

COMMUNITY

Georgina



COLLECTIVE AGREEMENT

BETWEEN

COMMUNITY LIVING GEORGINA
(herein referred to as the "Employer")

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES
and its **LOCAL 3572-01**
(herein referred to as the "Union")

FULL TIME EMPLOYEES



April 1, 2024 to March 31, 2026

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ARTICLE 1 - PURPOSE

- 1.01 This Agreement is entered into by the parties hereto in order to provide for orderly collective bargaining relations between the Employer and the employees covered by this Agreement. It is the desire of both parties to co-operate in maintaining a harmonious relationship between the Employer and its employees and to settle amicably grievances which may arise from time to time hereunder in a manner hereinafter set out.

ARTICLE 2 – RECOGNITION

- 2.01 (a) The Employer recognizes the Union as the sole bargaining agent of all employees of the Employer in the Town of the Georgina save and except supervisors and those above the rank of supervisor, office and clerical employees, persons regularly employed for not more than twenty-four (24) hours per week, students employed during the school vacation period, persons hired pursuant to special government grants whose assignment shall not exceed one (1) year and temporary employees.
- (b) For the purpose of clarity:
- (i) The Employer and the Union agree that the term "supervisors" includes the positions of Residential Supervisor, Community Support Supervisor and Day Program Supervisor.
 - (ii) This bargaining unit does NOT include part-time support workers, relief support workers or relief drivers, or any employees in these classifications temporarily contracted to replace full-time employees who are temporarily absent.
- 2.02 The word "employee" or "employees" wherever used in this Agreement shall mean only those employees in the bargaining unit defined above.
- 2.03 The terms "they", "them", or "their" are used in this Agreement shall be understood to include any and all genders.

ARTICLE 3 - MANAGEMENT RIGHTS

- 3.01 The Union acknowledges and recognizes that the management of the Employer's operations and the discretion of the working force are fixed exclusively with the Employer and shall remain solely with the Employer except as specifically limited by an express provision of this Agreement. Without restricting the generality of the foregoing, the Union acknowledges that it is the exclusive function of the Employer to:
- (a) maintain order, discipline and efficiency;
 - (b) hire, assign duties, discharge, direct, promote, demote, classify, lay-off, recall, suspend or otherwise discipline employees provided that a claim by

an employee who has completed their probationary period that they have been discharged or disciplined without just cause may be the subject of a grievance and dealt with as hereinafter provided;

- (c) determine the location and extent of the operations and their designation, commencement, expansion, revision curtailment or discontinuance; to plan, direct, control and alter all operations, determine in the interest of efficient operation and highest standards of service, the direction of the working forces, the services to be provided and the methods, procedures and equipment to be used in connection therewith; determine the description of the jobs, the hours of work, the work assignments, the methods of doing the work and the working establishment for any service and the standards of performance for all employees;
- (d) determine the qualifications of employees, the services to be performed, the number of employees required by the Employer at any one time, introduce new and improved methods, facilities, equipment; control the amount of supervision necessary; to increase or reduce the personnel in any particular area;
- (e) make, enforce and alter from time to time rules and regulations to be observed by all employees.

3.02 Where the rights, power and authority set out above are modified or limited by the terms of this Agreement they shall only be modified or limited to the extent specifically provided for therein. It is agreed that these rights shall not be exercised in a manner inconsistent with the express provision of this Agreement.

ARTICLE 4 - RELATIONSHIP

4.01 The Employer and the Union agree that there will be no intimidation, discrimination, interference, restraint, restriction or coercion exercised or practiced by either of them or their representatives or members because of any employees membership or non membership in the Union or because of their activity or lack of activity in the Union.

4.02 The Union further agrees that there will be no union activity, solicitation for membership or collection of dues on the Employer's premises or during working hours, except as specifically permitted by this Agreement.

ARTICLE 5 - UNION SECURITY

5.01 The Employer shall deduct from all employees in each pay period, an amount equal to the Union dues as is authorized in writing by the Union and remit the same to the National Secretary-Treasurer of the Union not later than the twentieth (20th) day of the month next following the deduction along with a list of the names of the employees from whose pay the deductions have been made, a copy of which shall be forwarded to the Treasurer of the Local Union.

- 5.02 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of any action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article.
- 5.03 At the same time that Income Tax (T-4) slips are made available to employees, the Employer shall include on such slips the amount of union dues paid by each employee in the previous year.
- 5.04 The Employer shall provide to the union bi-annually a list of employees to include their names, classifications, employee status (i.e full-time, permanent, or temporary and if on leave), home addresses and home phone numbers.

ARTICLE 6 - NO STRIKES OR LOCKOUTS

- 6.01 In view of the orderly procedure for settling grievances, the Employer agrees that there will be no lockout of employees during the term of this Agreement, and the Union agrees that there will be no strike, slowdown, sitdown, nor picketing of any kind or form whatsoever, or any other action which will interfere with the Employer's operations. If any such action takes place, the Union agrees to instruct the employees to carry out the provisions of this Agreement and return to work and perform their regular duties.

ARTICLE 7 - UNION REPRESENTATION

- 7.01 The Employer acknowledges the right of the Union to appoint or elect from amongst employees who have completed their probationary period up to a total of four stewards and a Local Union Executive Committee to represent employees covered by both the Full Time Employee and Part Time Employee Collective Agreements. Such four (4) stewards and the Local Union Executive Committee may all be Full time or Part time employees or a combination of employees from both bargaining units.

One (1) of the stewards noted above shall be designated as the Lead Steward.

The function of these stewards and the Local Union Executive Committee shall be to assist employees in the processing of any grievance which may properly arise under the provisions of this Agreement.

- 7.02 (a) At the time of imposing formal discipline, suspension or discharge or at any Stage of the grievance procedure, an employee is entitled to be represented by a union steward.
- (b) The parties further agree that where a steward is not readily available, the absence of the steward shall not negate any action taken, nor shall this clause require the Employer to call in or pay a steward not already at work.

