



BARGAINING UPDATE

LEAD NEGOTIATOR,
UNION REPRESENTATIVE
PARM SANDHAR



Your MoveUP bargaining committee fought hard for our membership in this round of bargaining. We were motivated thanks to the collective strength of our membership.

This round of bargaining turned out to be very challenging in the face of the global COVID-19 pandemic. Your bargaining committee had to set aside its previous bargaining agenda and quickly pivot to the changing economic landscape around us. We moved to online virtual bargaining in April 2020. Thanks to early consultations with our members and bargaining specific surveys, we were able to get consistent feedback from you.

Our bargaining committee wants to thank everyone for their unity, solidarity and patience while we conducted collective bargaining over the last seven months. We know that this collective spirit and determination by our membership will stay strong for future bargaining rounds.



BARGAINING COMMITTEE

Safar Alikhani

Jennifer Froese

Parm Sandhar

WAGES

- 3-year term, effective April 2019 - March 2022
- April 1, 2019 - 3% wage increase
- April 1, 2020 - 3% wage increase
- April 1, 2021 - 3% wage increase

RETRO PAY

All members will receive wages retroactive (3%) to the date of expiry, April 1, 2019. and retroactive (3%) to April 1, 2020.

LANGUAGE

- Legislative language compliance changes (e.g. Employment Standards updates)
- Substantive language negotiated into the new collective agreement for working remotely

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 (incl. registered clinical counsellor) 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 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 \$250 to \$400 per two-year period