

Collective Agreement
Between
Canadian Health Coalition
and
Unifor Local 567

January 1, 2023 – January 1, 2026

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Preamble

Whereas it is the intent and purpose of this Agreement to recognize the community of interest between the Employer and Union in promoting the utmost cooperation between the Employer and its Employees, consistent with the rights of both parties; and,

Whereas it is the further intent of this Agreement to foster a friendly spirit which shall prevail at all times between the Employer and its Employees, and to this end, this Agreement is designed to set out clearly the rates of pay, hours of work and conditions of employment to be observed by the Employer and the Union.

Article 1: Scope

1.1 All Employees as defined by Article 8.1 shall from the first day of employment be members of the Union and receive all the benefits and protections provided under the collective agreement. The Employer shall require this as a condition of employment.

Article 2: Bargaining Agent

2.1 The Canadian Health Coalition (CHC) (hereinafter referred to as “the Employer”) recognizes Unifor (hereinafter referred to as “the Union”) as the sole and exclusive bargaining agent for all Employees of the national office of the CHC.

Article 3: Dues Deduction

3.1 The Employer shall deduct from each Employee’s semi-monthly earnings the union membership dues to be remitted to the Union twice a year. The Union shall inform the Employer in writing of the Union membership dues to be deducted.

3.2 The Employer shall, at the time of issuing T-4 statements of income for income tax purposes, include the amount paid by each member to the Union for the period covered.

Article 4: No Discrimination or Harassment

4.1 There shall be no discrimination, interference, restriction, coercion, harassment, intimidation or disciplinary action exercised or practiced with respect to an Employee by reason of age, sex, race, colour, national origin, marital or parental status, family relationship, sexual orientation, sexual identity or expression, religious views or affiliation, political activities or political belief, criminal record, mental or physical disability, HIV+ status or AIDS related illness, or membership or activity in the Union.

4.2 Harassment is defined as any action (verbal, physical or psychological) on a single or repeated basis, which insults, humiliates, or degrades, and is known (or ought to be known) to be unwelcome by the victim of the harassment.

4.3 Harassment can include, but is not limited to: unwanted comments, slurs, racist or sexist jokes, display of pictures or posters, bullying or intimidation, and unwelcome sexual advances or demands.

4.4 The Employer agrees to take all reasonable steps to ensure that staff members have the right to work in an environment free from harassment or discrimination of any kind.

4.5 The Union and the Employer recognize the problem of sexual harassment in the workplace and are committed to preventing it. Sexual harassment shall be defined as:

- 1) Unnecessary touching and petting
- 2) Suggestive remarks or other verbal abuse
- 3) Leering at a person's body
- 4) Compromising invitations
- 5) Demands for sexual favours
- 6) Physical assault

Article 5: Health and Safety

5.1 An Employee has the right to refuse work where they have reasonable grounds to believe the work is unusually dangerous to their health or safety or the health and safety of others. The Employee may exercise this right until the Board Chair has investigated the complaint and found it to be invalid. In the event that the Board and the Employees do not agree, the right to refuse shall continue until an officer of the Provincial Department of Labour has investigated and found the complaint to be invalid.

Article 6: Grievance Procedure

6.1 It is the desire of both parties of the Agreement to resolve grievances in the manner that is just and equitable and is not the intention of either the Employer or the Union to evade the settlement of disputes on a procedural technicality.

6.2 At the request of either party to this Agreement, meetings between the Grievance committee and representatives of the Employer shall be held and minutes of such meetings recorded.

6.3 Should any disagreement arise between the Union or eligible Employee(s) and the Employer as to the meaning or application of this Agreement, or matters arising from conditions of employment as set forth in this Agreement, the following procedure shall be followed:

Step I:

The matter shall be referred by the Grievor to the Chair of the Board and/or duly appointed person.

Step II:

a) Failing settlement in Step I within ten (10) working days, either party may submit the matter in dispute to an arbitrator, who will be appointed concurrently by the Union and the Employer.

b) The said arbitrator shall hear, consider, and finally rule on such disputes. They shall render such decision in accordance with this Agreement. The judgment of the arbitrator shall be made within seven (7) working days after the hearings, except by mutual consent.

c) It is agreed and understood that the award of the arbitrator shall be final and binding.

d) It may be communicated orally but shall be confirmed in writing to the Union and the Employer.

e) All the expenses of arbitration, including remuneration of the arbitrator, shall be shared equally by the Union and the Employer.

f) The time limits specified in this section may be extended by mutual agreement in writing.

