

COLLECTIVE AGREEMENT

between

**NORTHSIDE HOMEMAKERS
SERVICE SOCIETY**

(Hereinafter referred to as the “Employer”)

and

**NOVA SCOTIA GOVERNMENT AND GENERAL
EMPLOYEES UNION**

(Hereinafter referred to as the “Union”)

Expiry Date: March 31, 2026

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PREAMBLE

Recognizing the common dependence and interest of the Employer and employees in the delivery of quality care and recognizing further the relationship of goodwill and mutual respect between the Employer and the employees to contribute to the enhancement of care, to the efficiency of operations and to the welfare of clients, the parties to this contract have joined together in the following Agreement. The purpose of this Agreement is to set out terms and conditions of employment including rates of pay and hours of work as well as to provide for final settlement of differences between the Union and the Employer.

ARTICLE 1 - INTERPRETATIONS AND DEFINITIONS

1.01 Definitions

"Agreement" - the Collective Agreement between the Northside Homemakers Service Society and the Nova Scotia Government and General Employees Union.

"Bargaining unit" - is the unit for collective bargaining described by the Labour Relations Board in Certification Order #LRB-6199 covering full-time and regular part-time employees of the Northside Homemakers Service Society for whom the Nova Scotia Government and General Employees Union is the bargaining agent.

"Casual employee" - means a person who is assigned on an ad hoc basis as required to perform work that could not be assigned in accordance with Article 10 including unforeseen client demands and deficiencies in the schedule. A Casual Employee is not a member of the bargaining unit.

"Employee" - means a person who is employed on a full-time or regular part-time basis in the bargaining unit.

"Employer" – Northside Homemakers Service Society.

"Holiday" - means the 24-hour period commencing at 12:01 a.m. on the day designated as the holiday as per Article 14.

"Probationary period" - means a period not to exceed **nine hundred (900)** hours worked without the mutual consent of the Employer and the employee. An employee on probation may be terminated at any time within the probationary period.

"Regular hours paid" includes hours paid by the Employer including paid

holidays, paid vacation and paid sick leave (both expressed in paid hours), unpaid Union leave as provided in Article 6 and any other paid leaves for which an employee is compensated by the Employer, but excludes overtime hours, and hours paid by a third party including Worker's Compensation Benefits.

"Service" - means the total number of regular hours paid to an employee from the most recent date of hire. One year of service equals two thousand and eighty (2080) hours paid.

"Seniority" - means the length of continuous employment dating from the last date of hire within the bargaining unit.

"Spouse" means a legal marriage partner or a live-in partner. This includes a same-sex partner for all purposes under this Collective Agreement, subject to the eligibility provisions of the respective Benefit Plans.

"Union" - Nova Scotia Government and General Employees Union.

"Union representative" - any person designated by the Union.

1.02 Gender

Unless any provision of this Agreement specifies otherwise, words importing the feminine gender shall include males and vice versa.

ARTICLE 2 - RECOGNITION

2.01 Bargaining Agent Recognition

The Employer recognizes that the Nova Scotia Government and General Employees Union is the sole representative to bargain with the Employer for all employees in the bargaining unit as designated in Certification #LRB-6199.

2.02 Mutual Agreements

No employee shall be required to make any written or oral agreement with the Employer, which is contrary to the terms of this Agreement.

ARTICLE 3 - UNION DUES - CHECK OFF

3.01 Deduction of Union Dues

The Employer will, as a condition of employment, deduct an amount equal to membership dues from the biweekly pay of all employees in the bargaining unit.

3.02 Notification of Deduction

The Union will inform the Employer of the deduction to be made under Article 3.01.

3.03 Remittance of Union Dues

The Employer shall send the amounts deducted under Article 3.01 to the Secretary-Treasurer of the Union by one monthly cheque within a reasonable time after deductions are made. The cheque shall be accompanied by particulars identifying each employee and the deductions made on the employee's behalf. At this time, the Employer shall also advise the Union in writing of all appointments, leaves of absence greater than two (2) weeks, and terminations that occurred in the previous month.

3.04 Revenue Canada Tax Form

For each employee, the Employer shall indicate on the Revenue Canada Taxation Form (T4) the amount of contributions under this Article.

3.05 Liability

The Union shall indemnify the Employer and hold it harmless against any and all claims, demands and liabilities in respect to any action taken by it for the purpose of complying with the provisions of this Article.

