

Employer Offer to Settle Summary July 21, 2022

Wages/Benefits	Year 1	Year 2	Year 3
Wages	6% retro to 4/1/22 if ratified	5%	4%
Weekend Shift Premium	\$1.50/hour to \$1.75/hour, effective date of signing		
Night Shift Premium		\$1.50/hour to \$1.75/hour, effective 4/1/23	
Vacation		160 hours of vacation after 7 years of service (previously 8 years of service), effective 4/1/23	
Sick Leave	Increase sick leave accrual from 8 hours/month to 10 hours/month. Increase maximum from 160 to 200 hours. Effective date of signing.		
Stat Holidays	Add National day For Truth & Reconciliation		
Safety Eyewear Allowance	100% allowance up to \$300 annually (company paid). Effective date of signing.		
Supplementary Unemployment Benefit (SUB) plan	Employees on maternity/paternity benefits through EI shall be eligible for SUB payment = to the difference between gross weekly EI and 75% of employee's regular gross pay for a maximum of 4 weeks. Effective date of signing.		
Dual Ticket Premium	If mutually agreeable, dual ticketed trades will receive a \$3.00/hour premium. Effective date of signing.		
Dental Enhancements*	Increase Coverage for: <ul style="list-style-type: none"> • Preventive Care from 80% to 100% • Basic Services from 80% to 100% • Annual Maximum from \$1,500 to \$2,500 		
Medical Enhancements*	<ul style="list-style-type: none"> • Paramedical to now include Audiology exams • Hearing Aid Coverage = \$2,500/5years • Eye Exam from \$125 to \$200/2 years • Eyewear coverage from \$300 to \$400/2 years • Adding Employee Family Assistance Program 		
Optional Life Insurance*	Adding optional life insurance for employees, spouses, and children. <ul style="list-style-type: none"> • Premiums based on age and tobacco usage. • Employee = \$10,000 increments to a maximum of \$150,000 • Spouse = \$10,000 increments to a maximum of \$150,000 • Child(ren) = \$10,000 • 100% employee paid to receive a tax-free benefit. • Must meet participation minimums 		
Bereavement Leave	Adding brother-in-law and sister-in-law to the list of immediate family members.		

*Benefits enhancements take effect as soon as administratively possible after date of signing.