- (c) The Employer agrees to make every reasonable effort to schedule disciplinary meetings when a steward is likely to be available.
 - (d) It is understood and agreed that the Steward has their regular work to perform on behalf of the Employer and that only such time as is necessary will be taken by the steward during working hours in order to assist an employee in presenting their grievance to the designated representative of the Employer in accordance with the Grievance Procedures. In accordance with this understanding, the Employer agrees to compensate the Steward at this straight-time hourly rate for time lost from their regular scheduled working hours while servicing grievances hereunder. The Steward shall first obtain the permission of their immediate Supervisor before absenting themselves from their duties. Prior to returning to work, the steward must report to their immediate Supervisor. The Employer reserves the right to limit the time spent in servicing a grievance if it deems the time taken to be excessive.
- 7.03 The Employer agrees to recognize a negotiating committee composed of up to three (3) employees who have completed their probationary period whose function shall be to negotiate renewals of the Agreement as provided for in Article 26. The Employer agrees to compensate the negotiating committee at their regular straight time hourly rate for time lost from their regular scheduled working hours while meeting with the Employer to negotiate renewals of this Collective Agreement, until either party requests the Minister of Labour to appoint a Conciliation Officer, together with a representative from CUPE.
- 7.04 The Union must notify the Employer in writing of the name of the stewards, the names of the members of the negotiating committee and members of the Labour Management Committee and the respective effective dates of their appointment before the Employer is obligated to recognize the same.
- 7.05 Correspondence from the Employer to the Union arising out of this Agreement shall be forwarded to the Recording Secretary. The Union shall inform the Executive Director in writing of the name and address of the Recording Secretary and of any changes as they occur. Correspondence from the Union to the Employer arising out of this Agreement shall be forwarded to the Executive Director.
- 7.06 (a) The Employer and the Union shall each name up to three (3) employees who have completed their probationary period to the Labour Management Committee. This Committee shall meet monthly at times mutually agreed upon by the parties provided an agenda is submitted by the party requesting the meeting at least ten (10) working days prior to the meeting date. In the event that there are no agenda items, the regular monthly meeting shall be deemed to be cancelled. The purpose of the meetings will be to discuss matters of mutual concern, and to review potential policies prior to the said policies being initially presented to the Board of Directors. It is further agreed that the Employer will send a copy of the approved

Board of Directors minutes to the Recording Secretary. It is understood and agreed that any individual matter which could be processed through the grievance and arbitration procedures provided in this Agreement shall not be discussed at these meetings.

- (b) The Union may request the presence of a representative from CUPE to assist in Labour Management Committee meetings as may the Employer request the presence of counsel. When the presence of a CUPE representative is requested, the Executive Director shall be notified in writing ten (10) working days in advance of the meeting.

7.07 A Union executive member or steward will have opportunity to orientate new employees to the Union and to provide a copy of the Collective agreement. The orientation will not exceed ten minutes and such time will be allocated during the Employer's orientation meeting with new employees.

7.08 Copies of written discipline given to employees, involving written warnings, suspensions or discharge, shall be provided to the Lead Steward, or their designate, with the approval of the employee.

ARTICLE 8 - GRIEVANCE PROCEDURE

8.01 (a) A grievance shall be defined as a difference between the parties relating to the interpretation, application, administration or alleged violation of the Collective Agreement.

- (b) The Grievance Procedure as hereinafter set forth shall serve and constitute the sole and exclusive means to be utilized by the griever for the prompt disposition and final settlement of a grievance arising in respect of the interpretation, application, administration or alleged violation of this agreement, and the specifically designated Grievance Procedure shall be strictly followed.

8.02 It is understood that an employee has no grievance until they have first given their immediate supervisor or designate an opportunity to adjust their complaint. If an employee has a complaint, they shall submit it in writing to their immediate supervisor or designate within seven (7) working days after the circumstances giving rise to the complaint have originated or occurred. The immediate supervisor or designate shall meet with the employee and issue a written decision within five (5) working days following receipt of the written complaint. Failing settlement, the complaint may be taken up as a grievance within five (5) working days of the immediate supervisor's or designate's written decision, in the following manner and sequence.

STEP I

The employee shall submit a written grievance signed by them to their immediate Supervisor or designate. The nature of the grievance, the remedy sought and the Articles of the Agreement which are alleged to have been violated, shall be set out in

the grievance on the prescribed form. Any grievance not submitted within the time limit provided herein shall be deemed to have been settled. The Supervisor or designate shall deliver their decision in writing seven (7) working days following the day of which the grievance was represented to them. Failing settlement, then:

STEP II:

Within seven (7) working days following the decision under Step I, the employee shall submit the written grievance to the Director or Manager or designate who shall review the grievance and render a written decision within seven (7) working days following the date on which the grievance was presented to them. Failing settlement, then:

STEP III:

Within five (5) working days following the decision under Step II, the employee shall submit the written grievance to the Executive Director or designate. The Executive Director or designate will meet with the Grievor and the Steward, should the employee request such representation, to review the grievance within ten (10) working days of receiving the grievance at this step. Failing settlement, the decision of the Executive Director or designate shall be delivered in writing within ten (10) working days following the date on which the grievance was convened.

- 8.03 Failing settlement, under the foregoing procedures, of any grievance between parties arising following the interpretation, application, administration or alleged violation of this Agreement, including any questions as to whether the grievance is arbitrable, the grievance may be submitted to arbitration as hereinafter provided. If no written request for arbitration is received within seven (7) working days following the date of the decision under Step III above is given, the grievance shall be deemed to have been settled.
- 8.04 It is agreed that a grievance arising directly between the Employer and the Union shall be originated under Step III above within seven (7) working days after the circumstances giving rise to the grievance have occurred or originated, and the time limit set out with respect to that Step shall appropriately apply. However, it is understood that the provisions of this Section may not be used with respect to a complaint or grievance directly affecting an employee or employees and that the regular grievance procedure shall not be bypassed.
- 8.05 All agreements reached under the grievance and arbitration procedures between the representatives of the Employer and the representatives for the Union, shall be final and binding upon the Employer, the Union and the employees. All time limits referred to in the grievance procedures and the arbitration procedures shall be construed as mandatory and failure to comply with any time limits shall be deemed abandonment of the grievance or denial of the grievance as the case may be. Notwithstanding the foregoing, the parties may agree to waive or extend any of the time limits established in this grievance procedure. However, any such agreement shall be in writing and acknowledged by the parties.
- 8.06 For the purpose of the Agreement, working days shall not include Saturdays, Sundays and paid holidays.

ARTICLE 9 - ARBITRATION

- 9.01 When either party requests that a grievance be submitted to arbitration as herein before provided, it shall make such request in writing addressed to the other party and at the same time, appoint its nominee to the Board of Arbitration. Within ten (10) working days thereafter, the other party shall appoint its nominee and notify the other party. The two nominees so appointed shall confer to select a Chairman for the Board of Arbitration. If they are unable to agree upon such a Chairman within a period of ten (10) working days, they should then request the Minister of Labour for the Province of Ontario to appoint an impartial Chairman.
- 9.02 No person may be appointed as a nominee who has been involved in any attempt to negotiate or settle the grievance.
- 9.03 The Arbitration Board shall not have the jurisdiction to amend or add to any of the provisions of this Agreement, or to substitute any new provision in lieu thereof, nor to give any decision inconsistent with the terms of this Agreement.
- 9.04 No matter shall be dealt with at arbitration which has not been properly carried through all the requisite steps of the Grievance Procedure.
- 9.05 The written decision of the majority of the Board of Arbitration shall be final and binding upon the Employer, Union and the employees.
- 9.06 Each of the parties hereto shall bear the expense of the nominee appointed by it, and the parties shall jointly bear the fees and expenses of the Chairman of the Arbitration Board.
- 9.07 Upon mutual agreement in writing of the parties, a single Arbitrator may be substituted for a Board of Arbitration, in such cases, all of the other provisions of this Article shall continue to apply as with a Board of Arbitration.
- 9.08 The parties are committed to the early resolution of grievances and as such agree that the process of grievance mediation is a valuable tool in arriving at mutually agreeable grievance settlements. In this regard the parties may, upon mutual agreement, engage the services of a mediator in an effort to resolve the grievance(s) prior to the grievance(s) being heard by a sole arbitrator or a board of arbitration as set out in this collective agreement. In such circumstances the parties shall share equally the fees, disbursements, and expenses of the mediator, including the cost of venue, if any.

