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COLLECTIVE AGREEMENT

BETWEEN

**THE CORPORATION OF THE COUNTY OF BRUCE
GATEWAY HAVEN LONG TERM CARE HOME AND
BRUCELEA HAVEN LONG TERM CARE HOME**

AND

UNIFOR AND ITS LOCAL 2458

**EFFECTIVE JULY 1, 2025 TO
AND INCLUDING JUNE 30, 2028**

TABLE OF CONTENTS

ARTICLE 1—PURPOSE	1
ARTICLE 2—RECOGNITION	1
ARTICLE 3—MANAGEMENT RIGHTS	3
ARTICLE 4—UNION SECURITY	4
ARTICLE 5—NO DISCRIMINATION.....	5
ARTICLE 6—UNION ORIENTATION.....	5
ARTICLE 7—SENIORITY	6
ARTICLE 8—NEGOTIATING COMMITTEE AND COMMITTEEPERSONS	9
ARTICLE 9—LEAVES OF ABSENCE.....	10
ARTICLE 10—TEMPORARY AND PERMANENT VACANCIES	13
ARTICLE 11—GRIEVANCE PROCEDURE.....	15
ARTICLE 12—ARBITRATION	18
ARTICLE 13—DISCHARGE OR SUSPENSION	20
ARTICLE 14—RATE OF PAY	20
ARTICLE 15—NO STRIKES AND LOCK-OUTS	21
ARTICLE 16—HOURS OF WORK, OVERTIME & OTHER WORKING CONDITIONS.....	21
ARTICLE 17—SICK LEAVE.....	25
ARTICLE 18—BULLETIN BOARDS	28
ARTICLE 19—PAID HOLIDAYS	28
ARTICLE 20—VACATIONS.....	30
ARTICLE 21—HEALTH AND WELFARE.....	32
ARTICLE 22—UNIFORMS	35
ARTICLE 23—SHIFT PREMIUMS/RESPONSIBILITY ALLOWANCE	35

ARTICLE 24—HEALTH & SAFETY	36
ARTICLE 25—GENERAL	37
ARTICLE 26—DURATION AND TERMINATION	38
ARTICLE 27—INFLUENZA VACCINE	38
ARTICLE 28—ORIENTATION	38
ARTICLE 29—WORKPLACE HARASSMENT	39
ARTICLE 30—PAY EQUITY	40
ARTICLE 31—PAID EDUCATION LEAVE.....	41
ARTICLE 32—MENTAL HEALTH.....	41
ARTICLE 33—WOMEN'S ADVOCATE.....	42
ARTICLE 34—PANDEMIC PLANNING	42
SCHEDULE A—'WAGES'	44
SCHEDULE B	45
LETTER OF UNDERSTANDING #1—MAINTENANCE, ON-CALL	47
LETTER OF UNDERSTANDING #2—EXTRA HOURS OF WORK AGREEMENT	47
LETTER OF UNDERSTANDING #3—WORKING SHORT	48
LETTER OF UNDERSTANDING #4—PROTOCOL FOR MAJOR CHANGES IN SCHEDULE.....	48
LETTER OF UNDERSTANDING #5—CASUAL STUDENT CLASSIFICATION	49
LETTER OF UNDERSTANDING #6—ALTERNATE CLASSIFICATIONS	49
LETTER OF UNDERSTANDING #7—PART-TIME AND CASUAL AVAILABILITY	50
LETTER OF UNDERSTANDING #8—RACIAL JUSTICE ADVOCATE	50

ARTICLE 1—PURPOSE

1.01 This Agreement is undertaken to establish mutually satisfactory relations between the Employer and its employees, to secure prompt and equitable disposition of grievances and to maintain mutually satisfactory hours, wages, and working conditions for the employees covered by this Agreement, to promote the successful operation of the Employer in the maintenance of high standards of employment as well as the maintenance of responsibility on the part of the Union and Management alike. The conditions of this Agreement shall not be construed to deprive any employee of the right they have by law to discuss with the Employer any personal matter provided that this shall not conflict with the grievance procedure or any term of this Agreement.

It is recognized that the employees wish to work together with the Employer to secure the highest quality of life and health protection for the residents.

Where the singular they or them is used in this Agreement, it shall be considered as if the plural has been used where the context of the party or parties hereto so require.

ARTICLE 2—RECOGNITION

2.01 (a) The Employer recognizes the Union as the sole bargaining agent for all employees of the Corporation of the County of Bruce employed at Gateway Haven and Brucelea Haven, Long Term Care Homes save and except supervisors, persons above the rank of supervisor, registered nurses, office staff, students, and persons employed under government sponsored programs. The Employer undertakes that it will not enter into any other agreement with employees represented by the Union either individually or collectively which will conflict with the provisions of this Agreement.

(b) The parties hereto agree that, for the purpose of Article 2, in determining whether a person is regularly employed for more or less than twenty-four (24) hours per week, only scheduled hours shall be considered. Hours worked by employees as a result of illness or accident (whether WSIB eligible or not), vacations and holidays or leaves of absence suffered or enjoyed by full-time or part-time employees shall not be considered.

The Employer agrees to distribute the unscheduled hours based on seniority subject to the availability, qualifications of employees to part-time employees, hours of work which become available as a result of illness or accident (whether WSIB eligible or not), vacations, paid holidays, or leaves of absence suffered or enjoyed by full-time or part-time employees. Those permanent part-time employees who only wish to be scheduled up to a maximum of twenty-four (24) hours per week will notify the employer in

writing of such request. Such requests will only be considered once per calendar year and will be effective for twelve (12) months. Employer will consider extenuating circumstances.

2.02 A full-time employee is one who works more than twenty-four (24) hours per week on a regularly scheduled basis.

2.03 (a) A part-time employee is one who is scheduled to work twenty-four (24) hours or less per week.

(b) The term vacancy as used in this Agreement shall be defined as any job opening created by the incumbent permanently leaving a position which the Employer wishes to fill or any new job created.

(c) A "temporary vacancy" shall be defined as any temporary job opening caused by an incumbent of a position to be off work by reason of an approved leave of absence, vacation, sick leave, LTD, WSIB or temporarily filling another position.

2.04 A casual employee is an employee in the bargaining unit who is not regularly scheduled and must provide availability for each four (4) week schedule of at least four shifts and one (1) weekend and is available for on call, as required. This availability must be provided thirty (30) days before posting of the schedule. These casual employees will not be utilized until part-time employees in the bargaining unit have had first opportunity for available shifts at regular time, as per the normal scheduling and call-in procedure. The part-time scheduling provisions shall not apply.

Casuals will not be considered eligible for any posted positions until after the job posting procedure has been completed by permanent full-time and part-time scheduled employees.

Casual employees will have a separate seniority list that shall go by hours worked.

Once a casual employee successfully bids into a permanent position their date of hire will be credited one (1) year for every 1500 hours worked. It is the intent of the employer to maintain up to a maximum of 20% casual staff of the Unifor complement.

Casual employees will be deemed terminated when:

1. Noncompliance of working up to four (4) shifts and one (1) weekend per month (if requested to work.)
2. Casual employees shall be required to be available one of the following:

3. Christmas Eve and Christmas Day or New Year's Eve and New Year's Day on an alternating basis, bi-yearly.

It is intended that a casual employee will be treated as a part-time employee under Appendix A and all other employment conditions in the Collective Agreement that have not been stated above except Uniform Allowance as per Article 22.01.

- 2.05 A student is a person attending a scholastic institution on a full-time or part-time basis.
- 2.06 (a) No work covered by this Agreement shall be contracted out or be done by anyone other than the employees of the Employer covered by this Agreement.
(b) Supervisors and all other persons including those persons whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except in cases of training, emergency, safety, experimental work, or instances mutually agreed upon by the Parties.
(c) This does not exclude the activities of the Volunteers to the Home, nor to students receiving practical training for their school courses nor to persons not within the bargaining unit who are employed as student employees as defined in Article 2 subsection 2.05, or temporary employees as defined in subsection 2.07, or persons employed under government-sponsored programs as defined in subsection 2.01.
- 2.07 Subject to paragraph 2.04, a temporary employee is one who is required to temporarily replace a permanent employee who is on an approved leave of absence, vacation, sick leave, long term disability, WSIB or temporarily filling another position.
- 2.08 A permanent employee is a full-time or part-time employee who is not a casual employee.
- 2.09 All call-ins and overtime shifts must be offered to qualified employees prior to being offered to Agency. For clarity, agency employees shall only be utilized once all qualified bargaining unit staff have been exhausted.

ARTICLE 3—MANAGEMENT RIGHTS

- 3.01 (a) The Union acknowledges that subject to the provisions of this Agreement, it is the exclusive function of the Employer to hire, retire, classify, promote, transfer, suspend, discipline or discharge employees, to assign employees to shifts, and/or to increase and decrease the working force, provided that there is always sufficient number of employees on duty to perform the work required to be done.

- (b) To maintain order, discipline, and efficiency and to make and alter rules and regulations to be observed by the employees which are not expressly contrary to any other Article of this Collective Agreement.
 - (c) Generally to manage the Home without restricting the generality of the foregoing, to select, install and require the operation of any equipment it decides it necessary to use. However, if any jobs within the bargaining unit are affected by the installation of any equipment, then the Management and Union shall meet forthwith to negotiate the resulting effect on such jobs and the employees concerned.
- 3.02 The Employer may discharge a probationary employee at any time. The discharge of a probationary employee shall not be the subject matter of a grievance or arbitration pursuant to this Agreement subject to arbitrary, discriminatory or bad faith.
- 3.03 The foregoing enumeration of management's rights shall not be deemed to exclude other functions not specifically set forth, the Employer, therefore retaining all rights not otherwise specifically and expressly covered in this Agreement.
- 3.04 The Employer agrees that it will not exercise its functions in a manner inconsistent with the express provisions of this Agreement.
- 3.05 Failure by the Employer to exercise any of its management rights at any time shall not be considered to be an abandonment of such rights.

ARTICLE 4—UNION SECURITY

- 4.01 Present employees who are covered by this Agreement and who are members of the Union and new employees who are covered by this Agreement and who voluntarily become members of the Union, shall remain members of the Union as a condition of employment.
- 4.02 (a) The Employer shall deduct each month from the wages of employees in the bargaining unit as designated in Article 2 - Recognition such monthly dues, initiation fees and other assessments as may be certified in writing by the Union to the Employer.
- (b) The Employer shall send to the Union office in Windsor each month a list of names, addresses and classifications of all new employees.
- 4.03 Dues deducted pursuant to paragraph 4.02 together with a list of names, classifications and addresses of the employees from whom such deductions have been made shall be remitted by the Employer to the Secretary-Treasurer of the Union, Windsor Office, not later than the twenty-fifth (25th) day of the following month.

- 4.04 The Union shall indemnify and save the Employer harmless from any and all claims for amounts deducted from pay and remitted to the Union under the terms of this Article.
- 4.05 The Employer shall indicate on each employee's T-4 slip the amount of dues deducted in the applicable year.
- 4.06 It is agreed that upon commencement of employment new employees during orientation shall be advised by a representative of the Employer of the existence of the Union.

ARTICLE 5—NO DISCRIMINATION

- 5.01 The Parties agree that in accordance with the provisions and definitions of the *Ontario Human Rights Code*, there shall be no discrimination against any employee by the Union and the Employer for reasons of age, sex, sexual orientation, gender expression and gender identity, marital status, race, creed, colour, religious affiliation, national origin or Union activities.
- 5.02 The Parties agree that there shall be no intimidation, interference, restraint or coercion or harassment exercised or practised by them or their representatives upon employees because of membership or non-membership in the Union.
- 5.03 The Union agrees that there shall be no solicitation of members or other union activities on the premises of the Employer, or during working hours except as permitted by this Agreement. It is further understood that no meeting by the Union or its members will be held on the premises of the Employer at any time without the prior approval of the Employer.