ARTICLE 4 - NO DISCRIMINATION

4.01 No Discrimination

The Employer and the Union agree that there shall be no discrimination against any employee on any grounds established in the Human Rights Act, S.N.S. 1991, c.12.

4.02 No Discrimination for Union Activity

The Employer agrees that there shall be no discrimination with respect to any employee by reason of membership or activity in the Union.

ARTICLE 5 - MANAGEMENT RIGHTS

5.01 Management Rights

The Employer reserves and retains, solely and exclusively, all rights to manage the business, except as specifically abridged or modified by the express provisions of this Agreement, including the right to direct the work force and to make reasonable rules provided that such rights are exercised in accordance with the terms and conditions of this Collective Agreement.

ARTICLE 6 - UNION BUSINESS

6.01 Leave Without Pay

Where operational requirements permit, and on reasonable notice, special leave without pay shall be granted to employees for Union business:

- (a) as members of the Board of Directors of the Union for the attendance at Board meetings;
- (b) as delegates to attend conventions of the union's affiliated bodies including, National Union of Public and General Employees, Canadian Labour Congress, Nova Scotia Federation of Labour;
- (c) as members of standing Committees of the Union for the attendance at meetings of standing Committees;
- (d) as members of the Executive to attend Executive Meetings of the Nova Scotia Federation of Labour;
- (e) as full-time **elected Union Executive**;
- (f) for such other business as may be authorized by the Union. Such permission will not be unreasonably withheld.

If requested in writing by the Union, the Employer shall continue to pay the gross salary of any employee who is granted leave under Article 6.01 and shall

bill the Union, and the Union shall pay an amount equal to the employee's gross salary and the Employer's costs of benefits for the period of such leave within a reasonable period of time.

6.02 Notification to Employer

The Union shall notify in writing the Employer of the names of any employees who are members of any Boards, Committees or Council as defined in Article 6.

6.03 Annual Meeting

- (a) Where operational requirements permit and on reasonable notice, the Employer shall grant special leave without pay, and special leave without pay for travelling time for such portion of the working day prior to and following the meeting as may be required to employees who are elected or appointed as registered delegates to attend the Annual Meeting of the Union. Such permission shall not be unreasonably withheld.
- (b) The Union shall notify the Employer of the names of the registered delegates to the Annual Meeting of the Union at least three (3) weeks in advance of the Annual Meeting.

Such permission will not be unreasonably withheld.

If requested in writing by the Union, the Employer shall continue to pay the salary of any employee who is granted leave under Article 6.03 and shall bill the Union, and the Union shall pay an amount equal to the employee's gross salary and the Employer's costs of benefits for the period of such leave within a reasonable period of time.

6.04 Contract Negotiations

Where operational requirements permit, and on reasonable notice, the Employer shall grant special leave without loss of regular pay for three (3) representatives of the bargaining unit for the purpose of attending contract negotiation meetings with the Employer on behalf of the Union. Such permission shall not be unreasonably withheld.

6.05 Recognition, Rights and Duties of Stewards

An employee may have the assistance of a Union representative in all matters relating to labour relations between the Union and the Employer.

The Employer recognizes the Union's right to select stewards to represent employees. Only one steward at a time will deal with a specific issue arising out of the duties of a steward. The Union agrees to provide the Employer with a list of employees designated as stewards. A steward, or **their** alternate, shall obtain the permission of the Employer or designate before leaving **their** work to perform **their** duties as a steward.

Leave for this purpose shall be with pay and shall not be unreasonably withheld. On resuming **their** normal duties, the steward shall notify the Employer.

6.06 No Loss of Service, Seniority or Benefits

While on leave for union business pursuant to Article 6, an employee shall continue to accrue and accumulate service and seniority credits for the duration of the leave, and the employee's service and seniority shall be deemed to be continuous. There shall be no loss of benefits while on union business pursuant to Article 6.

