

Highlights

WAGE INCREASE

Minimum wage increase for every member of approximately **11 to 14%** by April 1, 2024



LOW WAGE REDRESS

2.5% for classifications that have not reached their health sector target



MENTAL HEALTH

Addition of an **employee and family assistance plan**



BENEFITS

Increased coverage to **\$1000** for psychologists, registered clinical counsellors, and registered social workers



100% PAID SICK LEAVE

Will be restored effective **April 1, 2024**



ANTI-RACISM

Improved language throughout that **promotes anti-racism and reconciliation**



HEALTH SECTOR COMPARABILITY

Monies set aside to maintain **wage comparability**



TRANSPORTATION

Increase in the transportation allowance to **\$0.61/km**



TRAINING FUNDS

Approximately **\$4 million** set aside for training and other monetary items



BULLYING AND HARASSMENT

Language to deal with **lateral violence** in the workplace



HEALTH AND SAFETY

Improved language to help **keep all workers safe** at work



STAT HOLIDAY

National Day for Truth and Reconciliation added to the list of paid holidays

