

BARGAINING UPDATE



CBI HOME HEALTH LOCAL 047 CHAPTER 008 – HCAs and LPNs

Attachment 1

Summary of CBI's monetary proposal

Retroactive pay	None provided for the pandemic period	The employer is providing no recognition or compensation for employees' tireless work and the risk they faced throughout the pandemic. Also, the minimal wage increases do nothing to bridge 20 to 40 per cent gap between CBI wages and wages in other health care facilities
Wage increases	\$17 rising to \$19 after 6 years of service (provides no increase for former WeCare employees) 1% increases in 2023 and 2024	
Sick leave	30 hours for employees working 2/3 full time	Only provided to employees working 2/3 full time or more, despite the fact that the employer doesn't guarantee they will provide hours to achieve this threshold.
Vacation	Minimum allotted by employment standards	Denial of single site leaves that were longer than 30 days forced employees to give up their positions and many members also report problems with getting vacation approved.
Leave of Absence	Maintain a 30-day cap on leaves	
Employment status	Majority of workers maintain casual status	There is no guaranteed hours or ability to return from leave to equivalent hours.
Transportation allowance	No improvement to the current \$1.40/visit allowance	With no other compensation for the fact that employees use their own vehicles to visit clients, and may be driving long distances, and paying high prices for gas and parking, this amounts to a net loss for the employees.
Weekend premium	Increase to \$0.40/hour from \$0.25/hour	Premiums are meant to account for additional hardships to the employee in working outside standard working hours. The minimal to no premiums provided by the employer are not sufficient to balance out these hardships.
Evening/night premium	None provided	