ARTICLE 7 - GRIEVANCE AND ARBITRATION

7.01 Grievance Procedure

Should a dispute arise between the Employer and an employee covered by this Agreement regarding the interpretation, application, operation, or alleged violation of this Agreement, or the dismissal, discipline or suspension of an employee covered by this Agreement, the dispute will be resolved in the following manner:

- (a) **Step 1** - The dispute shall be discussed between the employee and the Executive Director or their designate within **fifteen (15)** working days after the date on which the grievor first became aware of any action or any lack of action by the Employer or other circumstances giving rise to the grievance. The aggrieved employee shall have the right to have **their** steward present at such a discussion. The Executive Director or their designate shall answer the dispute within ten (10) working days of the discussion, unless the Union agrees to extend this time limit.
- (b) **Step 2** - If the dispute is not resolved at Step 1, the employee(s) or the Union on their behalf shall submit a written grievance to the Executive Director or their designate within ten (10) working days of Step 1. The grievance will state the Article or Articles alleged to have been violated, the circumstances surrounding the alleged violation(s) and the remedy sought. The Employer shall arrange a meeting with the Union

representative named in the grievance at the earliest mutually agreeable time, and shall respond in writing within fifteen (15) working days of the date the grievance was submitted at Step 2. Such meeting may be waived by mutual agreement. Where the Employer has a grievance, the Employer shall submit it to the Union President or their designate. The Union President or their designate shall discuss the grievance with the Employer. Where no satisfactory agreement is reached, the grievance may then be referred to Arbitration as per Article 7.01(c).

- (c) **Step 3** - If the grievance remains unresolved at Step 2, the matter may be submitted to Arbitration within **fifteen (15)** calendar days of the receipt of the response at Step 2.
- (d) Time limits in this grievance procedure are mandatory.
- (e) In determining the time in which any step under the foregoing proceedings is to be taken, the term "working days" shall exclude Saturdays, Sundays and recognized holidays. The time limits established in this Article may be altered by the written mutual consent of the parties.

7.02 Policy Grievance

Where a dispute involving a question of general application or interpretation occurs, or where a group of employees or the Union or the Employer has a grievance, Step 1 of this Article may be by passed.

7.03 Sexual Harassment and Personal Harassment

The Employer agrees to implement a policy and procedure to deal with reported occurrences of personal and sexual harassment of Employees. Matters of personal and sexual harassment shall be treated in strict confidence by both the Union and the Employer.

7.04 Referral to Arbitration

In the event that a grievance is submitted to arbitration, it shall be heard by a single arbitrator agreed to by the parties. If the Employer and the Union fail to agree upon the appointment of the arbitrator within ten (10) working days of notice of arbitration in accordance with Article 7.01 (d), the appointment shall be made by the Provincial Minister of Labour and Advanced Education.

7.05 Arbitration Procedure

The single arbitrator shall render a decision in as short a time as possible.

7.06 Arbitration Award

Arbitration awards shall be final and binding as provided by Section 42 of the Trade Union Act., R.S. 1994, c.475. An arbitrator shall not alter, modify or amend any part of this Agreement, nor make a decision inconsistent with the provisions of this Agreement.

7.07 Arbitration Expenses

Each party shall pay one-half the applicable fees and expenses of the single arbitrator.

ARTICLE 8 - DISCIPLINE AND DISCHARGE

8.01 Entries to Files

Any formal entry to an employee's personnel file that is of a disciplinary nature, meaning any form of misconduct that would warrant a letter being placed on the personnel file that could lead to further disciplinary action up to and including suspension or dismissal, shall not be placed on the employee's personnel file before the Employer provides a copy to the employee and the Union representative.

8.02 Just Cause

No employee who has completed **their** probationary period shall be suspended without pay or discharged except for just cause. Employees who have not completed their probationary period may be terminated at any time during the probationary period without the Employer having to establish just cause.

8.03 Notification to the Employee

When an employee is discharged or suspended without pay, the Employer shall within **seventy-two (72)** hours notify the employee and the Union in writing by registered mail, or by FAX or by receipted email stating the reason for the discharge or the suspension without pay. Discharge and suspension shall be dealt with at Step 3 of the grievance procedure.

8.04 Purging Files

Any disciplinary notices, other than formal employee appraisals, shall be removed from the employee's file after the expiration of two (2) years from the

date it was issued, provided there have not been any further infractions of the same nature.

8.05 Right to Have Steward Present

An employee shall have the right to have a steward or Union representative present at any disciplinary meeting where the employee requests such representation. Except for the purpose of investigation, where the Employer intends to interview an employee for disciplinary purposes, the Employer shall notify the employee at least twenty-four (24) hours in advance, in order that the employee may contact a steward or Union representative, provided this does not result in undue delay of the appropriate action being taken. A steward shall have the right to consult with a Union Representative.