6.4 The arbitrator shall have the right to direct compensation to the grievor to the extent that is fair and equitable if they uphold the grievance in whole or in part.

6.5 The aggrieved shall have the right to be present at any or all of the above stages.

6.6 Grievances must be filed in accordance with the foregoing procedure within sixty (60) days of occurrence or knowledge of the occurrence. Otherwise, they will not be accepted for processing.

6.7 Within 30 days of the signing of this collective agreement, a joint Labour-Management Committee (LMC) will be established:

- A. The LMC will be composed of at least one member of management and one member of the bargaining unit.
- B. The LMC will meet at least once per calendar month to discuss working conditions, workplace issues, and the administration of the collective agreement.
- C. The parties will attempt to resolve issues at the LMC before using the grievance procedure.
- D. The LMC will not have the power to add to or modify the terms of this collective agreement.

Article 7: Discipline and Discharge

7.1 The Employer shall not discharge an Employee without just cause, and only after the Employee has been given appropriate warnings and disciplinary action. The onus to prove just cause must be on the Employer.

7.2 The Employer agrees to apply a system of progressive discipline, which will follow the following stages of gradual escalation, for the same type of behaviour:

- A. Verbal warning
- B. Written warning
- C. Suspension without pay
- D. Termination

For more serious misconduct, the Employer may skip to issuing a higher level of discipline. The Union reserves the right to grieve any disciplinary action taken by the Employer.

7.3 Discipline will be removed from an Employee's personnel file after 12 months from the date it was issued, provided there has not been a reoccurrence of the same type of behaviour that led to the discipline.

Article 8: Categories of Employment

8.1 a) A full-time Employee is one who works on average 35 hours per week on a regular and continuing basis.

b) A part-time Employee is one who works on a regular and continuing basis for 30 hours or less per week. Part-time Employees shall receive pay pro-rated according to their hours of work. Part-time Employees will receive benefits and vacation pay prorated according to hours worked at the regular rate of pay.

c) A term Employee is an Employee hired on a full-time or part-time basis for a minimum of four (4) months, up to a maximum of one (1) year, to replace an Employee who is on an extended leave of absence. Such Employees shall be paid no less than the minimum for the position. In addition, the Employee shall receive 12% of their basic salary in lieu of pension and benefits.

Article 9: Layoff and Recall

9.1 The Employer makes the commitment that the only legitimate reason for a reduction in the CHC budget which would occasion a lay-off, is a funding crisis.

9.2 In the event there is a need for lay-offs or reduction in working hours, the parties agree to meet at the earliest possible time to negotiate such mitigating measures as may be mutually agreed, including the option of working part-time until funding is restored.

9.3 Seniority rights shall continue for a 24-month period if a lay-off occurs.

9.4 No other Employees shall be hired by the Employer while any lay-off is in effect. Employees have the right of first recall.

9.5 The definition of a "lay-off" shall include any reduction in paid hours.

9.6 The onus shall rest on the eligible Employee to keep the Employer informed of any change of address.

Article 10: Work of the Bargaining Unit

10.1 The Employer shall not contract out any work usually performed by members of the bargaining unit without the agreement of the members of the bargaining unit. Such agreement shall not be unreasonably withheld.

10.2 Contract Employees shall enjoy the provisions of this Collective Agreement with the exception of Article 9 (Layoff & recall), Article 16.5 (Union Leave), Article 16.6 (General Leave), and Article 16.10 (Non-Paid leave), Article 18 (Benefits and Pension).

10.3 Contract arrangements shall not extend past one (1) year without the contract Employee being offered permanent employment. If necessary, contract arrangements may be extended by mutual agreement.

10.4 When the Employer becomes aware an Employee will be absent from the office for more than three months-whether on leave, for prolonged illness, or for any other reason-the Employer will meet with the Union to discuss the effects on workload levels, restructuring, or other work-related issues that may arise as a result. The discussions will be focused on reaching a mutually agreeable solution to such concerns, with the understanding that it is an Employer responsibility to make the final decision on such issues.

Article 11: Seniority

11.1 Seniority shall be accumulated on the basis of length of service with the Employer and shall be accorded to each Employee effective from their first day of employment.

11.2 Seniority rights shall be defined from the date an Employee commenced employment with the Employer. Seniority shall be the determining factor in matters of lay-off, recall, promotion, demotion, and transfer.

