

MEMORANDUM OF AGREEMENT

Date :

July 12th, 2022

Between:

VIA RAIL CANADA INC.

And

UNIFOR CANADA

**On-Board Services Employees
COLLECTIVE AGREEMENT no.2**

Article 1 - Definitions

1.1(u) A year's service is defined as 250 days of cumulative compensated service.

Article 4 – Hours of Service and Overtime

4.5 ~~Assigned employees on a regular run who are held at their away from home terminal beyond the established layover period shall be credited with eight (8) hours for each 24-hour period, computed from expiration of their layover period, and actual time up to eight (8) hours for less than a 24-hour period. Time so credited will be applied against guarantee of the employees' assignments.~~

Employees at their away-from-home terminal shall be paid a non-pensionable gross lump sum of \$125, only after each completed 24-hour period computed from their release time.

In addition to the above, for the year 2022 upon ratification, employees who are at their away from home terminal for 60 hours or more from their release time shall be credited 8 hours per each additional 24-hour period. Such hours so credited will be incorporated into the ORS and in the case of assigned employees applied against their guarantee, if any.

In addition to the above, for the year 2023 and the subsequent years, employees who are at their away from home terminal for 48 hours or more from their release time shall be credited 8 hours per each additional 24-hour period. Such hours so credited will be incorporated into the ORS and in the case of assigned employees applied against their guarantee, if any.

Example upon ratification:

**Employee layover 24hrs: 125\$
Employee layover 48hrs: 250\$
Employee layover 60hrs: 250\$ + 8hrs
Employee layover 72hrs: 375\$ + 8hrs
Employee layover 84hrs: 375\$ + 16hrs
Employee layover 96hrs: 500\$ + 16hrs**

Example starting 01/01/2023:

**Employee layover 24hrs: 125\$
Employee layover 48hrs: 250\$ + 8hrs
Employee layover 72hrs: 375\$ + 16hrs
Employee layover 96hrs: 500\$ + 24hrs**

Article 6 - Lodging and living expenses

6.1 (a) On trains with meal service cars, meals without charge will be provided to employees during assigned meal hours. However, a meal allowance in lieu of meal may instead be paid to employees assigned to trains on which only one meal is served to employees.

(b) Where there is no meal service car, a meal allowance will be provided to employees who are on duty **or away from their home terminal** ~~between~~ **during** the following hours or any portion thereof:

Breakfast	-	07:30 – 08:30
Luncheon	-	11:30 – 12:30
Dinner	-	17:30 – 18:30

6.2 ~~Effective September 1, 2004,~~ The meal allowance in lieu of free meals to employees covered by this Agreement will be ~~increased to \$5.57~~ **8,00\$** for Breakfast, ~~\$6.38~~ **10,00\$** for Luncheon and ~~\$8.36~~ **13,00\$** for Dinner. ~~In addition these amounts will be increased by CPI on January 1, 2005 and January 1, 2006.~~

6.5 (a) ~~Assigned Employees arriving at distant or intermediate terminals and held beyond the ORS requirements~~ will be provided with meals or meal allowance in lieu thereof at regular meal periods commencing from ~~expiration of the ORS requirements~~ **their release time.**

~~(b) When the regular layover at distant terminals exceeds twenty-four (24) hours, or when employees arriving in extra service are held at the distant terminal in excess of twenty-four (24) hours after release from duty, meals or meal allowance in lieu thereof will be provided at regular meal periods commencing with expiration of the 24-hour period.~~

Article 8 – General Holidays

8.1 All employees, from their first day of work, are entitled to a holiday with pay on each of the following general holidays. When a general holiday falls on an

employee's rest day, such holiday shall not be moved to another normal working day.

OCCASION	ATLANTIC	QUEBEC	ONTARIO	WEST	ALBERTA
New Year's	✓	✓	✓	✓	✓
Day after New Year's		✓	✓	✓	
Family Day					✓
Good Friday	✓	✓	✓	✓	✓
Easter Monday	✓				
Victoria Day	✓	✓	✓	✓	✓
St. Jean Baptiste		✓			
Canada Day	✓	✓	✓	✓	✓
Civic Holiday	✓	✓	✓	✓	✓
Labour Day	✓	✓	✓	✓	✓
National Day for Truth and Reconciliation	✓	✓	✓	✓	✓
Thanksgiving	✓	✓	✓	✓	✓
Remembrance Day	✓		✓	✓	✓
Christmas	✓	✓	✓	✓	✓
Boxing Day	✓	✓	✓	✓	✓

Article 9 – Vacations

9.7 ~~(Delete) A year's service is defined as 250 days of cumulative compensated service.~~

***Correct the numbering of the following articles.

9.18 A list of the anticipated number of days' vacation entitlement for each employee shall be posted prior to ~~January 1st~~ **January 20th** of each year.

