

COMMUNITY SOCIAL SERVICES TENTATIVE AGREEMENT PARTICULARS

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| <p>Compensation</p> <p>April 1, 2019 – 2.0% General Wage increase April 1, 2020 – 2.0% General Wage Increase April 1, 2021 – 2.0% General Wage Increase - Wage protected employees get 50% of general increases</p> <p>\$60 million to be divided equally in each year of the three years for low wage redress. These monies will be determined by the classification technical committee to close the gap between Community Social Services and the Health Sector.</p> <p>Family Day pay in lieu of benefits for part-time and casuals</p> <p>Call back pay for remote work - Minimum of 30 minutes at time and one-half</p> <p>Removal of 80% of \$10 cap effective April 2021</p> <p>Enhancements to paramedical services no later than April 2021. To be determined by the joint benefits committee post ratification.</p> <p>Replenish Labour Adjustment Education Fund</p> <p>Increase in transportation allowance</p> | <p>Union Rights & Labour Relations</p> <ul style="list-style-type: none"> • Special Leave – Remove barrier to access by striking “where no one in the employees home other than the employee” • Members entitled to 5 calendar days to review formal evaluations conducted by the employer • Clear process for sector wide grievances • Mediation option within 30 days for dismissal grievances • Agreement to disclose documents in advance of step 3 meetings • Language to clarify the Community Social Services Early Intervention Program (CSSEIP) is mandatory • Ability for union and employer to agree to waive the pre-layoff canvass • Clarity of the process for exercising seniority rights to for vacation entitlement • Members can access 2 week advance of unearned vacation • Members can access vacation payout once a minimum of three weeks taken • 27.1 clearer language to determine eligibility for benefits. |
| <p>Occupational Health and Safety</p> <p>New Joint Provincial Occupational Health and Safety Council Covering items such as:</p> <ul style="list-style-type: none"> • The Psychological Health and Safety Standard • Violence Prevention • Harassment • Developing resources and promoting best practices <p>Improved language to support the work of our OHS stewards and members to be consistent with expectations outlined in the WCB Act and Regulations.</p> | <p>Employment Security, Recruitment & Retention</p> <p>Renewal of Continuity of Service Memorandum to October 31, 2022.</p> <p>Sustainability Committee –</p> <ul style="list-style-type: none"> • Orientation and Training (eg. Complex Care) • Administration of Small Contracts • Service Delivery Models • Recruitment and Retention • Scheduling Options <p>Portability MOA now attached to the Collective Agreement</p> |

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| <p>General Collective Agreement Changes</p> <p>Gender neutral language</p> <p>Gender expression is now included in the definitions and the no discrimination clause</p> <p>Electronic communication is now an option for the parties</p> | <p>Leaves</p> <p>Compassionate care leave consistent with the Employment Standards Act</p> <p>Maternity and Parental Leave changes consistent with federal changes</p> <p>Domestic Violence Leave added to special leave</p> |
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Improving Services People Count On

New MOA – Schedules to Meet Emerging Client Needs – Agreement to look at creative scheduling models.

EMPLOYER GAINS

11.4 – Employer can, with the agreement of the union, extend disciplinary letter on file if employee is absent for longer than 2 months in the 18 month period.

24.3 – Seniority will only be used as a tiebreaker in the selection for supervisors.

24.5 Trial Period – Employees have access to maximum of 2 trial periods in an 12 month period

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