8.06 Drug, Alcohol or Gambling Dependency

Before disciplinary action is taken against an employee for poor work performance related to the employee's drug, alcohol or gambling dependency, the Employer shall encourage the employee to obtain a program directed to the objective of their rehabilitation. If the problem persists, it may result in the employee's dismissal.

ARTICLE 9 – INFORMATION

9.01 Copies of Agreement

The Employer and the Union shall share equally in the cost of reproducing sufficient copies of this Agreement. The Employer agrees to supply a copy of the Agreement to:

- (a) each member of the bargaining unit;
- (b) new employees that may join the bargaining unit during the term of this Agreement.

9.02 Letter of Appointment

Upon hiring or change of status, the Employer shall provide the employee with a letter of appointment indicating the employee's date of hire, date of Union eligibility, pay rate and employment status. The Employer shall provide a copy of this letter to the Local President. Upon receipt, of written consent from each newly hired employee, the Employer shall provide the Local President with such

employee's address and telephone number.

9.03 Seniority List

An updated seniority list shall be posted in the workplace on February 1st and August 1st of each year. The Employer shall send a copy of this list to the Union. The list shall be posted for a period of thirty (30) days during which time any questions as to the accuracy of the list may be forwarded to the Employer, failing which the list shall be deemed to be accurate. The Employer shall be entitled to rely on the list as posted or corrected, provided that any errors found and corrected prior to the next posting will, from that day forward, be recognized and applied properly and be reflected on the subsequent list.

9.04 Personnel Files

In the presence of an authorized representative of the Employer, an employee, shall with appropriate notice, be entitled to review their personnel file in the office in which it is normally kept. The employee may have a Union Representative present when reviewing their personnel file.

9.05 Evaluation Reports

Where a formal appraisal of an employee's performance is carried out, the employee shall be given sufficient opportunity to review the appraisal. Provisions shall be made for an employee to sign the appraisal as either agreeing or disagreeing with the appraisal. An employee shall receive a copy of an evaluation at the time of signing.

ARTICLE 10 - HOURS OF WORK

The Employer operates a seven-days-per-week, twenty-four-hours-per-day operation, and, subject to other provisions herein, employees will be scheduled to meet the requirements of this operation.

10.01 Normal Hours of Work

Full-time and Part-time Home Support Workers (HSWs) shall be assigned an availability block in which their designated guaranteed hours of work will be scheduled. The availability block for HSWs shall include two (2) hours more per day than the number of the HSW's guaranteed hours.

Such hours of work are inclusive of client time, break time, travel time between clients, time spent in meetings as called by the Employer, and

administrative time, scheduled in accordance with their level of guarantee.

HSWs will be scheduled subject to reasonable consideration of the geographic proximity of the assignment, reasonable consideration of client continuity and client preferences, and provided that the HSW is available and possesses the required skills, abilities, and qualifications to meet the needs of the client(s).

The designated time frame may be adjusted by the Employer based on operational requirements. It is the intention of the parties that designated time frames will not be adjusted on a daily or weekly basis.

HSWs will be paid based on their biweekly guaranteed hours.

Full Time Home Support Workers:

Full Time HSWs will be guaranteed eighty (80) hours per bi-weekly pay period.

Full Time HSWs shall be guaranteed eight (8) hours per day within an established ten (10) hour period per day of availability "availability block".

Or any other number of hours per day as may be agreed between the Employer and the Union. The availability block for such HSWs shall include two (2) hours more per day than the number of the HSW's guaranteed hours.

Part Time Home Support Workers:

Part Time HSWs will be regularly scheduled hours in accordance with their letter of designation over the bi-weekly pay period and shall be less than the standard hours of work of a Full-time Employee as set out in Article 10.01.

The availability block for part-time HSWs shall include two (2) hours more per day than the number of the HSW's guaranteed hours.

10.02 Breaks

An employee who works three (3) hours or more -- but fewer than six and one-half (6.5) hours -- on a day shall receive in addition to the hours worked one (1) fifteen (15) minute paid break. An employee who works six and one-half (6.5) or more hours on a day shall receive in addition to the hours worked two fifteen (15) minute paid breaks. An employee who works

nine and one-half (9.5) or more hours on a day shall receive in addition to the hours worked three fifteen (15) minute paid breaks. In no event shall the number of paid breaks exceed three in a day.