ARTICLE 10 - DISCHARGE

- 10.01 A claim by an employee who has completed their probationary period, that they have been unjustly discharged, shall be treated as a special grievance if a written statement of such grievance is lodged at Step III of Article 8.02 of the grievance procedure within five (5) working days following the date of such discharge, and the time limit set out with respect to that Step shall appropriately apply.

10.02 Such special grievance may be settled under the grievance and arbitration procedures by:

- (a) Confirming the Employer's action in discharging the employee;
- (b) Reinstating the employee with compensation and seniority for the time lost; or
- (c) By any other arrangement which is just in the opinion of the parties or the arbitration board if appointed.

ARTICLE 11 - SENIORITY

11.01 An employee shall be considered on probation and shall not be subject to the seniority provisions of this Agreement nor shall their name be placed on the appropriate seniority list until after such time as they have completed six (6) months continuous active service with the Employer in the bargaining unit described in Article 2.01 (a) since their most recent date of hiring. If the employee has not previously completed a probationary period in another bargaining unit with the Employer since their most recent date of hiring, then the termination of that employee during their probationary period shall not be made the subject of a grievance, under the Grievance Procedure. Such termination shall be made at the sole discretion of the Employer. After completion of their probationary period, the employee's seniority shall date from their most recent date of hire in the bargaining unit described in Article 2.01 (a).

11.02 The Employer will establish a list showing the names of those employees who have completed the probationary period. Such seniority lists shall be updated annually. A copy shall be supplied to the Union on April 1st of each year.

The Employer agrees to advise the Union Steward in writing the name and program location for each employee whom has successfully completed their probationary period.

11.03 Seniority shall be lost, and an employee shall be deemed to have quit their employment with the Employer if they:

- (a) resigns their employment;
- (b) is discharged and not reinstated through the grievance and arbitration provisions of this Agreement;
- (c) fails to report to work within five (5) calendar days after issuance of notice of recall by registered mail to their last address on record with the Employer;
- (d) is laid off for a period in excess of six (6) months;
- (e) fails to report for work upon the expiration of any leave of absence

granted to them unless a satisfactory reason is given to the Employer;

- (f) utilizes a leave of absence for a purpose other than for which it was granted;
- (g) retires;
- (h) is absent for two (2) consecutive working days unless a satisfactory reason to the Employer is given.

11.04 It shall be the responsibility of the employee to keep the Employer informed of their current address. If an employee fails to do this, the Employer will not be responsible for a failure of notice to reach an employee.

ARTICLE 12 - JOB POSTING

12.01 When permanent job vacancies occur within the bargaining unit, the Employer will post a notice with respect to such job on the bulletin boards or binders as set out in Article 14.01 and on the ADP website under the heading "Job Postings", for ten (10) calendar days. Such notice shall stipulate the nature of the position including salary rate or range, and the qualifications of the position concerned. Interested employees must apply within the ten (10) calendar days posting period. It is understood the Employer may fill the job on a temporary basis. The Employer will select from the applicants in accordance with the terms and conditions as set forth in Article 12.02. Notice of the first vacancy created by an employee who successfully bids for a permanent vacancy herein will be posted. This posting provision does not apply to any subsequent vacancy created.

12.02 If in the opinion of management, which opinion shall not be made in a manner that is arbitrary, discriminatory or in bad faith, the skills, qualifications, experience and training are equal between two or more employees, seniority shall be applied as set forth in Article 11.02 with regard to promotions or lateral classification changes within the bargaining unit.

12.03 Notwithstanding Article 12.02, if no written applications are received by 4:00 p.m. on the tenth (10th) calendar day of posting, or if, none of the applicants have the required skills, qualifications, experience and training, the Employer may fill the vacancy from other sources after first giving consideration to those applicants currently working in contract positions.

12.04 It is understood that only employees who have completed their probationary period may bid for job postings hereunder. If an employee successfully bids for a job hereunder, the Employer need not consider such employee for any posted job within the bargaining unit for a period of six (6) months actively worked.

12.05 Employees covered by the Part-Time Collective Agreement may apply and be considered for any postings under this Collective Agreement. Postings shall be

filled in accordance with Article 12.02. For clarity, if a full-time employee and a part-time or relief employee apply for the same posting, and all things are considered equal in accordance with 12.02, the full-time employee will be the successful candidate.

12.06 The Employer shall post and fill temporary vacancies for the expected duration of the leave of absence to backfill employees on an approved leave of absence. The successful applicants shall advance through the wage grid in accordance with Schedule "B".

12.07 Where an employee in the part-time bargaining unit is awarded a permanent position in the full-time bargaining unit, then:

a) The first two (2) months worked will be a trial period, but the employee will accrue seniority and participate in a full-time bargaining unit entitlements, subject to any waiting periods that may apply under applicable benefit or pension plans.

b) If at any time before completing two (2) months worked the Employer returns the Employee to the part-time bargaining unit, the employee will return to their base position in part-time bargaining unit if it remains vacant, failing which they will be returned to a relief position in that bargaining unit and their seniority in that bargaining unit will be maintained at the seniority they had before the transfer.

c) They will be subject to the probationary period described in Article 11.01 (a), if that period has not been completed.

ARTICLE 13 - LAYOFF AND RECALL

13.01 In the event that a reduction of the workforce is required, the Employer agrees to layoff employees in the reverse order of seniority within their job classification, provided that those employees who remain on the job are willing and have the skills, qualifications, experience, education, ability, knowledge and training to perform the job.

An employee who is subject to layoff shall have the right to either:

- a) accept the layoff and be placed on a recall list for a period of six (6) months; or
- b) displace an employee who has the least bargaining unit seniority in the same job classification, or if there is no employee in the same job classification with less bargaining unit seniority, then displace the employee who is the least senior employee in the next lower paying classification if the employee originally subject to layoff has the skills, qualifications, experience, education, ability, knowledge and training to perform the job. Such employee so displaced shall be laid off.

