

HIGHLIGHTS

Proposed 2024-2028 WCMI Collective Agreement

WAGE INCREASE

At least **8.75%** wage increase over the term of the agreement, including a lump sum payment equivalent to **2%** on all hours worked from Apr 1, 2024 and **2%** on all hours worked from Apr 1, 2025 payable on ratification.

STABILIZATION FUND

Lump sum payment equal to **14% (21% for mammo)** for all earnings on hours worked from Sep 1, 2024 to Feb 28, 2025, plus **two forthcoming lump sum payments** this year on earnings on hours worked up to Sep 1, 2025.

BENEFITS

Increase of paramedical from \$500 to **\$600**, dental from \$1500 to **\$1750** effective Jan 1, 2025.

GROUP RRSP

Increase from 2% match to **2.5%** upon ratification and **3%** on Apr 1, 2027.

STEWARDS

Expansion of the steward role to include stewards in employer investigations that may lead to discipline.

RESPECTFUL WORKPLACE

Improved timelines around the employer respectful workplace process.

FULL-TIME ROLES

HSA and WCMI recognize the value and importance of full-time positions, and will review **the creation of new/additional full-time jobs**, including for QNR techs.

BEREAVEMENT LEAVE

Removal of the employer's judgement around paid days for travel for bereavement leave.

OH&S REVIEW

HSA and WCMI are bound to **meet and review the OH&S committee structure** for compliance with legislative and regulatory requirements, and for safer worksites.