present rate.

25.4 Mileage

An allowance of 63¢ per kilometre will be paid to employees required by the Employer to use their own vehicle in the performance of their duties.

The Employer will pay for reasonable parking expenses incurred by an employee who uses their own vehicle in the performance of their duties.

ARTICLE 26 - NOTICE OF NEW AND CHANGED POSITIONS**26.1 Job Descriptions**

The Employer agrees to supply the President of the Union or their designate, and chairperson of the Bargaining Committee with the job descriptions for those classifications in the bargaining unit.

26.2 New Classifications/Duties**(a) *New Positions***

In the event the Employer shall establish a new position, the wage rate for the new position shall be established by the Employer and written notice shall be given to the Union. The wage rate shall be considered as agreed unless the Union objects to the proposed wage rate within 30 days of notification.

(b) *Changed Positions*

In the event that the Employer introduces significant changes to an existing job such that the job is substantially altered, the Employer shall give written notice to the Union outlining the changes which have taken place, along with the Employer's proposal for a change in the wage rate, if any.

Should the Union object to the proposed wage rate, such objection to the wage rate must be made in writing, within 30 days of notification by the Employer. The Union and the Employer shall meet to resolve the outstanding issue. Where the parties fail to reach agreement, either party may refer the matter to Expedited Arbitration.

If no written objection is received by the Employer, then the wage rate shall be considered as agreed to.

If the wage rate proposed by the Employer for the changed job is revised as a result of negotiation or arbitration, then the revised wage rate shall be effective from the date on which the changes were implemented.

ARTICLE 27 - GENERAL CONDITIONS

27.1 Indemnity

Except where there has been negligence on the part of an employee, the Employer will:

- (a) exempt and save harmless employees from any liability action arising from the proper performance of their duties for the Employer; and
- (b) assume all costs, legal fees and other expenses arising from any such action.

27.2 Employer Property

Employees must return to the Employer all employer property in their possession at the time of termination of employment. The Employer shall take such action as required to recover the value of articles which are not returned.

27.3 Copies of Agreement

- (a) The Union and the Employer desires every employee to be familiar with the provisions of this agreement and their rights and obligations under it. For this reason, the Union shall print and distribute sufficient copies of the agreement to the stewards for distribution to employees on staff.

The cost shall be shared equally. The Union will invoice the Employer.

- (b) A final collective agreement including all changes made will be signed by parties within three months after ratification.

- (1) The Union will submit to the Employer a draft for proofing within one month of ratification;

- (2) The Employer will submit to the Union all its amendments to the draft within one month of receiving the draft from the Union.

27.4 Volunteers and Practicum Students and Bargaining Unit Work

It is agreed that volunteers have a role to fill in the operation of a long-term care facility and are an important link to the community being served. Volunteers and practicum students shall be supernumerary to established positions in the bargaining unit and will not result in the layoff of bargaining unit employees, nor will volunteers be used to fill established positions within the bargaining unit.

It is further agreed that the current practice regarding the use of volunteers and practicum students, as of the date of execution of this agreement, is consistent with the above.

27.5 Personal Property Damage

Upon submission of reasonable proof, where an employee's personal clothing and needed tools of trade are damaged by a person in the care or custody of the Employer, the Employer shall pay, up to a maximum of \$300, for the repair or replacement costs of personal deductible insurance, provided such personal possessions are of a type suitable for use while on duty.

27.6 Joint Labour/Management Committee

- (a) The parties agree to establish a joint committee composed of three employees appointed by the Union and three representatives of the Employer.
- (b) The Joint Committee shall meet at the call of either party, but not less than four times per year, at a mutually agreed time and place. Employees shall not suffer any loss of basic pay for time spent attending meetings of the Committee.
- (c) An employer representative and a union representative shall alternate in presiding over the meetings.
- (d) The Committee shall not have jurisdiction over any matter of collective bargaining including the administration of this agreement. The Committee shall not have the power to bind either the Union or its members or the Employer to any decisions reached in its discussions.
- (e) The Committee shall have the power to make recommendations to the parties on the following:
 - (1) reviewing matters, other than grievances, relating to the maintenance of good relations between the parties;
 - (2) correcting conditions causing misunderstandings;
 - (3) dealing with matters referred to it in this agreement;
 - (4) to review workplace best practices.
- (f) Minutes of Joint Committee meetings shall be transcribed by the Employer and distributed to committee members.