Applications for annual vacation shall be filed prior to ~~February 1st~~ **February 20th** of each year.

- 9.19** Applications filed prior to ~~February 1st~~ **February 20th** insofar as it is practicable to do so, will be allotted vacation during the summer season, in order of seniority of applicants. Unless otherwise authorized by the officer of the Corporation in charge, the vacation period may be split twice at the employee's discretion, provided it does not cause the Corporation to incur any additional expense in the protection of guarantee or otherwise. If the employee does not elect to split his vacation, it shall be continuous. Applicants will be advised in February of dates allotted them, and unless otherwise locally arranged, employees must take their vacation at the time(s) allotted.

Article 15 - Uniforms

- 15.4** An employee who is required by the Corporation to wear safety footwear and was in service at the beginning of the calendar year, has rendered active service during the year, and holds an employment relationship, will be entitled to a safety footwear allowance of ~~\$125~~ **\$150** payable in the second pay period of September each year. When an employee purchases new safety footwear, he must report to his immediate supervisor with the footwear **and the proof of purchase** indicating that such footwear is in compliance with the Canada Occupational Safety & Health Regulations (C.S.A. approved).

Article 27 – Bereavement leave

- 27.1** Provided an employee has at least three months' cumulative compensated service, they will be granted bereavement leave (excluding rest days and annual vacation) without loss of pay as follows:
- (a) **a paid leave of a maximum duration of five (5) days and an unpaid leave for a maximum duration of five (5) days each time there is a death in your family**, upon the death of the employee's parents, child (including still-born child) or spouse or common law partner that may be taken during the period that begins on the day on which the death occurs and ends six weeks after the latest of the days on which any funeral, burial or memorial service of that immediate family member occurs.

- (b) three (3) days **and an unpaid leave for a maximum duration of seven (7) days**, upon the death of an immediate family member that may be taken during the period that begins on the day on which the death occurs and ends six weeks after the latest of the days on which any funeral, burial or memorial service of that immediate family member occurs. Furthermore, the employee will be entitled to two (2) additional days without compensation for the same lost.

Article 28 – General

- 28.6** (a) When an employee is short paid ~~seventy-six dollars (\$76.00)~~ **one hundred and twenty dollars (\$120.00)** or more, on request of the employee, a voucher will be issued equal to the outstanding amount within 72 hours following the scheduled pay day, excluding Saturdays, Sundays and statutory holidays.

- 28.12** The Corporation will undertake the responsibility for the translation of this Agreement as may be required from time to time and will absorb the cost of such translating. This will include the cost of translating updated pages.

The parties agree once language verification and translation have been completed, the Corporation will immediately post Collective Agreements No1 and No 2, Letters of Understanding, Benefits Plans, Health and Safety Agreement, LTD, ESIMA, etc. on its intranet (iVIA) site. The Union will have the opportunity to review the translated agreement for accuracy and completeness prior to posting on IVIA.

~~The parties agree once language verification and translation have been completed, the Corporation will immediately, no later than 90 days, provide all existing and future employees with an updated copy of Collective Agreements No 1 and No 2, as well as all Letters of Understanding, Benefits Plans, Health and Safety Agreement, LTD, ESIMA, and any other related documents on an electronic memory stick identified "VIA Rail Canada and Unifor Canada, Council 4000.~~

The parties agree once language verification and translation have been completed, the Corporation will immediately send an updated copy of Collective Agreement No 2, Letters of Understanding, Benefit Plans, Health and Safety Agreement, LTD, ESIMA, etc. in electronic format and sufficient printed booklets in (8.5 x 10) format to the National Council 4000 and Local Chairperson.

Article 36 - Duration of Collective Agreement

- 36.1** This Collective Agreement is in full settlement of all issues raised by either party on or subsequent to ~~October 25, 2019~~ **January 17, 2022**. It is effective ~~January 1, 2020~~ **January 1, 2022** unless otherwise stipulated in the Memorandum of Agreement dated ~~January 30, 2021~~ **July 12, 2022** and supersedes all previous agreements, rulings or interpretations which are in conflict therewith. It will remain in effect until ~~December 31, 2024~~ **December 31, 2024** and thereafter, until revised or superseded. Four months' notice shall be given by either party of its desire to revise or supersede this Agreement and may be served at any time subsequent to ~~August 31, 2024~~ **August 31, 2024**.