10.03 Meal Break

An employee who works eight (8) hours or more on a day shall receive a paid meal break of thirty (30) minutes in addition to the paid breaks identified in Article 10.04.

10.04 Weekends

HSWs will be scheduled a minimum of every second weekend off, except where there is mutual agreement between the Employer and an HSW to work more weekends. If there is an operational ability to offer more weekends off, it will be done by seniority.

10.05 Travel Time

When an employee is not scheduled for consecutive visits in a work day, the employee shall be reimbursed for km actually driven from the client before any such gap in the work schedule to home and from home to the next client after such gap.

10.06 Schedule of Work Assignments

- (a) Employees will be assigned work subject to reasonable consideration of the geographic proximity of the assignment, reasonable consideration of client continuity and client preferences, and provided that the employee is available and possesses the required skills, abilities and qualifications to meet the needs of the client(s).
- (b) Where the employee's daily assignments are less than the hours of work in their level of guarantee, the employee shall, at the earliest opportunity:
 - (i) indicate their availability to scheduling, and;
 - (ii) accept alternate assignments; or
 - (iii) with the Employer's approval, take the time not worked off without pay, or;
 - (iv) with the Employer's approval, use available OT or Holiday banks.

- (c) Where the employee is not otherwise assigned sufficient hours of work required to meet their guarantee the employee will check their mobile device, or utilize any other method as determined by the Employer for communicating directly for assignments at the start of their shift, at the end of each assignment as well as every fifteen (15) minutes during each period of down time (excluding break) for possible assignment of replacement visits.
- (d) Employees will check their email and daily assignment prior to the ending of their shift.
- (e) No Employee may turn back or refuse a work assignment that would put them less than 15 minutes beyond their designated guaranteed hours of work.

10.07 Client Cancellations – Downtime

Where there is a client cancellation the HSW shall, at the earliest opportunity, indicate their availability to schedulers and accept alternate assignments, office work or with the Employer's approval, take the time not worked off without pay or use banked OT, vacation or holiday time for the time not worked. Where the HSW is not otherwise scheduled for their full guaranteed hours the HSW is expected to check their device for assignments throughout their designated availability timeframe.

10.08 Extra or Additional Work

Part time HSWs shall indicate to the Employer their willingness to be assigned to additional or extra work beyond their guaranteed hours and/or their availability block. HSWs shall be classified as "available" or "not available" and changes to an HSW's availability shall be made to the Employer in writing.

When preparing assignments, the Employer shall, prior to hours being offered to Casual employees, offer any hours which are not needed for replacement of hours to Part Time HSWs who are available to work on the basis of seniority where the part timer has worked less eighty (80) hours in the biweekly period.

10.09 Minimum Rest Period

- (a) The Employer shall not require an employee to work more than six (6) consecutive days of work. A normal day off shall be a twenty-four (24) hour period commencing at 12:00 a.m. and ending the next 12:00

a.m.

- (b) The Employer will make every reasonable effort to provide an employee with a minimum of ten (10) hours off between the end of ~~her~~ their last client visit of the day and leaving home for their first client visit on a subsequent day, unless mutually agreed otherwise by the Employer and the employee.

10.10 Call Back Compensation

An employee who is called back to work shall be compensated for a minimum of four (4) hours at the straight time rate or the applicable overtime rate for the period worked, whichever is greater. A call back occurs if an employee returns to work as a result of a request from the employer after the employee has returned home from their last scheduled client visit of the day.

A callback does not occur where the client assignment is continuous with the employee's regularly scheduled client assignments for the day or where the client assignment falls within approved extra availability for Part Time employees, or where the client assignment is accepted by the employee during their regularly scheduled day even where the client assignment is not continuous with the employee's regularly scheduled client assignments for the day.

10.11 Exchange of Shifts

Provided advance notice is given, which notice in the opinion of the Employer is deemed sufficient, and with the approval of the Employer, employees may exchange scheduled shifts, where operational requirements permit, and there is no increase in cost to the Employer.