27.7 Workload and Working Alone

The Employer shall ensure that an employee's workload is not unsafe as a result of employee absence(s). Employees may refer safety-related workload concerns to the Occupational Health and Safety Committee for investigation under Article 22. The Labour Management Committee shall also receive information regarding workload issues.

Efforts will be made to avoid employees having to work on a floor by themselves other than during nights and during scheduled breaks. During the day and evening shifts, the Employer will give consideration to calling out shifts, re-assigning work, or the use of contracted and management staff if an employee is working alone on a floor or unit.

27.8 Employee Access to Leave Records

Employees shall have access to their own leave records for sick leave, special leave, and vacation. Upon request, these shall be provided within a reasonable period of time.

27.9 Adjustment Plan

If the Employer introduces or intends to introduce a measure, policy, practice or change that affects the terms and conditions or security of employment of a significant number of employees to whom this collective agreement applies, the procedure to be followed shall be in accordance with Section 54 of the *Labour Relations Code*.

27.10 Registered Retirement Savings Plan

- (a) Effective January 1, 2026, the Employer shall maintain a Registered Retirement Savings Plan (RRSP) in which there shall be voluntary participation by regular employees.
- (b) Regular employees who work an average of more than 20 hours per week in a cycle of the shift schedule are eligible to participate in the RRSP provided they have been regular employees for three years or more.
- (c) Contributions shall be voluntary for employees and shall be matched at one percent of gross pay each pay period. Employees have the option to opt out of the RRSP plan.
- (d) Contributions shall be made through payroll deductions.
- (e) Employees with less than three years of service may make contributions to the RRSP, but the Employer shall not match these contributions until the requirements are met under (b).

ARTICLE 28 - TERM OF AGREEMENT**28.1 Duration**

- (a) This agreement shall be binding and remain in effect until midnight September 30, 2028.
- (b) Should wage levelling be terminated, the collective agreement would expire on the last day of wage levelling. The wages in the collective agreement would apply after that date until the parties are able to ratify a new collective agreement.

28.2 Notice to Bargain

- (a) This agreement may be opened to collective bargaining by either party giving written notice to the other party on or after June 1, 2028 but in any event, no later than midnight on June 30, 2028.
- (b) Where no notice is given by either party by June 30, 2028, both parties shall be deemed to have given notice under this section on June 30, 2028.
- (c) All notices on behalf of the Union shall be given by the staff representative appointed by the President of the Union and similar notices on behalf of the Employer shall be given by the Administrator.

28.3 Change in Agreement

Any change deemed necessary in this agreement may be made by mutual agreement at any time during the life of this agreement.

28.4 Agreement to Continue in Force

Both parties shall adhere fully to the terms of this agreement until such time as either party discontinues negotiations.

During the term of this collective agreement, the Union agrees that there shall be no strike, and the Employer agrees that there shall be no lockout.

28.5 Effective Date of Agreement

The provisions of this agreement shall come into full force and effect on the date of ratification unless otherwise specified.

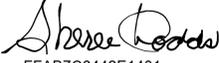
**SIGNED ON BEHALF OF
THE UNION:**

DocuSigned by:

0889048EF98F41B...
Paul Finch
President

DocuSigned by:

2A2866B06FF04C2...
Jon Burgess
Bargaining Committee

Signed by:

FFAB7C6442E1401...
Sheree Dodds
Bargaining Committee

DocuSigned by:

238DED0E80DB448...
Kelly Hutchinson
Staff Representative

Date: January 10, 2025

**SIGNED ON BEHALF OF
THE EMPLOYER:**

Signed by:

A300B83B51834DF...
Peter Kafka
Chief Spokesperson

Signed by:

C460CF561BFB47C...
Kevin Svoboda
President

**APPENDIX 1
Wage Schedule**

Classifications and Hourly Rates

Classification	STEPS		Wage levelling Oct. 1, 2024	Upon Termination of Wage Levelling Pending Renegotiation Oct. 1, 2021
	Step 1 - 0-1950 hours	Step 2 - 1951-3900 hours		
LPN	1		Health Services and Support -	26.90
	2		Facilities Subsector	27.50
	3		Collective Agreement Rates	28.61
RCA	1		Health Services and Support -	20.17
	2		Facilities Subsector	20.78
	3		Collective Agreement Rates	21.62
Tenant Helper	1		Health Services and Support -	19.15
	2		Facilities Subsector	19.75
	3		Collective Agreement Rates	20.82
Multi-Skilled Worker	1		Health Services and Support -	15.91
	2		Facilities Subsector	16.50
	3		Collective Agreement Rates	17.13
Rehab Aide	1		Health Services and Support -	23.24
	2		Facilities Subsector	23.84
	3		Collective Agreement Rates	24.16
Activity Aide	1		Health Services and Support -	19.56
	2		Facilities Subsector	20.17
	3		Collective Agreement Rates	20.97
Cook	1		Health Services and Support -	19.56
	2		Facilities Subsector	20.17
	3		Collective Agreement Rates	20.66

Wage Levelled Rates

Should wage levelling be terminated or curtailed, the collective agreement would expire on the last day of wage levelling. The wages in the collective agreement would apply after the date until the parties are able to ratify a new collective agreement.

Independent Living Assistants

Effective October 1, 2024 for those who are employees upon date of ratification.

- Level 1 - 0 - 1950 hours - \$18.58
- Level 2 - 1951-3900 hours - \$18.97
- Level 3 - 3901 hours \$19.35

April 1, 2026

- Level 1 - 0 - 1950 hours - \$19.14
- Level 2 - 1951 - 3900 hours - \$19.54
- Level 3 - 3901 hours - \$19.93

April 1, 2027

Level 1 - 0 - 1950 hours - \$19.71

Level 2 - 1951 - 3900 hours - \$20.13

Level 3 - 3901 hours - \$20.53

April 1, 2028

Level 1 - 0 - 1950 hours - \$20.30

Level 2 - 1951 - 3900 hours - \$20.73

Level 3 - 3901 hour - \$21.15

Notwithstanding the wage schedule (Appendix 1) in this agreement, the minimum hourly pay rate for any position in the bargaining unit will be the current BC Minimum Wage plus 1.9% rounded up to the nearest penny.

APPENDIX 2 Casual Employees

(a) *The Casual Register*

- (1) The Employer will maintain a casual register for regular part-time and casual employees.
- (2) Casual and regular part-time employees must notify the Administrator/designate, in writing, of their availability for casual work and their willingness to accept work with less than 24 hours' notice.
- (3) Notification must be submitted to the Administrator/designate at least 14 days prior to posting the following month's schedule.
- (4) Casual and regular part-time employees, having provided notice in writing as per (2) and (3) above, will be placed on the casual register in order of seniority for the following month.
- (5) A casual or regular part-time employee shall be entitled to register for work in any job for which they have the qualifications to perform.
- (6) Casual employees have the right to refuse eight offers in a four-month period. If a casual employee refuses eight offers within a four-month period, they shall be deemed to have resigned.
- (7) Casual employee must be available for a minimum of four shifts per month. If a casual has not accepted work for a period of three months, they shall be deemed to have resigned.
- (8) Casual employees may apply for leave under Article 20.7.
- (9) A casual employee has the same responsibility to work an accepted shift as a regular employee.
- (10) Casual employees shall be called at the earliest opportunity, giving priority to time sensitive resident care and to regular rest hours of casual employees.

(b) Procedure for Calling Employees for Casual Work

(1) The Employer shall call in by seniority and stated availability and may consider the necessity for on-the-job orientation (one shift) of new employees in the calling of casual employees.

(2) A log will be kept of all calls made for casual call-in. The log book shall show:

- the date
- employee called
- the time called
- the position and shift being called to fill
- the outcome of the call (accept, decline, no answer, answering machine, message left)
- the signature of the caller

(3) The manner in which part-time and casual employees will be contacted for relief work shall be as follows:

- i. Each employee shall submit a phone number to the Employer at which they can be contacted for relief work. At the employee's option, they may also submit a text number and indicate their preference (text or phone) of how they wish to be contacted for relief work. Employees must also provide an email address for the call-out of shifts that are 14 days in advance or more. Employees shall be given 24 hours to respond to these shift requests.
- ii. The Employer shall commence by calling/contacting the most senior qualified employee or by texting an employee or a group of employees in the registry. Only one call need be made to any one casual employee provided that the phone shall be permitted to ring five times. Where voicemail exists, a message will be left relaying the date and time of the call, as well as the details of the relief work being offered.
- iii. If the casual employee who is being called/contacted fails to answer, declines the invitation to work or is unable to work, the Employer shall then call/contact the next most senior employee registered in that job classification and so on until a casual employee is found who is ready, willing, and able to work.
- iv. When a casual employee has indicated a preference for text, the Employer may contact those employees by text message instead of by phone. Texted employees will be given a period of five minutes to respond. The most senior employee accepting the offered shift within this time period shall be informed that they have been successful in the assignment.

