

CBI HEALTH TENTATIVE AGREEMENT SUMMARY

MONETARY	
Wages increases upon ratification	<p>LPNs</p> <ul style="list-style-type: none"> • New grid for increases between hire and 11700 hours (approx. 6 yrs. of full-time employment) • 7.4% - 15.6% (above previous 3.2% market adjustment in Feb. 2023) <p>HCA's</p> <ul style="list-style-type: none"> • New grid with increases between 7800 hours and 11700 hours • \$2 wage top up permanently included in the wage rates. • 3.6% to 8% increases (not including the \$2 wage top up) <p>The new wage rates are substantially higher than current in part because we have eliminated the transportation allowance, lodge premium and evening premium, which are now rolled into wage rates for all employees.</p> <p>The \$1.40 transportation allowance is currently paid on a per visit basis, excluding the first and last visit of the day. This allowance equivalent to approximately \$1.25/hr on average according to CBI, although the full \$1.40 is used in the examples below to calculate the range for percentage increases.</p> <p>Example:</p> <p>HCA in community making \$18.19/hr (7800hrs) + \$1.40/hr transportation + \$2 wage top up = \$21.59, would now make between \$22.48 - \$23.15 (depending on hours worked), or a 4.1% to 7.2% increase.</p> <p>HCA in lodges working days making \$18.19/hr (7800hrs) + \$1.25 lodge premium + \$2 wage top up = \$21.44, would now make between \$22.48 - \$23.15 (depending on hours worked), or a 4.9% to 8% increase.</p> <p>HCA in lodges working evenings making \$18.19/hr (7800hrs) + \$1.50 evening lodge premium + \$2 wage top up = \$21.69, would now make between \$22.48 - \$23.15 (depending on hours worked), or a 3.6% to 6.7% increase.</p> <p>LPN in community making \$26.33 + \$1.40/hr transportation = \$27.33, would now make between \$28.28 - \$30.44 (depending on hours worked), or a 7.4% to 15.6% increase.</p>
Lump sum amounts	<p>All employees employed on the date of ratification will receive the equivalent of approximately 1% on all hours worked in 2021 – 2023 for the periods of time when there were no wage increases in effect for bargaining unit members. Retroactive pay would be provided within three pay periods following ratification.</p> <p>LPNs:</p>

	<ul style="list-style-type: none"> Edmonton North: \$0.25/hr on all hours worked Jan. 1, 2021, to Feb. 26,2023 (the date of the prior LPN market adjustment) Edmonton South: \$0.25/hr on all hours worked between April 11, 2022 (when former WeCare members joined the bargaining unit) to Feb. 26,2023 (the date of the prior LPN market adjustment). <p>HCA's:</p> <ul style="list-style-type: none"> Edmonton North: \$0.18/hr on all hours worked between Jan. 1, 2021, to the date of ratification. Edmonton South: \$0.18/hr on all hours worked between April 11, 2022 (when former WeCare members joined the bargaining unit) to the date of ratification. <p>Example:</p> <p>A CBI HCA who worked 2000 hours in 2021; 1900 hours 2022, and 1300 hours in 2023 (prior to ratification), for a total of 5200 hours, would receive \$936 in retro pay (5200 hours X \$0.18)</p> <p>A former WeCare CBI HCA who worked 1300 hours for CBI (April 11, 2022 – December 31, 2022) in 2022 and 1300 hours in 2023 (prior to ratification), for a total of 2600 hours, would receive \$468 in retro pay (2600 hours X \$0.18)</p>
Future wage increases	<p>1% Jan. 1, 2024</p> <p>1% Jan. 1, 2025</p>
Article 2 Definitions	<p>Lodge employees will no longer be considered “casual” and subject to arbitrary reductions in hours. Any reductions in hours will be subject to the layoff procedure.</p> <p>Community employees will be able to apply for guaranteed hours positions within a geographic zone. 10 full-time and 10 part-time guaranteed hours positions will be available in each geographic zone, including one or more new zones in Edmonton South.</p>
Article 15 Weekend Premium	Increased from \$0.25/hr to \$0.75/hr
Article 17 Named Holidays	Improved vacation pay for Heritage Day and any holiday that falls on a Saturday and/or other irregular day of work
Article 18 Annual Vacation	Improved vacation after 9 years of employment (8% or 20 days off)
Article 20 Sick Leave	40 hours of sick leave will be automatically added after the first year of employment (no longer accrued based on hours worked) for employees who