Appendix 9 – Concierge

Including but not limited to:

- Reports to the Service Manager for briefing re safety, service issues, special requests service charges, transportation advice, revenue targets and work assignments.
- Responsible for the delivery and service coordination of all presentations and activities for Prestige passengers.
- Provides pre-departure refreshment and coffee service and continental breakfast or snacks.
- Ensures the care and comfort of Prestige passengers. Identifies customer needs through a proactive approach.
- Liaison with tour leaders to identify group needs and special requests.
- Provides tourism information, brochure, guides etc.
- Assists Service Manager with “Welcome Aboard” reception at major terminals for all Prestige passengers.
- Conducts emergency procedures and safety briefings with Prestige passengers.
- Ensure car set-up, cleanliness and safety and hygiene, and maintains car work area in a clean and tidy condition.
- Washes and sanitizes dishes, cutlery, glasses in bar area of Prestige Park Car.
- Prepares sleeping car reserved accommodation space for daytime and night occupancy.
- Loads, stores, rotates, and unloads all supplies for the Prestige cars.
- Entrains and detrains passengers.
- Patrols Prestige sleeping cars.
- Responsible for organizing/delivering activities and making scenic announcements.
- Provides snacks, and refreshments service as required.
- Coordinates meal sittings with the Service Coordinator for Prestige passengers.
- Assists with reception of passengers and service of continental breakfast.
- Prepares requisitions for all food, refreshment and equipment supplies for Prestige cars.
- Resolves all service matters to the best of their ability.
- Collects/reports revenue and supplies.
- Responsible for the safekeeping and remittance of revenue, (including the safekeeping of inventory items charged to the car).
- Administers first-aid and/or oxygen, when required, to passengers or employees.
- Other related duties as assigned by the Service Manager or the Corporation.

Appendix 12 – Wage Scale

- 5.5% January 1, 2022
- 3.5% January 1, 2023
- 2.5% January 1, 2024

All employees active on the date of ratification of this agreement will be entitled to retroactive wages on all compensated hours from January 1, 2022.

Appendix 28 – Removed

Dear Mr. Kissack

Pursuant to our recent discussion during this round of bargaining, this letter will serve as confirming the removal of the following appendices by both parties:

1. Collective Agreement No. 1 – Appendix S - Letter of Understanding Locomotive Engineer Training Closed Period Commitment
- 2. Collective Agreement No. 2 – Appendix 28 - Letter - Locomotive Engineer Training Closed Period Commitment**

Subsequently, collective agreements appendices index will be adjusted accordingly to reflect the changes upon renewal of contract.

~~APPENDIX 28
LETTER OF UNDERSTANDING
LOCOMOTIVE ENGINEER TRAINING – CLOSED PERIOD COMMITMENT~~

~~SUBJECT: LOCOMOTIVE ENGINEER TRAINING~~

~~During this Round of Bargaining the Corporation put forward a proposal regarding training members of Collective Agreements No. 1, 2 and 3 to become Locomotive Engineers.~~

~~The parties have agreed to meet within six months to fully explore the proposed training program.~~

~~Yours truly,~~

Appendix 41 – Vacation Entitlement Calculation

VIA RAIL INC.

(Herein referred to as the “Corporation”)

AND

UNIFOR, COUNCIL 4000

(Herein referred to as the “Union”)

SUBJECT: Vacation Entitlement Calculations – Application starting January 2023

WHEREAS During the 2021-2022 bargaining sessions, the parties have identified that the calculation for employees’ vacations, or moreover, the triggering point which transitions the employee between vacation entitlement categories under Articles 9.1 through 9.5 of Collective Agreements One and Two, has been applied by utilizing calculations based on Cumulative Compensated Service rather than by Continuous Employment Relationship from service date.

WHEREAS The parties recognize for the sole purpose of vacation calculation, twelve (12) calendar months constitutes one years’ service.

WHEREAS The parties recognize that the standard indicator for movement between vacation entitlement categories is based on the anniversary of the employee’s date of hire (service date).

WHEREAS The parties recognize that the term Continuous Employment Relationship encompasses active service, periods of lay off for determination of vacation allotment, periods of absence as defined under Article 9.11, and/or any other circumstances as mutually agreed between the parties.

