

BAYSHORE HOME CARE SOLUTIONS (STRATHMORE)

- AND -

UFCW

Term: November 19, 2019 to November 18, 2023 (4 years)

Table of Contents

Contents

Article 1 General purpose	3
Article 2 Management Rights	3
Article 3 Purpose of agreement.....	3
Article 4 Recognition and scope	4
Article 5 Dignity and respect.....	5
Employee Rights.....	5
No Discrimination	5
Article 6 Union Membership and Check OFF.....	5
Article 7 No strike or lock-outs	6
Article 8 Pay days	6
Article 9 Union Committee	6
Article 10 Recognition of union stewards.....	7
Union Representatives Leave	7
Negotiations.....	8
Article 11 Grievance procedure	8
Arbitration.....	9
Article 12 Seniority.....	10
Service and Seniority.....	10
Seniority List.....	10
Transfer to Management Positions Outside of the Bargaining Unit	11
Effect of Absence	11
Lay-offs and Recalls.....	12
Article 13 Effect of absence	12
Article 14 Job postings	13
Article 15 Technological change	13
Article 16 Occupational health and safety.....	13
Article 17 Personnel file	14
Disclosure.....	15
Article 18 Term.....	16
Wage Schedule.....	17
Memorandum of Understanding – Bulletin Board	19

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ARTICLE 1 GENERAL PURPOSE

1.01 The Employer agrees to abide by all legislation that applies to the workplace.

- (a) Alberta Employment Standards Code;
- (b) Alberta Labour Relations Code;
- (c) Alberta Human Rights Act;
- (d) Occupational Health and Safety (OHS) Act; and
- (e) Workers' Compensation Act.

ARTICLE 2 MANAGEMENT RIGHTS

2.01 The Union acknowledges that all management rights and prerogatives are vested exclusively with the Employer. Without limiting the generality of the foregoing, it is the exclusive right of the Employer to:

- (a) Determine and establish standards, policies and procedures for the delivery of service to the clients of the Employer;
- (b) Maintain order, discipline, and in connection therewith to establish and enforce reasonable rules and regulations which will not be inconsistent with the terms of this Agreement;
- (c) Determine the number of employees required and the duties to be performed by each employee;
- (d) Operates its business in a manner that is consistent with and permits the Employer to meet its obligations as may be set out in its contracts with Alberta Health Services or other contracting body;
- (e) Hire, transfer, layoff, recall, promote, classify, and assign duties;
- (f) Discharge, suspend or otherwise discipline employees who have completed their probationary period for just cause in accordance with the terms of this Agreement. A probationary employee may be released based on a fair and reasonable assessment. A claim of discriminatory hiring, transfer, layoff, recall, promotion, assignment of duties or claim that an employee has been disciplined, suspended, or discharged in a manner that violates the preceding paragraph may be the subject matter of a grievance and dealt with as hereinafter provided.

ARTICLE 3 PURPOSE OF AGREEMENT

3.01 The purpose of this Agreement entered into by collective bargaining is to maintain a sound and satisfactory relationship between the Employer and

its employees, and to establish the necessary procedures and provisions to assist both the Employer and the Union to establish their objectives.

Whereas it is the desire of both parties to this Agreement;

- (a) To maintain and improve the harmonious relations and settle conditions of employment between the Employer and the Union.
- (b) To recognize the mutual value of joint discussions and negotiations in all matters pertaining to working conditions.
- (c) To promote the morale, well being and security of all the employees in the bargaining unit of the Union.