ARTICLE 6—UNION ORIENTATION

- 6.01 During the term of this Agreement, the Employer agrees to furnish the Union monthly with a written list of all new employees who have completed their probationary period and have become members of the regular staff; this list to include the employee's name and the department in which they are working and a copy of said list to be furnished to the Chairperson.
- 6.02 The Employer agrees that a representative of the Union will orientate each employee after completion of their probationary period and further agrees to designate the time and place for such orientation as provided in paragraph 6.01, on the Employer's premises. Each such employee shall be present for this orientation, which shall not exceed twenty (20) minutes in duration for each employee.

ARTICLE 7—SENIORITY

- 7.01 (a) Seniority for a permanent full-time employee shall be based on the length of continuous employment as a permanent full-time employee within the bargaining unit since the last date of hire.
- (b) Seniority for a permanent part-time employee shall be based on the length of employment as a permanent part-time employee within the bargaining unit since the last date of hire.
- 7.02 A permanent employee shall be considered a probationary employee until they have worked sixty (60) working days following orientation within any continuous period of employment as a permanent employee since the date of last hire, or such extended period as may be mutually agreed upon by Management and the Union. It is expressly understood by both parties that during the probationary period an employee shall be considered as being employed on a trial basis and may be discharged at any time at the sole discretion of the Employer. The discharge of a probationary employee shall not be the subject of a grievance and/or arbitration pursuant to this Agreement.
- A casual employee shall be considered a probationary employee until they have worked eighty (80) working days following orientation within any continuous period of employment as a permanent employee since the date of last hire, or such extended period as may be mutually agreed upon by Management and the Union. It is expressly understood by both parties that during the probationary period an employee shall be considered as being employed on a trial basis and may be discharged at any time at the sole discretion of the Employer. The discharge of a probationary employee shall not be the subject of a grievance and/or arbitration pursuant to this Agreement.
- 7.03 (a) After completion of the probationary period as defined in paragraph 7.02, a permanent full-time employee shall have their name placed on the full-time seniority list.
- (b) After completion of the probationary period as defined in paragraph 7.02, a permanent part-time employee shall be credited with seniority according to their last date of hire.
- 7.04 The Employer shall keep up to date separate seniority lists for full-time, part-time and casual employees. Seniority shall operate separately for full-time and part-time employees, except for job bidding processes.
- 7.05 Seniority for part-time employees transferring to a full-time position or for full-time employees transferring to a part-time position shall be slotted on the date of transfer, in accordance with their seniority.

- 7.06 Permanent employees bidding on a casual position shall forfeit all accrued seniority with the exception of permanent employees moving to a casual position to take an approved leave of absence for educational purposes related to a position within the County.
- 7.07 Each employee coming within the scope of this Agreement shall be classified as a member of one of the following departments: Dietary, Nursing, Environmental, Recreation & Leisure.
- 7.08 (a) Institution-wide seniority lists for permanent full-time, permanent part-time and casual employees shall be posted by the Employer every April 1st.
- (b) The seniority list shall be posted where they will be accessible to the members of the Union. Copies of said seniority lists shall be mailed to the local Union office on such date or soon thereafter. The Chairperson shall receive a copy of such lists. The lists shall include the seniority standing and job classifications.
- (c) Complaints regarding the accuracy of the initial seniority list shall be made within sixty (60) days of posting and if no complaint is received within that time, the list will be deemed to be accurate.
- 7.09 (a) In the event of a layoff, the most junior employee on the appropriate seniority list within the classification within the department shall be laid off first. An employee laid off shall be given the opportunity to displace the most junior employee on their seniority list provided the employee;
- i. can perform the work required after a ten (10) working day orientation period; and,
 - ii. has more institutional seniority than the employee they displaced.
- In the event the laid off employee cannot perform the work required after the ten (10) working day orientation period, the employee can displace in order the next most junior employee on the employee's seniority list provided they meet the two conditions noted above.
- (b) It is understood that for the purpose of this sub-article 7.10, probationary and temporary employees shall be deemed to have zero seniority.
- (c) In the event the Employer required additional employees, the Employer shall recall the most senior permanent full-time employee on layoff provided the employee can perform the work required with an orientation period of ten (10) working days.
- In the event there are no qualified permanent full-time employees or all permanent full-time employees have been offered a recall opportunity, and the Employer requires additional employees, the Employer shall recall the

most senior permanent part-time employee on layoff, provided the employee can perform the work required with an orientation period of ten (10) working days.

- (d) Notwithstanding the above a permanent full-time employee who is laid off under the provisions of this article may, if they have sufficient seniority, transfer to a part-time position and their name shall be deleted from the full-time seniority list and added to the part-time seniority list. Employees who transfer from the full-time list to the part-time list shall retain their respective recall rights to a full-time position for a period of two years.
- (e) The Employer shall provide the Union with as much advance notice of a layoff as possible, and agrees to meet with the Union to discuss said layoff prior to its implementation.
- (f) The Employer shall provide employees notice of a layoff in accordance with the *Employment Standards Act*.
- (g) No new employee shall be hired until all laid off employees have been given the opportunity to return to work.

7.10 Seniority shall determine the choice of vacation of full-time and part-time employees within a department, in accordance with 7.04 above.

7.11 An employee's seniority shall be forfeited, and their employment shall be deemed to have terminated if they:

- a) voluntarily quits the employ of the Employer. An employee shall be deemed to have resigned when they give written notice of their desire to leave the Employer's employment;
- b) retires or is retired;
- c) is discharged for cause and the discharge is not reversed through the grievance procedure subject to paragraph 12.09;
- d) is laid off for a period of more than two (2) years;
- e) fails to report for work within seven (7) days after being notified by registered mail, to the last address registered with the Employer, to return to work following a layoff; and
- f) fails to notify the Employer within three (3) days after receipt of such notice of their intention to report for work;
- g) is absent for three (3) working days without notifying the Employer unless a reason satisfactory to the Employer is given;

- h) fails to return to work upon termination of an authorized leave of absence without justifiable cause, or uses a leave of absence for a purpose other than for which it was granted.

7.12 In the event of an employee suffering a major disability, exception may be made to the restrictive provision of this Article in favour of such employee by the Home after consultation with the Union Committee.

7.13 Definition for Seniority: "Continuous service" shall mean unbroken employment and shall include:

- Vacations and Holidays
- Scheduled days off
- Approved Leave of Absence without pay
- Absence because of occupational or non-occupational illness or injury for a period of up to two (2) years
- Layoffs for a period of up to one (1) year
- Suspensions

Employees hired on the same day will be placed on the seniority list in alphabetical order based on their surnames and then their first names and future name changes will not change the original seniority date established.

ARTICLE 8—NEGOTIATING COMMITTEE AND COMMITTEEPERSONS

8.01 The Employer acknowledges the right of the Union to appoint or otherwise select a Union Committee composed of three (3) employees one of whom shall be the Chairperson to represent Gateway Haven, and three (3) employees one of whom shall be the Chairperson to represent Brucelea Haven with whom the Employer shall deal with on all matters related to this collective agreement, including grievances, negotiations and arbitration. Each such employee of the Negotiation Committee shall be an employee of the Home who has completed the probationary period.

A Chairperson of the Union Committee shall be scheduled for the day shift and be scheduled to work every other weekend in a four-week schedule and will be replaced as needed and approved by the Employer.

8.02 The Union acknowledges that the Committee persons have regular duties to perform on behalf of the Employer and that such persons will not leave their regular duties without first notifying their immediate Supervisor. Permission from the Supervisor shall not be unreasonably withheld and when resuming their regular duties, they will report to their immediate

Supervisor so that the length of time they are absent from their regular duties will be under reasonable control. In accordance with this understanding such employees shall not suffer loss of pay for regularly scheduled hours of work while dealing with grievances. This does not apply to time spent on such matters outside the regular working hours.

- 8.03 In accordance with this understanding such employees shall not suffer loss of pay for regularly scheduled hours of work while negotiating the Agreement. This does not apply to time spent in such matters outside the regular working hours and at arbitration.
- 8.04 In order to facilitate the operation of this Agreement, the Employer will supply to the Union, a written list of employees acting in a supervisory capacity over employees within the aforementioned bargaining unit, and will indicate appropriate job titles and departments under their supervision. The Union will supply the Employer with a written list of its representatives and Committee persons. Both parties agree that these lists will be properly revised from time to time whenever changes become necessary.
- 8.05 The Union Management Committee shall meet at a time mutually agreed upon for the purpose of discussing matters arising out of the administration of this Agreement. Meetings will be prearranged three times per year with the agenda prepared by both parties. If additional meetings are requested by either party an additional meeting will be scheduled. The party requesting such a meeting shall supply an agenda of the matters to be discussed and the meeting between the parties will be held as soon as possible following the request for such a meeting with an agreed agenda prepared by the Union at least five (5) business days in advance. Management will record the action items arising from the agenda and circulate to the Union for mutual agreement within two (2) weeks.

ARTICLE 9—LEAVES OF ABSENCE

- 9.01 (a) The Employer may grant leave of absence without pay to any employee for legitimate reasons. Employees who are absent resulting from such leave of absence shall not be considered to be laid off and their seniority shall continue to accumulate during such absence. Requests for leave of absence shall not be unreasonably withheld.
- (b) The Employer shall grant leave of absence without pay to employees to attend union business such as conventions, seminars and/or educational classes. In making applications for leave of absence for union business, it is understood that the leave of absence shall be for no longer than a two (2) week period, and will not be requested on more than four (4) occasions in one (1) calendar year. Where leave of absence for union business is requested, it is understood that the Union will not request a leave of absence for more than three (3) employees at one (1) time and each

employee shall be from a separate department as defined in paragraph 7.07. The Union shall reimburse the Home for the gross wages paid during the time of absence.

- (c) A full-time permanent employee who is selected to a full-time position within the Union shall be granted, upon written request at least thirty (30) days prior to taking office, a leave of absence without pay and without benefits of up to three (3) years. The employee agrees to notify the Employer in writing of their intention to return to work within eight (8) weeks of the earlier of the termination of office or three (3) years. In the event the employee does not notify the Employer of their intention to return to work, or in fact does not return to work, within the two (2) weeks of the termination of their term of office or three (3) years, the employee will cease to be an employee of the Corporation.
- (d) Employees who are on leave of absence will not, without permission of the Employer, engage in gainful employment while on such leave and if an employee does engage in gainful employment while on such leave of absence, they may be disciplined up to and including termination.

9.02

Bereavement Leave

In the event of a death in the immediate family of an active (not on leave at time of death — vacation excluded) permanent full-time or permanent part-time employee who has completed the probationary period and notifies the Employer as soon as possible, said employee shall be granted a leave of absence of up to a maximum of four (4) working days with pay (computed at the employee's straight time rate, excluding shift or other premiums) which shall be taken by the employee at any time up to and including the day following the day of the funeral. The employee shall only receive pay for regularly scheduled work days.

Immediate family shall mean: spouse, or common-law spouse as defined under the *Family Law Act*, parent, child, brother, sister, parent-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, step-parent, step-child, grandparent-in-law, grandparent and grandchild.

In the case of an aunt, uncle, niece or nephew, the Employer agrees to grant one (1) day off with pay (computed at the employee's straight time rate, excluding shift or other premiums) for the purpose of making arrangements for or attending the funeral.

It is further agreed that an employee may use one of the approved bereavement days as a funeral or memorial day (or equivalent of). The memorial day must be taken within six (6) months of the date of death.

Additional leave without pay but without loss of seniority may be granted at the discretion of the Employer.

