

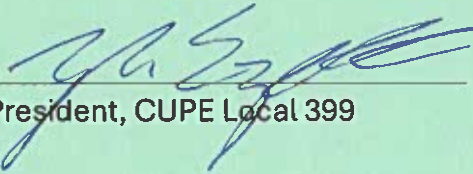
Bargaining 2023/Bargaining Proposals Local 399 and 1048 2024

Union Proposal # 14 – Union Counter July 16/24

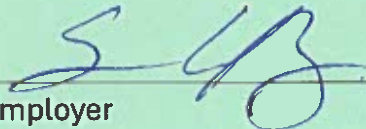
ARTICLE 14 OVERTIME

14.09 Meal Allowance


An employee required to work four (4) or more consecutive hours overtime, after a regular shift, or four (4) or more consecutive hours on call out shall be provided with a meal allowance of ~~ten (10)~~ **twenty-five (25) dollars** by the Employer. However, meal breaks will not be calculated as overtime.



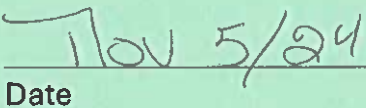
President, CUPE Local 399



Employer



President, CUPE Local 1048




Date

ARTICLE 18 – VACATION

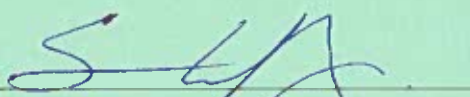
1. The Parties agree to increase the vacation allotment in the table in Article 18.01 for employees in the first year to 15 days per year. The next tier will be amended to state 1st through 5th year.
2. The Parties agree to add Article 18.03 Supplementary Vacation as follows:

18.03 Supplementary Vacation

- (a) Employees, upon reaching twenty-five (25) years of service, shall receive five days of supplementary vacation in addition to their vacation allotment set out in 18.01.
- (b) Employees, upon reaching thirty (30) years of service, shall receive five days of supplementary vacation in addition to their vacation allotment set out in 18.01.
- (c) Supplementary vacation must be used as paid time off during employment and will not be paid out under any circumstances.




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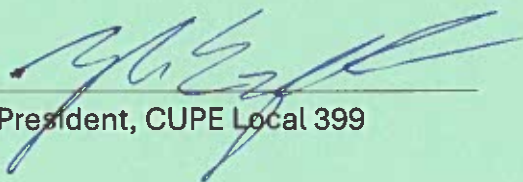


Date

ARTICLE 19 - SICK LEAVE

19.10 Family Illness

In the cases of illness of an immediate family member for whom the employee is the primary caregiver, when no one at home other than the employee can provide for the needs of the ill person, the employee shall be entitled, after notifying the Employer, to use up to a maximum of three (3) consecutive days at any one time of accumulated sick leave for this purpose. **Members of the employee's immediate family are defined as spouse, parent, child, brother, sister, parent-in-law, brother-in-law, sister-in-law, grandparent, and grandchild.**



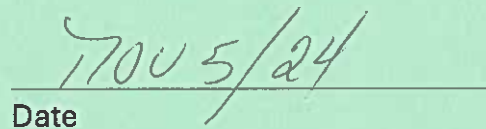
President, CUPE Local 399



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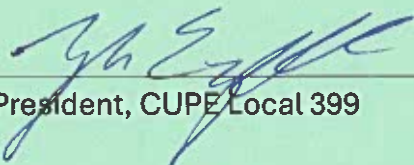
Date

Union Proposal # 25 – July 16

22.07 Shift Differential

Employees who work on the afternoon shift shall receive ~~fifty (50) cents~~ **one dollar (\$1.00)** per hour over their regular hourly rate for all hours worked. Employees who work on the night shift shall receive ~~seventy five (75) cents~~ **one dollar and fifty cents (\$1.50)** per hour over their regular hourly rate for all hours worked. Shift premiums will apply to overtime hours worked in conjunction with a shift qualifying for shift premiums, but such premiums shall not be computed in the overtime rates. Shift premiums do not apply to call outs.

For the purpose of determining shift differentials, an afternoon shift commences between the hours of 1:00 p.m. and 9:59 p.m. and a night shift commences between the hours of 10:00 p.m. and 4:59 a.m. Part-time employees whose shifts end by 5:00 p.m. shall not receive afternoon shift differential. All hours worked will be paid the appropriate shift premiums.



