



Unifor5555

UNIT 1 RATIFICATION HIGHLIGHTS

TERM

3 year agreement
 expiring
 April 30th, 2022.

Your Bargaining team is happy to present the negotiated tentative agreement reached just over a week ago. It was a difficult round of bargaining. The tabling of the Public Sector Compensation legislation by the PC government tied our hands in regards to wage increases. The mandatory 3 year moderation period requires a cap on total compensation at 1% per year. As this includes benefits, vacation improvements and anything else that has a monetary value, we are pleased with the deal we have reached as we were able to secure benefit improvements, on top of the maximum 1%

across-the-board wage increases mandated by the legislation. In addition we have made a number language improvements that we feel will be beneficial to our members.

All positions with a contract length of 6 months or more will be in the Bargaining Unit as of May 2021. Contracts of 6-12 months will be filled with a new category of Employee. "Short Term Employees" (STE) will fill roles that rightly belong in our unit, while still being flexible options for the University. The STE members will have Union representation, and many of the entitlements of our Collective Agreement. This prevents the erosion of our Bargaining Unit, while also ensuring the Employer is not using temps to avoid Collective Agreement obligations.

STE

Short Term
 Employees in
 Bargaining Unit

Mental Health Specialist Coverage - \$3,000 per person, per benefit year, for services received by registered psychologists, social workers, and psychotherapists.

Domestic Violence Leave - 5 paid days for members facing domestic or sexual violence.

BENEFITS

Vision, Hearing,
 Glucose Monitor,
 Direct Assignments

- **Vision Care** - \$250 to \$400 (July 1, 2020)
- **Hearing Aid Coverage** - from 75% to 80% to a maximum of \$1000 (July 1, 2020)
- **Continuous Glucose Monitor** - for persons diagnosed with Type 1 diabetes, up to a combined maximum of \$4,000 per person per benefit year. (Doctor's note confirming diagnoses required).
- **Direct Assignment of Dental claims** - will now be allowed for dental practitioners who accept assignment of benefits.

