

2025-2029 Collective Agreement

WAGE INCREASE

A minimum wage **increase of 12%** for all CBA members over the term of the agreement.

COMPARABLE WAGE

Full wage comparability with the FBA in the **first year** of the agreement.

PREMIUMS

Premium increases of an additional **\$0.50 per hour** for **weekend** and **afternoon shifts**.

PORTABILITY

Expanded **portability rights** for workers to **move jobs between any CBA employer**, not just within health authorities.

VACATION

Vacation entitlement now tracked in hours, gradually increasing vacation time up to **one additional day by year 10**.

SPECIAL LEAVE

Additional special leave entitlements for **citizenship ceremonies** and **travel for medical appointments** for rural and remote members.

OVERTIME

Expansion of assignment of overtime by seniority.

COVERED COSTS

Employer paid for **FoodSafe refresher courses**, criminal record checks, and fingerprinting.

CULTURAL DAYS OF SIGNIFICANCE

Allowing more members to exchange traditional statutory holidays for days that matter to them.

HEALTH AND SAFETY

Significant improvements to occupational health and safety provisions.

TRAINING FUND

Expansion of the Joint Community re-training fund to include **retraining in non-CBA occupations**.

EDMP REPS

The number of EDMP Representatives expanded to **13 FTE**, including 1 administrator.