

May 14, 2024

For our Home Care workers that have been waiting for action on their new benefits plan, CUPE 204 has won an important grievance on the delay.

CUPE Home Care workers will now be getting their sick banks backdated to September 23, 2022, meaning a full-time employee who has been working since then will get a sick bank credit of approximately 40 days. We will not have to wait until the transition to HEB. For members that do not have many sick days banked because they started after September 23, 2022, will still have access to the short-term disability bank through Element.

This grievance was resolved on May 5, 2025, and the Employer will now be required to implement this resolve as soon as possible.

As well, once the transition to the HEB Benefits has been finalized, the Health Spending Account (HSA) will be backdated to January 1, 2025 for implementation. So please save any receipts for reimbursement.

Please reach out to CUPE at healthcare@cupe.ca if you have any questions.

Q & A

Question:

How many sick days will I get?

Answer:

You can multiply 1.25 by your FTE based on worked hours to determine what your monthly earned sick time was. For instance, if you are a 0.6 but pick up to 0.7 you would receive an average of 10.5 days per year, so you would have 28 days placed in your bank.

Question:

When can we expect the rest of our benefits and pension improvements?

Answer:

We are continuing to push the Employer hard on rolling out the rest of Home Care's entitlements under the Collective Agreement, we have open grievances and will not stop fighting until home care gets everything they are owed under the Collective Agreement. We expect to have further resolves coming shortly.