- 9.03 (a) Pregnancy/Parental/Adoption Leave: Pregnancy/Parental/Adoption Leave shall be granted in accordance with the provisions of the *Employment Standards Act*.
- (b) The Employer may grant additional leave without pay and without benefits for up to six (6) months in total inclusive of the Statutory leave, provided the employee submits a request for extended leave in writing at least four (4) weeks in advance of the expiration of the Statutory leave and provided that the Union agrees that a temporary replacement shall be hired during their absence.
- (c) Seniority shall accrue during any extended leave granted under paragraph 9.03 (b).
- (d) The employee returning to work after such leave shall provide the Employer with at least four (4) weeks' notice.
- (e) On return from pregnancy/parental or adoption leave, the employee shall be placed in their former position subject to the terms of this Agreement.
- (f) Nothing contained in this clause 9.03 shall prevent the Employer from requiring a pregnant employee to take a leave of absence at an earlier date if it is considered that their condition is a hazard to themselves or fellow employees or if they cannot perform the normal requirements of their job.
- (g) An employee who commences a leave as set out above and who is in receipt of Employment Insurance (approved for Pregnancy or Parental benefits), shall be paid a supplementary employment benefit. That benefit will be the equivalent to the difference between eighty-five percent (85%) of their regular weekly earnings and the sum of their weekly Employment Insurance Benefits and any other earnings. Such payment shall commence following completion of the one (1) week Employment Insurance waiting period, and receipt by the Employer of the employee's Employment Insurance Pregnancy or Parental Benefits stub, and shall continue while the employee is in receipt of such benefits for a period of fifteen (15) weeks, plus an additional ten (10) weeks for an employee taking parental leave.

The employee's regular weekly earnings shall be determined by multiplying their regular hourly rate on their last day worked prior to the commencement of the leave times their normal weekly hours.

The weekly top-up payment will be determined by multiplying the regular hourly rate as per wage schedule "A" of the collective agreement times the average number of regular weekly hours immediately preceding the leave of absence or start of the pregnancy / parental leave whichever starts first. The average shall be determined by going back 26 weeks of uninterrupted hours prior to the leave start.

Notwithstanding, the terms of this top-up plan will be construed so that it complies with Regulation 37(2) of the E.I. Act. In no event will the top-up payment exceed the difference between 85% of the employee's actual weekly rate of pay that the employee was receiving on the last day worked prior to the commencement of the leave and the sum of the employee's EI benefit calculated without regard to any election to receive a lower EI benefit spread over a longer period of time as may be permitted under the Employment Insurance Act and any other earnings received by the employee.

9.04

Jury Duty

If any employee is required to serve in any court of law, or is required by court subpoena to attend court proceedings by the Crown, or is required by subpoena to attend a case arising from the employee's duties at the Employer, the employee shall not lose regular pay because of necessary absence from work due to such attendance, and shall not be required to work on the day of such duty, provided that the employee:

- a) Notifies the Employer immediately that they will be required to attend court;
- b) Presents proof of service requiring the employee's attendance;
- c) Deposits with the Employer the full amount of compensation received excluding mileage, travelling and meal allowance and an official receipt thereof.

ARTICLE 10—TEMPORARY AND PERMANENT VACANCIES

10.01 (a) **Temporary Vacancies**

Before casual employees are hired, part-time employees in order of seniority shall be given first opportunity to fill temporary vacancies under 45 days within their Department. Should no one be available, then part-time employees shall be given an opportunity by seniority provided they have the qualifications and ability to perform the work and are immediately available for work and there is no overtime cost to the Employer.

Temporary vacancies, due to illness, accident, or leaves of absence, which are expected to exceed 45 calendar days and not to exceed to twelve (12) months unless by agreement of the employee. The vacancy shall be posted in accordance with this article, to allow all employees to bid on such vacancy. Upon completion of the vacancy and the return of the employee, the successful applicant shall return to their former position.

- (b) The successful applicant may not bid on another temporary vacancy due to illness, accident or leaves of absence, until they have returned to their former position, by completing the vacancy, or the employee has returned. The successful applicant who does not complete the vacancy will not be

eligible to bid on another temporary position until the original temporary vacancy is completed. These employees will not be prevented from applying for a permanent position.

- (c) The Employer may temporarily fill a vacant position pending the outcome of the posting procedure, subject to 10.01(a).

10.02 **Permanent Vacancies**

Employees shall have the opportunity for all posted vacancies. Such postings shall contain the job title, current salary range, location and where applicable, a brief description of the duties and responsibilities. In addition, the posting shall indicate those qualifications required. Such vacancy or new job created shall be filled from the applications received on the basis of seniority provided the senior employee possesses the necessary qualifications to perform the normal requirements of the job.

Employees applying for permanent vacancies shall be limited to three (3) successful bids to permanent vacancies in each calendar year. This provision shall not apply if a position improves the employee's permanent status from part-time to full-time or applying to newly created positions.

- 10.02 (a) In order to ensure that the employees are given the opportunity of applying for interdepartmental transfers or promotions, the Employer agrees to comply with the following procedures:
 - (b) The Employer shall post the position electronically for all full-time and part-time employees may see them for a period of seven (7) days. Employees shall have the right to apply for such vacancies or new jobs within the seven (7) day posting period and they shall be filled from applications received on the basis of qualifications and ability.

Where these factors are relatively equal among the employees considered, seniority shall govern. All award letters shall be copied electronically to the Union Chairperson.

- (c) In the event none of the applicants are qualified or there are no applications to fill such vacancies received from employees in the bargaining unit, then the Employer may fill the vacancy in any manner it sees fit.
- (d) In the event the vacancy is not awarded within the classification, the Employer will post the permanent vacancy outside the classification and the successful applicant, within thirty (30) calendar days of commencing work in the posted position, proves unsatisfactory or requests a return to their former position, they shall be returned to their former position without loss of seniority or privileges. Any other employee who changed classifications as a result of the posting shall return to their former position without loss of seniority or privileges subject to the terms of this Agreement.

Subject to the above, the thirty (30) calendar day provision applies only if an employee changes job status from part-time to full-time or from full-time to part-time or if an employee accepts a new classification. The thirty (30) calendar day provision does not apply if the employee accepts a change of shift within their classification.

- (e) Only original vacancies and first succeeding vacancies arising from original vacancies shall be posted, unless a vacancy is created in a different status or classification arising from the original vacancy. If a vacancy is created in a different status or classification than the original vacancy, that vacancy will be posted in accordance with Article 10.02 (b).

10.03 When an employee permanently transfers classifications, the employee's hourly rate shall be placed in the new classification as per Schedule A. The increment level will be placed at the same increment level as the previous classification, unless the new classification increment level is a higher hourly rate, then the increment level will be placed to the closest level without loss of pay.

Subject to the above, an employee who is promoted or permanently transferred to a previous job classification in the Home, and provides proof of time worked in that classification, will be credited with time worked in accordance to Schedule A.

10.04 Annually between July 1st and August 31st, the employer will freeze all line and position movements. Vacant shifts will be filled by scheduling. Jobs awarded during this period will be effective the first schedule after September 1st, unless that position improves the employee's permanent status from part-time to full-time.

ARTICLE 11—GRIEVANCE PROCEDURE

11.01 It is the mutual desire of the parties hereto that complaints of the employees shall be adjusted as quickly as possible without stoppage of work, and it is understood that an employee may present an oral complaint at any time, without recourse to the grievance procedure herein.

11.02 A grievance shall be defined as a complaint regarding the interpretation, application or alleged violation of the terms of this Agreement, or in the case of an employee who has acquired seniority under this Agreement, a complaint that they have been discharged or disciplined without just cause.

11.03 It is understood that an employee has no grievance until they have first given their immediate supervisor or their designate an opportunity to adjust their complaint. If an employee has a complaint, they shall have the right to the assistance of a steward if desired to discuss it with their immediate supervisor or their designate. In order to be considered a grievance, such discussion must take place within five (5) working days from the time the

aggrieved employee should reasonably have known of the incident giving rise to the grievance. The immediate supervisor or their designate shall communicate their reply to the complaint within five (5) working days.

If such complaint is not settled to the satisfaction of the employee concerned, the complainant may file a written grievance in the following manner and sequence:

STEP 1:

The employee shall with the assistance of a steward if they desire, submit a signed, dated written statement of such grievance (on a form supplied by the Union) to the supervisor or designate within five (5) working days after they have received the reply of the supervisor or their designate. The nature of the grievance, the Article of the Agreement that has been violated, misapplied or misinterpreted, and the relief or remedy sought shall be clearly set out in the grievance. The supervisor or designate shall deliver their decision in writing within five (5) working days following the day on which the grievance was presented to them. Failing settlement, then:

STEP 2:

Within five (5) working days following the decision under Step 1, the employee may, with the assistance of the steward if they desire, present the written grievance to the Administrator or their designate. The Administrator or their designate shall arrange a meeting with the steward and the grievor to discuss the grievance within seven (7) working days following the day on which the grievance was presented to them to discuss the grievance. It is understood that a staff representative of the Union as well as a representative of the Union and representatives from Management may also be present at the meeting, at the request of either party. The Administrator or their designate shall give their decision in writing within ten (10) working days from the date of the meeting.

11.04 It is expressly understood that an employee who has a complaint or a grievance shall follow the procedures as outlined in this Article and pending the investigation and determination of the validity of such claim shall continue to perform the duties assigned to them by Management (unless they have been suspended or discharged), providing such duties do not jeopardize the life, health or safety of the employee.

11.05 **Group Grievance**
Should two (2) or more employees have similar grievances resulting from the same incident, then it may be grieved as one grievance through the grievance procedure provided such group grievance is presented in writing within ten (10) working days of the incident giving rise to the grievance, to the Administrator or in their absence, their designate, at Step 2.

11.06 (a) **Policy Grievance**

The Union may file a "Policy Grievance" at Step 2 of the grievance procedure. A "Policy Grievance" may not be used to bypass the regular grievance procedure. A policy grievance is defined as one which alleges a misinterpretation or violation of a provision of this Agreement and which, because of the nature or scope of the subject matter, could not otherwise be instituted as an individual employee grievance commencing at Step 1. Such policy grievance shall be filed in writing within ten (10) working days of the initial incident giving rise to the complaint. The grievance must be signed by a Union Official.

11.06 (b) The Employer shall have the right to lodge a grievance with the Union concerning the meaning, application or interpretation of any provision of this Agreement commencing at Step 2 of the grievance procedure. The grievance shall be filed in writing with the Union by the Administrator or their designate within ten (10) working days of the initial incident giving rise to the complaint. A meeting shall be held between representatives of the Employer and the Union within seven (7) working days of filing of the grievance. The grievance shall be answered in writing by the Union within ten (10) working days from the date of such meeting.

11.07 **Suspension or Discharge Grievance**

An employee, other than a probationary employee, claiming that they have been discharged or suspended from employment without cause shall file a signed, dated, written statement of such grievance setting out the nature of the grievance and the specific remedy sought at Step 2 of the Grievance Procedure providing such grievance is lodged with the Administrator or their designate within five (5) working days of the receipt by the employee of the notice of the discharge or suspension.

11.08 The parties expressly agree that this Article does not apply in the case of the discharge for any reason whatsoever of a probationary employee as defined in Article 7 Seniority, paragraph 7.02.

11.09 **Time Limits**

Any time limits referred to in the Grievance Procedure within which any procedure is required to be taken or notice required to be given shall be calculated exclusive of Saturdays, Sundays or Paid Holidays and for the aggrieved employee, their time off.

11.10 Any complaint or grievance which is not commenced or processed through the next stage of the Grievance Procedure within the time specified shall be deemed to have been dropped and if commenced considered to have been settled on the basis of the Employer's reply to the grievance. However, time limits specified in the Grievance Procedure may be extended by mutual agreement in writing between the Employer and the Union. If no written answer has been given to the grievance within the time limits specified, the employee shall be entitled to submit the grievance to the next stage including arbitration. However, failure of the grievor or the Union to process

a grievance to the next step in the grievance procedure within the time limit specified shall not be deemed to have prejudiced the Union, or the grievor, or any future similar grievance.

- 11.11 Any step of the Grievance Procedure may be waived by mutual agreement in writing between the Employer and the Union.
- 11.12 Decisions arrived between the Employer, the employee and the Union on the disposition of any specific employee, Union or Employer grievance shall be final and binding upon the Employer, the Union and the employee or employees concerned.
- 11.13 If final settlement of the grievance is not reached at Step 2, or 11.06 then the grievance may be referred in writing by either party to arbitration as provided in Article 12 Arbitration, at any time within fifteen (15) working days after the final decision is given in Step 2 or 11.06. If no such written request for arbitration is received within the time limits then the grievance shall be deemed to have been abandoned.