ARTICLE 4 RECOGNITION AND SCOPE

- 4.01 The Employer recognizes the Union as the sole bargaining agent as described in Certificate Number C1748-2019 issued pursuant to the Code.
- 4.02 The Employer undertakes that it will not enter into any other agreement or contract with those employees for whom the Union has bargaining rights either individually or collectively which will conflict with any of the provisions of this Agreement.
- 4.03 For the purposes of this collective agreement, the Union shall be represented by its properly appointed officers. The Union shall provide the Employer with a current list of the officers' names.
- 4.04 Meetings between the Union and Employer including for disciplinary, grievances and any other purposes shall be held at an office provided by the employer. Where the Employer cannot provide local meeting space, meetings shall be held virtually (video, teleconference etc.) through an electronic medium mutually agreed upon by the Union and Employer.
- 4.05 All correspondence between the parties shall flow between designated representatives of the Employer and designated representatives of the Union. Both parties shall advise each other, in writing, of the names of their representatives.
- 4.06 The Employer agrees that a Union Steward will be invited to meet with new hires during their orientation period. The time allotted for such a meeting shall not no more than fifteen (15) minutes. Where more than one employee has been hired, the meeting will be arranged with all new hires in attendance at the orientation period. Copies of the collective agreement will be provided to staff in an electronic format.
- 4.07 Any changes deemed necessary in the Collective Agreement shall be made by mutual agreement at any time during the existence of this Collective Agreement. Such changes shall be in writing and duly signed by

authorized agents of the parties. Where a conflict exists between a provision contained in this Collective Agreement and the subject matter covered by the Employer's policies, regulations, guidelines or directives, the Collective Agreement shall apply.

ARTICLE 5 DIGNITY AND RESPECT

5.01 The Employer agrees that, in all circumstances, employees shall be treated with dignity, respect and fairness.

Employee Rights

5.02 Employees shall have the right to:

- (a) Due Process in the administration of the collective bargaining agreement.
- (b) A safer workplace,
- (c) Be compensated for all authorized work performed;
- (d) Be informed of all workplace rights, obligations, policies, and rules;
- (e) Participation in lawful Union activity;

No Discrimination

5.03 The Employer and the Union agree that there shall be no discrimination against any employees of the Employer because of race, ancestry, place of origin, colour, ethnic origin, religious beliefs, citizenship, creed, sex, sexual orientation, gender, gender expression, gender identity, age, marital status, same-sex partnership status, family status or disability,

5.04 The Employer shall, in cases of harassment, discrimination or workplace violence, agree to follow the Employer's Human Resource Policies and Procedures as amended from time to time.

5.05 The Employer's investigation procedure will not limit an Employee's right to seek redress through any other available procedure including:

- (a) Grievance procedure; and
- (b) Alberta Human Rights Commission.

ARTICLE 6 UNION MEMBERSHIP AND CHECK OFF

6.01 All Employees of the Employer covered by this Agreement; shall as a condition of continued employment, become members in good standing of the union. The Employer will supply a copy of an application (provided by the Union) for union membership to each new employee hired.

- 6.02 The Employer agrees to deduct on behalf of the Union, when requested in writing, all initiation fees, dues, and assessments from and on behalf of all Employees who are members of the Union from the employee's pay cheque each pay period and in a manner which is in keeping with the payroll system of the Employer. The employee's authorization shall be filled out during employee orientation with the Employer. In all instances, such deductions shall be forwarded to the bookkeeper of the Union by the end of the month following the month of collection, together with a list of employees on whose behalf deductions have been made. Such collection shall begin upon commencement of employment.
- 6.03 The Employer will note the individual Union dues deducted and enter the amount on T-4 slips issued for income tax purposes.
- 6.04 The Union and its members shall hold the Employer harmless with respect to any liability which the Employer might incur as a result of deductions and remittances.
- 6.05 The Employer will tell the new Employees the fact that a Union agreement is in effect, and with the conditions of employment set out in the article dealing with Union Security and Dues Check-Off.
- 6.06 The Employer shall provide the union with a monthly statement listing the names of all new Employees covered by this agreement hired during the reporting period, their date of hire and the names of all Employees who have terminated employment and their termination date per reporting period. Upon a written request of at least seven (7) days, the Employer will provide to the Union, in an electronic format, the current employees' list with names, addresses, phone numbers and other personal information known to the Employer.

