

# TENTATIVE AGREEMENT

## QUESTIONS & ANSWERS



### **Do we get retro pay?**

**Yes.** There is full wage retroactivity of the 3.5% to April 1, 2024. In addition, all long service steps are also retroactive. Someone making \$22/hour since at least April 1, 2024 would get retro pay of around \$900. A 25-year employee would get closer to \$2000 in retro pay.

### **Is there a signing bonus?**

**No.** There is no extra signing bonus beyond the retro pay.

### **What is my pay increase?**

About 27% over the term of the agreement for most members. Most staff get 12.25% plus a \$3 increase. That's equal to \$6/hour total for most members, or a 27% increase over the term of the agreement. There is a significant wage increase for everyone.

### **What is the difference between this contract and the previous package?**

The previous package included just 12.25% in wage increases. This package increases your wages more than double the previous package, to an increase of about 27%.

### **If we were last in the country before, where are we now?**

It depends on the position, but we rise above the middle of the pack: as high as 3rd and as low as 5th.

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### **Is homecare getting a pension?**

**Yes.** During the life of this agreement, full pension, benefits, and sick pay will be implemented for home care workers, under the Healthcare Employees Benefits and Pension Plan (HEBP and HEPP).

### **Does homecare need to keep working 9 hours to get paid for 8?**

**No.** Available Work Period (AWP) is being eliminated: like all other healthcare workers, homecare workers will work 8 hours to get paid 8 hours.

### **Are the wellness days paid?**

**Yes.** The wellness days are paid from income protection credits.

### **Do casual staff get these increases?**

**Yes.** All staff, including casual staff, get the bargained increases.

### **What will happen if we vote no?**

A no vote authorizes strike action, and we will serve strike notice.

### **For members who accepted the previous offer, will they get this as well?**

**Yes.** All members will get the increases and benefits bargained for health care members.