ARTICLE 12—ARBITRATION

- 12.01 Both parties to this Agreement agree that a properly constituted grievance as defined in Article 11 - Grievance Procedure, paragraph 11.02 and 11.06, which has been properly carried through all the requisite steps of the Grievance Procedure outlined in Article 11 and which has not been settled or abandoned, may be referred to a Board of Arbitration, at the written request of either of the parties hereto.
- 12.02 The Board of Arbitration shall be composed of one (1) person appointed by the Employer, one (1) person appointed by the Union and the third person to act as Chairperson chosen by the other two members of the Board.
- 12.03 Either party may notify the other party in writing of its desire to submit the difference or allegation to arbitration, and the notice shall contain the name of the first party's appointee to a Board of Arbitration. The recipient of the notice shall within ten (10) working days inform the other party of the name of its appointee to the Board of Arbitration. The two appointees shall, within ten (10) working days of the appointment of the second appointee, appoint a third person who shall be Chairperson.
- 12.04 Should the appointees fail to agree on a Chairperson the Ministry of Labour of the Province of Ontario shall be asked to nominate a person to act as Chairperson in accordance with the provisions of the *Ontario Labour Relations Act*.
- 12.05 No person may be appointed as an Arbitrator who has been involved in any attempt to negotiate or settle the grievance.

- 12.06 The Arbitration Board shall have the power to waive formal procedural irregularities in the processing of a grievance, in order to determine the real matter in dispute and the giving of a decision according to the very right and justice of the case.
- 12.07 The decision of the Board of Arbitration, including any decision as to whether the matter is arbitrable, shall be final and binding upon the parties and upon any employee affected by it. In the absence of a unanimous decision the majority decision shall be accepted as the decision of the Board. In the event there is no majority decision, the decision of the Chairperson will be final.
- 12.08 The Board of Arbitration shall not have jurisdiction to amend, alter, modify, or add to, any of the provisions of this Agreement, nor to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms and provisions of this Agreement.
- 12.09 The Board of Arbitration shall have no jurisdiction to hear a discharge grievance put forth by or on behalf of a probationary employee subject to arbitrary, discriminatory or bad faith.
- 12.10 The Arbitration Board shall make such decisions as it may, in the circumstances, deem just and equitable and in the event an employee who has completed their probationary period has been discharged or otherwise disciplined by the Employer, the Board may confirm, vary or set aside any penalty or discipline imposed by the Employer including the reinstatement in employment with full or partial pay.
- 12.11 If an Arbitration Board finds that the Employer has violated the Agreement, it shall have the power to award compensation to any and all employees affected by the violation.
- 12.12 Each of the parties hereto will bear the fee and expenses of the nominee appointed by it and the parties will equally share the fee and expenses of the Chairperson of the Board of Arbitration.
- 12.13 Time limits fixed in this Article may be extended by mutual agreement in writing between the Employer and the Union.
- 12.14 Where both parties agree, a single Arbitrator with the same limitations and powers as a Board of Arbitration may be substituted for a Board of Arbitration. In such cases, the parties shall endeavour to agree on the selection of an Arbitrator. In the event the parties are unable to agree, the parties may jointly request the Minister to appoint a single Arbitrator. If the parties agree to the use of a single Arbitrator, then the cost of such Arbitrator shall be shared equally by the parties.

12.15 At any stage of the arbitration procedure, the parties may have the assistance of the employee (or employees) concerned as a witness, and all reasonable arrangements will be made to permit the conferring parties or the Board of Arbitration to have access to any part of the Home to view any working conditions which may be relevant to the settlement of the grievance, at a reasonable time and so as not to interfere with the function of the Home.

ARTICLE 13—DISCHARGE OR SUSPENSION

13.01 All disciplinary warnings or reprimands against an employee and the reasons for shall be in writing and one (1) copy given to the employee and one (1) emailed to the Union Chairperson. All written disciplinary warnings or reprimands shall be void after one (1) year from their date except those which relate to resident abuse. Employees on leaves of absence exceeding thirty (30) continuous calendar days will not count towards the one (1) year period above.

13.02 A Union Committee person or designate will be present during all warnings, counselling sessions and consultations regarding disciplinary actions and discharge. A copy of any warning to be placed in an employee's file must be copied to the Union Chairperson. The Employer will notify the Union Chairperson or designate at least 24 hours prior to the discipline/discharge meeting. In urgent circumstances, less than 24 hours' notice may be provided. The Union will have the opportunity to meet with the employee in advance of the meeting with the Employer.

13.03 An employee, upon prior written request, shall be granted the opportunity to view their personal file. Information to be viewed will be:

- i. Application form;
- ii. Written warnings and evaluations;
- iii. Incident reports;

ARTICLE 14—RATE OF PAY

14.01 The parties agree that the schedule of wages, as set forth in Schedule "A" attached hereto, shall be maintained during the duration of this Agreement.

14.02 Any error in computation of pay by the Employer of seven and one-half (7.5) hours or more shall be paid by separate direct pay deposit unless waived by the employee. Errors of less than seven and one-half (7.5) hours may be corrected on the following pay.

- 14.03 The Employer agrees that the job content of all classifications within the bargaining unit shall not be altered without the agreement of the Union. It also agrees that none of the normal work performed in any such classifications shall be transferred to any other existing or new classification without mutual agreement with the Union. This shall not apply to any changes of minor or inconsequential nature. The Union shall not unreasonably withhold its agreement to changes to job duties within classifications in accordance with this paragraph.
- 14.04 The regular pay day shall be every second Friday via direct deposit. Each pay period shall be one (1) week in arrears.
- 14.05 It is agreed that if any new classifications within the bargaining unit are created during the term of this Agreement, wage rates for same shall be negotiated between the Employer and the Union, and if the parties are unable to agree to said wage rates, management may implement the new classification but the matter may be arbitrated in a manner as set out in Article 12.

ARTICLE 15—NO STRIKES AND LOCK-OUTS

- 15.01 In view of the orderly procedures established by this Agreement for the settling of disputes and the handling of grievances, the Union and its members agree that, during the life of this Agreement there will be no strike, interruption, slowdown or stoppage of work either complete or partial or any other interference which will halt, disrupt, limit or interfere with normal service or work.
- 15.02 The Employer agrees that there will be no lockout of employees during the life of this Agreement.
- 15.03 The Union, by one of its Local Officers, shall repudiate any strike or other concerted cessation of work whatsoever by any group or number of employees which takes place contrary to the provisions of the Agreement, shall request the employees concerned to immediately return to work and shall declare that any picket line (with the exception of an informational picket) set up in connection therewith is illegal and not binding on members of the Union. The repudiation and declaration shall be communicated to the Employer and the membership in writing as soon as possible but no later than twenty-four (24) hours after the cessation or limitation of work by the employees, or the forming of the picket line respectively.

ARTICLE 16—HOURS OF WORK, OVERTIME & OTHER WORKING CONDITIONS

- 16.01 (a) The following paragraphs are intended to define the normal hours of work and shall not be construed as a guarantee of employment, hours of work per day, or per week nor of days of work per week nor of overtime.

- (b) It is agreed that the normal and recognized working hours of all full-time employees within the bargaining unit shall be thirty-seven and one-half (37.5) hours per week averaged over a four (4) week period.
 - (c) The recognized workday for all full-time employees shall consist of seven and one-half (7.5) hours exclusive of meal periods.
 - (d) All employees within the bargaining unit shall be allowed fifteen (15) minutes rest period during each four (4) hour shift without reduction in pay and without increasing the working hours.
 - (e) In the event an employee on the night shift is not permitted to leave the floor for the employee's lunch break, the employee shall be paid time and one-half (1.5) the employee's regular rate of pay for said break.
 - (f) There will be a minimum of ten (10) hours scheduled off between scheduled shifts.
- 16.02 (a) The Employer will prepare work schedules for a four (4) week period and post such schedules at least four (4) weeks in advance of the effective date. A copy of the schedule shall be forwarded to the Union immediately after posting.
- (b) It is acknowledged that it is the intention of the Employer, as a matter of policy, that such work schedules shall provide for the following:
 - i. Employees shall not be scheduled to work more than six (6) consecutive days;
 - ii. Permanent full-time employees shall be granted one (1) weekend off in two (2). Permanent part-time employees shall be granted a minimum of two (2) weekends off in four (4). However, it is recognized that exceptions to the policy are and shall be recognized by the Union where it is not practical or possible to adhere to same because of the necessity of replacing employees absent without notice or during a change in any rotation of employee's days off.
 - (c) If employees are, in fact, scheduled to work beyond six (6) consecutive days or, if a full-time employee is required to work on their scheduled day off, they shall be paid at the rate of time and one-half (1.5) for work on such days.
 - (d) Employees may exchange shifts and/or units within an eight-week period.

A written request for mutual exchange of shifts must be made at least three (3) business days prior to the shift to the Centralized Scheduling Office or designate, whose approval shall not be unreasonably withheld. Consideration will be given in cases of emergency to the time lines.

- (e) The Employer shall provide at least forty-eight (48) hours notice to a part-time employee prior to the date of any change in the employee's posted schedule. This notice provision does not apply in the event of an emergency or call-in. Scheduled part-time hours and call-in shall be administered on the basis of seniority within the part-time bargaining unit
- (f) No employee shall be required to work both Christmas and New Year's Day and the Home shall make every effort to ensure that each employee shall have a minimum of five (5) days off in connection with such holiday. No employee may use their yearly vacation between December 15th and January 10th in any year. In order to accommodate this provision, the regular scheduling provisions shall be waived for the period December 15th to January 10th.
 - i. To achieve the minimum five (5) days off, with connection of such holiday, Statutory days are to be used.
 - ii. Part-time employees may request a leave of absence with no pay, with connection to such holiday, to achieve the minimum of five (5) days off.
 - iii. In accordance with Article 16.04(b), no lieu (banked) time can be used during the last pay period of the year.

16.03 If employees are required to provide care and treatment to residents of the Home during their lunch or rest periods, the Employer agrees that any time so lost shall be provided to the employee after such treatment is completed for the purpose of allowing employees concerned to finish their lunch and/or rest periods.

16.04 (a) The Employer shall pay time and one-half (1.5) the regular rate of pay, calculated to the nearest fifteen (15) minutes worked for all time in excess of seven and one-half (7.5) hours in any one day, for all time worked before the scheduled starting time and for all time worked after the scheduled finishing time. If a full-time employee is not required to work on any paid holiday, such day shall count as seven and one-half (7.5) hours of work for the purpose of computing overtime. Work performed on a full-time employee's scheduled time off shall be paid at the rate of time and one-half (1.5) save as herein before provided in Article 16.02 or, subject to 16.01 (b), for all time worked in excess of seventy-five (75) hours in a bi-weekly pay period, except in the event of a request for a shift(s) or exchange of shift(s) by the employee which would increase the employee's hours beyond seventy-five (75) hours in a bi-weekly pay period or in excess of seven and one-half (7.5) hours per day.

- (b) Employees shall not be required but shall have the opportunity to take time off in lieu of overtime worked. Banked hours will be inflated to 1.5x and when taken, paid at the applicable straight time rate provided part-time staff are

available at the straight time rate and willing to work. Lieu time accumulated but not used will be paid out no later than the last pay period of the year.

