



**CUPE LOCAL 79
RATIFICATION 2009
FULL-TIME SETTLEMENT SUMMARY**

Term – January 1, 2009 – December 31, 2011

General Wage Increases

- 1.75% effective January 1, 2009
- 2% effective January 1, 2010
- 2.25% effective January 1, 2011

Shift Bonuses

7:00 pm to 6:00 am Shift Bonus

- Effective January 1, 2009 increase to \$1.00/hr
- Effective January 1, 2010 increase to \$1.02/hr
- Effective January 1, 2011 increase to \$1.04/hr

Weekend, afternoon or night shift

- Effective January 1, 2009 increase to \$1.99/hr
- Effective January 1, 2010 increase to \$2.03/hr
- Effective January 1, 2011 increase to \$2.08/hr

Regular Rotating Shift Bonus

- Effective January 1, 2009 increase to \$1.00/hr
- Effective January 1, 2010 increase to \$1.02/hr
- Effective January 1, 2011 increase to \$1.04/hr

Registered Nurse In-Charge (Homes for Aged Only)

- Effective January 1, 2009 increase to \$2.54/hr
- Effective January 1, 2010 increase to \$2.59/hr
- Effective January 1, 2011 increase to \$2.65/hr

Saturday/Sunday Day Shift Bonus

- Effective January 1, 2009 increase to \$1.00/hr
- Effective January 1, 2010 increase to \$1.02/hr
- Effective January 1, 2011 increase to \$1.04/hr

Eyeglasses

- Ability to borrow on next entitlement to apply to laser eye surgery.

Dental

- 9 month recall for adults and 6 month recall for children under age of 18.

Family Day

- New designated holiday.

Transportation

- Mileage – tied to Canadian Revenue Agency rate (CRA). If there is an increase in the CRA rate during the life of the Collective Agreement the per kilometre rate will be adjusted accordingly.

Rest Periods

- Employees in Court Services, Children Services and Homes Divisions will receive one and a half times pay (or time added to lieu bank) for missed rest breaks when due to operational requirements.

Shorter Lunch Periods

- Ability for Local 79 and the City to meet and discuss implementation of half hour lunches where a group of employees requests it, and it is operationally appropriate.

Wage Protection - Redeployment and Layoff and Recall

- Wage protection for 35 months at higher rate when redeployed to a lower rated position. An additional 25 months protection if the employee retries within 25 months of the expiry of the initial 35 month period.
- This wage protection also applies to members displaced into a lower rated position through the layoff and recall procedure.

Current Sick Leave Provisions

Grand-parenting of the Sick Leave Plan – Article 11

- Members currently covered by Article 11 of the Full-time agreement, will be able to stay in the current Sick Leave Plan.
- There will be no changes or reductions in your entitlements under Article 11.
- You will continue to accrue sick days as per Article 11.
- Your cash-out (Retirement Gratuity) is unaffected.

Serious Incident

- Employees who are witness to, or involved in, a serious incident at work shall be given the balance of the work day off, with pay.

(NEW) ILLNESS AND INJURY PLAN (I.I.P.)

Optional Transition to IIP

- All members with entitlements under Article 11 have the choice to have their sick bank bought out (at a discount) and move into the IIP, OR,
- Have their sick bank frozen to draw on for days that may not be covered by the IIP with a buyout at the normal time of termination.
- Choice must be made by November 18, 2009, and an option form will be mailed to all members by the City in October.
- Payout, for those who make this election, will be made February 2010.

Members Grand-parented on Predecessor STD Plans

- Members on a grand-parented STD plan will automatically be moved into the IIP. They can choose to be paid out as per their plan, or maintain their former bank to draw on, and be paid out unused days at time of termination, in accordance with their former plan.

General Provisions of the IIP

- The IIP Plan negotiated by Local 79 is significantly better than the IIP first offered by the City.
- One of the most important improvements is the elimination of monetary penalties (occurrences) for multiple sick occurrences/days used in a year.
- IIP provides members with up to 130 days (6 months of full or partial pay) per year for absence for illness/injury.
- IIP will be administered the same as the existing sick plan. For example, absences for less than a half day will not be deducted. Sick notes are also required in the usual manner.
- IIP days are restored each January 1st if employee is actively at work or on approved leave. Otherwise, there is a requirement to be back at work for 2 consecutive weeks.
- At 10 years service, all IIP days are paid at 100% of pay to the plan maximum.
- Temps and permanent part-time have access to the IIP on a pro-rata basis, if they so choose.

