Summary of changes to the 2018 – 2023 Collective Agreement between

Local 1936

and

Collingwood Neighbourhood House

This summary does not include changes that are of a housekeeping nature, and do not change the terms of the collective agreement.

Wages increase by 8.25% in the next four years:	Starting in 2020, anyone celebrating their 15, 20, 25, and 30 year anniversaries will get an extra week of
On April 1, 2019, all wages will increase by 1%.	vacation during their anniversary year. For casuals,
On October 1, 2019, all wages will increase by 0.5%.	it will be paid out instead.
On April 1, 2020, all wages will increase by 1.75%.	
On April 1, 2020 Casual Childcare workers will also get an extra \$0.45/hr.	CNH and the Union will work together to see if LTD premiums can be reduced (with current provider, or
On April 1, 2021, all wages will increase by 2%.	a new one).
On April 1, 2022, all wages will increase by 2%.	
On October 1, 2022, all wages will increase by 1%	On April 1, 2021 Vision Care will increase from \$225 to \$295 every 2 years. Hearing aid coverage will also
(Compounding the wage increases means a total of more than 8.5% increase from April 2019 to April 2023)	increase from \$600 to \$1000.
On October 1, 2022, employees AND CNH will each put 2% of wages in to the Multi Sector Pension Plan, for a total contribution rate of 4%.	Doctors notes will only be required for 3 or more days of absence, however if CNH feels there is a pattern, they may meet with the employee to discuss this, but only with a Union representative present.
Term of Agreement: 5 years (April 2018 – March 2023).	CNH will increase how much it pays for Doctors notes from \$25 to \$40.
CNH will pay 5% more (from 60% now to 65%) for dental plan premiums starting April 1, 2020.	Gender Neutral Terms: all references to she/he or her/him will become they/them.
Every employee will receive 1% of their earnings between April 1, 2018 and March 31, 2019 paid out in cash.	Stewards will be allowed to take paid time to be involved in investigations when appropriate.

Volunteers will not take work away from employees.

Member contact info: CNH will give employee

contact information to the Union once each year.

Casual Childcare workers who have passed their probation and obtain a regular (full- or part-time) job will move to Step 2 after 3 months.	Layoff language is changed to allow people who may wish to be laid off the option. Also, if you are laid off and your original position becomes available within 6 months, you get it back.
Casual's pay in lieu of statutory holidays will increase by 0.4% to properly account for Family Day.	CNH will do it's best to make sure that breaks are free from work-related duties, and does not expect employees to do unpaid work unless volunteering on
Causals only have to be available 6 days per month, instead of 15.	a community committee.
Casuals may choose to have job postings emailed to them at their home email.	If Employees are asked to do the work of a higher- paid position, they will be paid the higher rate of pay.
A Casual Advisory Group will meet, to come up with issues that will be taken to Labour Management meetings to be discussed with CNH.	Leaves of absence start the first calendar day after the last day worked. Members who wish to keep their benefits can now also pay for them by electronic transfer.
The Labour Management Committee will meet every 3 months to discuss issues that come up.	Pregnancy and Parental leave was updated to reflect the new Canadian laws (18 months instead of 12 months).
CNH will contact the Union if there is ever any disruption because of another Union (strike or lockout).	References to the BC Medical Services Plan were deleted.
Discipline will be removed from file after 12 months (instead of 18 months).	No one is allowed to use their vehicle to transport themselves or others to the hospital.
All new employees will get a performance review ½ way through their probation, as well as near the end of probation.	Tracking of time banked because of staff meetings is clarified.
CNH will provide bulletin boards for the Union in every worksite.	The list of Arbitrators is updated, and has gender balance.
Written communication can be by email, and the receiving party will acknowledge by email.	Logos: both Union and Employer logos on collective agreement, and Union can put logo on entrances to CNH controlled worksites.