ARTICLE 7 NO STRIKE OR LOCK-OUTS

- 7.01 The Union agrees that there shall be no strikes and the Employer agrees that there shall be no lock-outs during the term of this agreement. The meaning of the words "strike" and "lock-out" shall be as defined in the Alberta Labour Relations Code.

ARTICLE 8 PAY DAYS

- 8.01 Employees shall be paid bi-weekly by direct deposit every other Friday.

ARTICLE 9 UNION COMMITTEE

- 9.01 The Union has the right to elect or otherwise select a negotiating committee consisting of two (2) representatives from the bargaining unit. All members of the committees shall be employees of the Employer who have

completed their probationary period. The Union and Employer agree to discuss any desired changes to the committee prior to the commencement of bargaining.

ARTICLE 10 RECOGNITION OF UNION STEWARDS

- 10.01 The Employer agrees to recognize Employees who are appointed as Union Stewards, and recognizes their authority to represent other Employees. A Union Steward may, at the request of an Employee, accompany or represent him in the processing of a grievance with the Employer. When it becomes necessary for a Union Steward to leave his job this purpose, he will request time off from his immediate supervisor and provide him with as much advance notice as possible. Arrangements will be made by the supervisor to permit the Union Steward to leave his job, subject to the operation requirements of the Employer, and such arrangements will be approved as soon as reasonably possible of this purpose, with no loss of regular earnings. Such time off shall be granted only upon the approval of the supervisor or authorized alternate, which approval shall not be unreasonably withheld.
- 10.02 The Union reserves the right to appoint a Union Steward to represent a work area that has no Union Steward.
- 10.03 A list of Union Stewards shall be supplied by the Union to the Human Resources Department and the Area Director. The Area Director shall be advised in writing of any changes to the list. The list shall be updated by the Union annually.
- 10.04 Employees shall have the right at any time to the assistance of Union Staff Representatives when dealing or negotiating with the Employer and when processing a grievance.

Union Representatives Leave

- 10.05 When it is necessary for a Union member to make a request for a leave of absence to perform the duties of any office of the Union, the application for leave must be made in writing to the Employer for approval. The application for leave will be made in writing to the proper officer of the Employer with as much advance notice as possible. Where possible, four (4) weeks advance notice will be provided except that in extenuating circumstances the time factor may be waived or reduced.
- 10.06 The Employer shall not unreasonably withhold leave of absence for Employees elected or appointed to represent the Union at Conventions, Workshops, Institutes, Seminars, Schools or to attend meetings as a member of the Union's Provincial Executive Board.

- 10.07 When leave to attend Union business has been approved, it is granted with pay including any differentials or premiums the Member would have been received had they been at work. The Union agrees to reimburse the Employer for actual salary paid to the Employee while on leave plus an amount determined by the Employer to cover the cost of benefits.
- 10.08 An Employee who is elected for a full-time position with the Union shall be granted leave of absence without pay and without loss of seniority. If it is permissible under the pension and group life plan and any other welfare plans, the Employee shall have the right to pay the full cost, including the Employer's share, during the period of such leave of absence.
- 10.09 Employees who are selected for any staff position with the Union, or any body with which the Union is affiliated, shall be granted a leave of absence without pay for a period of two (2) years. Extensions of such leave may be granted, if submitted in writing and approved by the Employer. Approval of an extension will be dependent on operational requirements and will not be unreasonably withheld. The Employee will be permitted to work for gain for such leave.

Negotiations

- 10.10 An Employee elected or appointed to the Union Bargaining Committee shall be granted time off with pay (actual salary paid including differentials and premiums where applicable) and without loss of seniority in order to prepare for and participate in negotiations with the Employer. When requesting such leave, the Employee shall endeavour to provide as much advance notice as possible to the Employer. The Union agrees to reimburse the Employer for actual salary paid to the Employee while on leave plus an amount agreed to by the parties to cover the cost of benefits.

