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| <p>Three (3) year deal effective April 1 2019- March 31, 2022</p> <ul style="list-style-type: none"> <li>○ Wage increase 3% (April 1, 2019), 3% (April 1, 2020), 3% (April 1, 2021)- with full retroactivity to date of expiry</li> </ul>  |
| <p>Absolutely no concessions to retiree benefits, RWWL days, shift premiums, Sunday premiums or any extended Health benefits.</p>  |
| <p>Extended Health Benefit Enhancements:</p> <ul style="list-style-type: none"> <li>○ Vision increased to \$500</li> <li>○ Registered Clinical Counsellor increased to \$2000</li> <li>○ Acupuncturist increased to \$400</li> <li>○ Podiatrist increased to \$400</li> <li>○ Speech language pathologist \$500</li> </ul> |
| <p>Group Life Insurance floor increased to \$2000</p>  |
| <p>Two transit passes for spouse and/or eligible children, up from one</p>   |
| <p>Depot Staffing - Commitment from the Employer to add another Depot Workleader position</p>  |
| <p>Union Education Fund- Employer pays \$5000 per year for the purpose of providing Union Education</p>  |
| <p>Increase to medical severance language</p>  |
| <p>Strike and lockout protection language</p>  |
| <p>Introduction of Domestic Violence leave and Critical Illness leave provisions</p>   |
| <p>Introduction of casual availability language</p>  |
| <p>Increases to the safety boot allowance</p>  |
| <p>Increases to the meal allowance for travel expenses</p>   |
| <p>Enhancements to bereavement leave</p>   |
| <p>Union Observer language for job competitions-we will get to have stewards sit in on job competitions</p>  |
| <p>A deferred salary benefit plan</p>  |
| <p>Assistance for employees with substance abuse issues</p>  |
| <p>Protection for bargaining unit employees when the Employer creates excluded positions</p>   |