- 13.02 An employee who displaces an employee in a lower paying classification will be paid at the start rate of their new classification which is closest to their pre-layoff rate. It is understood that the new rate cannot be greater than their pre-layoff rate.
- 13.03 In the event of recall, an employee shall have the opportunity of recall from layoff to their former classification, or to a lower paying classification, on order of seniority, provided they are willing, and have the skills, qualifications, experience, education, ability, knowledge and training to perform the job.
- 13.04 No new employee shall be hired until those laid off,
- a) who have the skills, qualifications, experience, education, ability, knowledge and training that pertain to the job, and
 - b) who have not lost their seniority and deemed to have quit their employment pursuant to Article 11.03 (d) have been given the opportunity of recall. Notwithstanding the foregoing, should an employee refuse recall, the Employer may hire a new employee to fill the position for which the recall opportunity was available.
- 13.05 The Employer agrees that it will not contract any work normally performed by employees when such contracting out directly results in the layoff of employees.

ARTICLE 14 - BULLETIN BOARDS

- 14.01 The Employer shall provide one (1) bulletin board in each of the following areas: Head Office, Adult Development and Keswick Program for the convenience of the Union in posting notices regarding regular meetings and educational seminars. In the Group Homes, the above notice may be placed in the Communication Books. All such notices must be signed by the proper officer of the Union and submitted to the Executive Director for approval in writing before being posted or placed in the Communication Books.

ARTICLE 15 - GENERAL

- 15.01 An employee may request in writing to the Executive Director the examination of their personnel file and it shall be shown to them at a time mutually agreed upon by the Employer and the employee and in the presence of a person designed by the Employer. The Employer shall provide a copy of written disciplinary action contained in the personnel file upon the written request of the employee.
- 15.02 The Employer and the Union agree to share equally the cost of providing a copy of this Agreement to employees.
- 15.03 At the written request of the employee at the conclusion of the twenty-four (24) month period, any letter of reprimand or suspension, which does not involve a client related matter of abuse, or human rights violation, will be removed from the employee's personnel file twenty-four (24) months from the imposition of the

discipline, provided the employee's record has been discipline free during this twenty-four (24) month period. Any letters of discipline shall not be used against the employee should the employee fail to make the request to remove the letter from the employee's file.

ARTICLE 16 - HOURS OF WORK

- 16.01 It is hereby expressly understood and agreed that the provisions of this Article are for the purpose of computing overtime and shall not be construed to be a guarantee of or limitation upon the hours of work to be done per day or per week or otherwise, nor as a guarantee of working schedules.
- 16.02 (a) Subject to 16.02 (b) the regular hours of work shall be on the basis of eighty (80) hours averaged over a two (2) week period. The Employer shall attempt as much as practicable to base this period on eight (8) hours per day, forty (40) hours per week which shall include a daily paid meal period of one (1) hour. It is agreed that employees may be required to remain on the premises during the paid one (1) hour meal period and shall be required to perform such duties as are necessary during the meal period.
- (b) Where employees are now working a longer daily shift than specified in 16.02 (a) above or in the event the Employer introduces a longer daily shift, such longer daily shifts shall be considered the regularly assigned hours of work for such employees.

ARTICLE 17 - OVERTIME

- 17.01 Employees recognize the need for overtime and agree to co-operate with the Employer in the performance of the same.
- 17.02 It is agreed that there will be no duplication of premiums under this agreement nor pyramiding of overtime.
- 17.03 Subject to Article 17.04, if an employee is authorized to work and does work in excess of their regular hours of work as set out in Article 16, they will be compensated on the following basis:
- (a) For hours worked in excess of eighty (80) hours in a two (2) week period up to and including eighty-eight (88) hours in a two (2) week period. lieu time off will be granted equivalent to the time so worked overtime.
 - (b) For hours worked in excess of eighty-eight (88) hours in a two (2) week period an employee will be compensated by either of the following at the option of the Employer:
 - (i) lieu time off at the rate of one and one-half (1-1/2) times the

time so worked; or

- (ii) payment of an overtime premium at the rate of one and one-half (1-1/2 times) the employee's regular straight time hourly rate of pay for time so worked.

17.04 It is agreed and understood that Article 17.03 does not apply to employees whose hours of work are covered by Article 16.02 (b) above. Such employees shall be compensated by the Employer as follows:

For hours worked in excess of forty-four (44) hours per week, the employee shall be paid an overtime premium at the rate of one and one-half (1-1/2) times the employee's regular straight time hourly rate of pay for time so worked.

17.05 Overtime shall be allotted on a seniority basis within the program for which overtime is required. In the event the senior employee or employees refused to work overtime, the Employer shall require such junior employee or employees as are necessary to perform the overtime work and employees so assigned shall work overtime as required.

ARTICLE 18 - PAID HOLIDAYS

18.01 For the purpose of this Agreement, the following days will be recognized as paid holidays:

New Year's Day	Civic Holiday
Family Day	Labour Day
Good Friday	Thanksgiving Day
Easter Monday	Christmas Day
Victoria Day	Boxing Day
Canada Day	

In addition to the holidays specified above, employees shall be entitled to one (1) floating holiday during each fiscal year which day shall be mutually agreed upon by the Employer and employees concerned. If there is no agreement, such floating holiday shall be designated by the Employer. This additional floating holiday shall not be a premium day.

For the purposes of calculating the hours paid on the float day for employees who work fewer than 80 hours averaged over two (2) weeks, employees shall be paid for the number of hours they otherwise would have been regularly scheduled to work on the day they take as a float day.

An employee who is not normally scheduled to work on a paid holiday and who is asked to work and agrees to work on a paid holiday for fewer hours than their regularly scheduled shift shall be paid for work performed on such day at the rate of one and one-half times (1-1/2) their regular straight time hourly rate for all

hours worked and in addition shall receive the "stat not worked day" for the paid holiday that they would have otherwise received had they not agreed to work the paid holiday.

For the purposes of calculating the hours paid on the paid holiday for employees who work fewer than 80 hours averaged over two (2) weeks, employees shall be paid for the number of hours they otherwise would have been regularly scheduled to work on the paid holiday.

18.02 In order to qualify for holiday pay an employee must:

- (i) work their scheduled full work day immediately preceding such holiday and immediately following such holiday.

18.03 An employee who is required to work on a paid holiday shall be paid for authorized work performed on such day at the rate of one and one-half times (1-1/2) times their regular straight time hourly rate for all hours worked and in addition, the Employer shall grant another working day for the paid holiday, which day shall not be later than the next annual vacation of the employee and the day so substituted shall be deemed to be paid the paid holiday.

Where an overnight employee is required to work on a paid holiday, they will be paid for the hours worked at a rate of one and a half times (1 1/2) their regular straight time hourly rate for all hours worked. In addition, the employee shall be granted another working day for the total number of hours they would have regularly performed in that 24-hour period.

18.04 Where a paid holiday falls on an employee's day off or during the employee's vacation period, the Employer shall pay the employee their wages for the paid holiday or shall designate a working day that is not later than the next annual vacation of the employee and the day so designated shall be deemed to be the holiday.

18.05 When an employee is scheduled to work on a holiday and does not work, they shall not be paid for the holiday unless excused in writing by the Employer.