ARTICLE 11 GRIEVANCE PROCEDURE

- 11.01 Any complaint, disagreement, or difference of opinion between the parties hereto concerning the interpretation, application, or any alleged violation of the terms and provisions of this Agreement, shall be considered as a grievance.
- 11.02 All Union and Company grievances, not submitted within fourteen (14) calendar days from the date a grievance arose, or a payroll error was discovered, shall be considered abandoned.
- 11.03 Before a grievance is filed, the employee with his or her Shop Steward and/or Union Representative should attempt to discuss the issue with his or her Supervisor/Manager to permit an opportunity for an early resolution.

11.04 Should the issue not be resolved by the discussion contemplated above, the grievance procedure is as follows:

Step One

The written grievance containing sufficient particulars regarding the alleged violation and remedy sought will be submitted by the Union to Management and they will respond to the Union in writing within ten (10) calendar days. In the even the Company fails to respond to a written grievance within ten (10) calendar days, it shall be automatically advanced to Step 2 of the grievance procedure.

Step Two

If the grievance is not resolved at Step One, and if requested by the Company Representative or the Union Representative, there must be a meeting to discuss the grievance within fourteen (14) calendar days attended by a Company Representative, the Union Representative, and any others they determine should attend the meeting. After the meeting the Company will provide, in writing, the Company's final response to the Union Representative within fourteen (14) calendar days of the meeting.

Step Three

If the grievance is not resolved at Step Two, the Company of the Union may advise the other party that the grievance is going to be referred to arbitration. No grievance may be referred to arbitration by either party after thirty (30) days from the completion of Step Two.

- (a) Grievances concerning discharge, policy grievances, or grievances filed by the Union may be submitted directly to Management
- (b) Company grievances will be submitted directly to the Union Representative.
- (c) Time limits in this article are mandatory but can be extended by mutual written agreement between the Company and the Union.

Arbitration

11.05 All grievances that have not been settled or waived in accordance with Article 11.01 of the Agreement shall be submitted to arbitration and all controversies as to the interpretation and application of this Agreement that cannot be settled by the Representatives of the Company and the Union shall be submitted to arbitration and heard by a single arbitrator. The parties will attempt to agree upon a sole arbitrator to hear the grievance. Should the Company and the Union fail to agree upon an arbitrator, the Alberta Department of Mediation Services will be requested to appoint an arbitrator.

11.06 It is agreed that the expenses of the arbitrator shall be borne, equally, by both the Union and the Company. No arbitrator shall serve if he/she is involved directly in the controversy under local consideration. Grievances taken to arbitration shall be submitted in writing and shall specify clearly the nature of the grievance. It is distinctly understood that the arbitrator is not vested with the power to change, modify, or alter this Agreement or any of its parts. The arbitrator may however, interpret the provisions of this Agreement. The findings and decisions of the arbitrator shall be binding and enforceable on all parties.

ARTICLE 12 SENIORITY

12.01 A new employee will be considered on probation until after she has completed five hundred (500) hours worked or six (6) months of active employment in the bargaining unit, whichever occurs first.

12.02 The purpose of the probationary period is to determine, in the opinion of the Employer, the suitability of the employee for continued employment with the Employer. The dismissal of an employee in the probationary period may be made at any time without notice or reasons and any such dismissal shall not be subject to the grievance and arbitration procedure.

Service and Seniority

12.03 Service and seniority shall be defined as number of hours worked with the Employer since most recent date of hire.

12.04 Where two (2) or more employees have the same seniority standing, the greater seniority shall be given to the employee with the earliest date of hire.

Seniority List

12.05 The Employer shall post a copy of the seniority list in the workplace.

12.06 Upon signing of this Collective Agreement, the Employer will furnish the Union office and Union Representative with a copy of the employees' seniority list and a revised copy will be supplied every six (6) months thereafter.

