## **YHC Tentative Agreement - Summary of Changes**

Salary increases for all Employees: (retroactive)

Collective Agreement expires January 31, 2025

February 1, 2022 - increase to rates of pay: 4.50%

February 1, 2023 - increase to rates of pay: 3.00%

February 1, 2024 - increase to rates of pay: 3.00%

A one-time retention allowance provided to Professional Allied Health employees (Dietitians, Occupational Therapists, Physiotherapists, Pharmacists, Social Workers) of **\$7500** (pro-rated based on hours worked or FTE) on ratification of the tentative agreement.

Effective February 1, 2024, a market adjustment of **nine percent (9%)** to all Registered Nurse Rate Tables.

## **Rate Tables:**

Rate Tables will be separated by profession. The Collective Agreement will have separate Rate Tables for Dietitians, Occupational Therapists, Physiotherapists, Pharmacists, Registered Nurses and Social Workers.

## **Summary Change:**

The following provisions are a <u>summary</u> of the substantive amendments made during this round of negotiations in addition to salary increases reviewed above. The left column identifies where the amended article can be found. The middle column summarizes the existing language and the right column summarizes the changes being considered for ratification. **Bolded** text denotes a proposed addition to the Collective Agreement, a <u>strike</u> through denotes the proposed deletion in the Collective Agreement.

Unreferenced articles of the Collective Agreement remain in force. Editorial and administrative amendments are **not** included below.

Article	Existing Agreement	New Agreement
Article B–12	B12.02	B12.02
Maternity or	Absent an inability to care for the child due to illness or	Two employees of YHC are able to take overlapping

Parental Allowances	injury, two employees of YHC are not able to take overlapping parental leave	parental leave of five (5) weeks for standard EI and eight (8) weeks for extended EI. They may continue to do so for reasons of illness or injury.
New Article B-16		B-16 (Renumber)
Orientation		NEW – Established an orientation duties process. An employee assigned orientation duties will received a premium of \$0.40 an hour
Article B-13		B13.06(c)
Benefit Plans		NEW – A <b>drug card</b> shall be provided for all employees under the extended health plan
Article C-1	C1.03(e) Shift Schedules	C1.03(e) Shift Schedules
Scheduling of Work	Permitting, schedule work so employees are off on a least six (6) general holidays	Permitting, schedule work <b>or call</b> so employees are off on a least six (6) general holidays
	C1.05	NEW - C1.03(j)
	Employees who are given less than four (4) days notice of change in their shift schedule are entitled to 1.5x for first 4 hours worked and double time thereafter for that shift	Except in cases of emergency and employee will not be required to work more than 16 hours from the first hour worked in a 24 hour period
		C1.05
		Employees who are given less than four (4) seven (7) days notice of change in their shift schedule are entitled to 1.5x for first 4 hours worked and double time thereafter for that shift
Article C-4	C4.10 (b) and (c) Compensatory Time	C4.10 (b) and (c) Compensatory Time
Overtime	Accumulated compensatory time will be paid out on March 31 of each year unless written notification is provided to the employer by the employee March 1	An employee may request that accumulated compensatory time be paid out.
	C4.14 General	Accumulated compensatory time will be paid out on March 31 of each year unless written notification is provided to the employer by the employee March 1