THEREFORE, the parties agree to the following:

1. Going forward the triggering point which transitions employees between entitlement categories under Articles 9.1 through 9.5 for vacation calculation purposes will be based on annual increments from the employee’s date of hire (service date) and will apply to the following calendar year.
2. Actual days of vacation entitlement days under Articles 9.1 through 9.5 of Collective Agreements One and Two will be maintained as based on the days worked or the major portion thereof in the previous calendar year.

3. The current practice for calculating what constitutes a “day worked” for vacation calculation purposes when applied to spareboard employees in Agreement Two will remain in effect whereas eight hours constitutes one day of work.
4. This Agreement is made with precedent serves to rescind any previous practices which refer to Cumulative Compensated Service for the calculation of vacation entitlements. The use of Cumulative Compensated Service will remain in effect as defined under Article 1.8 of Collective Agreements One and 1.1(u) of Collective Agreement Two (whereas 250 days cumulative compensated service constitutes one years’ service) for the purposes of calculating Pensionable Service and any protections under the Supplemental Agreements (ESIMA).

Estoppel Notice

February 24th, 2022

Mr. Dave Kissack,
President
National Council 4000
UNIFOR

Dear Mr. Kissack,

Following discussions during 2022 negotiations, the Corporation wishes to correct the errors in application of article 8.4 of the collective agreement no 2. Currently, as an example, the practice is as follows: if the employee is on vacation for a week (Monday to Friday) and Friday is a statutory holiday, he/she will be paid as such:

- 1) 5.71 hrs for the vacation
- 2) 8 hrs for the holiday
- 3) 5.71 for "Additional day vacation pay".

The Corporation will revert to the strict application of article 8.4 and will stop paying the additional 5.71 "Additional day vacation pay".

The Corporation has served notice that it shall revert to the strict application of article 8.4 effective 30 days after the ratification of the new collective agreement actually in bargaining.

Yours truly,

Agreement – System Health and Safety Legislative Representative

VIA RAIL INC.

(Herein referred to as the “Corporation”)

AND

UNIFOR, COUNCIL 4000

(Herein referred to as the “Union”)

WHEREAS both parties wish to join forces to ensure a safe and healthy workplace for their employees and members;

WHEREAS both parties recognize the importance of having a dedicated health and safety representative;

WHEREAS both parties recognize that rules of governance must be established in order to supervise the health and safety representative;

NOW, THEREFORE, THE PARTIES have reached an agreement on the terms and conditions regarding the health and safety representative.

IN CONSIDERATION OF THE FOREGOING, THE PARTIES AGREE TO THE FOLLOWING:

1. Preamble

The preamble is part of this letter of agreement.

2. Nomination

It is the Union’s responsibility to nominate an employee as the health and safety representative. This person must reflect the values of the organization and must have an impeccable health and safety record.

The person chosen must be bilingual and able to travel on regular basis. The Employer reserves the right to refuse an employee's nomination for any valid reason, such as known behavioural problems or absenteeism.

The appointment will be for a period of the life of the collective agreement

The appointment must be confirmed through an official letter from the Union to the attention of VIA Rail Canada Inc Labour Relations Director

3. Seniority and vacation

The health and safety representative will continue to pay union dues and accumulate seniority and will retain seniority rights.

The representative should direct vacation requests to the Director responsible for the Health & Safety function.

4. Work schedule

The health and safety representative must be available from Monday to Friday and exceptionally on evenings and weekends for urgent safety matters. He must be physically present at the Employer's facilities during work hours. The representative will be able to work from home as per the employer's policy.

The representative must complete his timesheet and submit it to the Director responsible for the Health & Safety function for validation every week.

5. Reporting structure

The manager for the Health & Safety function will exercise functional authority. However, health and safety priorities will be determined by both parties.

6. Equipment

The health and safety representative will be provided with an iPhone and a laptop computer. He/she will be provided access, where available, to an office with filing cabinets, a desk, chairs, a telephone, a photocopy machine, and a fax machine. He/she will be provided access to the Corporation's systems or any system the Corporation uses to track health and safety. Equipment must be returned at the end of the term.

7. Travel expenses

All travel expenses will be approved and shared by both parties.

8. Rate of pay

The employee will be paid at SM Corridor's hourly rate.

9. Role and expectations of the health and safety representative

Created under the terms of the National Safety, Health and Environment Agreement signed on February 22, 1999, and nominated by the Union, the Unifor System Health & Safety Legislative Representative supports the Corporation and Unifor achieve their common goal of creating and maintaining a safe and healthy workplace.