12.07 Upon posting of the seniority lists, the Union and affected employees will have thirty (30) calendar days to make written objections to the accuracy of the lists, failing with the seniority lists will be deemed to be accurate until the next posting.

- 12.08 When an employee is absent from work for any reason and a seniority list is posted or a change is made herein, the period during which she may protest shall be thirty (30) days following his/her return to work.

Transfer to Management Positions Outside of the Bargaining Unit

- 12.09 An employee who is permanently transferred to a Management position outside of the bargaining unit shall for a period of up to six (6) months, retain but not accumulate seniority held at the time of the transfer. In the event the employee is returned to a position in the bargaining unit within such six (6) month period she shall be credited with the seniority held at the time of transfer and resume accumulation from the date of her return to the bargaining unit. This term may be extended up to a further six (6) months on mutual agreement to the Union, employee and Employer.
- 12.10 In the event that an employee obtains a temporary Management position outside of the bargaining unit for a specific task which does not exceed a period of six (6) months and is returned to a position in the bargaining unit, she shall not suffer any loss of seniority, service or benefits. It is understood and agreed that an employee may decline such offer to assume the task. The six (6) month period referred to above may be extended by agreement of the parties.

Effect of Absence

- 12.11 It is understood that, during any approved absence paid by the Employer, both seniority and service will accrue.
- 12.12 Service Accrual: During an unpaid absence credit for service for purposes of salary increment, vacation, or any other benefits under any provisions of the Collective Agreement or elsewhere, shall be suspended for the period of the absence, the benefits concerned appropriately reduced on a pro rata basis. In addition, the employee will become responsible for full payment of subsidized employee benefits in which he/she is participating for the period of the absence except that the Employer will continue to pay its share of the premiums for up to twenty four (24) months while an employee is in receipt of W.C.B., EI sick leave, pregnancy or parental leave. Notwithstanding this provision, service shall accrue for the period of thirty (30) weeks if an employee's absence is due to disability resulting W.C.B. benefits and for period of thirty-five (35) weeks of Pregnancy Leave and up to sixty-eight (68) weeks for Parental Leave.
- 12.13 It is further understood that, during such unpaid absence, credit for seniority for purposes of promotion, demotion, transfer or lay-off shall be suspended and not accrue during the period of absence. Notwithstanding this provision, seniority shall accrue for up to twenty-four (24) months if an employee's absence is due to disability resulting W.C.B. benefits,

Pregnancy and Parental Leave, or while an employee is on sick leave through the Employment Insurance period or if an employee's unpaid absence is due to an illness.

Lay-offs and Recalls

- 12.14 In the event that the Employer determines that the number of employees available for work should be reduced, the least senior employees will be removed from the work availability roster provided the remaining employees have the required skills, qualifications, and abilities to do the available visits.
- 12.15 If the Employer later determines that the number of employees available for work should be increased, employees will be reinstated on the work availability roster in accordance with seniority provided the employee has the required skill, qualifications, and abilities to do the work.
- 12.16 Employees who are laid off shall receive their Record of Employment within five (5) days. This Record of Employment will be accessible online on the Service Canada website. Should a hard copy be required, it shall be provided within five (5) days of the written request.
- 12.17 In the event of a proposed layoff the Employer will notify the affected employee and copy the notice to the Union.
- 12.18 Meet with the union to review the following:
- (i) The reasons causing the layoff;
 - (ii) Any other alternatives.

ARTICLE 13 EFFECT OF ABSENCE

- 13.01 An employee shall lose all her seniority and her employment shall be deemed to be terminated if she:
- (i) voluntarily resigns, or retires;
 - (ii) is discharged and is not reinstated through the grievance or arbitration procedure;
 - (iii) is absent on three consecutive days on which she is scheduled to work, without providing a satisfactory reason;
 - (iv) uses a leave of absence for a purpose other than that for which it was granted;

- (v) fails to return to work upon receipt of notice to recall within fourteen (14) calendar days of receipt of a Registered Letter of recall;
- (vi) overstay a Leave of Absence without the express permission of the Employer or without providing a satisfactory reason to the Employer.
- (vii) Employees who have submitted their availability forms and have accepted clients on the schedule, that later refuse or cancel the client assignment without permission from the Employer and have had four (4) such refusals/cancellations in a twelve (12) month period shall be terminated.

