

Tentative 2025-29 Agreement

WAGE INCREASE

Minimum wage increase for every member of **12%** over the term of the agreement.

EXPANDED PREMIUMS

Increases to **evening, night, and weekend** premiums.

PROFESSIONAL FEES

Members belonging to regulated professions will have **100% of their professional fees** reimbursed.

SCHEDULING IMPROVEMENTS

Improved **job share** language, simpler **shift exchanges**.

OHS IMPROVEMENTS

Resources for psychological health and safety, workload and psychosocial hazards.

PROGRESS ON CLASSIFICATIONS

QDs, some profile increases set path for further fixes for more professions.

COMMITMENT TO END CONTRACTING IN/OUT

Joint working group will develop plan to eliminate this practice.

PORTABILITY

A full year of portability, allowing more members to move their benefits with them to a new position.

CULTURAL DAYS OF SIGNIFICANCE

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

PROFESSIONAL DEVELOPMENT

\$3.5 million this year plus \$400,000 yearly, increased to \$600,000 in 2027.

SPECIAL LEAVE IMPROVEMENTS

Increased leave to **care for a sick family member**, childbirth and bereavement.

“ME TOO”

If another public sector union achieves a larger general wage increase, we get it too.