

Tentative Agreement Summary

Your bargaining team has reached a tentative agreement with YHC to renew your collective agreement! We thank you for all the support and patience over the last year. Please see a summary of the changes below. We are working to put together the ratification package and will be looking to hold information sessions and the ratification vote in January.

Highlights:

- Duration: 3 year agreement expiring January 31, 2022
- General wage increase
 - 1.75% effective February 1, 2019
 - 1.75% effective February 1, 2020
 - 1.75% effective February 1, 2021
- Increased vacation by adding a new accrual point in the tenth year
- Acting pay to increase to 6%
- Overtime meal allowance increased to \$16.00
- Employer can no longer require an overtime refusal be in writing
- Expanded family definition for improvements to family related leaves
- Parental leave without pay expanded to cover the new extended leave period available
- Process established to govern overpayment situations between employees and the Employer
- A new minimum of 14 hours (from 16 hours) between scheduled 7.5 hour shifts
- Process established for the temporary assignments of employees to other facilities
- Rest days for part-time employees in continuous operation will now be prorated based on the amount of time they are scheduled (more below)
- New vacation scheduling process
- Employer and employee follow up on established performance improvement plans
- Employer must notify members of their right to representation during investigation and/or disciplinary meetings
- Improvements to union orientation for new employees, use of Employer space for union activities, improvements to leave for union activities, and better sharing of information between the union and the Employer
- Various housekeeping updates

Rest days: The agreement achieved during negotiations establishes a new process for determining rest days for part-time continuous operations employees. The new process will prorate the designated rest days as per the scheduled hours of the employee based off of the schedule of a full-time continuous operations employee. An employee working .5 or more have three designated rest days per pay period, and an employees working .5 or less have two designated rest days per pay period.

Thank you again for all your support this round!

In solidarity,

Your Bargaining Team