



## **GOOD SHEPHERD COLLECTIVE AGREEMENT AMENDMENTS**

3-year collective agreement, will expire on March 31, 2027

### General Housekeeping

- language amended to read be gender neutral.
- Correct position titles for both Union and Employer positions.

### Letters of Understanding

- Cross Training – Not Renewed
- LTD Benefit Plan- Not Renewed
- Banked Vacation – Not Renewed
- Variable Hours of Scheduling - Not Renewed
- Student Workers – Renewed
- **New – Mental Health in the Workplace** the purpose is to establish programs to increase knowledge, awareness and destigmatize Mental Health and wellbeing matters, promote Mental Health in the workplace. Support recovery from Psychological Injuries. Any 3<sup>rd</sup> party entering the workplace will be required to held to the workplace violence Policy.

### Scheduling

Relief and Part-time employees will be required to submit their availability no later than 4 weeks prior to the schedule being posted. Once the schedule is posted employees will not be held to their stated availability.

### Relief Employees

Relief Employees must now be available for 4 designated holidays as listed in Article 17 one of which must be Christmas Day. Boxing Day or New Years Day



### Title Changes

- VAW Facilitators change to Gender Based Violence Program Facilitators
- Housing Support Worker change to Supportive Housing Specialist

### Sick Time – Family Responsibility Leave/ Medical Appointments

- Employees can now use up to three days (22.5 hours) (previously it was 2 days) of accumulated sick time to deal with family responsibilities.
- Family Responsibility is illness, medical emergency,, injury, or urgent matter for the following family members: spouse, parent, step-parent, foster parent, child, step-child, grandparent, step-grandparent, step-grandchild, of the employee or employee's spouse. Additionally this covers the spouse of the employees child, employees brother or sister and any relative dependent on the employee for care or assistance,
- Employees can now use up to 4 days (previously it was 2 days) to deal with appointments that cannot be scheduled outside of working hours.

### Bereavement

- Legal Guardian has been added to the 5-day entitlement (Previously only 3 Days)
- An employee will now be entitled to ask for up to 3 days of their bereavement leave allotment to be taken at a later date for a celebration of life. (Previously it was one day)

### Wage Classifications

- Housing Support Worker will be added to GS 3 Classification
- Residential Support Worker will be added to GS 1 Classification



### Amendments to the C/A

- Will be ratified by the affected employees (This will have no effect on the rest of bargaining unit).

### Health and Safety

- All monthly inspections will now be sent to the local. (Currently the local receives only the minutes)

### Labour/Management

- Automated call around system will now be a standing L/M agenda item.

### Mileage

- Paid out at \$0.586 (Previously .47)

### Vision Care

- Increased to \$300.00 (Previously \$200.00)

### Hours of Work

- In approximately 8 weeks time the work week will change from the current 40-hour work week to a 37.5-hour work week. All language as referring to a 40-hour work week will be adjusted to reflect the 37.5-hour work week agreement. Inclusive of accruals.
- This will mean that lunches are no longer paid, the money that you were paid for the paid lunch will be added to your hourly wage.
- If you are unable to take your lunch there will be a process as outlined in the LOU. If you follow the outline of the LOU and you are still unable to take your lunch and there is a dispute the grievance process can be followed
- A \$0.35 hourly increase is added after the rate is converted



## New Letter of Understanding on Meal Period Process

### **LOU: Re Meal Period Process**

Employees will sign up on a break sheet at the start of their shift to schedule their meal period for the day. Each employee shall be trained on the process.

If a co-worker cannot take their meal period at the agreed to and scheduled time due to service needs, the following options are available:

1. Reschedule to reasonable alternate time on the same shift. This process is not intended to bank a missed meal period to be taken at the end of the day.
2. Problem solve with colleagues, or supervisor, or manager. There is no need to call an on-call supervisor after hours if unable to take meal period.
3. If meal period is missed, employee will update ADP and add a comment that explains the reason.
4. If the approving manager has a question about the missed meal period, they can refer back to the comment or connect with the employee. Missed meal periods will be paid at time and one half the hourly rate.

### Wages

GS 3 Rate will be adjusted from \$20.70 to \$20.73 (previously the wage rate for GS 3 was less than the GS 2

Year 1 – 3.5%

Year 2 – 3.5%

Year 3 – 3.5%



This looks as follows

GS1	Start	Year 2	Year 4	Year 6	Year 8
Existing rate	19.84	20.87	21.83		
2024 increase	20.5344	21.60045	22.59405		
2025 increase	21.2531	22.35647	23.38484		
2026 increase	21.99696	23.13894	24.20331		

GS1 Switch to 37.5 hour work week +0.35	Start	Year 2	Year 4	Year 6	Year 8
2024 increase	22.25336	23.39048	24.45032		
2025 increase	23.03223	24.20915	25.30608		
2026 increase	23.83836	25.05647	26.19179		

GS2	Start	Year 2	Year 4	Year 6	Year 8
Existing rate	20.73		21.78	22.86	24.28
2024 increase	21.45555		22.5423	23.6601	25.1298
2025 increase	22.20649		23.33128	24.4882	26.00934
2026 increase	22.98372		24.14788	25.34529	26.91967

GS2 Switch to 37.5 hour work week +0.35	Start	Year 2	Year 4	Year 6	Year 8
2024 increase	23.23592		24.39512	25.58744	27.15512
2025 increase	24.04918		25.24895	26.483	28.10555
2026 increase	24.8909		26.13266	27.40991	29.08924



GS3	Start+03	Year 2	Year 4	Year 6	Year 8
Existing rate	20.7	21.72	22.81	23.97	25.29
2024 increase	21.4245	22.4802	23.60835	24.80895	26.17515
2025 increase	22.17436	23.26701	24.43464	25.67726	27.09128
2026 increase	22.95046	24.08135	25.28985	26.57597	28.03948

GS3 Switch to 37.5 hour work week +0.35	Start	Year 2	Year 4	Year 6	Year 8
2024 increase	23.2028	24.32888	25.53224	26.81288	28.27016
2025 increase	24.0149	25.18039	26.42587	27.75133	29.25962
2026 increase	24.85542	26.06171	27.35077	28.72263	30.2837

GS4	Start	Year 2	Year 4	Year 6	Year 8
Existing rate	21.63	22.7	23.84	25.03	26.3
2024 increase	22.38705	23.4945	24.6744	25.90605	27.2205
2025 increase	23.1706	24.31681	25.538	26.81276	28.17322
2026 increase	23.98157	25.1679	26.43183	27.75121	29.15928

GS4 Switch to 37.5 hour work week +0.35	Start	Year 2	Year 4	Year 6	Year 8
2024 increase	24.22952	25.4108	26.66936	27.98312	29.3852
2025 increase	25.07755	26.30018	27.60279	28.96253	30.41368
2026 increase	25.95527	27.22069	28.56889	29.97622	31.47816

Questions, or clarity on the above: please contact

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