Over the last several months, Unifor has been negotiating with health sector employers throughout Ontario. Our leadership and bargaining committees have been determined and resolute in order to achieve a fair settlement that resists concessions and recognizes the wage freeze members endured in the last round.

While the last arbitrated settlement resulted in no net change in earnings for our members, we learned that management had not been so restrained with their own salaries, choosing to give themselves a total 4 per cent raise. The Federal and Provincial governments are slashing more and more funding to health care and to our hospitals, but our members should not be unevenly burdened by these cutbacks.

We recognize that health care workers are being asked to do more with less, every single day. Unifor is mobilizing members in every sector of the Canadian economy and in every province from coast to coast to coast to demand adequate health care funding. This will remain a top priority for our union.

This settlement represents the hard work of your bargaining committee and your local leadership. Your bargaining committee resisted employer-proposed concessions and achieved solid gains for members.

I commend the bargaining committee and your local leadership for their determination to negotiate a fair deal. I join with your elected master bargaining committee in fully endorsing this agreement and recommending acceptance of a fair deal for Unifor members in our Northern Hospital Group.

Highlights

- Wage increases
- Improvements to language
- Benefit enhancements
- Shift and weekend premium improvements
HIGHLIGHTS

Term
October 11, 2014 – October 10, 2017

Wage Increases
1.4% effective October 11, 2014
1.4% effective October 11, 2015
1.0% effective October 11, 2016

Lump Sum Payments
• One-time lump sum amount of $150 payable to full-time employees on staff as of May 22, 2015.
• One-time lump sum amount of $75 payable to part-time employees on staff as of May 22, 2015.

The lump sum payment is not to be taken into account for the calculation of any other entitlement under the terms of the collective agreement (including, but not limited to pension, percentage in lieu, vacation, SUB, etc.). The payment is subject to statutory deductions and is to be paid within three (3) full pay periods of May 22, 2015.

Insured Benefits
Increase vision care by $25 to $300 effective the date of ratification.

Premium Improvements
• Increase shift premium by $0.05 to $1.05 effective the date of ratification.
• Increase weekend premium by $0.05 to $1.05 effective the date of ratification.

Amend Article 26.02
New language states:
26.02 Upon request, the Hospital will make available information booklets outlining the current provisions in the benefit plans defined in Article 26.01 and the Sick Leave/LTD Plan defined in Article 28. Any changes to the benefits or carrier will be communicated to all employees.

Amend Temporary Transfer
Full-Time and Part-Time
When an employee is assigned temporarily to perform the duties and assume the responsibilities of a higher paying position in the bargaining unit for a period in excess of one-half of a shift, he shall be placed in the range of the higher rate classification so that he shall receive no less an increase in wage rate than the equivalent one step in the wage rate of his previous classification (provided that he does not exceed the wage rate of the classification to which he has been temporarily assigned).

Amend Letter of Understanding – Part-Time Benefits
During negotiations, the parties discussed an employee-paid part-time benefit plan. As such the parties The Hospital will contact their carrier to obtain information and agrees to meet with the Union to explore the feasibility of obtaining a benefit plan that is entirely paid by part-time workers.

Renew the Following Letters of Understanding
• Violence Against Women
• Roster of Arbitrators
• Filing of Positions and the Job Posting Procedure
• 29.01 Experience Pay
• Joint Commitment in Dignity and Respect at Work
• Local Health Integration Networks
• Women’s Advocate
• Professional Responsibility Workload Report Form
• Formatting Sub-committee
• Paid Education Leave
The Master Bargaining Committee unanimously recommends this tentative agreement and urges you to vote in favour of the recommendation for acceptance.