The representative works with the Health & Safety department assisting in the implementation of the Health & Safety plan and playing a proactive role in health and safety prevention, always taking into consideration the risk management principles for prioritization. He/she acts as a coach and intervenes with employees and members in order to strengthen the organization's health and safety culture and contributes to ensure a safe and healthy workplace for the employees and members.

The Health and Safety Representative shall perform the duties set out in his or her job description.

This agreement may not be used by any of the parties as a reference for a settlement of any other grievances or arbitration hearing.

Please indicate your concurrence by signing below and returning one (1) duly signed copy for our files.

LETTER OF UNDERSTANDING

Banking Overtime Hours

Between:

VIA RAIL INC.

(Herein referred to as the "Corporation")

AND

UNIFOR, COUNCIL 4000

(Herein referred to as the "Union")

As part of this round of collective bargaining, the Corporation and the Union reviewed a proposal, which would allow all employees governed by Collective Agreement No. 2 the option of banking overtime instead of receiving overtime payments.

Accordingly, you will find below the requirements of this proposal:

1. Employees will have the option of banking 1 hour worked at time and a half as 1.5 hours banked straight time.

Example 1: One (1) hour worked at time-and-a-half is the equivalent of one-and-one-half (1.5) hours banked at straight time.

2. When banked time is taken, the rate of pay for such hours shall be the rate of pay of the assignment occupied by that employee when such banked time is used. When an employee takes paid time off as provided herein, it shall be without loss of benefits.
3. An employee may not bank hours worked on a statutory holiday.
4. Employees will have the option of banking time up to a maximum of eighty (80) hours per calendar year.
5. Employees planning to use banked time must submit a request to their supervisor seven (7) days in advance, management must respond in a timely manner. Employees may elect to bank overtime by notifying their supervisor by email copying the Local Chairperson. Banked time will be granted subject to operational requirements.

6. Employees will elect to schedule their banked time only after their annual vacation allotment has been approved.
7. Employees cannot elect to use banked time during the month of December. During the summer peak times, limited number of requests will be considered based on the operational requirements.
8. At time of lay off, employees will have the option to have their banked time paid out or to take the time to postpone a layoff.
9. Employees on short-term (STD) or long-term disability (LTD) will have their banked time paid out on December 1st of each year.
10. An employee opting to take banked time off must do so for a complete cycle of operation and their position will be backfilled pursuant to Article 7. Spareboard employees will be awarded banked time on a day-to-day basis with one day equivalent to eight hours' pay. Upon the employee's return from their time off, they will go to the bottom of the spareboard.
11. Any active employees with banked time can request that it be paid out at any time. Such payments will be processed during the next pay period.
12. All banked hours that have not been utilized will be paid out on December 1st of each year. Payments will be made in the following pay period.
13. This time off cannot cover any applicable paid leave already covered by the Canadian Labour Code.

This agreement will be effective starting January 1, 2023. This proposal would be for the duration of the new collective agreement and will end with said collective agreement. In addition, the agreement can be revisited at the request of either party at any time in December of each year.

It is understood that this agreement shall not form part of Collective Agreement no. 2.

Letter of understanding

Between:

VIA RAIL INC.

(Herein referred to as the "Corporation")

AND

UNIFOR, COUNCIL 4000

(Herein referred to as the "Union")

Subject: Pensionable service amendments for certain Employees participating in the Job-Sharing Program

WHEREAS Employees previously and currently participating in the Job-Sharing program have had and have their pensionable service pro rated while participating in the program.

WHEREAS The parties recognize that a recent Supreme Court of Canada decision has found that failure to allow a certain category of female employees (the "group") who opt into the Job Sharing Program to buy back their full pensionable service while employed in the Program can constitute unlawful discrimination based on sex;

WHEREAS The parties wish to take the following measures and enter into the present letter of Understanding to avoid any charge of discrimination be any employee in the group in the future or generally any charge against the Job Sharing Program or the Pension Plan on this basis;

The parties agree to the following:

1. The preamble of the present Letter of Understanding forms an integral part thereof;
2. Going forward, all employees in the group who join as of the date of the signing of the present letter of agreement the Job-Sharing Program to balance their work and family obligations after a maternity and/or parental leave may opt to be credited with full Cumulative Compensated service for the purpose of determining pensionable service time and in such case be required to make contributions to their pension to reflect such in accordance with the pension guidelines and according to the work schedule prior they join the job sharing program.