	<p>worked 1300 hours or more the year prior (equivalent to 25 hrs/week). The current sick leave is accrued based on hours worked to a maximum of 30 hours.</p> <p>Unused sick leave at the end of the year will be carried over to a maximum of 64 hours.</p>
<p>Article 22</p> <p>Leaves of Absence</p>	<p>5 days paid bereavement leave for employees working at least 25 hrs/week</p>
<p>Article 31</p> <p>Uniforms</p>	<p>CBI provides uniform upon hire and replaces annually if needed (non-CBI scrubs can still be worn)</p> <p>\$45/year uniform allowance provided to employees working 25 hrs/week or more</p>
<p>Article 34</p> <p>Mileage and Parking</p>	<p>CBI will reimburse for parking fees where no free parking is available.</p> <p>Mileage rates for rural community employees will stay at \$0.47/km after 5000kms (currently reduced to \$0.40/km)</p>
<p>Letter of Understanding</p> <p>Night Shift Premium</p>	<p>Upon completion of the AHS funding contract, CBI will provide the details to the union, and within three months we will negotiate a night shift premium. If no agreement can be reached, and arbitrator will decide the night shift premium rate. There is currently no night shift premium in place.</p>
<p>Letter of Agreement</p> <p>LPN Wage Adjustment</p>	<p>Established a new rate of pay for LPNs (\$26.33/hour up from \$25.52) effective Feb. 27, 2023, while bargaining was still going on</p>
NON-MONETARY	
<p>Article 20</p> <p>Sick Leave</p>	<p>Limits on when CBI requests proof of illness</p> <p>Written statement upon request of sick leave available</p>
<p>Article 26</p> <p>Layoff and Recall</p>	<p>Any reduction in positions or hours in the lodges or for guaranteed hours positions in the community will be subject to the layoff procedure, and senior employees will have bumping rights</p>
<p>Article 3</p> <p>Recognition and Application</p>	<p>Increased time (30 from 20 minutes) and process for orienting new employees and for providing and distributing union information (bulletin boards and drop box and head office)</p>
<p>Article 4</p> <p>Union Membership and Dues Deduction</p>	<p>Better member information provided to AUPE by CBI and more frequent provision</p>
<p>Article 6</p>	<p>New complaints process</p>

Workplace Respect – No Discrimination/No Harassment	
Article 7 In-service Programs	Clarified requirement that employees are paid for time to complete mandatory training (as well as any registration or other costs, if applicable)
Article 8 Probationary Period and Orientation	Employees can request additional orientation
Article 9 Seniority	Seniority based on date of hire not hours worked
Article 10 Job Postings	Updated to include new guaranteed hours positions, including temporary postings
Article 11 Hours of Work	<p>Updated to include new guaranteed hours positions.</p> <p>Ability to reduce available hours twice/year (current is once) or provide expanded availability anytime.</p> <p>Visits added by 6pm the night prior. Lesser notice visits cannot be added without consent.</p> <p>Cancelled visits will be paid if cancelled with less than 24 hours.</p> <p>Requirement for CBI to report to AHS for further follow up any clients refusing care from particular employees and/or where employees identify discrimination/harassment or other safety concerns. CBI must remove such clients as soon as possible, notify any future employees assigned of past concerns and work to mitigate/eliminate any safety hazards.</p>
Article 13 Salaries	Requirement for information shown on pay slips, including the number of hours worked, the rate of pay, overtime hours worked, the applicable rate for any relevant premiums and the number of hours worked for which the premium(s) apply, vacation money earned in the current period, and the total accumulated vacation year to date.
Article 18 Vacation	Process for vacation requests (employer response within 14 days) and consideration based on seniority
Article 19 Benefits Plan	Temporary Employees hired for longer than 6 months are eligible for benefits.
Article 21 Workers Compensation	Benefit coverage maintained and reinstatement for returning employees

<p>Article 22</p> <p>Leaves of Absences</p>	<p>Employees can request leaves of up to 24 months (30 days currently) or longer if single site restrictions return.</p> <p>Employment standards leaves (maternity/parental, compassionate care, etc.) listed</p>
<p>Article 27</p> <p>Discipline, Dismissal and Resignation</p>	<p>Discipline removed after 18 months (vs. 2 years) if no subsequent discipline</p>
<p>Article 28</p> <p>Occupational Health and Safety</p>	<p>2 (vs. 1) union representative on the joint OHS committee</p> <p>Language explaining CBI's obligation to let employees know about any potential hazards in a client's home and their responsibility to mitigate/eliminate such hazards.</p>
<p>Geographical Appendix</p>	<p>New listing of geographical zones and responsible supervisors, to be updated as necessary</p>
<p>Letter of Agreement</p> <p>Former WeCare Employees</p>	<p>Established that former WeCare employees came into the bargaining unit upon completion of the merger, which took place on April 11, 2022</p>

Classification	Step	Hours	Current Edmonton North	Current Edmonton South	Upon	January 1, 2024	January 1, 2025
			(January 1, 2020)	(former WeCare)	Ratification		
HCA	1	0	\$16.40	\$17.00	\$21.05	\$21.26	\$21.47
	2	1950	\$16.98	\$17.35	\$21.41	\$21.62	\$21.84
	3	3900	\$17.15	\$17.70	\$21.78	\$22.00	\$22.22
	4	5850 NA		\$18.00	\$22.15	\$22.37	\$22.60
	5	7800	\$18.19	\$18.35	\$22.48	\$22.70	\$22.93
	6	9750 NA		\$18.70	\$22.81	\$23.04	\$23.27
	7	11700 NA		\$19.00	\$23.15	\$23.38	\$23.62

Classification	Step	Hours	Current (Wage adjustment	Upon	January 1, 2024	January 1, 2025	
			January 1, 2020	Feb. 27, 2022)			Ratification
LPN	1	0	\$25.52	\$26.33	\$28.28	\$28.56	\$28.85
	2	1950 NA	NA		\$28.63	\$28.92	\$29.21
	3	3900 NA	NA		\$28.98	\$29.27	\$29.56
	4	5850 NA	NA		\$29.34	\$29.63	\$29.93
	5	7800 NA	NA		\$29.70	\$30.00	\$30.30
	6	9750 NA	NA		\$30.07	\$30.37	\$30.67
	7	11700 NA	NA		\$30.44	\$30.74	\$31.05