

TENTATIVE AGREEMENT

QUESTIONS & ANSWERS



Do we get retro pay?

Yes. There is full wage retroactivity of the 3.5% to April 1, 2024. In addition, all long service steps are also retroactive. Someone making \$22/hour since at least April 1, 2024 would get retro pay of around \$900. A 25-year employee would get closer to \$2000 in retro pay.

Is there a signing bonus?

No. There is no extra signing bonus beyond the retro pay.

What is my pay increase?

About 27% over the term of the agreement for most members. Most staff get 12.25% plus a \$3 increase. That's equal to \$6/hour total for most members, or a 27% increase over the term of the agreement. There is a significant wage increase for everyone.

What is the difference between this contract and the previous package?

The previous package included just 12.25% in wage increases. This package increases your wages more than double the previous package, to an increase of about 27%.

If we were last in the country before, where are we now?

It depends on the position, but we rise above the middle of the pack: as high as 3rd and as low as 5th.

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Is homecare getting a pension?

Yes. During the life of this agreement, full pension, benefits, and sick pay will be implemented for home care workers, under the Healthcare Employees Benefits and Pension Plan (HEBP and HEPP).

Does homecare need to keep working 9 hours to get paid for 8?

No. Available Work Period (AWP) is being eliminated: like all other healthcare workers, homecare workers will work 8 hours to get paid 8 hours.

Are the wellness days paid?

Yes. The wellness days are paid from income protection credits.

Do casual staff get these increases?

Yes. All staff, including casual staff, get the bargained increases.

What will happen if we vote no?

A no vote authorizes strike action, and we will serve strike notice.

For members who accepted the previous offer, will they get this as well?

Yes. All members will get the increases and benefits bargained for health care members.