

Highlights

WAGE INCREASE

An average **increase of 14% to 16%** for each step of the wage grid over three years.

BENEFITS

A funding commitment to ensure the long-term viability of the **Joint Community Benefit Trust**.

WAGE PARITY

Significant gains toward **wage parity** with those working under the Facilities Agreement.

RECRUITMENT

A variety of improvements to address chronic **recruitment and retention** issues in the sector.

MOBILITY

Expanded **mobility rights** for workers who want to change jobs within their health authority.

PREMIUMS

Premium increases for **weekend shifts** and a **new evening shift premium**.

VEHICLE ALLOWANCE

Extension of the CRA vehicle allowance rate to **all employees** covered by the CBA.

VACATION

Increase **paid vacation** entitlement by one day for all regular employees.

MINIMUM PAY

Guaranteed minimum pay for regular CHWs on windows of availability.

MEDICAL CERTIFICATES

50% of costs for employer-requested medical certificates to be **paid by the employer**.

OVERTIME

New **overtime** distribution language that includes seniority.