

## Extencicare Summary of Changes

- Article 2 Remove 2.18 and change the full C/A to be gender neutral.
- Article 3 revised article (housekeeping)to include all item in the C/A related to Union Security and Representation.
- Article 4 amended to clarify Union dues are deducted from base earnings.
- Article 5 delete full article as the contents was moved to Article 3
- Article 6 amended language identifying what the employer’s management rights are to operate and manage their homes.
- Article 7 New language to confirm both the Employer and the Union will exercise their rights in good faith.  
Create a new framework for the Employee Management Committees to operate(EMAC)  
Create a new workload complaint process the provides an outline and tools to deal with workload issues.
- Article 8 Update to reflect protections in the Occupational Health and Safety Act including the right to refuse dangerous work.  
New clause dealing with a strategy for the prevention of violence in the workplace.
- Article 9 revised the respectful workplace article to include definitions of Harassment, Sexual Harassment and bullying. Also, revisions to the process for dealing with complaints filed under this article.
- Article 10 probationary period has been increased to 600 hours or 9 months whichever comes first for employees hired after ratification of the agreement.
- Article 11 revised the performance appraisal language to include a detailed process for performance evaluation at least every 2 years. New details added to deal with the use of performance improvement plans.
- Article 12 increase the number of days in advance a request to review a personnel file must be submitted(from 2 to 5 days)
- Article 13 rewrite the discipline and dismissal article to include timely investigations and progressive discipline. Disciplinary record will be cleared following the specified time frames by the employer.
- Article 14 A complete rewrite of the grievance article to now include definitions of individual, group and policy grievances and a smoother flowing process commencing with an informal resolution discussion and ending with arbitration.
- Article 16 new language in the Layoff article that allows employees on layoff to pick up casual shift without impacting their recall rights.
- Article 17 new language capping the period of correction for an underpayment or overpayment at 6 months.
- Article 19 removal of transitional language
- Article 23 inclusion of Truth and Reconciliation in the named holidays and an amendment to 5% in lieu of paid holidays for part-time and casual employees(housekeeping)

Article 24	changed to include “requests for vacation shall not be unreasonably denied”. Also changes to the allowable booking of vacation on the annual vacation planner. The contents of LOU 5 have been moved into the body of the agreement, so the trial period is ended and the terms of the trial period continue until they are changed in future negotiations.
Article 25	deletion of transitional language in bereavement leave.
Article 27	amended to include consultation with the Union prior to any changes to benefit carriers.
Article 28	deletion of transitional language
Article 31	gender neutral changes only
New Article	Indemnification requiring the employer to carry liability insurance for all Employees covered by the agreement.
New Article	Privacy dealing with personal information gathered by the company, personal health information and electronic surveillance.

### Wages

2018 – No change to rates of pay

2019 - 1% general wage increase

2020 – 2 % bonus for all hours worked

2021 – 1% plus 1% lump sum on all 2021 hours worked

2022 – 1.25% general wage increase

2022 – 1.25% general wage increase

2023 – 2% plus 2% for employees with 20 or more years of service based on the number of years of employment

1. *Retroactive pay amounts will be paid within 90 days following ratification by the Union. Wage rates will be raised to the current rate payable as of that same period.*
2. *Lump Sum payments will be paid within 90 days following ratification by the Union.*

LOU #1 amended to remove the transitional language in point 5.

LOU #2 amended to remove the transitional language and added Job security protection during a layoff or reduction of hours.

LOU # 3 deleted

LOU # 4 renewed as current

LOU #5 deleted and the contents moved to article 24

LOU #6 renewed as current

LOU #7 removed transitional language and renewed

LOU #8 renewed for all sites(different content on some sites)

LOU # 9 renewed where applicable

LOU # 10 renewed where applicable

- NEW LOU      Review of Scheduling Practices the parties have committed to establish a committee within 30 day of ratification on the agreement to look at maximizing the use of full-time employees.
- NEW LOU      New payroll system the employer will ensure employees have access to their personal payroll information on a bi-weekly basis.