

Term: 3 year Collective Agreement April 2019 to March 2022

Wages:

- Year 1 (April 1, 2019): 3%
- Year 2 (April 1, 2020): 3%
- Year 3 (April 1, 2021): 3%
- Members will receive 2 cumulative retroactive wage increases back dated to April 1, 2019 (3%) and another compounding retroactive (3%) increase for April 1, 2020.
- Legislative language compliance changes (e.g.: Employment Standards updates)

Benefits:

- Eyeglass and Laser Eye Surgery coverage increase from \$400 to \$500. The Employee will be covered for routine eye examinations that are performed by a Physician or Optometrist.
- Psychological counselling increase from \$1000 to \$2000
- Podiatrist increase from \$200 to \$400
- Acupuncturist increase from \$100 to \$400
- Speech language pathologist increase from \$100 to \$500
- Retiree life insurance increase from \$1000 minimum to \$2000 minimum
- In addition to the one free transit pass granted to each employee, now up to two free transit passes will be issued to spouse and/or eligible children.
- Increase to the safety shoes from \$125 to \$200 for one pair per year or from \$250 to \$400 per two year period.

Working from home language:

- Substantive Language negotiated into the new collective agreement for working remotely