- 16.05 Employees who report for work for which they are scheduled but for whom no work is available at their regular job shall be paid four (4) hours time at their regular pay.
- 16.06 In the event an employee is called to work with less than one hour's notice from the beginning of the shift, they will be paid for the full shift provided they work until the completion of the shift and reports to work within one (1) hour of the scheduled commencement of the shift.
- 16.07 Employees who work on a higher rated job for more than four (4) hours shall be paid the higher rate of pay for all hours worked on that shift.
- 16.08 When an employee is called in to work outside their regular hours, they shall receive time and one-half (1.5) for all hours worked with a minimum guarantee of three (3) hours pay at their straight time rate. When such three (3) hour period overlaps and extends into their regular shift, they shall be paid time and one-half (1.5) for all hours worked up to the commencement of their regular shift.
- 16.09 In no event shall overtime or premium compensation be duplicated, compounded or pyramided.
- 16.10 Overtime will be first offered to full-time employees by seniority, before part-time or temporary employees are considered.
- In the event there are no full-time employees available to work the overtime shift, part-time employees will be offered the overtime shift by seniority.
- 16.11 Shifts which become available through the call in process, will first be offered out in their entirety to eligible bargaining unit members. In the event the shift remains unfilled, it will be offered as two partial shifts, each four (4) hours in length. Any remaining hours not filled by bargaining unit employees at either straight time or overtime, may then be offered to agency employees. Consideration shall be given to employees seeking to maximize their hours but who have varying shift lengths or start times have the ability to pick up partial shifts in increments of less than four (4) hours.
- Note – The Parties commit to meet within 3 months of ratification to discuss any on-going issues related to call in process and procedures.
- 16.12 **Reduced Work Week:**
Once annually, full-time employees may request in writing, utilizing the application form in Schedule “B”, a decrease in the number of scheduled shifts per pay period from ten (10) to nine (9). Approval notices shall be emailed to the employee with a copy to the Union Chairperson. It is agreed

that employees regularly working a nine (9) shift rotation will maintain full-time status, with prorated benefits as outlined within the application form. Such requests shall not be unreasonably denied.

16.13

Mandatory Education and In-Service

1. Full-Time and Part-Time Employees
 - a) The Employer shall schedule all mandatory education and training during the employee's regular working hours with their shift being backfilled.
 - b) Employees shall have the option to complete such education either on-site or off-site, as appropriate.
 - c) Employees shall be compensated at their regular straight time hourly rate of pay for all hours spent completing mandatory education and training.

2. Casual Employees
 - a) Casual employees shall be required to complete mandatory education and training outside of their scheduled shifts.
 - b) Casual employees may complete such education on-site or off-site, as appropriate.
 - c) Casual employees shall be compensated at their regular straight time hourly rate of pay for all hours spent completing mandatory education and training.

ARTICLE 17—SICK LEAVE

17.01 Absence due to illness or injury, compensable by the Workplace Safety and Insurance Board, shall not be charged against sick leave entitlements.

17.02 Each claim of sick leave for both full-time and part-time employees shall be supported by a certificate of a qualified medical practitioner provided, however, that such certificate shall not be required by the Employer for the first eight (8) days absent due to personal illness or injury of each calendar year. On the 9th day of absence and for each subsequent absence within a calendar year, as well as for each absence of four (4) consecutive days or more, an employee will be required to provide a certificate of a qualified medical practitioner in support of a claim for sick pay. A request for a certificate may also be made by the Administrator or designate providing the employee was previously notified that such a certificate would be required.

In the first year of employment, new full-time and part-time employees will have their days absent without medical support pro-rated based on their start date.

- (a) The employee will be responsible for the cost of the certificate/medical note of a qualified medical practitioner on the ninth day of absence and for each subsequent medical absence within the calendar year, as well as for each absence of four (4) consecutive days or more. The employer will be responsible for any certificates/medical notes as required within each medical absence. Certificates/medical notes will be reimbursed upon submission of receipt to either Bruce County or the County's disability management provider as to be determined based upon the duration of absence.
- 17.03 (a) Each full-time permanent employee who has completed their probationary period shall be entitled to one (1) week of sick leave at one hundred percent (100%) of salary and fourteen (14) weeks at sixty percent (60%) of salary.
- (b) In each succeeding year, an additional week at 100% of salary shall be granted up to a maximum of ten (10) weeks and remaining five (5) weeks at 60%. A year shall commence as per the calendar year, January 1st annually.
- (c) For hourly rated employees, a week's earnings shall be calculated on the basis of five (5) seven and one-half (7.5) hour days.
- (d) Unused portions of sick leave from any year do not accumulate.
- 17.04 **Long Term Salary Continuance Insurance:**
All permanent full-time employees who have completed nine (9) months of continuous service as a permanent full-time employee and who are employed for a minimum of thirty (30) hours per week would be eligible and would be covered for any accident or sickness causing disability anywhere at any time except in the case of:
- i.) suicide, self-destruction or any attempt thereat,
- ii.) declared or undeclared act of war,
- iii.) service in the armed forces of any country,
- iv.) flying - except as a passenger in an aircraft for which a certificate of airworthiness has been issued.
- 17.05 This policy will provide a monthly income equal to sixty-six and two-thirds percent (66 2/3%) of normal monthly earnings in effect immediately prior to disability.
- 17.06 In no event will benefits exceed three thousand dollars (\$3,000) per month.

- 17.07 Benefits begin on the one hundred and fifth (105th) day after total disability commences and are payable to age sixty-five (65) or recovery, whichever occurs first.
- 17.08 Benefits payable will be reduced by the amount the employee receives from the following sources: Any Federal, Provincial, or Municipal Government Plan; any Group Insurance, Retirement or Pension Plan, in force with the County.
- 17.09 (a) An employee during the first two (2) years that benefits are paid must be wholly and continuously disabled as a result of sickness or accident and be prevented from performing each and every duty pertaining to their occupation;
- (b) An employee must not engage in any other occupation or employment for wage or profit.
- (c) An employee must be under the regular care and attendance of a legally qualified physician or surgeon.
- (d) An employee does not have to be confined to the house or hospital collect benefits.
- 17.10 The employee may be given rehabilitation designed to accommodate the ability of the individual and based on the availability of employment and resulting from consultations with the claimant and their attending physician. Should rehabilitation efforts not prove successful, the claimant would continue to receive full benefits (subject to terms of contract).
- 17.11 The Employer shall assume the full cost of the Sick Leave Plan and full cost of the premiums for the Long Term Salary Continuance Insurance. Coverage under the Long Term Salary Continuance Insurance shall be subject to the terms and conditions of the governing master insurance plan or policy.
- 17.12 A part-time employee as defined in Article 2, subsection 2.03 shall not receive Sick Leave nor Long Term Salary Continuance Insurance.
- 17.13 In the event an employee is unable to arrange an appointment with a medical specialist outside their working hours, they may use sick leave provided the employee:
- i.) makes every effort to schedule the appointment to cause the least amount of disruption to the operation of the Home as possible;
- ii.) provides proof of visit and time of the appointment;
- iii.) has sick leave credits;

- iv.) notifies their supervisor immediately upon receiving the appointment date, but in no event later than two (2) working days in advance of the scheduled medical appointment.

ARTICLE 18—BULLETIN BOARDS

18.01 The Employer will provide a bulletin board for the convenience of the union in posting notices of Union activity. All such notices must be signed by a proper officer of the Local and be submitted to the Administrator or their authorized representative for approval before being posted. Such approval shall not be unreasonably denied. Unapproved notices will be removed by management.

ARTICLE 19—PAID HOLIDAYS

19.01 Each eligible full-time employee shall be paid seven and one-half (7.5) hours pay at their regular hourly rate for each of the following days provided the employee meets the conditions as set out in this Article:

New Year's Day	Civic Holiday
Canada Day	Labour Day
Family Day	Thanksgiving Day
Good Friday	Remembrance Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day

19.02 If any eligible full-time employee is scheduled to work any paid holiday, the employee may elect either:

- i.) pay at one and one-half (1.5) the employee's regular rate of pay for work performed on such holiday in addition to the employee's regular pay; or
- ii.) pay at the rate of time and one-half (1.5) the employee's regular rate of pay for work performed on such holiday and an alternative day off with pay thirty days following the holiday.
- iii.) Notwithstanding (i) or (ii), up to five (5) days in lieu of paid holidays may be banked at any one time, to be taken at a mutually agreed time.

19.03 In order to qualify for payment for the above-named holidays a full-time employee must work their full regular scheduled working day prior to and their full regular scheduled working day following the holiday provided that

they are not absent due to illness or injury or road closures impacting their ability to travel to the Home.

- 19.04 In the event of absence due to illness or injury not covered by Workers' Compensation or Long Term Disability, full-time employees with one (1) or more years of seniority shall be paid for those paid holidays falling within the three (3) month period from the commencement of such illness provided an employee has sick credits available. Such payments for paid holidays shall not be charged to sick credits.
- 19.05 No employee who is absent from work due to being on layoff, WSIB, Long Term Disability, Suspension, Pregnancy/Parental Leave, or Leave of Absence shall be eligible for any paid holiday occurring within such period.
- 19.06 (a) Statutory holidays, specifically, Christmas Day, Boxing Day and New Year's Day are included as part of the five (5) day period taken off between December 15th and January 10th annually.
- (b) If the holiday occurs on a full-time employee's day off, the employee will be granted a day off with seven and one-half (7.5) hours pay at a time mutually agreed upon between the employee and the Department Head.
- 19.07 **PART-TIME HOLIDAYS:**
The paid holidays as listed in paragraph 19.01 shall be granted to each eligible part-time employee subject to the provisions set out herein.
- 19.08 An eligible part-time employee shall receive pay at their regular hourly rate based on the average number of regular hours worked, including call-in hours but exclusive of overtime, during the twenty-eight (28) calendar days preceding the paid holiday, provided the employee meets the conditions set out in this Article.
- 19.09 To be eligible for holiday pay a part-time employee must work their full scheduled work day immediately preceding and their full scheduled work day immediately following such holiday, provided that they are not absent due to illness, injury or road closures impacting their ability to travel to the Home.
- 19.10 No employee who is on an unpaid leave of absence, WSIB, suspension, layoff or long term disability, shall be entitled to pay for any paid holiday occurring within such period.
- 19.11 An eligible part-time employee required to work on a paid holiday shall receive in addition to their payment as calculated in accordance with paragraph 19.08, payment at the rate of time and one-half (1.5) their regular rate of pay for each hour worked on the holiday.

ARTICLE 20—VACATIONS

20.01 (a) Vacations with pay for permanent full-time employees shall be granted on the basis of length of continuous service as a permanent employee of the Employer as of January 1st of each year as follows:

	Continuous Service as of January 1st	Vacation Entitlement
i)	less than 12 months	one day per month completed
ii)	12 months but less than 7 years	3 weeks
iii)	7 years but less than 13 years	4 weeks
iv)	13 years but less than 20 years	5 weeks
v)	20 years or more	6 weeks

(b) Upon termination of employment permanent full-time employees shall receive vacation pay on a pro rata basis calculated in accordance with the terms of this Agreement.

20.02 Vacation pay shall be paid on the basis of regular earnings provided the employee has not been absent from work for more than sixty-five (65) working days in total during the vacation year. In the event the employee has been absent for more than sixty-five (65) working days during the vacation year, vacation pay shall be calculated on the basis of two percent (2%) per week of the employee's wages based on the previous years' earnings.

20.03 The vacation period shall be from January (1st pay) to December (last pay) of each year. Employees shall be granted vacations requested in accordance with 7.10 subject to the efficient operation of the Home and subject to blackout period as per Article 16.02 (f). Employees may carry over a maximum of one (1) week vacation to the following year.

20.04 Vacation pay, if requested in writing, at least fourteen (14) days prior to the last pay day prior to commencement of vacation, shall be paid to the employee in advance of the employee's holiday period and all normal deductions shall also be made from such vacation pay.

20.05 For the purpose of clarity "continuous service", as it appears in this Article, shall mean unbroken employment and shall include:

- approved leave of absence without pay;
- absence because of illness or injury for a period of not more than twelve (12) months, or thirty-six (36) months in the event of an injury covered by Workers' Compensation;

- scheduled days off;
- vacations and paid holidays;
- layoffs not exceeding a period of twelve (12) months;
- suspensions.

