

COLLECTIVE AGREEMENT

Riverbend Regional Health Authority

and

Riverbend Health Workers Union, Local 418

1 April 2026 to 31 March 2029

Fictional document created for the AskMyPress demonstration site. Any resemblance to a real agreement or organisation is coincidental.

Contents

- Article 1 – Purpose
- Article 2 – Recognition and Definitions
- Article 3 – Union Security and Dues
- Article 4 – Management Rights
- Article 5 – No Discrimination and Respectful Workplace
- Article 6 – Grievance Procedure
- Article 7 – Discipline
- Article 8 – Seniority and Probation
- Article 9 – Hours of Work
- Article 10 – Overtime
- Article 11 – Shift Premiums
- Article 12 – Statutory Holidays
- Article 13 – Annual Vacation
- Article 14 – Sick Leave
- Article 15 – Bereavement Leave
- Article 16 – Family and Parental Leave
- Article 17 – Other Leaves
- Article 18 – Occupational Health and Safety
- Article 19 – Health and Welfare Benefits
- Article 20 – Pension
- Article 21 – Allowances
- Article 22 – Professional Development
- Article 23 – Wages
- Article 24 – Layoff and Recall
- Article 25 – Term of Agreement
- Schedule A – Wage Grid
- Letter of Understanding 1 – Self-Scheduling Pilot

ARTICLE 1 – PURPOSE

The purpose of this Agreement is to maintain a harmonious relationship between the Employer and its employees, to set out the terms of employment, and to provide a fair and prompt way of settling differences.

The parties share a commitment to safe, high-quality care for the people of the Riverbend region and recognise that this depends on a safe, respected and fairly paid workforce.

ARTICLE 2 – RECOGNITION AND DEFINITIONS

The Employer recognises the Union as the exclusive bargaining agent for all employees in the classifications listed in Schedule A at Riverbend General Hospital, Northbank Community Clinic and the Willow Court Care Home.

"Regular employee" means an employee hired to a position with regular scheduled hours. "Casual employee" means an employee called in as needed with no regular schedule. "Part-time employee" means a regular employee scheduled for fewer than 37.5 hours per week.

"Day" means a calendar day unless this Agreement says otherwise. "Steward" means an employee appointed by the Union to represent members at a work site.

ARTICLE 3 – UNION SECURITY AND DUES

All employees covered by this Agreement shall pay union dues as a condition of employment, whether or not they choose to become members.

The Employer shall deduct union dues of 1.35 percent of gross regular earnings from each pay and remit them to the Union by the fifteenth day of the following month, with a list of the employees and the amounts deducted.

Dues paid are shown on each employee's annual tax slip.

ARTICLE 4 – MANAGEMENT RIGHTS

The Union recognises the right of the Employer to manage the operations and direct the workforce, subject to the terms of this Agreement. These rights shall be exercised reasonably, in good faith and consistently with this Agreement.

ARTICLE 5 – NO DISCRIMINATION AND RESPECTFUL WORKPLACE

There shall be no discrimination, harassment or bullying on the grounds protected by human rights legislation, or because of membership or activity in the Union.

Complaints of harassment shall be investigated promptly by a person who was not involved in the matter. An employee may be accompanied by a steward at any meeting about a complaint.

ARTICLE 6 – GRIEVANCE PROCEDURE

A grievance is any difference about the interpretation, application or alleged violation of this Agreement.

6.01 Step One. The employee, with a steward if they wish, shall raise the grievance with their immediate supervisor within 21 days of the date they became aware of the matter. The supervisor shall reply within 7 days.

6.02 Step Two. If not settled, the Union may present the grievance in writing to the department manager within 14 days of the Step One reply. A meeting shall be held and a written reply given within 14 days.

6.03 Step Three. If not settled, the Union may refer the grievance to the Director of Human Resources within 14 days. The Director shall meet the Union and reply in writing within 21 days.

6.04 Arbitration. If not settled at Step Three, the Union may refer the grievance to arbitration by written notice within 30 days of the Step Three reply. The cost of the arbitrator is shared equally.

6.05 Time limits may be extended by mutual agreement in writing. A grievance about a dismissal starts at Step Three.

ARTICLE 7 – DISCIPLINE

No employee shall be disciplined except for just cause. An employee is entitled to have a steward present at any meeting that may lead to discipline and shall be told of this right when the meeting is scheduled.

Written warnings are removed from the employee's file after 18 months without further discipline of a similar kind.

ARTICLE 8 – SENIORITY AND PROBATION

Seniority is the length of continuous employment in the bargaining unit, counted in hours for part-time and casual employees.

New employees serve a probation period of 480 hours worked or six months, whichever comes first. During probation, an employee may be released for unsuitability with written reasons.

ARTICLE 9 – HOURS OF WORK

The normal hours of work for a full-time employee are 37.5 hours per week, scheduled as five shifts of 7.5 hours.

