Over the last several months, Unifor has been negotiating with health sector employers throughout Ontario. For Extendicare, this includes ten nursing homes from Windsor to Ottawa to Sault Ste. Marie. Our leadership and bargaining committees at Extendicare and beyond have been determined and resolute in order to achieve a fair settlement that resists concessions and recognizes the wage freeze members endured in the past round.

When Extendicare members across the province held solidarity barbeques in front of your homes, you demonstrated the support within your communities. When we rallied as a union in London on November 6 last year, we again demonstrated our resolve was not to be underestimated. Throughout this lengthy round of bargaining, we came together not as a small group of workers at one nursing home, but as 17,000 Unifor health care workers.

This settlement with Extendicare is our leading bargaining breakthrough in an admittedly tough round of negotiations in the long-term care sector. This tentative agreement includes enhancements in wages, benefits, vacation and weekend premium.

But more importantly, your bargaining committee resisted employer-proposed concessions that would reduce your sick pay benefits, and eliminate all benefits for part-time employees.

I commend the Extendicare bargaining committee and your Local leadership for the determination to negotiate a fair deal. I join with your elected master bargaining committee members in fully endorsing this agreement and recommending acceptance of a fair deal for Unifor members at Extendicare.

Message from Unifor National President Jerry Dias

Highlights

- Wage increases
- Stronger union representation
- Benefit enhancements
- Vacation and weekend premium improvements
Wage increases
• Effective August 1, 2014  –  1.5%
• Effective August 1, 2015  –  1.3%

Term
• 24-month term with collective agreement to expire on July 31, 2016.

Weekend Premium
• Weekend premium will increase to 25¢/hour in the first full pay following ratification.

Vacation
• Six-week vacation entitlement moves to 22 years (with the part-time hours amended accordingly) in the second year of the collective agreement.

Life Insurance
• Life insurance coverage increases to $30,000 on August 1, 2015.
• Part-time employees not enrolled in benefits provided $15,000 in life insurance coverage on August 1, 2015.

Hearing Aides
• Hearing Aide coverage increases to $350 in July 2016.

Vision Care
• Vision care benefit increases to $200 every 24 months after ratification.
• Vision care benefit increases to $225 every 24 months in January 2016.
• Vision care benefit increases to $250 every 24 months in July 2016.

Part-time Benefit Coverage
• Current language in Article 22.08 (d) of the full-time agreement will apply to part-time employees. Article 22.08 (d) allows a full-time employee to re-enroll in benefits when a “life-changing event” occurs, including a spouse losing benefit coverage.
• Current employees will have a one-time opportunity to ‘opt in’ the benefits (for 3 months after ratification), and then language for “life changing circumstances” will apply. The ability to opt in and out every six months will be removed.
• New part-time employees (after ratification) will have a one-time option to elect either benefits or the in-lieu, once they have completed their probationary period, and then the “life changing circumstances” language will apply.

Job Postings
• A successful job-posting applicant will be advised if the posted vacancy resulted from an employee termination and whether the terminated employee is grieving the termination.

Hours of Work (Education on Day Off)
• Renamed as ‘Mandatory Education and In-Service’ and now paid for time spent attending in-service INCLUDING ONLINE EDUCATION outside regularly-scheduled work hours.

Stat Holidays on Weekends
(Letter of Understanding #3)
• Language amended to remove “on a trial basis” from Employer considering requests for Stat holiday lieu days on weekends; as well as removing last sentence regarding topic of discussion at Labour/Management meetings.

Investigation of Alleged Abuse
• Renamed from “Abuse of Residents will not be Tolerated” to “Investigation of Alleged Abuse where an Employee is Sent Home Pending Investigation”.
• Paragraph (b) concerning abuse investigations to include the right of an employee witness to request a union representative be present when an interview of an employee witness is conducted by the Employer.

Paid Holiday Reconciliation
• NEW Letter of Understanding providing for a process of reconciliation between the holiday pay earned and paid under the term of the collective agreement to ensure that actual holiday pay under the collective agreement is greater than the required holiday pay as calculated using the qualifiers and method set out under the Employment Standards Act.
• The reconciliation process will be made on an individual basis at the end of the calendar year (or termination of employment) and any monies owing paid within 2 pay periods.

Local Issues Bargaining
• Issues resolved between any Unifor Local and a specific Extendicare home through local bargaining will be included in Schedule ‘D’ Local Issues Agreement.

Workload Concerns Review Process
• The existing ‘Working Short’ Letter of Understanding will be amended to permit an individual or group of employees with a workload concern to discuss the issue with the Employer to develop strategies using current resources; and if not resolved directly, to submit the workload concern in writing on a standard form (to be included in the collective agreement) to be dealt with at the next scheduled Labour/Management meeting.
## Appendix A: Workload Review Form

### WORKLOAD REVIEW FORM

Unifor represented staff members are to complete all sections and forward copies to the Unit Chairperson as soon as possible.

<table>
<thead>
<tr>
<th>Name (print) &amp; Classification:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature:</td>
</tr>
<tr>
<td>Occurrence Date:</td>
</tr>
<tr>
<td>Workplace:</td>
</tr>
</tbody>
</table>

**Brief Description of Workload Concern:**

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**Recommendation to Resolve:**

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- 

**Name/Title of Unifor Representative Notified:**

**Date/Time of Notification:**

A summary of workload concerns may be tabled as an agenda item at the next scheduled Labour Management meeting:
The Master Bargaining Committee unanimously recommends this tentative agreement and urges you to vote in favour of the recommendation for acceptance.