11.3 A seniority list shall be appended to the collective agreement.

11.4 A new Employee shall be considered probational for 90 days from hiring, unless otherwise agreed to by the Union at the time of hire.

11.5 Neither term nor contract Employees shall accrue seniority for the purpose of bidding on jobs within the bargaining unit. However, if a term or contract Employee is appointed to a permanent job without a break in service, the time served in that position shall be counted for the purpose of determining seniority.

11.6 Seniority shall be maintained for all purposes except in cases of layoffs and recalls as defined in Article 9 and political office as defined in Article 16.3. Furthermore, their return to the bargaining unit will not result in the bumping of an existing Employee.

Article 12: Hours of Work

12.1 The work week shall be 35 hours.

12.2 The parties recognize that the job requirements in the field dealt with by this agreement do not lend themselves to standard hours of work or overtime. In recognition of this factor, the Employer agrees that Employees establish their own flexible time schedules to provide the services necessary.

12.3 Further to Article 12.2 the Employer agrees that in lieu of paying overtime for hours worked there is an expectation that Employees will take time in lieu. The amount of time taken will equal to one time the hours worked. Such time off shall be mutually agreed upon by the Employee and Employer within six months from when the overtime is earned. Employees shall provide monthly reporting of lieu time.

Article 13: Annual Review

13.1 All Employees will continue to be subject to an annual review process in order to provide the Employer and the Employees with an opportunity to review workload, job performance, and other issues. The Employer and the Employees shall be given the opportunity to provide constructive feedback on what either party can do to facilitate the meeting of goals and enhancing performance.

13.2 Evaluations from the Employer shall be in writing, and copies of the review shall be made available to the Employee.

13.3 Any Employee who so desires is entitled to have a representative of the Union attend their review.

13.4 Because the Employer recognizes the Union as the sole bargaining agent, no negotiations over salary, job descriptions, or other matters covered in this Collective Agreement shall be held during yearly reviews.

13.5 All annual reviews shall take place within two (2) months after an Employee's anniversary date. In the case where an Employee's anniversary date passes while said Employee is on leave, their annual review shall take place within two (2) months after their return from leave.

13.6 If an Employee's annual review as outlined in the policy for Annual Review does not occur within 120 calendar days of either the Employee's anniversary date or their return from leave, an overall assessment of "Meets Requirements" will be assigned.

Article 14: Paid Holidays

14.1 a) The Employer recognizes the following as holidays with pay: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. When any of these days falls on a weekend, the following regular work day shall be designated as the paid holiday.

b) Employees who observe other religious holidays may elect to take an equivalent number of other holidays in place of holidays in the Christmas and Easter season. Such holidays shall be taken at the Employee's discretion but shall require 30 working days' notice to the Employer.

14.2 The office shall be closed one (1) working day prior to Christmas and between Christmas and New Year's Day, inclusive of when Christmas Day, Boxing Day, or New Year's Day falls on a weekend.

Article 15: Vacations

15.1 Employees are entitled to four weeks' vacation after completing one year of service, and subsequent years of continuous employment with the CHC. No payout of salaries or wages in lieu of vacation will be made except in cases of termination and resignation.

15.2 Employees are entitled to five (5) weeks' vacation after completing five (5) years of service, and subsequent years of continuous employment with the CHC. No payment of salaries or wages in lieu of vacation will be made except in cases of termination and resignation.

15.3 Vacation days may be scheduled on an individual basis or in combinations of days up to and including full vacation entitlement with the agreement of the Employer. Such agreement shall not be unreasonable withheld.

15.4 No Employee will be obliged to schedule vacation at a time that is not agreeable to them.

15.5 An Employee terminating employment at any time prior to using their vacation allotment shall be entitled to a proportionate payment of salary or wages in lieu of such vacation, prior to termination.

15.6 Where an Employee qualifies for sick leave or any other approved leave during their vacation, there shall be no deduction from vacation credits for such absence. The period of vacation so displaced shall be either added to the vacation period or reinstated for use at a later date at the Employee's option.

15.7 An Employee will be entitled to carry over only one week of unused vacation into the next calendar year.

Article 16: Leaves

16.1 Sick Leave

a) Sick leave means the period of time an Employee is absent from work with full pay by virtue of being sick or disabled, exposure to a contagious disease, or under examination or treatment of a health professional or because of an accident.

b) Sick leave shall be earned at a rate of 2 days per month.

c) Unused sick leave days shall accrue for the Employee's future benefits to a maximum of 60 days.

d) At the close of each calendar year, the Employer shall inform each Employee in writing of the amount of sick leave accrued to their credit.

