

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 **summary 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 ~~strike~~ 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 Orientation		B-16 (Renumber) NEW – Established an orientation duties process . An employee assigned orientation duties will received a premium of \$0.40 an hour
Article B-13 Benefit Plans		B13.06(c) NEW – A drug card shall be provided for all employees under the extended health plan
Article C-1 Scheduling of Work	C1.03(e) Shift Schedules Permitting, schedule work so employees are off on a least six (6) general holidays C1.05 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	C1.03(e) Shift Schedules Permitting, schedule work or call so employees are off on a least six (6) general holidays NEW - C1.03(j) 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 Overtime	C4.10 (b) and (c) Compensatory Time 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 C4.14 General	C4.10 (b) and (c) Compensatory Time An employee may request that accumulated compensatory time be paid out. 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
C-5 Stand-By On Call	C5.06 On-call schedules shall be posted a minimum of fourteen (14) calendar days in advance	C5.06 On-call schedules shall be posted a minimum of fourteen (14) twenty-one (21) calendar days in advance
C-6 Call-Back	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	C6.06 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
C-7 General Holidays		C7.01 Addition of National Day for Truth and Reconciliation
C-8 General Holiday Provisions for Continuous Operations	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	C8.04(b) 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
D-2 Vacation Leave	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) Summer vacation approval no later than April 30 th D2.11(b)	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) Summer vacation approval no later than April 1st April 30th April 1st

	Winter vacation approval no later than October 30 th	D2.11(b) Winter vacation approval no later than October 1st October 30th
Article D-3 Bereavement Leave with Pay	D5.04(b) 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	D5.04(b) 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 Seniority		NEW 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 Staffing	E2.03 (a) Filling Vacancies and New Positions (i) The opportunity for additional hours will be posted in the work unit (ii) Qualified part-time employees may apply for the additional hours in writing (iii) Additional hours offered to the senior employee making the application (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	E2.03 (a) Filling Vacancies and New Positions (i) The opportunity for additional hours or a part-time vacant position will be posted in the work unit (ii) Qualified part-time employees may express interest for the apply for the additional hours or vacant part-time position in writing (iii) Additional hours offered to the senior employee making the application expressing interest (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

Article F-7 Education and Professional Development		F7.05 Educational Opportunities NEW Includes the leave required to complete and fulfill internships and practicum requirements
Article G-1 Term Employees		NEW 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 Casual Employees	G2.05 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	G2.05 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 Eligibility List		As previously implemented