18.06 For the purpose of the application of this Article an employee who is required to work on a Paid Holiday shall be paid for actual hours of authorized work performed on such day. (Day means 12 midnight to the following 11:59 p.m.)

ARTICLE 19 - VACATIONS

19.01 The amount of vacation with pay for which an employee is eligible shall be determined by the employee's active continuous length of service as of the employee's anniversary date of employment with respect to the following vacation entitlements:

- (a) Each employee upon completion of one (1) year's active continuous

service shall have earned fifteen (15) days vacation with pay at their regular straight time hourly rate accrued at the rate of ten (10) hours per completed month of active continuous service. It is understood that only upon the completion of six (6) months of active continuous service may an employee receive up to seven (7) days vacation of the foregoing entitlement.

- (b) Upon the completion of four (4) years active continuous service shall have earned twenty (20) days vacation with pay at their regular straight time hourly rate accrued at the rate of thirteen and one-third (13.33) hours per completed month of active continuous service.
- (c) Upon the completion of seven (7) years active continuous service shall have earned twenty (25) days vacation with pay at their regular straight time hourly rate accrued at the rate of sixteen and two-thirds (16.67) hours per completed month of active continuous service.
- (d) Upon the completion of twenty (20) years active continuous service shall have earned thirty (30) days vacation with pay at their regular straight time hourly rate accrued at the rate of twenty (20) hours per completed month of active continuous service.

19.02 It is agreed and understood that Article 19.01 does not apply to employees whose scheduled hours of work are more or less than eighty (80) hours averaged over a two (2) week period. Such employees shall be entitled to vacation with pay which shall be prorated in accordance with the number of hours worked.

19.03 The Employer will post a vacation schedule form listing employees no later than March 31. An employee must indicate their vacation preference on the form by April 15. The Employer shall finalize the vacation schedule and post a list by April 30. The Employer shall endeavor to grant chosen vacations. It is recognized that the final decision concerning the scheduling of vacations resides with the Employer. Should more than one employee desire the same vacation time, such vacation time shall be granted according to seniority provided that the efficient operation of the Employer is not unduly affected. No employee shall be permitted to take more than three (3) consecutive weeks of vacation without the written consent of the Executive Director.

19.04 Vacation time must be taken within twelve (12) months of the beginning of the vacation year in which it is accrued or it will be scheduled at times selected by the Employer or it will be rolled over at the discretion of the Employer.

19.05 An employee who voluntarily leaves the employ of the Employer shall be entitled to receive any unpaid vacation pay which is accrued to their date of separation unless they leave without giving two weeks notice of termination in which case they shall only be entitled to vacation pay in accordance with the provisions of the *Employment Standards Act, 2000*.

ARTICLE 20 - SICK LEAVE

20.01 Pay for sick leave is for the sole and only purpose of protecting employees against loss of regular income when they are legitimately unable to work due to their own illness, injury or medical emergency and will be granted on the following basis:

- (a) Sick leave will be allowed for the eligible purposes for employee after the completion of their probationary period on the basis of one and one-quarter ($1\frac{1}{4}$) days per month of active continuous service.
- (b) All unused sick leave may be accumulated to the credit of the employee up to a maximum of sixty (60) days.
- (c) Once these credits are earned they may be used when sickness renders the employee unable to perform assigned duties. Sick leave credits used up will be deducted from the total credits accumulated.
- (d) An employee upon returning to work from sick leave may be requested to present a medical certificate from a duly qualified medical practitioner stating the medical reason for the absence, the length of absence and fitness to return to work to perform regular duties. The Employer will reimburse the employee up to a maximum of \$20.00 for the cost to the employee for any medical certificates, including the cost of any medical certificates, or forms requested by a third party (i.e., a short or long-term disability carrier). For reimbursement, the employee must complete and submit to the Employer an official expense form together with an official receipt from the qualified medical practitioner that issued the medical certificate. An employee returning from sick leave after an absence of 5 (five) working days or more shall produce a medical certificate from a qualified medical practitioner stating the medical reason for the absence, the length of the absence and the fitness to return to work to perform regular duties.
- (e) Employees shall not be entitled to sick leave for sickness or accident compensable by the Worker's Compensation Board.
- (f) Sick leave credits will expire on termination of employment or retirement or death.
- (g) An employee absenting themselves on account of personal illness, with a shift commencing on or after 9:30 p.m., must notify the Employer on the first day of illness at least three (3) hours before the time they would normally report to work. An employee absenting themselves on account of personal illness, with a shift commencing prior to 9:30 a.m., must notify the Employer on the first day of illness at least one (1) hour before the time they would normally report to work. Failure to give such notice may result

in loss of sick benefits for that day of absence.

- (h) Employees may use one (1) sick leave credit each fiscal year as a personal day which day shall be mutually agreed upon by the Employer and Employee concerned. If there is no Agreement, such personal day shall be designated by the Employer.

For the purposes of calculating the hours paid on the personal day for employees who work fewer than 80 hours averaged over two (2) weeks, employees shall be paid for the number of hours they otherwise would have been regularly scheduled to work on the day they take as a personal day.

- (i) Employees on short-term disability leave can elect to use any of their unused sick leave credits for the purpose of topping up wages to one hundred percent (100%). Each top-up to one hundred percent (100%) requires the corresponding fraction of a day available for top-up.
- (j) Employees shall be entitled to use up to two (2) sick leave credits each fiscal year for the purpose of family responsibility leave or personal emergency leave as defined in the *Employment Standards Act*. The sick credit to care for family shall not count towards the Attendance Management Program and employees shall not be required to provide a medical note to substantiate the two (2) days. The employee will be required to complete the Personnel Notice Change Form and indicate reason for leave.

ARTICLE 21 - LEAVE OF ABSENCE

- 21.01 The Employer may, in its discretion, grant a leave of absence with or without pay to an employee for legitimate personal reasons or educational up-grading pertaining to an employee's current position. Requests for a leave of absence shall be submitted in writing to the Executive Director at least (30) days in advance of the leave except as otherwise authorized by the Executive Director.
- 21.02 Leaves granted under the Employment Standards Act, will be granted in accordance with the requirements of the *Employment Standards Act, 2000* in Ontario.
- 21.03 An employee who is required to serve as a juror or Crown witness, in a court of law, shall be paid at their regular straight time hourly rate for the time lost from their regularly scheduled hours of work. This payment shall only be made provided the employee notifies the Executive Director immediately upon notification that they will be required to serve as a juror, presents proof of service and promptly pays to the Employer the amount received for such service. The employee must report for work on their regularly scheduled days of work when they are excused as a juror or Crown witness. Further, if the time required for jury duty or Crown witness on any one day is four (4) hours or less, the employee must report for work.