Each shift includes an unpaid meal break of 30 minutes and two paid rest breaks of 15 minutes. An employee required to remain at work during the meal break shall be paid for it.

Shift schedules shall be posted at least 28 days in advance. Employees may trade shifts with the approval of their supervisor, which shall not be unreasonably refused.

ARTICLE 10 – OVERTIME

Work beyond the scheduled shift or beyond 37.5 hours in a week is overtime. Overtime is paid at one and one-half times the regular rate for the first four hours and at double time after that.

An employee who works more than two hours of overtime immediately after a shift receives a meal allowance of \$18.00, or a meal provided by the Employer.

An employee may choose time off in lieu of overtime pay at the applicable rate, to a maximum bank of 60 hours, to be taken at a mutually agreed time.

ARTICLE 11 – SHIFT PREMIUMS

An evening premium of \$2.25 per hour is paid for all hours worked between 15:00 and 23:00.

A night premium of \$3.40 per hour is paid for all hours worked between 23:00 and 07:00.

A weekend premium of \$2.10 per hour is paid for all hours worked between 00:00 Saturday and 24:00 Sunday. The weekend premium is paid in addition to any evening or night premium.

ARTICLE 12 – STATUTORY HOLIDAYS

The following are paid holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

An employee who works on a paid holiday is paid at one and one-half times the regular rate for all hours worked and also receives an alternate day off with pay within 60 days.

Part-time employees receive holiday pay in proportion to their regular hours.

ARTICLE 13 – ANNUAL VACATION

Full-time employees earn paid vacation each year according to their years of continuous service as follows:

Years of service	Vacation per year
Less than 1 year	15 working days, prorated from the date of hire
1 to 4 years	15 working days
5 to 9 years	20 working days
10 to 19 years	25 working days
20 years or more	30 working days

Vacation requests for May to September shall be submitted by March 1 and approved by seniority by April 1. Up to five days may be carried over to the next year.

ARTICLE 14 – SICK LEAVE

Full-time employees earn sick leave at 1.5 days per month of service, to a maximum bank of 156 days. Part-time employees earn it in proportion to their hours.

An employee may be asked for a medical note only after an absence of more than three consecutive shifts, and the Employer pays any fee charged for the note.

Sick leave may also be used for medical appointments and to care for a sick dependent child, to a maximum of five days per year.

ARTICLE 15 – BEREAVEMENT LEAVE

An employee shall receive bereavement leave without loss of pay as follows:

- five working days on the death of a spouse, child, stepchild, parent, step-parent, brother or sister;
- three working days on the death of a grandparent, grandchild, father-in-law, mother-in-law, brother-in-law or sister-in-law;
- one working day to attend the funeral of an aunt, uncle, niece or nephew.

Where the funeral is more than 500 kilometres away, up to two additional days with pay are granted for travel.

ARTICLE 16 – FAMILY AND PARENTAL LEAVE

16.01 An employee on maternity leave who receives employment insurance benefits shall receive a top-up from the Employer to 85 percent of regular weekly earnings for up to 17 weeks.

16.02 An employee on parental leave who receives employment insurance benefits shall receive a top-up to 85 percent of regular weekly earnings for up to 10 weeks.

16.03 Employees may take up to three days of paid family responsibility leave per year to care for a family member who is ill or for urgent family matters.

16.04 Seniority and benefits continue during maternity and parental leave.

ARTICLE 17 – OTHER LEAVES

An employee called for jury duty or as a witness in a court case receives regular pay, less any fee received. Union leave without loss of pay is granted for bargaining and for up to 12 days per year of union education, with the Union reimbursing the Employer for wages.

Education leave without pay of up to 12 months may be granted, and the employee returns to their former position.

ARTICLE 18 – OCCUPATIONAL HEALTH AND SAFETY

The parties shall maintain a Joint Health and Safety Committee at each site, with equal Union and Employer members, meeting at least monthly. Union members attend meetings without loss of pay.

An employee has the right to refuse unsafe work as set out in health and safety legislation and shall not be disciplined for doing so in good faith.

The Employer provides required personal protective equipment, including fitted respirators, at no cost. All incidents of workplace violence shall be reported, investigated and shared with the Committee within 14 days.

An employee injured at work must report the injury to their supervisor as soon as possible and before the end of the shift. The Employer completes the workers' compensation report within 3 days.

ARTICLE 19 – HEALTH AND WELFARE BENEFITS

The Employer pays 100 percent of the premiums for the following benefits for regular employees working at least 15 hours per week, as summarised in the Benefits Summary:

- extended health care, 80 percent of eligible costs after a \$50 annual deductible, rising to 100 percent after \$1,000 of claims in a year;
- dental care, 80 percent of basic services and 50 percent of major services, to \$2,500 per person per year;
- vision care, \$300 per person every 24 months, plus one eye exam;
- group life insurance of two times annual salary;
- long-term disability, 70 percent of salary after a 120-day waiting period;
- an Employee and Family Assistance Program, free and confidential, available at any time.