ARTICLE 14 JOB POSTINGS

- 14.01 All vacancies or newly created classifications determined by the Employer to be filed shall be posted on-line for one (1) week during which time employees may apply for the said position in writing on a form supplied by the Employer.
- 14.02 Employer will provide the Union with a copy of the posting and upon request by the Union.
- 14.03 The Employer shall notify the successful applicant in writing.
- 14.04 Staff changes, transfers or promotions within the bargaining unit shall be based upon the following factors:
 - (a) skill, competency, efficiency, ability and reliability.
 - (b) seniority;
 - (c) where these factors are relatively equal, the seniority of the applicant shall govern

ARTICLE 15 TECHNOLOGICAL CHANGE

- 15.01 When the Employer is considering the introduction of technological change (altering methods or utilizing different equipment) in the workplace that may result in job reduction or job loss, the Employer will notify the Union with as much advance notice as possible of such change and will meet and discuss with the Union, reasonable measure to protect the interest of Employees so affected and the provisions of Article 12.05 Layoff and recalls.

ARTICLE 16 OCCUPATIONAL HEALTH AND SAFETY

- 16.01 A Committee will be established to consider matters of Occupational Health and Safety.

- 16.02 The Committee shall meet quarterly at a mutually acceptable hour and date.
- 16.03 The Committee shall be established, and the Union will have the right to designate one (1) member of the bargaining unit as a member of this committee.
- 16.04 The base rate of pay for any lost time/visits will be paid to such Employee for time spent in attendance at a meeting of the Committee.
- 16.05 The Employer agrees to abide by the terms of the Occupational Health and Safety Act, RSA 2000 c0-2 as amended from time to time. In accordance with the Act and Regulations, the Employer will ensure Employee representatives are required to participate in the local Occupational Health and Safety Committee, whose responsibilities include regular meetings and safety inspections, hazard identification including working along and reporting, hazard controls and training, and recommendations for improved workplace safety.
- 16.06 An Employee's rights shall be respected in accordance with the Occupational Health and Safety Act. No Employee shall be discharged, penalized or disciplined for refusing to perform any work or operate any equipment which the Employee has reasonable and probable grounds to believe presents an imminent danger to the health or safety of any Client, Employee, or member of the public. The Employer, the Employee and the Union will cooperate to the fullest extent in the matter of occupational health, safety, security and accident prevention. Protective clothing and safety equipment shall be supplied by the Employer as required by the Occupational Health and Safety Act.

ARTICLE 17 PERSONNEL FILE

- 17.01 By an appointment made at least seven (7) calendar days in advance, an Employee and/or their representative, shall have access to their personnel records once per year.
- 17.02 The Employer will make arrangements to have an Employee's personnel file made available at a reasonable time for the employee to examine his file, once in every year or in the event of a grievance. The Employee may request a representative of the Union to be present at the time of examination.
- 17.03 All disciplinary documents shall be brought to the employee's attention prior to being placed in her file.
- 17.04 The Employer will schedule a disciplinary discussion or investigation with an Employee, where such investigation is under the discretionary control of

the Employer, by giving reasonable advance notice. Prior to such discussion or investigation, the Employer shall advise an Employee of their right to be accompanied by the Union Steward or Union Representative of their choice. The Employer shall give the Employee a reasonable amount of time to contact their Union Steward or Union Representative.