20.06 Prior to March 1st of each year, the Employer shall meet with the Union to discuss and collaborate on the potential number of employees to be granted vacation at any time, per department.

Before March 1st in each year, employees shall submit electronically, their preference for vacations to their department manager. The determination of the number of employees in a department who can be away on vacation at any one time shall be at the sole discretion of the department manager, such discretion will not be exercised in an unreasonable or arbitrary manner. Approvals will be awarded separately by seniority for full-time and part-time, in accordance with Article 7.04 and Article 7.10. Where more employees in a department prefer a specific period off than the department manager will allow to be away at the same time, the more senior employees shall be granted their preference. The employee affected will be notified and asked to choose an alternate period of vacation by seniority. Employees will be notified of their vacation periods by April 1st in the vacation year.

All other vacation requests submitted after the April 1st posting will be on a first-come first-serve basis.

20.07 If during a full-time employee's vacation they become incapacitated and are confined to hospital or bed under the care of a medical doctor, the duration of such confinement shall be considered as sick time and any unused vacation will be rescheduled. The employee is responsible for notifying the department manager of such incapacitation when it occurs unless impossible. The employee will be required to provide verification, at the employee's expense, of the medical condition.

20.08 In the event that bereavement leave is required while a permanent full-time employee is on paid vacation, such paid vacation shall be recredited to the employee. Management reserves the right to request proof in all the above instances.

20.09 **PART-TIME VACATION:**
 Vacation entitlement for permanent part-time employees shall be calculated on the basis of length of continuous service as a permanent employee of the Employer as of January 1st of each year as follows:

	Continuous Service as of January 1st	Vacation Entitlement	Vacation Time (Equivalent)
i)	Less than 12 months	4%	2 weeks
ii)	12 months but less than 7 years	6%	3 weeks
iii)	7 years but less than 13 years	8%	4 weeks
iv)	13 years but less than 20 years	10%	5 weeks
v)	20 years or more	12%	6 weeks

20.10 Vacation pay shall be calculated on the basis of the part-time employee's bi-weekly earnings less taxable benefits, and shall be paid out on each regular bi-weekly pay period.

20.11 Vacation entitlement is to be taken from January 1st to December 31st of each year, except for the blackout period as per Article 16.02 (f), and is not cumulative from year to year. Vacation pay will be paid out as per the provisions of Articles 20.09 and 20.10. An employee is not required to take any time off for vacation purposes.

ARTICLE 21—HEALTH AND WELFARE

21.01 (a) The Employer agrees to pay on behalf of eligible permanent full-time employees one hundred percent (100%) of the full billed premiums for a comprehensive Medical Plan including a drug prescription plan, vision care and hearing aid plan. Vision benefits will carry a maximum of five hundred dollars (\$500.00) every twenty-four (24) months for prescription eyeglasses or towards eye surgery. Eye examinations will be covered up to one hundred and forty dollars (\$140.00) every twenty-four (24) months.

(b) Chiropractic or Massage Therapy will be covered up to a maximum of five hundred dollars (\$500) for each paramedical service per calendar year with no deductible and no requirement for medical note.

(c) Mental Health — combined services of a psychologist, clinical counsellor, marriage and family therapist, psychoanalyst, psychotherapist, and social worker of up to five hundred dollars (\$500) per calendar year.

21.02 The Employer agrees to continue to pay said premiums on behalf of eligible employees who are absent because of illness or injury for the first two (2) years of such illness or injury, provided the employee qualifies for both short-term and long-term disability benefits.

21.03 (a) As a condition of employment, all permanent full-time employees will be required to join the Ontario Municipal Employees Retirement System (OMERS) Bruce County Group No. 074000 Pension Plan. Part-time

employees will be offered membership in OMERS as eligibility criteria is met.

- (b) The Employer will remit this deduction to OMERS together with an equal amount provided by the Employer.
- (c) The Employer agrees to continue the present Canada Pension Plan with the Employer contributing an amount equal to the contribution made by the employee.

21.04 The Employer agrees to pay one hundred percent (100%) of the premium for full-time permanent employees of the County of Bruce Group Life Insurance Plan. The Plan is detailed as follows:

- (a) All permanent, full-time employees, as a condition of employment, will be enrolled after serving a waiting period of nine (9) months;
- (b) Each eligible permanent full-time employee is insured for Life Insurance with Double Indemnity in case of Accidental Death and benefits for Dismemberment and loss of Sight as follows:

Under Age 65 1.5 times annual salary

- (c) Each employee with dependents may elect a Dependent Insurance Coverage. The term "Dependent" shall mean:
 - i. an insured employee's husband, wife, or common-law spouse as defined under the *Family Law Act*.
 - ii. the unmarried children of an insured employee:
 - Over fourteen (14) days and under twenty-one (21) years of age,
 - Under twenty-five (25) years of age who are in full-time attendance at a school or university and who are dependent for support by the employee

- (d) The amount of Dependents Insurance is:
 - On death of 21.04(c)(i) above \$2,000
 - On death of Dependent Child \$1,000

21.05 The Employer shall provide access to an insured dental plan with the O.D.A. fee schedule one (1) year in arrears for eligible permanent full-time employees, the premiums for said plan to be sixty-five percent (65%) Employer paid and thirty-five percent (35%) paid by the employee. The

insurance shall be subject to the terms and conditions of the governing master insurance plan or policy.

21.06 Any dispute as to entitlement to benefits under the insurance provided is between the employee and the insurer. The Employer agrees to use its best efforts on behalf of an employee where there is a dispute.

21.07 It is understood and agreed that in assessing the expense required for these negotiated employee benefits outlined within this Article, the parties have taken into account any and all savings on premiums or elimination of premiums that may be realized during the period of this Agreement under the Employment Insurance Act, OHIP or any other Government legislated plan, and the full employee's portion of any savings resulting from this assessment are included as part of the negotiated wage increases and improved benefits contained in this Collective Agreement.

21.08 The Employer may at any time substitute another carrier for any plan (other than OHIP) provided that the benefits provided are not less than the current benefits in effect at the time of any change. The Employer must provide the Union with the proper information so as to determine the level of benefits.

21.09 Permanent part-time employees shall receive 12% of their regular hourly rate in lieu of the above insurance benefits and sick leave and Long Term Continuance Insurance outlined in Article 17.

21.10 Full-time employees who retire early from the Corporation and have twenty-five (25) years of continuous service, are between the ages of fifty-five (55) and sixty-five (65) or meet the eligibility criteria of OMERS (e.g. The ninety (90) factor) shall be eligible for the following coverage and the employee will pay fifty percent (50%) of the premium cost.

- a) Extended Health Care (excluding dental)
- b) Life Insurance at one (1) times annual salary, frozen at date of retirement
- c) Dependent Life Insurance

Semi-private coverage will be available and the employee will pay one hundred percent (100%) of the premium cost.

All benefits will cease when the retired employee reaches age sixty-five (65).

21.11 The Union and the Employer are both jointly concerned with the personal health and welfare of all employees and their families. The Employer and the Union also recognize that a wide range of personal problems or disorders may adversely affect an employee's abilities and work

performance. All permanent full-time and permanent part-time employees are eligible for participation in the Employee and Family Assistance Program. Terms and conditions of the program will be administered as per the service provider.

ARTICLE 22—UNIFORMS

22.01 All employees must wear the appropriate uniform as per County policy at all times.

Effective the first full pay period following December in each year, the Employer will pay a full-time uniform allowance of two hundred and five dollars (\$205) per calendar year and a part-time uniform allowance of one hundred and sixty dollars (\$160.00) per calendar year, to each employee who has completed their probationary period.

Effective the first full pay period following December in each year, the Employer will pay part-time and full-time Maintenance Assistants a safety boot allowance of one hundred and fifty dollars (\$150.00) per calendar year, to each employee who has completed their probationary period.

All employees shall wear name County I.D. badges as per County Policy. Badges will be replaced due to wear at no cost and lost badges exceeding three (3) to be replaced at a \$5.00 cost per badge.

ARTICLE 23—SHIFT PREMIUMS/RESPONSIBILITY ALLOWANCE

23.01 (a) Employees assigned to work the afternoon and midnight shift shall be paid a premium of ninety cents (\$0.90) per hour.

Afternoon shift premium is paid for the entire shift when the majority of the shift occurs after 2:00 PM and night shift premium is paid for the entire shift when the majority of the shift occurs prior to 6:00 AM.

(b) Employees assigned to work the week-end shift beginning on the Friday night shift and ending on the Sunday evening shift shall be paid a premium of one dollar (\$1.00).

For clarification, week-end shifts will consist of the following: Friday night shift, Saturday day shift, evening shift and night shift, and Sunday day shift and evening shift.

(c) There shall be no pyramiding of shift premium, overtime and overtime premium.

23.02 **Responsibility Allowance:**

A Registered Practical Nurse (RPN) who is assigned the charge role in absence of a Registered Nurse (RN) shall be paid a responsibility allowance

of five dollars (\$5.00) per hour in addition to their regular salary and other premiums.

ARTICLE 24—HEALTH & SAFETY

24.01 A Joint Health and Safety Committee shall be established which is composed of an equal number of Employee and Employer representatives, but with a minimum of two (2) representatives selected or appointed by the Association from amongst bargaining unit employees. One (1) Association representative on the Committee will be trained as a certified worker as defined under the Occupational Health and Safety Act. The Employer agrees to pay for the training and associated costs as selected by the Joint Occupational Health and Safety Committee necessary to become a certified worker under the Act. The Joint Health and Safety Committee shall hold meetings every quarter or more frequently at the call of the chair if required for jointly monitoring, inspecting, investigating and reviewing health and safety conditions and practices. Minutes shall be taken of all meetings and posted. The responsibility for chairing meetings and for minutes shall be determined by the Committee.

24.02 A Joint Health & Safety Committee shall consist of equal representation from management and employees. The Committee shall make recommendations to improve health and safety programs and shall obtain necessary information from the Employer respecting the identification of hazards and standards. The Committee shall normally meet once a month. Scheduled time spent at such meetings is to be considered as time worked. Minutes shall be taken of all meetings and copies shall be sent to both the Employer and the Union. The Union agrees to a minimum of two (2) representatives.

The Management and worker Certified Health & Safety Representatives will act as co-chairs for the Joint Health & Safety Committee. The Management and Worker Certified Health & Safety Representatives from the Joint Health & Safety Committee shall jointly make monthly inspections of the workplace and shall report to the Health & Safety Committee the results of their inspections. In the event of an accident or injury, the Certified representatives shall be notified immediately and assist with investigations if available and report to the Joint Health & Safety Committee their findings.

The Certified Health Safety Representative will be notified of all Ministry of Labour inspections and shall have the right to accompany the Inspector if on shift at the time of the inspection. Scheduled time spent on the above activities shall be considered as time worked.

24.03 The Joint Health & Safety Committee shall have reasonable access to information such as the number of work accidents, fatalities, the number of

lost workday cases, the number of non-fatal cases that required medical aid, and the incidence of occupational injuries.

24.04 The parties agree to obtain the full co-operation of its membership in the observation of all safety rules and practices.

24.05 **Infectious Diseases**

The Employer shall make all affected direct care employees aware of residents who have serious infectious diseases to the extent possible within the framework of applicable Federal and Provincial privacy legislation. The Employer will advise of the proper procedures and proper precautions necessary to deal with such residents' conditions. The direct care workers are obligated to maintain confidentiality in respect of this information.

Employees who are not direct care employees will be made aware of special procedures required of them to deal with these circumstances. The parties agree that it is important for all employees to practice universal precautions in all circumstances.

24.06 The Employer shall provide employees with the necessary personal protective equipment as required (e.g. gloves, masks, eye protection). The wearing of such protective equipment is mandatory.

24.07 **Lockout and Machine Guarding**

All equipment must be locked out and/or physically disconnected prior to any maintenance being performed on the equipment. Guards must be in place at all times while the machine is operational. Operators will receive specific training on equipment as required.