ARTICLE 11 – OVERTIME

11.01 Definitions

- (a) "overtime" means Employer-authorized work in excess of twelve (12) hours in a day or eighty (80) hours biweekly.
- (b) "time and one-half" means one and one-half (1.5) times the straight time hourly rate for the employee as provided in Appendix "A".

11.02 Overtime Compensation

An employee is entitled to time and one-half compensation for each period of overtime they work.

11.03 Overtime Bank

Overtime pay shall be paid out in the bi-weekly pay period in which it is earned.

However, employees may choose to receive paid time off in lieu for overtime worked. Such time off shall occur at a time mutually agreed by the employee and the Employer. Employees may only accumulate banked overtime to a maximum of 40 hours in the bank. Overtime banks will be paid out in January of each year in the pay period that includes December 31st.

11.04 Overtime Allocation

Subject to operational requirements, the Employer shall make every reasonable effort:

- (a) to allocate overtime work on a fair and equitable basis among qualified employees;
- (b) If client needs cannot be met by the employees who have indicated their willingness and availability to accept scheduled overtime, the Employer may assign overtime to employees in reverse order of seniority.

ARTICLE 12 – TRAVEL

12.01 Reimbursement

For travel in providing client services, an employee shall be paid for travel with their personal vehicle the **Provincial Civil Service** per diem rate per working day:

Per diem rates will be adjusted on an annual basis equal to the percentage adjustment set by the Provincial Civil Service Agreement.

- (a) Travel in providing client services includes travel between clients, travel for tasks and for meetings (including staff meetings) with an employee(s)

called by the Employer, and travel in excess of twelve (12) km daily from home to the first client (or the office) of the day, and travel in excess of twelve (12) km daily from the last client (or the office) of the day to home.

(b) Home Outside the Area

If an employee chooses to work in a area distant from **their** home, or where an employee moves outside the area where **they** work, **their** home shall be considered the area border for the purposes of Article 12.01 (b).

However, where the Employer requires an employee to travel to another area no matter how far from **their** home, Article 12.01 (b) shall apply.

12.02 Meal Allowances

For travel on behalf of the Employer for training or for a conference or meeting which extends over a meal period, a meal allowance of \$8.00 (breakfast), \$10.00 (lunch) and \$15.00 (dinner) shall be granted unless otherwise provided.

12.03 Reporting Kilometres for Biweekly Reimbursement

The employee shall submit on the prescribed forms a record of kilometrage for reimbursement biweekly.

12.04 Transporting of Students

Employees may, but shall not be required to transport students.

ARTICLE 13 - LABOUR/MANAGEMENT CONSULTATION COMMITTEE

13.01 Labour/Management Consultation Committee

The Employer and the Union agree to maintain a Labour/Management Consultation Committee with no more than three (3) members from each of the Employer and the Union.

This Committee shall be comprised of the Executive Director and/or designates, and the Local Union President and other members of the Bargaining Unit as appointed or elected by the Local. The President of the Local and the Executive Director shall alternate as Chairperson. Each party shall notify the other in writing of the names of their respective Committee members.

The Committee shall determine a schedule of meetings setting out a meeting

once every three months or more or less frequently if mutually agreed.

An agenda shall be developed and circulated by the Chairperson of the upcoming meeting at least forty-eight (48) hours prior to each meeting. Matters of discussion shall include concerns about staffing, geographic districts or regions, orientation, issues re: workload, scheduling, transfers, reassignment, and challenges created by short-term or long-term absences.

Minutes of each meeting shall be taken by the party not chairing the meeting and circulated to all committee members within two (2) weeks of the meeting. Once approved, the minutes shall be posted in a place accessible to all members of the Bargaining Unit.

The Committee shall be responsible for:

- (a) defining problems;
- (b) developing viable solutions to such problems, and;
- (c) recommending the proposed solutions to the appropriate authority.

The Committee shall be advisory in nature and shall not substitute for staff meetings or normal lines of communication within the Northside Homemakers Service Society.

It is agreed that meetings will be scheduled in such a way as to give due consideration to the normal operations of Northside Homemakers Service Society and the convenience of the parties. However, where meetings are scheduled during scheduled working hours, members shall suffer no loss of pay in attending the meetings.

With reasonable advance notice to the other party and with the agreement of the other party, either the Union or the Employer may invite guests to the meeting. Such agreement will not be unreasonably withheld.