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3 Classification	01-Apr-17	-17	69		69		\$ >		€9		69		₩		\$?	%
4 Childeare Worker				_		_								L		:
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TÏ		18.88	\$ 18.88	\$ 88 88	19.07	69	19.16	69	19.50	69	19.89	69	20.29	69	20.49	8.53%
7 3	\$	19.54	\$ 19.54		19.74		19.83	\$9	20.18	€?	20.58	6/3	21.00	69	21.21	8.53%
8 Asst Coord 1 / Manager								,				+		+		
9 1	\$ 20	20.48	\$ 20.48		20.68		20.79	69	21.15	69	21.58	69	22.01	69	22.23	8.53%
10 2	\$ 2(20.76	\$ 20.76	\$ 9/	20.97	6/3	21.07	69	21.44	69	21.87	69	22.31	69	22.53	8.53%
		21.56			21.78	_	21.88	6/3	22.27	69	22.71	6/3	23.17	€9	23.40	8,53%
12 Childcare casual																
	\$	16.52	\$ 16.52	52 \$	16.69	69	16.77	6/3	17.51	69	17.86	69	18.22	69	18.40	11.39%
14 Building Services Worker						_			•							
15 1	\$ 17	17.90	17.90		18.08		18.17	69	18.49	↔	18.86	6/3	19.23	69	19.43	8.53%
16 2	\$ 18	18.54 §	\$ 18.54	\$4	18.73	€9	18.82	6/3	19.15	69	19.53	69	19.92	69	20.12	8.53%
17 3		19.25	\$ 19.25		19.44		19.54	69	19.88	69	20.28	- 69	20.68	69	20.89	8 53%
18 Asst Coord 2 / Manager						_	-							·		,
		22.01	5 22.01		22.23		22.34	69	22.73	↔	23.19	₩	23.65	₩	23.89	8.53%
20 2		22.85	\$ 22.85	55	23.08	6/9	23.19	69	23.60	69	24.07	69	24.55	69	24.80	8.53%
21 3	\$ 23	23.70 \$	\$ 23.70		23.94	_	24.06	69	24.48	69	24.97	₩9	25.47	69	25.72	8.53%
22 Rec Worker 1														•		
	\$ 16	16.92		_	17.09		17.17	69	17.48	69	17.82	₩	18.18	€9	18.36	8.53%
24 2	\$ 17		17.54	.4 ↔	17.72	6/3	17.80	69	18.12	69	18.48	69	18.85	69	19.04	8.53%
25 3		18.21	18.21		18.39		18.48	69	18.81	69	19.18	69	19.57	69	19.76	8.53%
26 Rec Worker 2				_		_										
_		_			18.85		18.94	₩	19.27	69	19.66	6	20.05	6/3	20.25	8.53%
	\$ 19			5	19.56	69	19.66	69	20.01	69	20.41	69	20.81	69	21.02	8.53%
		20.09 \$	50.09		20.29	_	20.39	69	20.75	63	21.16	69	21.59	₩	21.80	8.53%
30 Rec Worker 3																
$\overline{}$				<u>6</u>	19.89		19.99	69	20.34	69	20.74	69	21.16	69	21.37	8.53%
$\overline{}$	\$ 20	20.42 \$			20.62	69	20.73	6/9	21.09	69	21.51	6/3	21.94	69	22.16	8.53%
		21.18	21.18	_	21.39		21.50	↔	21.87	69	22.31	69	22.76	69	22.99	8.53%
34 Rec Worker 4																
					21.69		21.80	69	22.18	69	22.63	69	23.08	69	23.31	8.53%
$\overline{}$	\$ 22	22.29 \$		9	22.51	69	22.63	69	23.02	69	23.48	69	23.95	69	24.19	8.53%
37 3	ĺ	23.15 \$	23.15		23.38	\dashv	23.50	↔	23.91	69	24.39	69	24.88	643	25.12	8.53%
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38	ELSA Teacher		-															
36		69	35.98	69	35.98	6/3	36.34	643	36.52	69	37.16	69	37.90	69	38.66	6/9	39.05	8.53%
9	2	69	37.38	6/2	37.38	69	37.75	69	37.94	69	38.61	69	39.38	69	40.17	69	40.57	8.53%
41	E.	69	38.82	6/3	38.82	69	39.21	€9	39.40	69	40.09	69	40.90	69	41.71	69	42.13	8.53%
42	ELSA Program Assist																	
43		69	21.12	69	21.12	6/2	21.33	6/3	21.44	643	21.81	69	22.25	643	22.69	69	22.92	8.53%
4	2	69	21.93	69	21.93	6/3	22.15	6/)	22.26	69	22.65	69	23.10	6/3	23.56	69	23.80	8.53%
45	<u>8</u>	69	22.75	6/3	22.75	69	22.98	643	23.09	69	23.50	6/3	23.97	69	24.45	49	24.69	8.53%
46	Office/Accounting Assist															,		
47	_	69	17.75	69	17.75	69	17.93	↔	18.02	6/3	18.33	649	18.70	69	19.07	6/3	19.26	8.53%
4 8	2	69	18.40	6/2	18.40	69	18.58	6/3	18.68	69	19.00	6/3	19.38	69	19.77	69	19.97	8.53%
49	3	69	19.10	6/3	19.10	69	19.29	69	19.39	69	19.73	69	20.12	69	20.52	69	20.73	8.53%
20	Community Cook																	
51		69	17.22	69	17.22	69	17.39	6/3	17.48	69	17.79	69	18.14	6/3	18.50	69	18.69	8.53%
52	2	69	17.87	69	17.87	69	18.05	69	18.14	6/3	18.46	69	18.83	69	19.20	69	19.39	8.53%
23	8	69	18.52	69	18.52	6/3	18.71	69	18.80	6/9	19.13	69	19.51	69	19.90	6/9	20.10	8.53%
54	Reception						-											
55	_	69	17.75	69	17.75	69	17.93	69	18.02	69	18.33	69	18.70	69	19.07	₩	19.26	8.53%
26	2	6/3	18.40	6/3	18.40	69	18.58	69	18.68	↔	19.00	62	19.38	69	19.77	€9	19.97	8.53%
27	г.	69	19.10	69	19.10	69	19.29	6/2	19.39	69	19.73	6/3	20.12	69	20.52	69	20.73	8.53%
28	Settlement Outreach																	
29		\$?	19.63	↔	19.63	69	19.83	6/9	19.93	69	20.27	69	20.68	69	21.09	69	21.30	8.53%
99	2	↔	20.37		20.37	69	20.57	₩	20.68	69	21.04	69	21.46	69	21.89	49	22.11	8.53%
9	m	69	21.14	69	21.14	69	21.35	6/3	21.46	69	21.83	69	22.27	6/3	22.72	69	22.94	8.53%
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