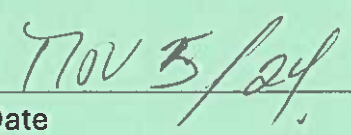
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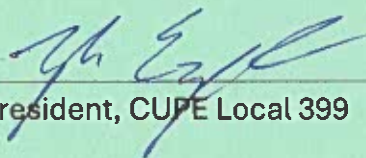
Date

Union Proposal # 27

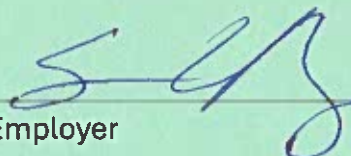
22.10 Dirty Pay

Dirty pay in the amount of ~~forty (40) cents~~ **one dollar (\$1.00)** per hour will be paid in addition to the regular rate of remuneration for a minimum payment of two (2) hours when an employee is required to work under conditions which would subject clothing and protective equipment supplied by the employee to abnormal wear and tear or subject the person of the employee to working conditions which are unusually objectionable. This would include coming in contact with hot mix asphalt, asphalt emulsions, raw sewage, sewage sludges, sandblasting or spray undercoating of vehicles, digging up graves for disinterment, bulldozing fires and repair work ~~inside on garbage trucks packers~~, and when working as a Swamper on the Vactor Truck when the Vactor is engaged in sanitary sewer operations. Approval of "dirty pay" shall be at the discretion of the Foreman and/or the direct management supervisor.

Up to three (3) employees engaged in the exhumation of a body or clean-up following a fatality shall be paid an additional ~~forty dollars (\$40)~~ **eighty dollars (\$80)** bonus for such work and, following the exhumation or clean-up, shall be allowed to take the rest of the day off with pay. In addition, counselling services will be made available on paid time for these employees as required.




President, CUPE Local 399



Employer



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Date

Union Proposal # 29 July 9 ER COUNTER

***23.05 Dental Plan**

The Employer agrees to provide a dental plan for which the Employer pays one hundred (100%) percent of the premium.

Coverage shall be as follows: Plan A (Basic Services) - 100%; Plan B (Major Restorative Services) - 80%; Plan C (Orthodontics) - ~~50%~~60%,

Plan A covers services for the care and maintenance of teeth, including procedures to restore teeth to natural or normal function. Eligible expenses include diagnostic services, preventive services, restorative services, endodontics, periodontics, prosthetic repairs and surgical services.

Plan B covers services for the replacement of missing teeth or reconstruction of teeth where basic restorative methods cannot be used satisfactorily. Plan B includes prosthodontic and restorative services such as veneers and crowns.

Plan C covers orthodontic services. ~~The Plan C lifetime maximum is \$4,000 per insured.~~ Effective January 1, 2023 the Plan C lifetime maximum is \$5,000 per insured. Dental coverage for new employees shall commence after six (6) months' service. In case of illness, the Employer will pay premium contributions for three (3) months after Weekly Indemnity expires or one (1) year after commencement of illness whichever is longer



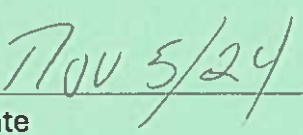
President, CUPE Local 399



Employer



President, CUPE Local 1048



Date

Union Proposal # 30 July 9 ER COUNTER

***23.07 Extended Health Plan**

The Employer shall pay one hundred (100) percent of the premiums of an extended health plan for eligible employees. Deductible is \$50 per single or family each calendar year. With the exception of vision care, reimbursement is eighty (80%) percent of in-province eligible expenses and out-of-province non-emergency eligible expenses. Vision care reimbursement is one hundred (100%) percent of eligible expenses. After \$1,000 has been paid for a person in a calendar year, further eligible expenses for that person within that year will be reimbursed at one hundred (100%) percent subject to the plan maximums. Reimbursement is one hundred (100%) percent of out-of-province emergency eligible expenses. The maximum amount of benefits payable for a member or dependent is \$5,000,000.

In-Province Eligible Expenses

The plan covers reasonable and customary charges for the following In-Province services and supplies when medically necessary, and prescribed, ordered, or referred by a physician. For further information concerning Extended Health Plan eligible expenses, please refer to your Group Benefits booklet.

