

2025-2029 Collective Agreement

WAGE INCREASE

An **average increase of about 13%** more for each step of the wage grid over four years.

MILEAGE RATE

Mileage rate increased to 65¢/km effective two months post ratification.

RETENTION

Retention incentives of \$1,100 per regular FTE as of January 2027, based on hours worked in 2026, payable April 2027.

EXTENDED HEALTH

Increases in extended health to **\$1,500 for psychologists/counsellors** and **\$500 for vision care** starting on October 2026.

SHIFT PREMIUMS

Shift premiums **tailored to sector**, effective September 2028.

HEALTH & SAFETY

Improved health and safety language, including workload-related concerns.

COMPARABILITY

Health sector comparability wage increases effective April 2028.

GENDER-AFFIRMING CARE

Gender-affirming care support through a **dedicated fund**.

JJEP WAGE GRID

Eliminate Step 1 of the JJEP wage grid effective six months post-ratification.