- 21.04 Employees who are absent from work for any continuous period of thirty (30) calendar days or more provided that the thirtieth (30th) day is a regularly scheduled day, other than a period of vacation leave, shall not earn vacation or sick leave credits during the period of any such absence and anniversary dates shall be adjusted accordingly. In addition, the Employer shall not be required to contribute to the payment of Employee Benefits provided under this Collective Agreement. Employees desirous of maintaining this protection must arrange payment of premium for all Employee Benefits provided under this Agreement and pay the applicable premiums prior to the commencement of such absence from work.
- 21.05 Upon request the Employer will grant leave of absence without pay to four (4) employees who have completed their respective probationary periods to attend Union conventions provided that:
- (i) Such leave does not unduly interfere with the operational requirements of the Employer; and
 - (ii) The total leave granted hereunder shall not exceed fourteen (14) working days per year of the Agreement; and
 - (iii) The Union gives fourteen (14) working days written notice of such leave to the Employer.

ARTICLE 22 - BEREAVEMENT LEAVE

- 22.01 In the event of the death of an employee's parent, step-parent, spouse, partner, sister, step-sister, brother, step-brother, child, step-child, mother-in-law, father-in-law, son/daughter-in-law, grandparent, niece or nephew and grandchild, the Employer agrees to grant such employee a leave of absence of three (3) working days and further agrees to compensate the bereaved employee for time lost from their regular scheduled hours of work at their regular straight time hourly rate.
- 22.02 In the event of the death of an uncle, aunt, sister in-law, brother in-law, spouse's or partner's grandparents of the employee or in the event an employee is required to act as a pallbearer, the Employer agrees to grant such bereaved employee a leave of absence not exceeding one (1) day and further agrees to compensate the bereaved employee for time lost from their regular scheduled hours of work at his regular straight time hourly rate.
- 22.03 An employee will not be eligible to receive payments under this Article for any period in which they are receiving payments in the form of vacation pay, paid holidays, any sick benefits or Workers' Compensation benefits.

ARTICLE 23 - HEALTH AND WELFARE BENEFITS

23.01 (a) Each employee shall join the Group Life, Weekly Indemnity, Long Term Disability Insurance, currently in effect in accordance with the regulations and conditions of the policies providing such plans.

(b) The Employer shall continue its existing premium contribution for coverage for the plans set out in 23.01 (a) except as otherwise provided by this collective agreement.

Effective April 1, 1991, the Employer shall pay 75% of the billed premium for Long Term Disability Insurance.

(c) Eligibility for payment of benefits out of the plans enumerated above shall be subject to the terms of the policies providing such benefits.

23.02 The Employer shall, except as otherwise provided by this Collective Agreement, continue its existing contributions for the Extended Health Care Benefit and Dental Plan currently in effect in accordance with the regulations and conditions of the policies providing such plans. Eligibility for payment of benefits out of such plans shall be subject to the terms of the policies providing such benefits.

Effective October 1, 2019:

The Dental Plan shall include orthodontic coverage to a maximum of \$1,000.00 per calendar year.

The Employer agrees to a maximum of \$2,000 for initial installation of full or partial dentures, and repair, relining, and rebasing or replacement of dentures which are five (5) or more years old.

Effective April 24th, 2025:

The Dental Plan for basic services shall increase from \$1200.00 per year to \$1300.00 per year.

The vision care expense maximum shall be \$300.00 every 12 months for dependent children under age 18 and every 24 months for all others.

There shall be no yearly \$25.00 deductible paid.

There shall be no semi-private room coverage.

23.03 The Employer shall discontinue its contributions under Article 23 for persons who are laid off.

23.04 The Employer reserves the right to change the carrier of the above mentioned Plans provided the total benefits available to employees will be as nearly comparable as practical to those in existence on the date of ratification of the Collective Agreement.

23.05 The Employer agrees to continue the E.A.P. in effect on the date of ratification.

23.06 The Parties agree to maintain contributions to the Multi Sector Pension Plan as defined and amended per the plan , in the amount of 3% of Applicable Wages from the Employee and 3% from the Employer.

The parties agree to maintain the Multi Sector Pension Plan for Employees as defined and amended below.

In this article, the terms used shall have the meanings described:

- (a) "Plan" means the Multi-Sector Pension Plan
 - (b) "Applicable Wages" means the basic straight time wages for all hours worked and in addition;
 - (i) the straight time component of hours worked on a holiday; and
 - (ii) holiday pay, for the hours not worked; and
 - (iii) vacation pay; and
 - (iv) sick pay paid directly by the Employer (but not short-term indemnity payments paid by an insurer) which results in the Employee receiving full payment for the hours missed due to illness. Applicable wages includes any sick pay which an Employee is permitted to receive in cash despite not having been absent from the workplace.
- All other payments, premiums, allowances and similar payments are excluded.
- (c) "Eligible Employee" means all employees in the bargaining unit who have completed 624 hours of employment with the Employer.

The Employee and Employer contributions shall be remitted to the Plan by the Employer within thirty (30) days after the end of the calendar month in which the pay period ends for which the contributions are attributable. The Employer shall remit all contributions in the manner directed by the Administrator of the Plan.

The Employer agrees to provide to the Administrator of the Plan, on a timely basis, all information required pursuant to the *Pension Benefits Act*, R.S.O. 1990, Ch. P-8, as amended, and *Income Tax Act* (Canada) which the Administrator may reasonably require in order to properly record and process pension contributions and pension benefits. If maintained by the Employer in electronically readable form, the information shall be provided in such form to the Plan if the Administrator so requests.

For further specificity, the items required for each Eligible Employee by Article 23.06 of the agreement include:

To be Provided at Plan Commencement
To be provided with each Remittance
To be provided initially and as Status Changes

To be provided at Plan Commencement

date of hire;
date of birth;
Social Insurance Number;
date of first contribution;
seniority list to include hours from date of hire to Employer's fund entry date (for the purpose of calculating past service credit);
gender.

To be Provided with each Remittance

name;
Social Insurance Number;
monthly remittance;
pensionable earnings;
year to date contributions;
employer portion of arrears owing due to error, or late enrolment by the Employer.

To be Provided Initially and as Status Changes

full address;
termination date where applicable (MM/DD/YY)
marital status, and any change to marital status;
date of death (if applicable);

To be Provided Annually but no later than December 31

current complete address listing for all Eligible Employees;
period(s) of absence due to illness or disability, including WSIB (while Employee retains seniority);
period(s) of lay-off, while subject to recall;
period(s) of absence for pregnancy or parental leave;
period(s) of strike or lockout;
other leaves of absence.
hours worked by employees covered by the collective agreement who are not yet eligible employees, in the month and cumulatively since their date of hire.

The Employer agrees to be bound by the terms of the Agreement and Declaration of Trust establishing the Multi-Sector Pension Plan and the rules and regulations of the Plan adopted by the Trustees of the Plan, both as may be amended from time to time. In addition, the Employer agrees to enter into a Participation Agreement with the Trustees of the Plan in the form attached here to.

