

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:

On April 1, 2019, all wages will increase by 1%.

On October 1, 2019, all wages will increase by 0.5%.

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.

On April 1, 2021, all wages will increase by 2%.

On April 1, 2022, all wages will increase by 2%.

On October 1, 2022, all wages will increase by 1%

(Compounding the wage increases means a total of more than 8.5% increase from April 2019 to April 2023)

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%.

Term of Agreement: 5 years (April 2018 – March 2023).

CNH will pay 5% more (from 60% now to 65%) for dental plan premiums starting April 1, 2020.

Every employee will receive 1% of their earnings between April 1, 2018 and March 31, 2019 paid out in cash.

Member contact info: CNH will give employee contact information to the Union once each year.

Starting in 2020, anyone celebrating their 15, 20, 25, and 30 year anniversaries will get an extra week of vacation during their anniversary year. For casuals, it will be paid out instead.

CNH and the Union will work together to see if LTD premiums can be reduced (with current provider, or a new one).

On April 1, 2021 Vision Care will increase from \$225 to \$295 every 2 years. Hearing aid coverage will also increase from \$600 to \$1000.

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.

CNH will increase how much it pays for Doctors notes from \$25 to \$40.

Gender Neutral Terms: all references to she/he or her/him will become they/them.

Stewards will be allowed to take paid time to be involved in investigations when appropriate.

Volunteers will not take work away from employees.

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.

Casual's pay in lieu of statutory holidays will increase by 0.4% to properly account for Family Day.

Casuals only have to be available 6 days per month, instead of 15.

Casuals may choose to have job postings emailed to them at their home email.

A Casual Advisory Group will meet, to come up with issues that will be taken to Labour Management meetings to be discussed with CNH.

The Labour Management Committee will meet every 3 months to discuss issues that come up.

CNH will contact the Union if there is ever any disruption because of another Union (strike or lockout).

Discipline will be removed from file after 12 months (instead of 18 months).

All new employees will get a performance review ½ way through their probation, as well as near the end of probation.

CNH will provide bulletin boards for the Union in every worksite.

Written communication can be by email, and the receiving party will acknowledge by email.

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.

CNH will do its best to make sure that breaks are free from work-related duties, and does not expect employees to do unpaid work unless volunteering on a community committee.

If Employees are asked to do the work of a higher-paid position, they will be paid the higher rate of pay.

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.

Pregnancy and Parental leave was updated to reflect the new Canadian laws (18 months instead of 12 months).

References to the BC Medical Services Plan were deleted.

No one is allowed to use their vehicle to transport themselves or others to the hospital.

Tracking of time banked because of staff meetings is clarified.

The list of Arbitrators is updated, and has gender balance.

Logos: both Union and Employer logos on collective agreement, and Union can put logo on entrances to CNH controlled worksites.

A		B		C		E		G		I		K		M		O		R	
Collingwood Neighbourhood House		01-Apr-17		01-Apr-18		01-Apr-19		01-Oct-19		01-Apr-20		01-Apr-21		01-Apr-22		01-Oct-22		overall	
Schedule "A"																		percentage	
Classification																		%	
1	Childcare Worker	\$	18.17	\$	18.17	\$	18.35	\$	18.44	\$	18.77	\$	19.14	\$	19.52	\$	19.72	\$	8.53%
2		\$	18.88	\$	18.88	\$	19.07	\$	19.16	\$	19.50	\$	19.89	\$	20.29	\$	20.49	\$	8.53%
3		\$	19.54	\$	19.54	\$	19.74	\$	19.83	\$	20.18	\$	20.58	\$	21.00	\$	21.21	\$	8.53%
4	Asst Coord 1 / Manager	\$	20.48	\$	20.48	\$	20.68	\$	20.79	\$	21.15	\$	21.58	\$	22.01	\$	22.23	\$	8.53%
5		\$	20.76	\$	20.76	\$	20.97	\$	21.07	\$	21.44	\$	21.87	\$	22.31	\$	22.53	\$	8.53%
6		\$	21.56	\$	21.56	\$	21.78	\$	21.88	\$	22.27	\$	22.71	\$	23.17	\$	23.40	\$	8.53%
7	Childcare casual	\$	16.52	\$	16.52	\$	16.69	\$	16.77	\$	17.51	\$	17.86	\$	18.22	\$	18.40	\$	11.39%
8	Building Services Worker	\$	17.90	\$	17.90	\$	18.08	\$	18.17	\$	18.49	\$	18.86	\$	19.23	\$	19.43	\$	8.53%
9		\$	18.54	\$	18.54	\$	18.73	\$	18.82	\$	19.15	\$	19.53	\$	19.92	\$	20.12	\$	8.53%
10		\$	19.25	\$	19.25	\$	19.44	\$	19.54	\$	19.88	\$	20.28	\$	20.68	\$	20.89	\$	8.53%
11	Asst Coord 2 / Manager	\$	22.01	\$	22.01	\$	22.23	\$	22.34	\$	22.73	\$	23.19	\$	23.65	\$	23.89	\$	8.53%
12		\$	22.85	\$	22.85	\$	23.08	\$	23.19	\$	23.60	\$	24.07	\$	24.55	\$	24.80	\$	8.53%
13		\$	23.70	\$	23.70	\$	23.94	\$	24.06	\$	24.48	\$	24.97	\$	25.47	\$	25.72	\$	8.53%
14	Rec Worker 1	\$	16.92	\$	16.92	\$	17.09	\$	17.17	\$	17.48	\$	17.82	\$	18.18	\$	18.36	\$	8.53%
15		\$	17.54	\$	17.54	\$	17.72	\$	17.80	\$	18.12	\$	18.48	\$	18.85	\$	19.04	\$	8.53%
16		\$	18.21	\$	18.21	\$	18.39	\$	18.48	\$	18.81	\$	19.18	\$	19.57	\$	19.76	\$	8.53%
17	Rec Worker 2	\$	18.66	\$	18.66	\$	18.85	\$	18.94	\$	19.27	\$	19.66	\$	20.05	\$	20.25	\$	8.53%
18		\$	19.37	\$	19.37	\$	19.56	\$	19.66	\$	20.01	\$	20.41	\$	20.81	\$	21.02	\$	8.53%
19		\$	20.09	\$	20.09	\$	20.29	\$	20.39	\$	20.75	\$	21.16	\$	21.59	\$	21.80	\$	8.53%
20	Rec Worker 3	\$	19.69	\$	19.69	\$	19.89	\$	19.99	\$	20.34	\$	20.74	\$	21.16	\$	21.37	\$	8.53%
21		\$	20.42	\$	20.42	\$	20.62	\$	20.73	\$	21.09	\$	21.51	\$	21.94	\$	22.16	\$	8.53%
22		\$	21.18	\$	21.18	\$	21.39	\$	21.50	\$	21.87	\$	22.31	\$	22.76	\$	22.99	\$	8.53%
23	Rec Worker 4	\$	21.48	\$	21.48	\$	21.69	\$	21.80	\$	22.18	\$	22.63	\$	23.08	\$	23.31	\$	8.53%
24		\$	22.29	\$	22.29	\$	22.51	\$	22.63	\$	23.02	\$	23.48	\$	23.95	\$	24.19	\$	8.53%
25		\$	23.15	\$	23.15	\$	23.38	\$	23.50	\$	23.91	\$	24.39	\$	24.88	\$	25.12	\$	8.53%

