

Summary of Bargaining

In January 2020, the Employer proposals included:

- 4 year agreement. No increase in wages (0%, 0%, 0% and 0%). Employer later amended their proposals to seek an immediate 3% reduction in salary, followed by four years of zeros.
- Eliminate semi-annual lump sum payments.
- Eliminate Education Allowances for Baccalaureate Degree, Master's Degree and Doctorate for all future employees.
- Reduce overtime to 1 1/2X for the first 4 hours. 2X applies after 4 hours at 1 1/2X or on scheduled days of rest for full-time Employees.
- Cap overtime bank at 38.75 hours.
- Eliminate monthly car allowance for employees required to have a vehicle.
- Employee requests to work permanent evenings or permanent nights will be at "Employer discretion" versus "will not unreasonably withheld."
- Eliminate Designated Days of Rest for part-time employees.
- Ability to require part-time to work, even up to full-time, without attracting overtime.
- Casuals will be terminated if they do not work for 3 months, without a prior arrangement with management.
- Delete any requirement to have an RN or RPN in charge.
- Delete Christmas and August Civic Holiday as superstats.
- Maximum of 2X for overtime on a Named Holiday.
- Reduce evening premium from \$2.75 to \$2.11 per hour. Premium starts at 19:00 hours instead of 15:00 hours. Reduce night premium from \$5.00 to \$3.10 per hour. Reduce weekend premium from \$3.25 to \$2.55 per hour. Reduce weekend time period from 64 to 48 hours.
- Diminish obligation to accommodate injured or ill Employees until "an available vacancy within a 50 km radius" becomes available.
- Reduce recall rights. An employee is terminated after 12 months unless recalled to a regular position.

PLUS many other proposed rollbacks in language and rights.

Mediation commenced September 2021.

The Mediator issued Recommendations on December 21, 2021.