ARTICLE 24 - REIMBURSEMENT

24.01 In the event an employee is required and pre-approved to use their vehicle on behalf of the Employer, the Employer shall reimburse the employee fifty-five (55) cents per kilometer. Effective the date of ratification, such allowance shall be paid monthly provided the employee has submitted an official travel expense form approved by the employee's Program Supervisor. With proof of damage caused to an employee's personal vehicle during the course of transporting clients in the employee's personal vehicle, the Employer shall fully reimburse the employee for reasonable cleaning expenses incurred upon submission of the applicable receipts. Upon request T2200 will be provided to employees.

Vehicle Use and Insurance

- a) The Employer shall indicate on all job postings and job descriptions that use of a personal vehicle is required, together with a requirement to provide proof of a minimum of \$1,000,000 in general liability coverage.
- b) Where an employee incurs additional insurance cost directly related to insurance for their use of their vehicle for the purpose of driving people supported by the Employer, then the Employer will reimburse the employee for up to \$50.00 per year, upon receipt of proof of such additional cost and payment by the employee.
- c) Should the Employer require Employees to utilize company vehicles in place of or in addition to their personal vehicle for work-related purposes, the Employer shall obtain appropriate insurance coverage at its sole cost for that purpose.

24.02 An employee who has received pre-authorized written approval from their Program Supervisor to:

- (i) partake in meals at restaurants while accompanying a client to a community event or to an appointment, or
- (ii) attend a full day staff training seminar outside of the Town of Georgina shall be reimbursed, upon submission of an official travel expense form approved by the Employee's Program Supervisor together with a receipt, for meal expenses up to the following amounts which are inclusive of applicable taxes and gratuities:

Breakfast	\$15.00
Lunch	\$20.00
Dinner	\$25.00

ARTICLE 25 - WAGES

25.01 The Employer agrees to pay and the union agrees to accept for the term of this Agreement, the wages as set forth in Schedule "A" and "B" as attached hereto and forming part of this Agreement. The Employer agrees to pay employees bi-

weekly. The Employee's paycheque shall indicate wages, overtime, other supplementary pay and deductions made. The Employer will provide a statement of the manner of calculations of any retroactive pay upon request.

ARTICLE 26 –HEALTH AND SAFETY

26.01 The Employer, Union and the Employees recognize their respective obligations to provide and maintain a safe and healthy workplace and to comply with all duties and responsibilities under the Occupational Health and Safety Act and Regulations as may be amended from time to time.

26.02 The Employer agrees to cover all employees under the *Workplace Safety and Insurance Act*.

26.03 The Employer will continue to provide employees at its expense with training necessary to protect staff including but not limited to NCI/CPI, WHIMIS, First Aid and any other training deemed appropriate by the Employer.

26.04 The Employer shall initiate preventative measures in order to identify and reduce safety issues and safety hazards in the workplace.

Workplace violence includes:

- The definition of “Workplace Violence” as set out in the *Occupational Health and Safety Act*, as amended from time to time;
- The application of force, threats with or without weapons and bullying;
- A course of vexatious comment or conduct based on one or more of the prohibited grounds as set out in the *Ontario Human Rights Code*, as amended from time to time, that is known to be or ought reasonably to be known to be unwelcome; or,
- Incidents of domestic violence related to employees which may enter the workplace.

Workplace includes:

- The definition of “Workplace” as set out in the *Occupational Health and Safety Act*, as amended from time to time; or,
- Any organization, location such as client residence, office, vehicle or place where the Association work is being conducted.

ARTICLE 27 – DURATION

27.01 This Agreement shall remain in force and effect until and including March 31, 2026 and shall continue automatically for annual periods of one (1) year thereafter unless either party gives the other party a written notice of termination or desire to amend this Agreement.

- 27.02 Notice that amendments are required or that either party desires to terminate this Agreement may only be given in a period of not more than ninety (90) days prior to the expiration of this Agreement, or the anniversary of such expiration date.
- 27.03 If pursuant to such negotiations an Agreement is not reached for the renewal or amendment of this Agreement, or the making of a new Agreement, prior to the current expiration date, this Agreement shall continue in full force and effect until a new Agreement is signed between the parties or until conciliation proceedings prescribed at law have been completed, whichever date should first occur.

IT WITNESS WHEREOF each of the parties has caused this Agreement to be signed by its duly authorized officers or representatives as of the 24th day of June 2026.

FOR THE UNION

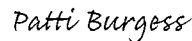

Lori Hunter (Jun 24, 2026 12:15:05 EDT)


Lis Thompson (Jun 24, 2026 16:45:46 EDT)


Mary Ellen Guy (Jun 24, 2026 10:32:05 EDT)



FOR THE EMPLOYER




Sue Beatty (Jul 13, 2026 15:45:22 EDT)


Deborah Giuga (Jul 8, 2026 15:57:44 EDT)

SCHEDULE "A"

EFFECTIVE APRIL 1, 2024

CLASSIFICATION	START RATE IN CLASSIFICATION	AFTER PROBATION IN CLASSIFICATION	ONE YEAR IN CLASSIFICATION	TWO YEAR IN CLASSIFICATION
COORDINATOR	\$52,986.93	\$54,271.99	\$55,536.74	\$57,002.47
SUPPORT WORKER	\$62,583.87	\$63,694.38	\$65,418.91	\$66,836.02
OVERNIGHT AWAKE SUPPORT WORKER	\$52,540.80	\$53,788.80	\$55,036.80	\$56,243.20
OVERNIGHT ASLEEP SUPPORT WORKER	\$44,035.06	\$44,984.16	\$45,936.18	\$46,887.15
ASSISTANT SUPPORT WORKER (Hourly)	\$25.26/hr	\$25.86/hr	\$26.46/hr	\$27.04
DRIVER (Hourly)	\$19.61/h	\$20.06/hr	\$20.40/hr	\$20.81/hr

Based on 2080 hrs \$0.40/hr increase is \$832.00/year

NOTE TO SCHEDULE A

1. Annual salaries set out in Schedule "B" are based on 2080 hours worked.
2. Hourly rates set out in Schedule "B" are based upon hours worked.
3. Employees shall advance through the salary classification range upon completion of their probationary period in the classification based upon the attainment of their next anniversary date of employment adjusted as provided for the Collective Agreement.
4. Where an employee received a promotion or transfer to another classification, the anniversary date for salary adjustment purposes shall be the date he assumes his new classification.
5. Upon promotion or transfer to another classification, an employee shall be placed at the start rate of his new classification.