(4) Casual and regular employees shall be contacted for all shifts. Employees shall state if there will be a conflict with their work schedule when responding.

(c) Other Terms and Conditions

(1) Casual employees shall be paid 4% vacation pay based on straight-time wages on each paycheque.

(2) Casual employees shall be paid 6% vacation pay based on straight-time wages on each pay period upon working 5850 hours.

(3) Casual employees shall be paid 6.56% vacation pay based on straight-time wages on each pay period upon working 9750 hours.

- (4) Casual employees shall be paid 7.44% vacation pay based on straight-time wages on each pay period upon working 15,600 hours.
- (5) Casual employees who have served their probationary period, who work on a proclaimed statutory holiday as per Article 16.1 shall be paid time and one-half if they worked 10 days in the past 30 days in addition to the statutory holiday.
- (6) Except as otherwise noted, the provisions of Article 13, 14.3(a), 14.3(e), 14.3(g), 15.5(c), 15.6, 16, 17, 18, 19, 20, 21, 23 and 24 shall not apply to casual employees.

MEMORANDUM OF AGREEMENT 1

Contracting Out

The Employer agrees not to contract out bargaining unit work to any outside agency which would result in the laying off employees in the bargaining unit.

This memorandum of agreement will expire on September 30, 2028.

MEMORANDUM OF AGREEMENT 2

Re: Benefit Eligibility and Vacation Portability Clause

The parties have a desire to enhance the recruitment and retention and access to quality sustainable services to clients by offering certain benefits when regular employees move directly from another Kaigo Senior Living worksite.

Employer Participation

Employer participation in this program is strictly voluntary and, on a case-by-case basis. Where an employer chooses to participate in the portability program, the employee shall have noted in their letter of hire that the portability clause applies. To be eligible, employees must have worked at a previous Kaigo Senior Living worksite employer in previous 12 months.

Portability

Once hired, the new regular employee will serve a probationary period in accordance with Clause 18.5. Upon successful completion of the probationary period, the employee will be credited with the portable benefits as follows:

- (a) *Vacation* - Clause 17.1 - An employee's continuous service date will be adjusted to reflect their service with their previous employer for the purpose of vacation entitlement. It is recognized by the parties, that any earned but unused vacation shall be taken or paid out by the previous Kaigo Senior Living employer prior to commencing employment with the new employer.
- (b) *Health and Welfare Benefits* - Clause 24.1 - Provided the employee was formerly eligible for Health and Welfare benefit coverage at their former worksite, and provided the employee will be maintaining the requisite number of hours per week and other requirements as per Article 24.7 (Commencement of Coverage) in their current role, the employee shall be eligible for coverage under the Group Health and Welfare plan immediately upon the employee's first day of employment if permitted under the group policy.

MEMORANDUM OF AGREEMENT 3

Re: Medical Assist Shifts

Employees who are qualified by the Employer and who are assigned to give out medications to residents will receive an additional \$1 per hour while performing these duties.

There shall be a minimum of four hours paid.

Onsite medication courses will be offered periodically, and enrolment will be at the discretion of management, but training will not be unreasonably denied.

The Employer will schedule Medical Assist Shifts on the basis of seniority and stated availability as per Appendix 2 to all employees qualified by the Employer to provide these duties.

MEMORANDUM OF AGREEMENT 4

Re: Definition of "Emergency" in Article 15.3

For the strict purpose of Article 15.3 (Right to Refuse Overtime), the parties agree that the Joint Labour Management Committee shall meet to discuss what constitutes emergency situations wherein employees are unable to refuse to work overtime. These discussions shall take place within 60 days of the ratification date of the collective agreement.

LETTER OF UNDERSTANDING 1

Re: Training to Access Sick Leave Balances

The Employer agrees that it will, within 90 days of the ratification date of the collective agreement, provide direction to all employees on how to access accumulated sick leave balances and will also provide direction in the orientation package for new employees.