ARTICLE 14 - PAID HOLIDAYS

14.01 Paid Holidays

The paid holidays designated for employees shall be:

- | | |
|--------------------|---|
| (a) New Year's Day | (h) Labour Day |
| (b) Heritage Day | (i) National Day of Truth & Reconciliation |
| (c) Easter Monday | (j) Thanksgiving Day |
| (d) Good Friday | (k) Remembrance Day |

- (e) Victoria Day
- (f) Canada Day
- (g) Civic Holiday (First Monday in August)
- (l) Christmas Day
- (m) Boxing Day
- (n) Any day proclaimed by the municipality or province or Federal government as a holiday.

Holidays to be worked will be determined by the Employee's rotation subject to Article 10.

An employee shall receive holiday pay to a maximum of eight (8) hours pay for each of the holidays defined in Article 14.01 pro-rated according to their guaranteed hours.

14.02 Holiday Coinciding with a Day of Vacation

Where an employee is on vacation leave, and a paid holiday falls within that period, the paid holiday shall not count as a day of vacation.

14.03 Exception

This article does not apply to an employee who is absent without pay on both the working day immediately preceding and the working day following the designated holiday. Time off without pay for Union business pursuant to Article 6 is excluded from this clause.

14.04 Christmas or New Year's Day Off

Subject to operational requirements, the Employer shall provide employees with either Christmas Day or New Year's Day off in rotation, unless mutually agreed otherwise. Subject to operational requirements, employees scheduled to work Christmas Day in one year shall not be scheduled to work Christmas Day in the following year.

14.05 Holiday Pay Bank

Holidays may be banked up to 40 hours and paid out upon two weeks written notice. Employees have the option to bank holiday credits.

- (a) **Earned holiday credits (stated in hours) shall be banked for Full-time and Part-time employees and be scheduled off at a time mutually agreed between the Employee and Employer.**
- (b) **A Full-time or Part-time Employee whose regularly scheduled day of**

work falls on a holiday, may request to take the holiday off. The Employee will put such requests in writing to the Employer by February 1st of each year. Requests received by February 1st will be granted in order of seniority. The Employer will respond in writing by March 1st. Requests received after February 1st for Employees who are scheduled to work on a holiday will be granted based on a first come first serve basis.

- (c) Requests for vacations will be given priority to requests for Holidays.
- (d) If fewer employees are required to work on a Holiday than were scheduled, then such additional Holidays will be offered off in order of seniority.
- (e) The holiday time bank shall not exceed a total of forty (40) hours. Any time in excess of forty (40) hours will be paid out. Holiday banks will be paid out in January of each year in the pay period that includes December 31st.

14.06 Religious Day in Lieu

An Employee who is entitled to time off with pay in lieu of Good Friday, Easter Monday, Christmas and/or Boxing Day may take such time with pay in lieu at a time that permits them to observe a holy day of their own faith. The Employee shall advise their immediate management supervisor in writing of their desire to take such day(s) off in lieu as soon as possible but before February 1st in each year and the immediate management supervisor will endeavor to grant the request where operations requirements permit.

14.07 Compensation for Time Worked on a Holiday

An employee who is required to work on a holiday listed in Article 14.01 shall be paid at the rate of time and one-half for each hour worked on the holiday, in addition to any holiday pay in accordance with Article 14.

ARTICLE 15 – VACATIONS

15.01 Annual Vacation Entitlement

Home Support Workers shall accumulate vacation leave with pay credits as follows:

- (a) during the first seven (7) years of service – at the rate of one (1) hour for each seventeen and three-tenths (17.3) hours paid to a maximum accumulation of one hundred and twenty (120) hours;**
- (b) each year after seven (7) years of service but less than fifteen (15) years of service at the rate of one (1) hour for each thirteen (13.0) hours paid to a maximum accumulation of one hundred and sixty (160) hours;**
- (c) each year after fifteen (15) years of service but less than twenty-five (25) years of service at the rate of one hour for every ten and four-tenths (10.4) hours paid to a maximum accumulation of two hundred (200) hours, and**
- (d) each year after twenty-five (25) years of service at the rate of one hour for every eight and two-thirds (8.667) hours paid to a maximum accumulation of two hundred and forty (240) hours.**

15.02 Vacation Year

The vacation year shall be April 1 to March 31.