ARTICLE 20 – PENSION

Regular employees join the Riverbend Public Health Pension Plan after 12 months of continuous service. The employee contributes 8.0 percent of earnings and the Employer contributes 9.5 percent.

ARTICLE 21 – ALLOWANCES

A uniform allowance of \$250 per year is paid in the first pay of April to employees required to wear uniforms.

Employees required to use their own vehicle for work are paid \$0.62 per kilometre.

An employee on call is paid \$3.00 per hour while on call. An employee called back to work receives a minimum of three hours at the overtime rate.

ARTICLE 22 – PROFESSIONAL DEVELOPMENT

Each regular employee may use up to \$600 per year from the education fund for courses, certification and conference fees related to their work, and is granted up to three days of paid leave per year to attend.

ARTICLE 23 – WAGES

Employees are paid according to the wage grid in Schedule A. Wage rates increase by 3.0 percent on 1 April 2026, 2.75 percent on 1 April 2027 and 2.5 percent on 1 April 2028.

Employees move up one step on the grid after each 1,950 hours worked. Pay is deposited every second Friday.

ARTICLE 24 – LAYOFF AND RECALL

In the event of layoff, employees are laid off in reverse order of seniority, provided the remaining employees can do the available work. Regular employees receive eight weeks' notice or pay in lieu.

Laid-off employees keep recall rights for 12 months. An employee who chooses severance instead of recall receives one week of pay per year of service, to a maximum of 26 weeks.

ARTICLE 25 – TERM OF AGREEMENT

This Agreement is in effect from 1 April 2026 to 31 March 2029 and continues in force until a new agreement is reached. Either party may give notice to bargain within the 120 days before it expires.

SCHEDULE A – WAGE GRID

Hourly wage rates by classification and step. Steps are reached after each 1,950 hours worked (Article 23).

Hourly rates effective 1 April 2026

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Housekeeping Aide	\$23.10	\$23.91	\$24.72	\$25.53	\$26.33
Porter	\$23.40	\$24.22	\$25.04	\$25.86	\$26.68
Cook	\$24.05	\$24.89	\$25.73	\$26.58	\$27.42
Unit Clerk	\$24.60	\$25.46	\$26.32	\$27.18	\$28.04
Care Aide	\$26.20	\$27.12	\$28.03	\$28.95	\$29.87
Rehabilitation Assistant	\$27.15	\$28.10	\$29.05	\$30.00	\$30.95
Medical Lab Assistant	\$27.80	\$28.77	\$29.75	\$30.72	\$31.69
Pharmacy Technician	\$30.40	\$31.46	\$32.53	\$33.59	\$34.66
Licensed Practical Nurse	\$34.75	\$35.97	\$37.18	\$38.40	\$39.62

Hourly rates effective 1 April 2027

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Housekeeping Aide	\$23.74	\$24.57	\$25.40	\$26.23	\$27.06
Porter	\$24.04	\$24.89	\$25.73	\$26.57	\$27.41
Cook	\$24.71	\$25.58	\$26.44	\$27.31	\$28.17
Unit Clerk	\$25.28	\$26.16	\$27.05	\$27.93	\$28.82
Care Aide	\$26.92	\$27.86	\$28.80	\$29.75	\$30.69
Rehabilitation Assistant	\$27.90	\$28.87	\$29.85	\$30.83	\$31.80
Medical Lab Assistant	\$28.56	\$29.56	\$30.56	\$31.56	\$32.56
Pharmacy Technician	\$31.24	\$32.33	\$33.42	\$34.52	\$35.61
Licensed Practical Nurse	\$35.71	\$36.96	\$38.21	\$39.45	\$40.70

Hourly rates effective 1 April 2028

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Housekeeping Aide	\$24.33	\$25.18	\$26.03	\$26.88	\$27.73
Porter	\$24.64	\$25.51	\$26.37	\$27.23	\$28.09
Cook	\$25.33	\$26.22	\$27.10	\$27.99	\$28.88
Unit Clerk	\$25.91	\$26.82	\$27.72	\$28.63	\$29.54
Care Aide	\$27.59	\$28.56	\$29.53	\$30.49	\$31.46
Rehabilitation Assistant	\$28.59	\$29.59	\$30.60	\$31.60	\$32.60
Medical Lab Assistant	\$29.28	\$30.30	\$31.33	\$32.35	\$33.38
Pharmacy Technician	\$32.02	\$33.14	\$34.26	\$35.38	\$36.50
Licensed Practical Nurse	\$36.60	\$37.88	\$39.16	\$40.44	\$41.72

LETTER OF UNDERSTANDING 1 – SELF-SCHEDULING PILOT

The parties agree to run a self-scheduling pilot on two units at Riverbend General Hospital from 1 September 2026 to 31 August 2027. Employees on the pilot units choose their shifts through an online system within rules agreed by a joint committee, provided that minimum staffing levels are met. The pilot will be reviewed after six months and may be extended to other units by agreement.