24.08 **Injured Worker Provision**

An employee who is injured during working hours and is required to leave the Home for medical treatment or is sent home as a result of such injury, shall receive payment for the rest of their shift at their regular rate of pay, as outlined in the *Workplace Health and Safety Act*. If necessary, an injured worker shall be provided with transportation to the hospital emergency room, or their home.

ARTICLE 25—GENERAL

25.01 The Employer agrees to reimburse the employee the full cost of repair or replacement of employee's glasses or uniforms damaged as a result of actions by the residents when the accident is reported immediately. Reimbursement will be processed upon the submission of an approved expense form with receipt attached.

25.02 The Employer and the Union shall share equally the cost of preparing copies of the Collective Agreement in booklet form. A copy shall be given to all current and new employees.

ARTICLE 26—DURATION AND TERMINATION

26.01 This Agreement shall be effective from the 1st day of July, 2025 to the 30th day of June, 2028 and shall continue in full force and effect until a new Agreement is reached either during the course of negotiations, conciliation or arbitration proceedings as required by the laws of the Province.

In the event that either party gives written notice to amend the Agreement or to make a new Agreement within ninety (90) days prior to the 30th day of June, 2028 negotiations shall commence not later than fourteen (14) days after the date of such written notice. Such notice shall, as far as possible, list the subject matter of the proposed amendments or revisions but the parties shall have the right to alter said list before and during negotiations.

ARTICLE 27—INFLUENZA VACCINE

27.01 Upon a recommendation pertaining to a home or a specifically designated area(s) thereof from the Medical Officer of Health or in compliance with applicable provincial legislation, the following rules apply:

Employees shall, subject to the following, be required to be vaccinated for influenza:

- i. If the full cost of such medication is not covered by some other source, the Home will pay the full or incremental cost for the vaccine and will endeavour to offer vaccinations during an employee's working hours. In addition, employees will be provided with information, including risks and side effects, regarding the vaccine.
- ii. Homes recognize that employees have the right to refuse any required vaccination and will sign a County declination form indicating their refusal.
- iii. If an employee refuses to take the vaccine required under this provision, may be placed on an unpaid leave of absence during any influenza outbreak in the Home until such time as the employee is cleared to return to work. If an employee is placed on an unpaid leave, they can use vacation credits in order to keep their pay whole.

ARTICLE 28—ORIENTATION

28.01 New employees will be provided orientation according to their level of skill and experience. New employees will be orientated to each shift, including all float shifts. Additional orientation may be provided if deemed necessary by the supervisor.

28.02 During the second shift of orientation, an extra employee will be assigned to work directly with the new employee and will provide training and

assistance in accordance with the supervisor's direction. It is further understood that an employee who has had previous experience in the Home will not require an extra employee to provide orientation during the 2nd shift of orientation. In Departments other than nursing, an extra employee may be assigned.

28.03 For the balance of the orientation period, the employee will work directly with regular employees.

28.04 During the orientation period, the new employee shall represent an additional person over and above the normal staffing pattern, unless an emergency situation arises.

ARTICLE 29—WORKPLACE HARASSMENT

29.01 The Employer and the Union are committed to providing a harassment free workplace. Harassment is defined as a "course of vexatious comment or conduct that is known or ought reasonably be known to be unwelcome" that denies individual dignity and respect on the basis of the grounds such as gender, disability, race, colour, sexual orientation or other prohibited grounds, as stated in the *Ontario Human Rights Code*. All employees are expected to treat others with courtesy and consideration and to discourage harassment.

The workplace is defined as all areas of the home.

Harassment may take many forms e.g., verbal, physical, or visual. It may involve a threat or an implied threat or be perceived as a condition of employment. The following examples could be considered as harassment but are not meant to cover all potential incidents:

- unwelcome remarks, jokes, gestures or taunting about a person's body, disability, attire or gender, racial or ethnic background, colour, place of birth, sexual orientation, citizenship or ancestry
- practical jokes, pushing, shoving, etc. which causes awkwardness or embarrassment
- posting or circulation of offensive photos or visual materials
- refusal to work or converse with an employee
- unwanted physical conduct such as touching, patting, pinching, etc.
- condescension or paternalism which undermines self-respect
- backlash or retaliation for the lodging of a complaint or participation in an investigation

Harassment is in no way to be construed as properly discharged supervisory responsibilities, including the delegation of work assignments,

the assessment of discipline or any conduct that does not undermine the dignity of the individual. Neither is the policy meant to inhibit free speech or interfere with normal social relations.

Filing a Complaint

If an employee believes they have been harassed and/or discriminated against on the basis of any prohibited ground of discrimination the following actions may be taken:

- request a stop to the unwanted behaviour
- inform the individual(s) who is harassing or discriminating against you that the behaviour is unwanted or unwelcome
- document the events, complete with times, dates, locations, witnesses and details
- report the incident to the supervisor

However, it is understood that some victims of discrimination or harassment are reluctant to confront their harasser, or they may fear reprisals, lack of support from their work group, or disbelief by their supervisor or others. In this event, the victim may seek assistance by reporting the incident directly to any Union representative or representation of management.

Upon receipt of a complaint, management will contact the Unifor Representative to initiate a joint investigation, or vice versa, interviewing the alleged harasser, witnesses and other persons named in the complaint. Any related documents may also be reviewed.

Management will complete a report of the finds of the investigation. Both parties will make a determination on an appropriate resolution, in an attempt to resolve within ten (10) days and to ensure the resolution is fair and consistent with the intent of the Employer and the Unifor policy regarding discrimination and harassment in the workplace.

At the conclusion of this step, the complaint, if unresolved, may be inserted into Step 2 of the grievance procedure.

Right to Refuse

An employee alleging harassment in the workplace is encouraged to use the above procedure to resolve a complaint. If the safety of an employee is being threatened, it may be necessary for that employee to leave the job.

ARTICLE 30—PAY EQUITY

30.01 The Union and the Employer acknowledge their ongoing responsibilities under the *Pay Equity Act* to:

- a) Establish and maintain compensation practices that provide for pay equity in accordance with Section 7 of the Pay Equity Act.
- b) Ensure that the Pay Equity Plan between the parties is appropriately amended to reflect any change of circumstances which subsequently render the Plan to be no longer appropriate within the meaning of the Act.
- c) Ensure that pay equity is maintained for new and existing job classifications; and
- d) Disclose relevant information to pay equity issues.

The parties shall meet once per year to jointly review the Pay Equity Plan and update as necessary.

ARTICLE 31—PAID EDUCATION LEAVE

31.01 The Employer agrees to pay into a special fund \$600.00 for Brucelea Haven and \$600.00 for Gateway Haven per year for the purpose of providing Paid Education Leave. Such leave will be for upgrading the employee skills in all aspects of trade union functions. Such monies to be paid on an annual basis into a trust fund established by the National Union, Unifor, and sent by the employer to the following address: Unifor Paid Education Leave, 115 Gordon Baker Road, Toronto ON M2H 0A8.

ARTICLE 32—MENTAL HEALTH

32.01 The parties both agree that a psychologically healthy work environment is a desirable objective for both the Employer and its employees.

In keeping with that objective, the parties wish to work together in order to identify psycho-social hazards in the workplace that may cause or contribute to mental health conditions, and look for ways to eliminate them or reduce these effects. The parties are committed to raising awareness around mental health issues. Raising awareness is a key step towards ending the stigmas associated with suffering from a mental illness and creating a safe and comfortable workplace environment for everyone.

Understanding the above, the parties agree to work together during the life of the agreement in the hopes of engaging managers and employees on mental health issues and their effect on the workplace. This will be a standing discussion item on the Labour Management Committee agenda.

ARTICLE 33—WOMEN'S ADVOCATE

33.01 The County will work in cooperation with the Union by having tools in place which includes recognizing a Women's Advocate (1 per site) to be selected by the Union. The Employer will assign a female management support person to work jointly with the Unifor Women's Advocate recognizing our collective responsibility. The advocate will consult with employees and management to discuss issues that may be raised and may refer employees to community agencies, employee assistance plan and resources as appropriate. The advocate will act in an advisory capacity and will not have authority to file grievances.

In the conduct of their duties as a women's advocate, the employee will be subject to the provisions herein that govern the union committee and union representatives in the conduct of their duties and will generally operate in a manner so as to minimize disruption to the workplace.

The Union acknowledges that the Women's Advocate(s) have regular duties to perform on behalf of the Employer and that such persons will not leave their regular duties without first notifying their immediate Supervisor. Permission from the Supervisor shall not be unreasonably withheld and when resuming their regular duties, they will report to their immediate Supervisor so that the length of time they are absent from their regular duties will be under reasonable control. In accordance with this understanding such employees shall not suffer loss of pay for regularly scheduled hours of work while advocating. This does not apply to time spent on matters outside the regular scheduled working hours.

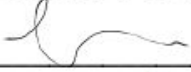
The Employer agrees to pay loss of earnings to the Women's Advocate to take Unifor Women's Advocate training and bill the Union for such costs.

ARTICLE 34—PANDEMIC PLANNING

34.01 Should the provincial and federal government declare a pandemic, the parties agree to schedule a meeting of the Joint Health and Safety Committee within five (5) days of the declaration. The JHSC shall review the applicable policies, procedures, or plans related to the pandemic.

Dated this 21st day of April 2026

THE CORPORATION OF THE
COUNTY OF BRUCE





Stacey Michiels

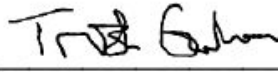
Jenn Robinson

Stephanie Alberts



UNIFOR AND ITS LOCAL 2458

Jenna Struthers



Laura Van Loon

Jennifer Barned

Linda Smith

Ashley Taylor





SCHEDULE A—'WAGES'

<u>Classification</u>	<u>Flat Rate Adjustment</u>	<u>Pay Equity Adjustment</u>	<u>%</u>	<u>Start</u>	<u>6 Mth</u>	<u>12 Mth</u>	<u>24 Mth</u>
Registered Practical Nurse							
July 1, 2025	\$0.75		3.50%	36.50	36.93	37.46	37.79
July 1, 2026	\$0.50		3.00%	38.11	38.55	39.10	39.44
July 1, 2027	\$0.50		2.90%	39.73	40.18	40.75	41.10
Recreation & Liesure Aide							
July 1, 2025			3.50%	28.06	28.28	29.65	29.92
July 1, 2026			3.00%	28.90	29.13	30.54	30.82
July 1, 2027			2.90%	29.74	29.97	31.43	31.71
Maintenance Assistant							
July 1, 2025			3.50%	28.06	28.28	29.65	29.92
July 1, 2026			3.00%	28.90	29.13	30.54	30.82
July 1, 2027			2.90%	29.74	29.97	31.43	31.71
Cook							
July 1, 2025			3.50%	28.80	29.18	29.59	29.92
July 1, 2026			3.00%	29.66	30.06	30.48	30.82
July 1, 2027			2.90%	30.52	30.93	31.36	31.71
Health Care Aide / Personal Support Worker							
July 1, 2025	\$3.00		3.50%	31.68	32.10	32.52	32.81
July 1, 2026			3.00%	32.63	33.06	33.50	33.79
July 1, 2027			2.90%	33.58	34.02	34.47	34.77
*Effective July 1, 2025 the PWE for PSW Classification was included into the 2025 rate.							
Food Service Worker / Kitchen Aide							
July 1, 2025		\$0.32	3.50%	26.96	27.27	27.69	27.94
July 1, 2026			3.00%	27.77	28.09	28.52	28.78
July 1, 2027			2.90%	28.58	28.90	29.35	29.61
Laundry Aide							
July 1, 2025		\$0.70	3.50%	26.94	27.27	27.66	27.94
July 1, 2026			3.00%	27.75	28.09	28.49	28.78
July 1, 2027			2.90%	28.55	28.90	29.32	29.61
Housekeeping Aide							
July 1, 2025		\$0.99	3.50%	27.23	27.56	27.95	28.23
July 1, 2026			3.00%	28.05	28.39	28.79	29.08
July 1, 2027			2.90%	28.86	29.21	29.62	29.92
Assistant Cook							
July 1, 2025			3.50%	26.36	26.62	26.97	27.32
July 1, 2026			3.00%	27.15	27.42	27.78	28.14
July 1, 2027			2.90%	27.94	28.22	28.59	28.96
Ward Clerk							
July 1, 2025		\$0.48	3.50%	27.02	27.25	27.65	27.94
July 1, 2026			3.00%	27.83	28.07	28.48	28.78
July 1, 2027			2.90%	28.64	28.88	29.31	29.61

Note: Employees shall progress through the wage grid based on date of hire.

