

**Comparison of Union and Employer Monetary Positions**

	<b>Employer</b>	<b>Union</b>
<b>Probation</b>	Agreed in principle to reduce the probationary period from 522hrs to 503.75hrs	
<b>Layoff</b>	Agreed in principle to increase notice (or pay in lieu of notice) for layoffs from 14 to 28 days	
<b>In-Service</b>	No new language	Letter of Understanding stating that time to complete online training modules will be scheduled during work time. If members request to complete the training at home, such time will be paid in accordance with the collective agreement
<b>Overtime</b>	Agreed in principle on calculating overtime on a daily (after 7.75hrs/day) or weekly (after 38.75hrs/week) basis, instead of averaged over 14 days. Increasing overtime pay on a named holiday to triple time (3X)	
<b>Shift premiums</b>	Agreed in principle to increase premiums: <b>Evening</b> stays at \$2.25 <b>Night</b> increases to: <ul style="list-style-type: none"> <li>• \$3.75 Sept. 1, 2022</li> <li>• \$4.25 Jan. 1, 2023</li> </ul> <b>Weekend</b> increases to: <ul style="list-style-type: none"> <li>• \$2.50 Sept. 1, 2022</li> <li>• \$3 Jan. 1, 2023</li> </ul>	
<b>Named Holidays</b>	Agreed in principle to add Truth and Reconciliation Day and pay 2.5 X for all hours worked on all named holidays (instead of banking time, which has not been happening currently)	
<b>Vacation</b>	Allow for 5 days of vacation carryover if employees have used minimum vacation	Allow for 5-20 days of vacation carryover (depending on the years of service) if employees have used minimum vacation
	Agreed in principle on deadline of Dec. 31, 2023 for employees to use accrued vacation (except carry over)	
<b>Health Benefits</b>	<b>Canterbury offered three options:</b> 65/35 premium split (currently 55% is paid by the employer and 45% is paid by employees) OR 60/40 premium split with dental benefit improvements -\$1500/yr for basic dental at 80% on rates set by Sun Life (current is \$1000) addition of \$1500/yr for extensive dental at 50% reimbursement addition of \$1000/lifetime maximum for orthodontics at 50% reimbursement OR 60/40 premium split with new \$175 Health Spending Account	<b>We are proposing:</b> 65/35 premium split AND Dental coverage improvements that the employer proposes, but at the average rate dentists are actually charging (Usual and Customary Fee Guide) instead of the rates set by Sun Life AND New Health Spending Account of \$200/yr
<b>Sick Leave</b>	Agreed in principle that if the Employer requires proof of illness, they will reimburse for the cost	
<b>Uniforms</b>	Agreed in principle on increase to current uniform allowance to \$60/yr	
<b>Salary</b>	<b>Jan. 1, 2020</b> – 0% <b>Jan. 1, 2021</b> –0% <ul style="list-style-type: none"> <li>• 1% lump sum for HCAs</li> <li>• 2% lump sum for others</li> </ul> <b>Jan. 1, 2022</b> – 0% <b>Jan. 1, 2021</b> – 0%	<b>Jan. 1, 2020</b> – 0% <b>Jan. 1, 2021</b> – 1% <ul style="list-style-type: none"> <li>• Plus 1% lump sum for all employees</li> </ul> <b>Jan. 1, 2022</b> – 1.25% <b>Jan. 1, 2021</b> – 2%