3. All employees affected by paragraph 2 of this letter of agreement will be required to contact Shared Services before the end of their Job-Sharing program to confirm if they will opt to buy back their pension deficiencies under the methods defined in the Pension Plan for Unionized Employees of VIA Rail Canada inc. An employee must provide proof of caregiver responsibility when reasonably practicable to do so or through a sworn attestation to request a pension buy back.

4. Employees wishing to participate in a job-sharing program will be advised of the change when applying for the program.

This letter of understanding may be amended through mutual consent between the parties in the event of a legislative requirement to do so or as a result of an award by a third party of competent jurisdiction which mandates consideration of such actions.

Letter of understanding

Between:

VIA RAIL INC.

(Herein referred to as the "Corporation")

AND

UNIFOR, COUNCIL 4000

(Herein referred to as the "Union")

SUBJECT: EASTERN OTS SCHEDULES

This refers to our discussion during the current round of negotiations regarding challenges associated with the Eastern OTS schedules.

As a result of these discussions, the parties commit to meet to create new OTS schedules which provide OTS employees with additional time at their home terminal at a cost less than \$350,000.00 annually in addition to the current payroll, while minimizing non-productive time.

The parties commit to meet within sixty (60) days of ratification and will meet a minimum of three (3) days. Current relief trips will remain in place until a new agreement is in place and comes into effect at which point those associated costs will be additionally incorporated into this agreement.

In the event the parties fail to reach an agreement on the scheduling this matter will be referred to the President of Unifor National Council 4000 and the Specialist Director Employee Relations for expedited resolution.

Letter of Understanding

Between:

VIA RAIL INC.

(Herein referred to as the “Corporation”)

AND

UNIFOR, COUNCIL 4000 and Local 100

(Herein referred to as the “Unions”)

Subject: Racial Justice Advocate Program and Anti-Racism Action Plan at VIA Rail

Dear Sirs,

This refers to our recent discussions at the bargaining table pertaining to unique situations faced by Black, Indigenous or racialized community in the workplace.

Establishment of a Racial Justice Advocate

In recognition of societal racism, the Parties agree to identify a Racial Justice Advocate who will act as an ambassador in VIA Rail’s Diversity and Inclusion program.

A Racial Justice Advocate is an individual who identifies as a member of the Black, Indigenous or racialized community.

The Unifor Local/Council Union President and VIA Rail representative will be responsible for the selection of the Racial Justice Advocate.

The Racial Justice Advocate is a workplace representative who will participate in the VIA Rail Diversity and Inclusion program.

The activities will be performed in relation with VIA Rail Diversity and Inclusion program. Support will also be provided by the VIA Rail Diversity and Inclusion program.

If you are agreeable to the above, please indicate your concurrence below.

Agreed on: July 12th, 2022

Improvement to the Benefit package:

Life Insurance Active Members:

- Effective the first of the month following ratification, the amount of Basic Life Insurance will increase from \$48,000 to **\$60,000**.
- Optional Life Insurance – to be purchased by the employee effective July 1st 2023, for a maximum eligible amount of **\$150,000**. In blocks of \$25,000 and to include spousal.

Benefit Coverage:

- Employees and dependents to be covered after **90 days** of continuous compensated service (CCS) for healthcare, dental care and all other benefits.

Vision Care:

- **\$400.00** per 12-month period for children, per 24-month period for adults (coverage remains as 80%).
- Cost coverage remains as per contract.

Paramedical:

- Increase wig and hair piece coverage to **\$500** per person per year for medical required condition.

Short-term disability:

- Increase short-term disability benefits from 70% of weekly base pay (with no maximum benefit) and provide a maximum of **\$825** per week.

Dental Benefits:

- \$2,300 to **\$2,500** for the duration of the agreement.
- Oral examinations, cleaning and scaling of teeth, fluoride treatments and bite wing x-rays twice in any calendar year but not more than once in any 6-month period.

Other Matters

- That all appendices, letters of understanding and sections of the Collective Agreement that have not been adjusted or changed during these negotiations will be automatically renewed and continue to form part of the new Collective Agreement.
- Revised full time local chair LOU
- Effective January 1st, 2022, SSA will receive a \$0,50 increase on their hourly rate. Effective January 1st, 2024, SSA will receive an additional \$0,50 increase on their hourly rate.
- Skilled Trade Chefs recognized under the letter concerning Recognition of Chefs as a Skilled Trades will receive a \$1.25 increase as a Trade adjustment effective January 1st 2022, and an additional \$0.75 increase as a Trade adjustment effective January 1st, 2023.