16.2 Leave for Jury Selection, Jury Duty, Crown Witness or Coroner's Inquest

a) An Employee who is required to report for Jury Selection, Jury Duty, Coroner's Inquest or who is subpoenaed to serve as a Crown Witness in a court action, save and except actions involving the Employer unless subpoenaed by the Crown, on a day on which they would normally have worked, will not suffer any loss in wages and/or benefits to which they would have normally been entitled to for up to one (1) month.

b) Employees shall remit to the Employer, with the exception of meal allowances, any duty pay received.

c) In cases where an Employee's private affairs have occasioned a court action, any leave of absence will be without pay.

16.3 Election Leave

The Employer agrees to grant a leave of absence without pay or benefits to an eligible Employee who is declared a candidate in any municipal, provincial, or federal election. Such leave of absence shall be for a reasonable period of time prior to the election in order to allow campaigning.

16.4 Union Leave

a) Members of the bargaining unit shall not suffer any loss of pay or benefits for total time involved in negotiations with the Employer. This total time shall include adequate time for the preparation of bargaining proposals.

b) Members of the bargaining unit shall not suffer any loss of pay or benefits for the total time involved in fulfilling Union functions in matters of grievances and arbitrations with either their own or other bargaining unit Employers.

c) Upon request to the Employer, an Employee elected or appointed to represent the Union at conventions or conferences shall be allowed leave of absence without pay but with continuation of benefits to fulfill those responsibilities. Such leave may be refused where it is impossible for the Employer to grant such leave due to operational requirements.

d) Employees shall be entitled to attend Union education courses and conferences without pay but with continuation of benefits. Such leave may be refused where it is impossible for the Employer to grant such leave due to operational requirements.

16.5 General Leave

- a) An Employee who has completed at least eight (8) years of service shall be entitled to a leave of absence without pay or benefits for a period of up to one (1) year. The Employer shall not unreasonably deny such a leave. Seniority, sick leave and vacation leave, which have been accumulated as of the date of leave, shall be retained. The Employee's position shall be retained for them for the period of the leave, up to one (1) year.
- b) An Employee shall provide the Employer with three (3) months' notice of such leave. Such a request shall be in writing.

16.6 Bereavement Leave

An Employee shall have 5 days of paid bereavement leave in the case of the death of a spouse or member of the family. The Employee is entitled to an additional two weeks of non-paid leave or may schedule holiday time following the 5 days of paid bereavement leave and where need can be demonstrated up to two (2) additional days of unpaid leave for travel,

16.7 Maternity and Parental Leave

- a) Leave without salary or benefits will be granted to Employees for recovery from the birth of a child, care of a newborn child and adoption of a child for up to one year.
- b) Up to seventeen (17) weeks of maternity leave will be granted subject to condition a written request must be submitted no later than four (4) weeks before the intended date of the leave.
- c) Parental leave of up to eighteen (18) weeks will be available. In order to qualify for parental leave an Employee must be the parent of a newborn child and assume actual care and custody of the child, or assume actual care of a newly adopted child.
- d) An Employee who qualifies for parental leave, excepting adoption leave (see 16.8(e)), must submit to the Employer an application in writing for leave at least four (4) weeks before the intended date of the commencement of the leave.
- e) In the case of adoption leave, the Employee must submit a written request for such leave. The Employee may commence adoption leave upon one (1) day notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
- f) During parental leave Employees will continue to accumulate seniority.
- g) The Employer interprets "parental leave" to mean that an Employee returning from such leave will return to work directly in the work assignments that were worked prior to taking the leave.

16.8 Supplementary Employment Benefits (SEB)

When an Employee is granted maternity, parental or adoption leave without pay the Employee shall receive an allowance from the Employer which together with the Employment Insurance benefits shall equal seventy-five (75) percent of the Employee's normal net weekly earnings. The Employer's required payment under the SEB will not exceed twenty-five (25) per cent of the Employee's net weekly earnings.