- (a) Drugs and medicines dispensed by a licensed pharmacist or physician in a quantity the carrier considers reasonable. Pay Direct Card provided.
- (b) Prescription smoking cessation drugs. The lifetime maximum is \$600 per insured.
- (c) Prescription birth control.
- (d) The additional charge for semi-private or private room accommodation in a hospital and the coinsurance charge of the extended care unit of a hospital.
- (e) Emergency ambulance services.
- (f) Professional services of the following practitioners to the maximum amounts indicated per calendar year

~~Chiropractor/naturopath combined \$350~~

~~Physiotherapist/massage practitioner combined \$400~~

~~Podiatrist \$250~~

~~Speech language pathologist \$25~~

~~Clinical Psychologist \$250~~

~~Acupuncture when rendered by a physician \$250~~

~~Effective the 1st of the month following ratification~~

see 11/01/22

Chiropractor/naturopath combined \$450

Physiotherapist/massage practitioner combined \$500

Podiatrist \$350

Speech language pathologist \$350

~~Clinical Psychologist \$350~~

Acupuncture when rendered by a physician \$350

Mental Health Practitioner ~~Clinical Psychologist \$350~~ \$1000**

Mental Health Practitioner services shall include, but are not limited to, those provided by a Clinical Psychologist, Registered Clinical counsellor, and Registered Social Worker.

Private duty care by a registered nurse for a person with an acute condition in a hospital. The maximum is seven hundred twenty (720) hours of such services per calendar year.

- (g) Dental treatment by a dentist for the repair or replacement of natural teeth which is required, performed, and completed within fifty-two (52) weeks after an accidental injury which occurred while covered under the extended health plan.
- (h) Medical aids and supplies – charges for the following and other services and supplies.
- (i) Custom fitted orthopedic shoes and modifications to stock item footwear to a maximum of \$500 in a calendar year period for an adult and \$300 in a calendar year period for a child. Effective January 1, 2022, coverage will include orthotics and the maximum increases to \$600 in a calendar year period for an adult and \$300 in a calendar year period for a child.
 - (ii) Hearing aids to a maximum of \$2,000 in a five (5) calendar year period. Effective January 1, 2023, maximum increases to \$5,000 in a five (5) calendar year period.

- (iii) Vision care coverage of one hundred percent (100%) of ~~\$500 per~~ ~~twenty four (24) calendar months~~. Effective January 1, 2023, vision care coverage increases to ~~to~~ \$700 per twenty four (24) calendar months. *of \$2000*
- (iv) Eye examination coverage of one hundred percent (100%) of \$100 per two (2) calendar years



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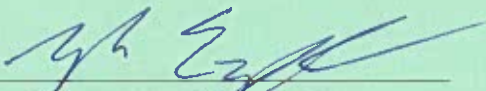
Nov 5/24

Date

Union Proposal # 32 July 9 ER COUNTER

26.02 Uniforms

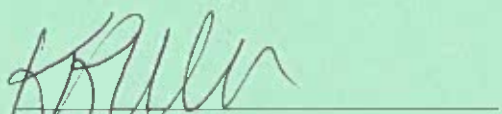
(d) Post-probationary regular full-time and part-time lifeguards and aquatic leaders will receive one (1) pair of shorts per year upon request, and an annual swimwear allowance of ~~\$75.00~~ **one-hundred dollars (\$100.00)**.



President, CUPE Local 399



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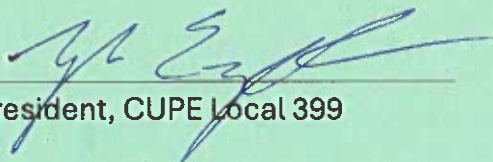
Nov 5/24

Date

Union Proposal # 34 July 9 ER AGREES

27.07 Tool Insurance

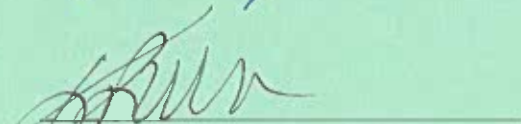
- (a) The Employer shall replace tradesmenperson's tools of equal quality lost on the Employer's premises through fire or through theft provided evidence of such can be supplied.
- (b) Employees will provide suitable tool boxes with locks and will store tools in a secure and approved manner in a location provided by the Employer.
- (c) Employees will provide the Supervisor with an up-to-date tool list annually.
- (d) **After 6 months of work in the position the employer shall replace tools which are broken on the job through usual wear and tear subject to the tool being presented for inspection or shall cover such tools with the requisite insurance to do so:**



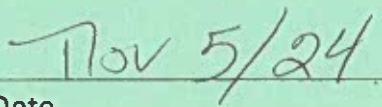
President, CUPE Local 399



Employer



President, CUPE Local 1048



Date