- 17.05 Any letter of discipline, reprimand or other sanction will be removed from the record of the employee after twenty-four (24) months, provided that the employee's record has been free of similar discipline for the twenty-four (24) months.
- 17.06 Fourteen (14) calendar days notice in writing shall be given by the Employee resigning from the Employer.
- 17.07 The Employee shall sign all notices of discipline, for the sole purpose of indicating she is aware of the discipline. It is deemed notification when the Employee refuses to sign.
- 17.08 A copy of all written disciplinary action shall be provided to the employee concerned.

Disclosure

- 17.09 Where the Employer's investigation results in discipline against an Employee, the disciplinary interview will be arranged in advance to allow the scheduling of the Employee and the Union Steward. The parties recognize the principle of disclosure of information in matters resulting in discipline and the Employee's right to be represented by a Union Steward.

ARTICLE 18 TERM

This Agreement shall come into effect on the 19 day of November, 2019 and will continue in effect until the 18 day of November, 2023 and shall continue automatically thereafter for periods of one (1) year each unless either party notifies the other in writing not more than 90 days immediately prior to the expiration date. Where notice is given by either party in writing as referred to above, negotiations shall commence not later than thirty (30) days after the date of such written notice.

DATED AT _____, THIS ____ DAY OF _____ 2023.

FOR THE UNION

FOR THE EMPLOYER

Bayshore Home Health Care

WAGE SCHEDULE

Mediators Report

Thomas Joliffe was the Mediator and he has recommended a 4 year term with wage increase's to be applied at 1% lump sums for the first and second contract year extending from November 19, 2019. (Notice to Bargaining), and 1% wage increase on grid for the final two contract years commencing November 19, 2019. As of November 19, 2022 the top hourly rate would be \$19.38 for community and \$19.48 for Strathmore Congregate.

1.0% Lump sum on hours worked (November 19, 2019 to November 18, 2020)

1.0% Lump sum on hours worked (November 19, 2020 to November 18, 2021)

1.0% Increase insertion on grid (commencing November 19, 2021)

1.0% Increase insertion on grid (commencing November 19, 2022)

Wages:

The wage classifications and the hourly wage rate applicable to each such wage classification are set out below:

Lodge	Rate as of Nov 19/2019	Effective Nov 19/2020	Effective Nov 19/2021	Effective Nov 19/2022
Increases Per year	1% Lumpsum on: hours worked from Nov 19, 2019 to Nov 18, 2020	1% Lumpsum on: hours worked from Nov 19, 2020 to Nov 18, 2021	1%	1%
Healthcare Aide 0-3000hrs	\$17.63	\$17.63	\$17.80	\$17.98
3001-6000hrs	\$17.83	\$17.83	\$18.01	\$18.19
6001-9000hrs	\$18.46	\$18.46	\$18.64	\$18.83
9001hrs plus	\$19.10	\$19.10	\$19.29	\$19.48

Community	Rate as of Nov 19/2019	Effective Nov 19/2020	Effective Nov 19/2021	Effective Nov 19/2022
Increases Per year	1% Lumpsum on: hours worked from Nov 19, 2019 to Nov 18, 2020	1% Lumpsum on: hours worked from Nov 19, 2020 to Nov 18, 2021	1%	1%
Healthcare Aide 0-3000hrs	\$17.25	\$17.25	\$17.42	\$17.59
3001-6000hrs	\$17.50	\$17.50	\$17.68	\$17.86
6001-9000hrs	\$17.75	\$17.75	\$17.93	\$18.11
9001hrs plus	\$18.99	\$18.99	\$19.18	\$19.38

Any Employee currently being paid over the step corresponding to their current hours worked shall be red-circled at that rate until such time that they meet the next increment (grid step).

MEMORANDUM OF UNDERSTANDING – BULLETIN BOARD

The Union will work with the Wheatland Housing Management Body to secure a location for the Union bulletin board.

DATED AT _____, THIS ____ DAY OF _____ 2023.

FOR THE UNION

FOR THE EMPLOYER