The term governing payment of SEB shall conform to the requirements of the Employment Insurance Commission and shall include the following provisions:

- a) An Employee must have completed a minimum of two (2) years of service with the Employer at date of commencing maternity leave, parental leave or adoption leave in order to qualify for SEB.
- b) In case of parental or adoption leave, the SEB payment shall continue while the Employee is in receipt of EI parental/adoption benefits.
- c) SEB will be payable only to those Employees who are eligible for and have received Employment Insurance benefits in each week of their leave. A week means a period of seven (7) consecutive days.
- d) Employees disqualified or disentitled from receiving Employment Insurance Benefits are not eligible for SEB payments.
- e) An Employee must apply to the Employer and furnish the necessary proof of eligibility for SEB in a manner acceptable to the Employer.
- f) The SEB is available up to a maximum of 52 weeks.
- g) The benefit level paid under this plan is set at seventy-five (75) per cent of the Employee's normal net weekly salary. It is agreed that in any one week, the total amount of SEB employment Insurance gross earning and any other earnings received by the Employee will not exceed ninety-five (95) per cent of the Employee's normal net weekly earnings.
- h) Except in the case of a layoff for just cause where they are required to repay the full amount of supplement, the Employee is required to repay a pro-rated amount of supplement if they resign within 12 months of return from said leave.

16.9 Non-Paid Leave

An unpaid leave of absence will be granted without refusal for parental or educational leave for periods of up to six months given such leave is requested at least 3 months in advance of the leave requested.

16.10 Leave for Medical or Dental Appointments

An employee shall receive time off with pay to attend medical or dental appointments.

16.11 Personal Emergency Leave

Employees are entitled to two (2) days for personal emergency leave per year.

16.12 Domestic Violence Leave

The Employer recognizes that employees may face situations of violence or abuse in their personal or family life that may affect their attendance or performance at work and may require absence from work for a limited period of time. Employees experiencing domestic violence will be able to access up to ten (10) days of paid leave to attend medical appointments, legal proceedings and any other necessary activities. Additional leave may be approved in exceptional circumstances.

Article 17: Wages

17.1 Effective January 1, 2023, the base annual salary for National Director/Director positions will be increased by \$4,000 from \$72,915 to \$76,915.

17.2 In addition to the market adjustment made under Article 17.1 above, salaries will increase by 3% effective January 1, 2023, by 3% effective January 1, 2024, and by 1% effective January 1, 2025:

January 1, 2023, Base Salary (After \$4,000 Market Adjustment)	January 1, 2023, Annual Increase (3%)	January 1, 2024, Annual Increase (3%)	January 1, 2025, Annual Increase (1%)
\$76,915	\$79, 222.45	\$81,599.12	\$82,415.11

Article 18: Benefits and Pension

18.1 The Employer will provide a sum totaling seven (7) per cent of the Employees' wages to a dedicated RRSP account of the Employees' choosing.

18.2 The Employer will provide a sum of five thousand dollars (\$5,000) per year for each employee for the benefits package. The parties will meet prior to renewal of the current benefits package to review package options.

Article 19: Expenses While on Employer Business

19.1 Per Diems

Per diems for travel and meetings outside an Employee's area of residence but in Canada shall be provided to an Employee at a rate of up to \$75.00 per day and \$35.00 per partial day. Where the Employee is provided with all meals, a per diem of \$15.00 shall apply.

19.2 Automobile Allowance Rates

Government of Canada rates will apply: <https://www.canada.ca/en/revenue-agency/services/tax/businesses/topics/payroll/benefits-allowances/automobile/automobile-motor-vehicle-allowances/automobile-allowance-rates.html>.

19.3 Meeting Expenses

The Employer agrees to reimburse an Employee for reasonable and verifiable expenses related to lunch and dinner meetings where business of the Canadian Health Coalition is being conducted.

19.4 Bail, Court Fee, and Lawyer

If an Employee is in need of legal assistance after having participated in sanctioned activities of the Canadian Health Coalition the Employer will provide legal representation that is agreeable to both parties.

19.5 Exceptional Childcare Expenses

The Employer recognizes that from time to time an Employee will be expected to attend meetings and functions outside the normal hours of operation. If such activity were to cause an extra burden of childcare expenses on an Employee the Employer agrees to reimburse childcare fees up to a maximum of \$1,200.00 per year with receipts.

Article 20: Notice of Termination of Employment

20.1 Employment may be terminated voluntarily by an Employee subject to two (2) weeks' written notice, exclusive of vacation time.

20.2 Employment terminated by the Employer for just cause will be effective immediately.

Article 21: Severance

21.1 Employees with at least one year seniority who are laid off for other reasons than just cause will receive severance pay at a rate of one week of gross salary for each year of employment with a cap of twelve (12) weeks. This is to be calculated on the basis of time worked full and part time, not the status at the end of employment.