An employee may refuse overtime, except for justifiable reasons	C4.14 General  An employee may refuse overtime, except for justifiable reasons in cases of an emergency
C5.06	C5.06
On-call schedules shall be posted a minimum of fourteen (14) calendar days in advance	On-call schedules shall be posted a minimum of fourteen (14) twenty-one (21) calendar days in advance
C6.06	C6.06
Employees who are on duty as a result of being called back between midnight and 4:30 am on a day they are scheduled will be released from duty for a minimum of eight (8) hours	Employees who are on duty as a result of being called back between midnight 11:30pm and 4:30 am on a day they are scheduled will be released from duty for a minimum of eight (8) hours
	C7.01
	Addition of National Day for Truth and Reconciliation
C8.04(b)	C8.04(b)
Part-time employees will be paid for general holidays at either 10% of straight time hours earned in a two (2) week period with a minimum of regular wages for the day	Part-time employees will be paid for general holidays at either 10% of straight time hours earned in a two week four (4) week period with a minimum of regular wages for the day
D2.03	D2.03
An employee with one or more years of continuous employment shall have anticipated annual vacation leave credits advanced on April 1	An employee with one or more years of continuous employment shall have anticipated annual vacation leave credits advanced on April 1
D2.10(b)	D2.10(b)
Summer vacation approval no later than April 30 <sup>th</sup>	Summer vacation approval no later than <b>April 1</b> st <del>April</del> <del>30**</del>
	C5.06  On-call schedules shall be posted a minimum of fourteen (14) calendar days in advance  C6.06  Employees who are on duty as a result of being called back between midnight and 4:30 am on a day they are scheduled will be released from duty for a minimum of eight (8) hours  C8.04(b)  Part-time employees will be paid for general holidays at either 10% of straight time hours earned in a two (2) week period with a minimum of regular wages for the day  D2.03  An employee with one or more years of continuous employment shall have anticipated annual vacation leave credits advanced on April 1  D2.10(b)

	Winter vacation approval no later than October 30 <sup>th</sup>	D2.11(b)  Winter vacation approval no later than <b>October 1</b> st October 30 <sup>th</sup>
Article D-3	D5.04(b)	D5.04(b)
Bereavement Leave with Pay	Bereavement leave may be split in two periods within 13 months of death for purpose of commemorating the deceased in accordance with a bone-fide religious belief or traditional ceremony	Bereavement leave may be split in two periods within 13 months of death for purpose of commemorating the deceased in accordance with a bone-fide religious belief or traditional ceremony-attending a ceremony or event related to the death
		NEW - D5.05
		On request of the employee the employer may grant leave without pay for a greater period
Article E-1		NEW
Seniority		On request of an employee and with approval of the employer, a regular employee may retain seniority for one year as a casual
E-2	E2.03 (a) Filling Vacancies and New Positions	E2.03 (a) Filling Vacancies and New Positions
Staffing	<ul> <li>(i) The opportunity for additional hours will be posted in the work unit</li> <li>(ii) Qualified part-time employees may apply for the additional hours in writing</li> <li>(iii) Additional hours offered to the senior employee making the application</li> <li>(b) qualified full time employee in the work unit may apply for the vacant part-time position. The part-time position will be offered to the most senior applicant</li> </ul>	<ul> <li>(i) The opportunity for additional hours or a part-time vacant position will be posted in the work unit</li> <li>(ii) Qualified part-time employees may express interest for the apply for the additional hours or vacant part-time position in writing</li> <li>(iii) Additional hours offered to the senior employee making the application expressing interest</li> <li>(b) qualified full time employee in the work unit may apply express interest for the vacant part-time position. The part-time position will be offered to the most senior applicant employee who expressed interest</li> </ul>

Article F-7		F7.05 Educational Opportunities
Education and Professional Development		NEW Includes the leave required to complete and fulfill internships and practicum requirements
Article G-1		NEW
Term Employees		Term employees can't apply for positions after a three month period in their term position, unless that posting is for a regular position, a promotion or an increase in hours
Article G-2	G2.05	G2.05
Casual Employees	If a casual employee does not work for a period of one (1) year or more or is no longer permanently in the Yukon, they will cease to be employed	If a casual employee does not work for a period of one (1) year or more six (6) months or is no longer permanently in the Yukon, they will cease to be employed  G2.18 – Pension Plan
		Casuals may elect to be a member of the pension plan after two years of service in which the employee earns 35% of Yearly Maximum Pensionable Earnings or 700 or more hours with YHC  New Pension Letter
		The Corporation agrees not to provide notice of change to the defined benefit plan for the duration of the Collective Agreement
Letter of Understanding		As previously implemented
Eligibility List		