

- Three (3) year deal effective April 1 2019- March 31, 2022 o Wage increase 2% (April 1, 2019), 2% (April 1, 2020), 2% (April 1, 2021)- with full retroactivity to date of expiry.
- MOU #85 will see their 01 September 2019 wage increase of 1.5% increased to 2.0% with full retroactivity.
- Gainshare for fiscal years April 1, 2019 to March 31, 2022.
- MOU #85 members will receive gainshare effective Fiscal 2022 (April 1, 2021 to March 31, 2022)
- Increase paramedical from \$1450 to \$1500.
- Parental leave top-up effective 1 April 2021 up to 85% for 8 weeks.
- Increase to mileage rates from \$0.46 to \$0.55
- Shift premiums based on members hourly rate instead of the average hourly rate.
- Gender Transition Leave
- Domestic and Sexual Violence Leave
- Gender neutral language
- Probation period for full time temporary of six months and nine months for casuals.
- Changes to RWWL and Annual Vacation to ensure members take all their entitlement.
- Travel time and expenses for MOU #15 members for mobilization and demobilization from a project.
- Transportation expenses paid for MOU #15 members at the beginning and end of each project schedule (limited to the amount of what would have been paid to the living out allowance.)
- Change to shift notice and in the work week schedule for MOU #15 members from 48 hours to 72 hours
- No concessions on receipted meals.
- No concessions on overtime meal when receiving per diem.