SCHEDULE "B"

EFFECTIVE APRIL 1, 2025

CLASSIFICATION	START RATE IN CLASSIFICATION	AFTER PROBATION IN CLASSIFICATION	ONE YEAR IN CLASSIFICATION	TWO YEAR IN CLASSIFICATION
COORDINATOR	\$53,714.93	\$54,999.99	\$56,264.74	\$57,730.47
SUPPORT WORKER	\$63,311.87	\$64,422.38	\$66,146.91	\$67,564.02
OVERNIGHT AWAKE WORKER	\$53,268.80	\$54,516.80	\$55,764.80	\$56,971.20
OVERNIGHT ASLEEP SUPPORT WORKER	\$44,763.06	\$45,712.16	\$46,664.18	\$47,615.15
ASSISTANT SUPPORT WORKER	\$25.61/hr	\$26.21/hr	\$26.81/hr	\$27.39/hr
DRIVER	\$19.96/hr	\$20.41/hr	\$20.75/hr	\$21.16/hr

Based on 2080 hrs \$0.35/hr is \$728/year

NOTE TO SCHEDULE "B"

1. Annual salaries set out in Schedule "B" are based on 2080 hours worked.
2. Hourly rates set out in Schedule "B" are based upon hours worked.
3. Employees shall advance through the salary classification range upon completion of their probationary period in the classification based upon the attainment of their next anniversary date of employment adjusted as provided for the Collective Agreement.
4. Where an employee received a promotion or transfer to another classification, the anniversary date for salary adjustment purposes shall be the date he assumes his new classification.
5. Upon promotion or transfer to another classification, an employee shall be placed at the start rate of his new classification.

LETTER OF UNDERSTANDING

BETWEEN

**COMMUNITY LIVING GEORGINA
("the Employer")**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3572
("the Union")**

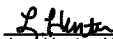
RE: VOLUNTEERS

This will confirm the understanding of the parties reached during negotiations for the term of the Collective Agreement which expires March 31, 2026 with respect to the following:

It is agreed that volunteers who provide assistance to the Employer shall be used to enrich programs, and shall not be used if such use directly results in the layoff of employees.

Dated the 24th day of June 2026.

FOR THE UNION

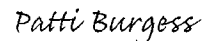

Lori Hunter (Jun 24, 2026 12:15:05 EDT)


Lis Thompson (Jun 24, 2026 16:45:46 EDT)

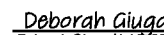

Mary Ellen Guy (Jun 24, 2026 10:32:05 EDT)



FOR THE EMPLOYER




Sue Beatty (Jul 13, 2026 15:45:22 EDT)


Deborah Giuga (Jul 8, 2026 15:57:44 EDT)

LETTER OF UNDERSTANDING

BETWEEN

**COMMUNITY LIVING GEORGINA
("the Employer")**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3572
("the Union")**

RE: RESTRUCTURING

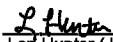
This will confirm the understanding of the parties reached during negotiations for the term of the Collective Agreement which expires March 31, 2026 with respect to the following:

Where the Employer determines a need to develop a Restructuring Plan which would result in layoffs, they shall convene a meeting of the Labour Management Committee to present and answer questions regarding the Plan and the layoff of employees. The union will be given the opportunity to present any suggestions they may have at this meeting.

The Employer shall notify the Union as far in advance as practical prior to the implementation of a Restructuring Plan which would result in layoffs.

Dated the 24th day of June 2026.

FOR THE UNION


Lori Hunter (Jun 24, 2026 12:15:05 EDT)


Lis Thompson (Jun 24, 2026 16:45:46 EDT)

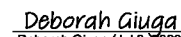

Mary Ellen Guy (Jun 24, 2026 10:32:05 EDT)



FOR THE EMPLOYER


Patti Burgess


Sue Beatty (Jul 13, 2026 15:45:22 EDT)


Deborah Giuga (Jul 8, 2026 15:57:44 EDT)

LETTER OF UNDERSTANDING

BETWEEN

**COMMUNITY LIVING GEORGINA
("the Employer")**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3572
("the Union")**

RE: ADEQUATE FUNDING

This will confirm the understanding of the parties reached during negotiations for the term of the Collective Agreement which expires March 31, 2026 concerning the following:

The Employer agrees to advocate the provincial government for adequate funding to ensure that accessible quality supports and services provided by community agencies are available to individuals with developmental disabilities and their families.

Dated the 24th day of June 2026.

FOR THE UNION


Lori Hunter (Jun 24, 2026 12:15:05 EDT)


Lis Thompson (Jun 24, 2026 16:45:46 EDT)


Mary Ellen Guy (Jun 24, 2026 10:32:05 EDT)



FOR THE EMPLOYER


PB


Sue Beatty (Jul 13, 2026 15:45:22 EDT)


Deborah Giuga (Jul 8, 2026 15:57:44 EDT)

LETTER OF UNDERSTANDING

BETWEEN

**COMMUNITY LIVING GEORGINA
("the Employer")**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3572
("the Union")**

RE: QUALIFICATIONS

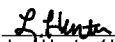
This will confirm the understanding of the Parties reached during negotiations for the Collective Agreement which expires March 31, 2026 regarding Qualifications.

The parties agree that newly created job qualifications required by the Employer, the Provincial Government, any funding body or any professional college shall, except as provided by any applicable Legislation, Regulation, Policy or Directive:

- (i) only apply the employees hired after the date of implantation of such qualifications, and
- (ii) not affect employee's job classification held by the employee with the Employer on the date of the implementation of the new qualification

Dated the 24th day of June 2026.

FOR THE UNION

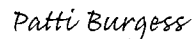

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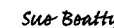

Lis Thompson (Jun 24, 2026 16:45:46 EDT)

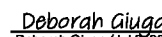

Mary Ellen Guy (Jun 24, 2026 10:32:05 EDT)



FOR THE EMPLOYER


Patti Burgess


Sue Beatty (Jul 13, 2026 15:45:22 EDT)


Deborah Giuga (Jul 8, 2026 15:57:44 EDT)

LETTER OF UNDERSTANDING

BETWEEN

**COMMUNITY LIVING GEORGINA
("the Employer")**

and

**CANADIAN UNION OF PUBLIC EMPLOYEES
AND ITS LOCAL 3572
("the Union")**

RE: Benefit Continuation

The Parties agree to the following for the duration of the Collective Agreement expiring March 31, 2026.

Despite the provisions of Article 21.04, employer side health and dental premiums will continue to be paid by the employer in the following circumstances:

- i) Statutory Leaves: The Employer will continue to pay employer side contributions for health and dental benefit premiums for employees on an approved Employment Standards Leaves, for the duration of such leaves;
- ii) Non-Statutory Leaves: The Employer will continue to pay employer side contributions for health and dental benefit premiums for:
 - Employees in receipt of short-term disability (STD) benefits, for the period approved by the STD providers; and
 - Employees in receipt of Long Term Disability (LTD) for the period of time approved by the LTD benefit provider.
- iii) Limitations: In each case, provided the employee must pay their share of premiums and the employer will not pay premiums for employees absent from work for twenty-three (23) months or more, unless otherwise required by the *Employment Standards Act*.

Dated the 24th day of June 2026.

FOR THE UNION

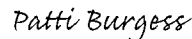

Lori Hunter (Jun 24, 2026 12:15:05 EDT)


Lis Thompson (Jun 24, 2026 16:45:46 EDT)


Mary Ellen Guy (Jun 24, 2026 10:32:05 EDT)



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