21.2 Those Employees who have been contract Employees and who have since been hired on a permanent basis shall be entitled to include their contractual employment in this calculation.

Article 22: Miscellaneous

22.1 Handling of Cash

An Employee handling cash and cheques shall not be responsible for shortages, except in the case of criminal negligence.

22.2 Union Label

Where possible all materials produced through the labour of bargaining unit members shall have affixed the identifying mark of the Union representing those members, Unifor Local 567.

22.3 Unifor Social Justice Fund

The Employer will make a lump sum payment annually of an amount equivalent to three cents (\$0.03) per regular hour worked to the Unifor Social Justice Fund.

22.4 Unifor Family Education Program

The Employer will make a lump sum payment annually of an amount equivalent to three cents (\$0.03) per regular hour worked to the Unifor Family Education Fund.

22.5 Right to Refuse Work Actions or Activities

An Employee has the right to refuse work where they have reasonable grounds to believe the work can lead to their arrest.

22.6 Women's Advocate

The parties recognize that employees who identify as women sometimes need to discuss with another woman matters such as violence or abuse at home or workplace harassment. Workers who identify as women may also need to find out about specialized resources in the community such as counselors or women's shelters to assist them in dealing with these and other issues. For these reasons the parties agree to recognize the role of Women's Advocate in the workplace. The Women's Advocate will be determined by the Union from amongst the female bargaining unit employees. The Advocate will meet with female members as required, discuss problems with them and refer them to the appropriate agency when necessary.

Article 23: Term of Collective Agreement

This agreement shall be in force and effect from and after January 1, 2023, until January 1, 2026, and from year to year thereafter unless notice, in writing, is given by either party to the other party not less than 60 days not more than 120 days prior to the expiration date of its desire to amend this collective agreement.

Signatures

For Canadian Health Coalition:

Pauline Worsfold

Pauline Worsfold (Mar 24, 2023 01:36 MDT)

Pauline Worsfold (Chair, Board of Directors)

Mar 24, 2023

Date

For Unifor Local 567:

A. Aucoin

A. Aucoin (Mar 23, 2023 13:06 EDT)

Alex Aucoin (President & Chief Steward)

Appendix A: Seniority List

	Employee Name	Start Date
1	Steven Staples	January 11, 2021
2	Anne Lagacé Dowson	December 1, 2021
3	Tracy Glynn	May 9, 2022

Appendix B: Memorandum of Agreement (Re: Review of Short-Term Disability Options and Salaries)

Memorandum of Agreement

Between

Unifor Local 567

(the “Union”)

-and-

Canadian Health Coalition

(the “Employer”)

Re: LMC Review of Short-Term Disability Options and Salaries

WHEREAS the collective agreement and the Manulife benefits plan provided to staff do not provide short-term disability coverage;

AND WHEREAS the sick leave Employees accumulate under Article 16 is insufficient to provide salary continuance for an Employee who is absent from work due to injury or illness for an extended period of time before qualifying for long-term disability benefits;

AND WHEREAS the Union and the Employer wish to ensure that Employees who are absent from work due to injury or illness have short-term disability benefits coverage;

NOW THEREFORE the Union and the Employer agree to the following:

1. The Labour Management Committee (the “LMC”) will explore and discuss options for short-term disability coverage for Employees.
2. The LMC will aim to have a short-term disability plan in place for Employees that is satisfactory to both the Union and the Employer by July 1, 2023.
3. Until the Union and the Employer reach an agreement on a mutually satisfactory short-term disability plan, the Employer will pay a salary top-up in addition to the Employee’s Employment Insurance benefits to bring the Employee’s salary to 95% of their full salary. If the Employee is absent from work due to injury or illness for more than five consecutive workdays during this time, the Employer may require a medical certificate confirming that the Employee is unable to work.
4. The LMC will conduct a salary survey with the aim of completing it by the end of this collective agreement.

[Continued on next page]

Signatures

For Canadian Health Coalition:

Pauline Worsfold

[Pauline Worsfold \(Mar 24, 2023 01:36 MDT\)](#)

Pauline Worsfold (Chair, Board of Directors)

Mar 24, 2023

Date

For Unifor Local 567:

A. Aucoin

[A. Aucoin \(Mar 23, 2023 13:06 EDT\)](#)

Alex Aucoin (President & Chief Steward)