

Highlights

WAGE INCREASE

Minimum wage increase for every member of approximately **12 to 14%** by April 1, 2024.



NEW PREMIUMS

\$2/hour short notice pay and **\$1/hour** overnight Friday and Saturday.



PREMIUM INCREASES

Weekend premium increases to **\$2.30/hour** and on-call premium to **\$5.95/hour**.



CLASSIFICATIONS

New system provides immediate increase for **60%** of members, review of all supervisory and specialized work and pay.



RECONCILIATION

New **Indigenous Specific Anti-Racism Committee**, and ceremonial, cultural, and spiritual leave for Indigenous employees.



GENDER DIVERSITY

New **gender-affirming medical care leave** and language to support gender-diverse employees.



EDUCATION

Expense reimbursement for education leave **increased to \$1000**.



HOLIDAYS FOR ALL

Pilot project to recognize **culturally significant holidays** outside the Christian calendar.



SPECIAL LEAVE

New special leave days for **household and domestic emergencies**.



PROFESSIONAL FEES

New \$3.5 million professional bodies fees fund to cover a portion of professional fees.



VACATION

New scheduling flexibility to allow **short-notice vacation** day requests, and an additional vacation day after 30 years.



HEALTH AND SAFETY

New occupational health and safety provisions to **improve safety** and both mental and physical health.