SCHEDULE B



**Working Nine (9) Days in a Ten (10) Day Work Period
An Agreement between
The Corporation of the County of Bruce
Brucelea Haven and Gateway Haven Long Term Care Home
(the "Employer")**

Terms and Conditions

1. It is agreed between the parties that permanent full-time employee, _____ (the "Employee") will work nine (9) days in a ten (10) day work period.
2. This agreement will be in effect for one (1) year based on a January 1 – December 31 calendar year. Approval of this agreement will be at the sole discretion of the Employer, based on operating requirements, appropriate staffing levels and meeting the requirements of the SOP - 9/10 Prorated Shifts.
3. Employees are required to submit a new request for each one (1) year cycle. Previous acceptance does not guarantee renewal. Requests are to be made no later than October 15 of each year to take effect for the following calendar year.
4. Either party may terminate the agreement by giving written notice to the other party, thirty (30) days prior to January 1.
5. The following benefits and levels of coverage will not be affected (if they are currently elected):
 - Extended Health Care
 - Dental Care
 - Semi-Private Hospitalization
 - Dependent Life Insurance

The following benefits will reflect reduced coverage due to the reduction in annual salary:

 - Life Insurance
 - Long Term Disability
 - Accidental Death & Dismemberment
 - OMERS ♦
 - Statutory Holidays (must still qualify to receive as per the Collective Agreement)
 - Sick Leave/STD entitlement
 - Vacation Entitlement
- ♦ OMERS Note: The 'Permitted Day without Pay' will be offered to the employee after the end of each calendar year for purchase in order to obtain credited service for unpaid time. Purchase is optional.
6. Permitted Day Without Pay: _____ (day off which Employee chooses within a two-week rotation period. Example, 1st Tuesday or 2nd Thursday).

	Signature	Date
Employee		
Department Manager		



**Terms and Conditions For
Full-Time Employees Working Nine (9) Days
In a Ten (10) Day Working Period**

1. All permanent full-time employees will have the option of submitting a request to their employer for permission to work nine out of ten regularly scheduled working days in a two-week period. Requests are to be submitted no later than October 15 of each year.
2. Acceptance of an application will be at the sole discretion of the Employer, in addition to meeting the requirements of the SOP – 9/10 Prorated Shifts. Such acceptance will not be unreasonably withheld.
3. The term of all agreements will be one (1) year.
4. The Corporation agrees to continue benefit coverage for the duration of the agreement as follows:

Extended Health (if elected)	No Change
Group Life Insurance	Coverage will be reduced due to lower annual salary
Dependent Life (if elected)	No Change
LTD	Coverage will be reduced due to lower annual salary
Semi-Private/Dental Coverage	No Change (if elected)
A.D.& D.	Coverage will be reduced due to lower annual salary
OMERS	Pension will be reduced due to lower annual salary. Employee will be offered the opportunity to purchase the balance of the credited service each year, as Broken Service.
Statutory Holidays	Must qualify as per Collective Agreement
Sick Leave/STD	Annual 100% paid sick leave entitlement will be reduced by 10%
Vacation	Will be pro-rated as outlined on the agreement
5. As indicated on the agreement, the date chosen by the employee will be the Permitted Day without Pay on the employee's schedule and payroll timesheet, upon requirements being met from the SOP – 9/10 Prorated Shift.
6. An agreement will be signed by both the manager and the employee, outlining the terms of the agreement, prior to implementation.
7. The Employer reserves the right to limit the number of employees who participate in this arrangement.

LETTER OF UNDERSTANDING #1—MAINTENANCE, ON-CALL

1. On-call, will be covered by the Maintenance Staff from Monday to Sunday inclusive. The Maintenance Supervisor will be responsible for creating the on-call schedule. Employees will not be scheduled beyond seven (7) consecutive days, and shall not be required to be on-call during their scheduled vacation.
2. For Friday, Saturday and Sunday of each week. On-call will be covered by the Maintenance employee who is normally scheduled to work Friday, Saturday and Sunday.
3. The Maintenance employee who is on-call, will carry a cell phone, which will be provided by the Home. It is understood that the cell phone shall be the only device used to communicate with the employee who is on call.
4. While on-call, the Maintenance employee will receive thirty dollars (\$30.00) per day for each sixteen (16) hour shift.
5. If the Maintenance employee is unable to resolve the problem by telephone and is required to report to the Home, they will receive the remuneration as outlined in Article 16.08 of the Collective Agreement.
6. The Maintenance employee will be responsible for the normal care of the cell phone, but is not responsible for the replacement of the cell phone in the event of loss or damage, unless loss or damage was through negligence.
7. The Maintenance employee who is on-call will not be required to remain at their place of residence, but will be required to be within one (1) hour drive of the Home in the event they are summoned to report to the Home.

LETTER OF UNDERSTANDING #2—EXTRA HOURS OF WORK AGREEMENT

In accordance with section 17 of the *Employment Standards Act, 2000*, the parties agree as follows:

1. Regular Workday —the recognized workday for all employees shall be no more than twelve (12) hours.
2. Extra Daily Hours —the Union consents on behalf of employees in the bargaining unit to allow them to work beyond their regular work day to the daily maximum allowed by the *Act*.
3. Extra Weekly Hours — the Union consents on behalf of employees in the bargaining unit to allow them to work beyond 48 hours in a week, to a maximum of seventy-five (75) hours in a week.
4. Scheduling — Scheduling of extra hours shall be in accordance with the scheduling provisions of the collective agreement.

Term — The parties agree that this agreement may not be revoked prior to the expiry date of the Approval issued by the Director of Employment Standards, except with the parties' mutual consent. This agreement will terminate on June 30, 2028, subject to renewal according to the provisions of the *Employment Standards Act*.

LETTER OF UNDERSTANDING #3—WORKING SHORT

The parties agree that staffing levels affect care for residents and employees working conditions. The parties therefore agree:

1. The Employer is responsible to review and determine staffing requirements.
2. In the event that a vacant shift cannot be filled, the Nurse In-Charge or On Call Administrator shall, in consultation with the staff:
 - i. Evaluate and reorganize the work if required utilizing the "short staff protocols";
 - ii. Provide direction to staff as to which activities take priority, and where appropriate, functions that they may not be able to complete.

The Joint Committee will be utilized to:

- a) Review and discuss staffing levels/workload issues;
- b) Establish a mechanism for monitoring staffing levels/workload issues;
- c) Review and make recommendations regarding the above.

LETTER OF UNDERSTANDING #4—PROTOCOL FOR MAJOR CHANGES IN SCHEDULE

1. An Employer Committee of not more than three (3) members will meet with a Union sub-committee of not more than (3) members to receive input into the parameters for consideration in drafting new schedules. The Union Subcommittee will include the Union Chairperson or designate and two other representatives of the affected department selected by the Union.
2. Nothing prevents the parties from expanding to allow participation from additional representatives from other affected departments.
3. Once drafted, a meeting will be convened, and the schedules will be shared with the Union Sub-Committee(s) for final input. There will be a period of two (2) weeks after the meeting to allow for further opportunity for written input by the Union Sub-Committee.

Following this process, the schedules shall be revised to the extent possible as determined by the employer considering the input received.

LETTER OF UNDERSTANDING #5—CASUAL STUDENT CLASSIFICATION

Without prejudice or precedence, it is desirable for the creation of a new classification, that of Casual Student, which will support students currently enrolled in continuing education related to furthering their education and career within long-term care and meeting scheduling requirements of the home(s);

All parties agree to the following:

1. Creation of a casual student classification which will be effective the date of signing the letter of understanding;
2. When holding a casual student classification:
 - Employee must request the casual student classification;
 - Employees will input availability at minimum for 1 weekend/month, based on regular scheduling deadlines;
 - CSO will not override the availability of casual students on weekdays;
 - Employee must confirm proof of enrollment/registration with their manager every semester to maintain the status of casual student;
 - When not enrolled in active schooling (ie: summer break), employee will revert to casual status and regular scheduling rules and availability requirements will apply
3. This letter of understanding will be reviewed within the first six (6) months and annually thereafter.

LETTER OF UNDERSTANDING #6—ALTERNATE CLASSIFICATIONS

The parties agree that all employees shall have one primary classification but may hold an alternate classification. It is clearly understood that an employee may only be utilized in alternate classifications based on the criteria below:

1. The employee must have the necessary qualifications prior to being put on the list for the alternate classifications.
2. The employee must have successfully completed their probationary period.
3. All call-ins would first be offered to those employees that hold the position as their primary classification.
4. When employees from within the classification have been exhausted, including overtime, the call-ins would then be offered to those employees from the alternate list from within the department.

5. Once the department has been exhausted, including overtime, the call-ins would then be offered to those employees from the alternate list outside of the department.
6. All call-ins shall be in accordance with the terms and conditions of the collective agreement.

Within thirty (30) days of ratification the employer will post an expression of interest for those employees wishing to be trained in one (1) alternate classification.

Training for these employees will occur as soon as reasonably possible.

This LOU will be for a trial basis of six (6) months from ratification of the current collective agreement and may be extended only through mutual agreement by the parties.

LETTER OF UNDERSTANDING #7—PART-TIME AND CASUAL AVAILABILITY

Part-time and casual employees will be scheduled based solely on their stated availability.

Specifically, if the employee indicates their availability for Monday from 6 a.m. to 2 p.m., the Employer will only assign them to that shift, by seniority and any other requirements outlined elsewhere in the Collective Agreement.

Should an employee choose to be available for more than 24 hours per week, they shall submit their availability in the Electronic Scheduling System, and in accordance with the timelines as provided by the employer on the “payroll and scheduling dates” document.

Casual staff will provide their availability for at least four (4) shifts and one (1) weekend in accordance with Article 2.04. For clarity these are six (6) different calendar days which must include two (2) weekend days.

LETTER OF UNDERSTANDING #8—RACIAL JUSTICE ADVOCATE

In recognition of societal racism, the company agrees to identify a Racial Justice Advocate at each facility covered by the collective agreement. A Racial Justice Advocate will be an individual who identifies as a member of the Black, Indigenous or racialized community. The Local Union President will be responsible for the selection of the Racial Justice Advocate.

A Racial Justice Advocate is a workplace representative who will assist and provide support for Black, Indigenous and racialized people and concerns such as racial discrimination and racial violence. The role of the Racial Justice Advocate in the workplace will include to:

- Listen
- Provide support to Black, Indigenous and racialized members


- Assist with racial justice initiatives
- Promote access to community culturally appropriate services
- Network with allied organizations and allied community partners.


Should the Racial Justice Advocate require time off the job in order to fulfill their duties, the union will review the request and, if in agreement, will submit a leave of absence request prior to the requested leave for approval by their immediate supervisor. Such approval shall not be unreasonably withheld.

The employer agrees to pay loss of earnings to the racial justice advocate to take Unifor Racial Justice Advocate training and bill the Union for such costs.

Dated this 21st day of April 2026

**THE CORPORATION OF THE
COUNTY OF BRUCE**

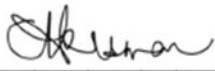




Stacey Michiels

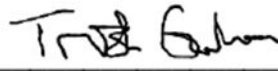
Jenn Robinson

Stephanie Alberts



UNIFOR AND ITS LOCAL 2458

Jenna Struthers



Laura Van Loon

Jennifer Barned

Linda Smith

Ashley Taylor

