

**TENTATIVE AGREED-TO CHANGES
INCLUDED IN THE EMPLOYER'S LAST OFFER**

ARTICLE NUMBER	ARTICLE NAME	TENTATIVE CHANGE
Housekeeping	Throughout the agreement	Changes such as "he/she" to "they/their"
9.1(a)	Arbitration – Notification	Allow for electronic notices. Remove the requirement for fax notices.
12.1	Job Postings & Applications	New language that temp positions lasting 6 months or less will be offered based on seniority
14.6(a)	Meal Periods	New language clarifying members will not be required to work more than 5 consecutive hours without a meal break.
17.1(c)	Statutory Holidays	Clarified how pay for the stat is calculated
20.3	Compassionate Care Leave	Clarified the entitlement
20.7(a)	Full-Time Public Duties	Expanded the entitlement to members seeking election to First Nations, Metis or Inuit governments
22.2	Occupational Health and Safety	New language clarifying the role of the committee and confirming the right of a member(s) to raise concerns
29.5(b)	Casual Call-In	New language allowing the senior casual to break-up a block of shifts
30.5	(Temp) Pregnancy/Parental Leave	Entitlement to pregnancy/parental leave extended to temp members
30.6	(Temp) Vacation	New language allowing casuals to take or be paid-out vacation or overtime accrued as a temp at the conclusion of the temp appointment and, new language freezing accrued sick leave credits if certain conditions are met
LOU #1	Client Therapeutic Mentoring	Renew
LOU #2	Volunteers	Renew

**EMPLOYER'S LAST OFFER
REJECTED BY THE BARGAINING COMMITTEE**

ARTICLE NUMBER	ARTICLE NAME	UNION'S PROPOSAL	EMPLOYER'S PROPOSAL	NOTES
7.4 (f)	Union/Management Committee	Add the words "Executive Director"	Agreed	
7.4(g)	Union/Management Committee		New language adding staffing issues as a standing item to each meeting	This is the employer's response to the union's concerns about being short-staffed
18.1(b)	Annual Vacation Entitlement	First Year: 13 days 2-6 years: 18 days 7-11 years: 21 days 12-16 years: 28 days 17 years or more: 33 days	First Year Hire: 15 days First Calendar Year: 15 days 2-7 years: 15 days 8-14 years: 20 days 15-20 years: 25 days 21 years of more: 30 days	
20.1(a)	Bereavement Leave	Extend entitlement to pregnancy loss, & death of sibling-in-law	Agreed	
22.3(c)	Aggressive Behavior	Eliminate cost as a consideration to eliminating or minimizing risk of violence	Agreed	
22.9(b)	Hygiene – Communicable Diseases	Add Parasitic Infestations	Agreed	
22.9(6)(a)	NEW	Add new language reimbursing members infestation treatment cost: Employee Vehicle required for work – treatment of vehicle as required Employee Vehicle not required for work – up to \$100 Employee Home – up to \$500	Agreed	
24.1	Basic Medical Insurance	Delete the language because there is no premium	Agreed	
25.2(b)	Protective Clothing & Equipment	Increase reimbursement of steel toed boots to a maximum of \$120 for loading	Agreed	

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ARTICLE NUMBER	ARTICLE NAME	UNION'S PROPOSAL	EMPLOYER'S PROPOSAL	NOTES
		dock employees, drivers and kitchen supervisors		
25.2(c)	Protective Clothing & Equipment	Increase the reimbursement of non-slip footwear for kitchen staff to \$80	Agreed	
29.4	(Casual) Pay In Lieu	Increase the pay in lieu of vacation and paid holidays to 10.6%	Agreed	
30.6	(Temp) Vacation	Increase the pay in lieu of vacation and paid holidays to 10.6%	Agreed	
31	Term of Agreement	Three years: April 1, 2021 – March 31, 2024	Two years: April 1, 2021 – March 31, 2023	
Appendix A	Wage Rates	April 1, 2021, one-time levelling to Health Services & Support Community Subsector April 1, 2021 – 3% April 1, 2022 – 3% April 1, 2023 – 3%	April 1, 2021, classification adjustments April 1, 2021 - 4% April 1, 2022 – 2% The employer is not proposing a 3-year agreement	Employer's proposal does not match the Health Services & Support Community Subsector wage rate
Signing Bonus		\$100 fulltime and part-time \$75 casuals	\$300 regular fulltime & part-time \$225 casuals	
Violence Risk Assessment Letter	NEW		Joint Employer-Union violence risk assessment concluded by December 31, 2022	This is the employer's response to the union's concerns about being short-staffed and the associated risk of personal injury
MOU Re Article 14.6			New language added that puts the onus on managers, supervisors or, coordinators to ensure members are relieved for meal breaks and when not possible to ensure they are paid for working lunch	This is the employer's response to the union's concerns about being short-staffed and the associated risk of personal injury

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ARTICLE NUMBER	ARTICLE NAME	UNION'S PROPOSAL	EMPLOYER'S PROPOSAL	NOTES
MOU X	NEW		Overnight or graveyard shelter workers to receive paid meal breaks when staffing levels fall below 6 at #108 and, 4 at #119	This is the employer's response to the union's concerns about being short-staffed and the associated risk of personal injury

**UNION'S PROPOSALS REJECTED BY THE EMPLOYER
NOT INCLUDED IN THE EMPLOYER'S LAST OFFER**

ARTICLE NUMBER	ARTICLE NAME	PROPOSAL
12.11	Union Observer	New language providing for a union observer during interviews
14.11	Shift Premium	New language seeking an additional one (\$1.00) dollar per hour for members working 11:30 p.m. – 7:30 a.m. shifts, and an additional seventy-five (\$0.75) cents per hour for members working 7:30 a.m. – 3:00 p.m. on Saturday and Sunday shifts
22.11	Training	Add “boots, protective vests and flashlights” to the employer’s requirement to provide appropriate safety clothing and equipment.
24.4	RRSP	Increase the employer’s contribution by 1%
25.1	Uniforms	Increase the hourly rate by ten cents (\$0.10) per hour for laundering and maintenance
26.8	Transportation Allowance	New language seeking paid parking or a bus pass up to \$200 per month
26.9	Night Shift Meal Allowance	New language seeking a meal allowance of \$10 per shift
27.1	Sick Leave	Increase the accrual to 1.5 days per month