15.03 Vacation Carryover

Subject to prior written approval of the Employer and due to special circumstances, an employee may carry over up to five (5) days' vacation from one vacation year to the next. In any one year, the Employer, may limit the number of employees permitted to carry over vacation in accordance with this provision. In such circumstances, the Employer shall give preference to employees with greatest length of seniority. Vacation credits not used or carried over by the end of the vacation year shall be paid out to the employee.

15.04 Employee Compensation Upon Termination

Upon termination of employment, the Employer shall pay an employee any outstanding accrued vacation credit.

15.05 Vacation Scheduling

- (a) Except as otherwise provided in the Agreement, vacation leave entitlement shall be used within the year in which it is earned.
- (b) The employee shall advise the Employer in writing of vacation preference before February 1st in each year.
- (c) Based on operational requirements, the employer will endeavor to schedule each member with less than 7 years of service with a minimal of 1 week vacation not wait listed. Employees with 7 years or more service with a minimal of two weeks of vacation not wait listed.
- (d) Based on operational requirements, the Employer may impose restrictions on the number of employees on vacation leave at any one time; preference shall be given to employees with greatest seniority.
- (e) The Employer shall post the approved vacation schedule no later than March 1st.
- (f) If a vacation preference is not approved, the employee may ask that the preference be wait-listed in case of future change(s) or cancellation(s), which would enable the Employer to grant the preferences.
- (g) The Employer shall grant requests for vacation leave made after March 1st subject to operational requirements on a first come first served basis. The Employer shall confirm approval of such vacation requests as soon as possible and within ten (10) calendar days of receipt of the request.
- (h) By mutual agreement between the Employer and employee, available vacation days may be granted at times other than scheduled in accordance with this Article.
- (i) Unless mutually agreed otherwise, an employee shall not be required to work on regular days off that fall consecutive to **their** approved vacation leave.

15.06 Employee Request

Subject to the operational requirements of the service, the employer shall ensure that an employee's written request for vacation leave is considered and make every reasonable effort to grant an employee's vacation leave request. If an employee's vacation request, submitted in accordance with Article 15.05(b) is not

approved by the Employer as per Article 15.05, the employee shall be given an opportunity to select a different period of vacation before any less senior employee has **their** vacation approved.

15.07 Unbroken Vacation

Where operational requirements permit, the employer shall make a reasonable effort to grant an employee vacation time in a single unbroken period of leave, except that an employee shall not be granted in excess of two (2) weeks during the months of July and August.

Notwithstanding the above, requests for vacation in excess of two (2) weeks in July and August may be granted if all other employees have had their vacation requests for July and August approved. Preference for requests for such additional leave shall be given to employees with greatest length of seniority and the Employer shall make every reasonable effort to ensure that such request is approved.

15.08 Illness During Vacation

If an employee becomes ill during a period of vacation and such illness is supported to the Employer's satisfaction by a medical certificate from a legally qualified medical practitioner, the employee will be granted sick leave and **their** vacation credit shall be restored to the extent of the sick leave. Replacement Vacation days must be approved by the Agency Director.

15.09 Vacation Bank

Earned vacation credits (stated in hours) shall be banked for each employee and paid out following receipt of reasonable written notice from the employee on **their** timesheet by March 31st of each fiscal year.

ARTICLE 16 - SICK LEAVE

16.01 Sick Leave Defined

Sick leave is an indemnity benefit and not an acquired right. An employee who is absent from a scheduled shift on approved sick leave, shall be granted sick leave pay when unable to perform the duties of the employee's position because of illness or injury, provided the following:

- (a) that the employee is not otherwise receiving pay for that day; and

- (b) that the employee satisfies the Employer of the employee's condition; and
- (c) that the employee has sufficient sick leave credits.

An employee shall be required to provide a medical certificate for absences of more than five (5) days and may be required to do so for absences of less than five (5) days where circumstances warrant.

16.02 Amount of Sick Leave

Each employee shall accumulate sick leave credits at the rate of one and one-half (1 ½) day for each calendar month of work for the Employer up to a maximum accumulation of one hundred and twenty-five (125) days.

16.03 Sick Leave Records

A record of all unused sick leave will be kept by the Employer.

16.04 Employee to Inform Employer

The employee shall inform the Employer as soon as possible of **their** inability to report to work because of illness or injury. The employee shall inform the Employer **at least one (1) week** in advance, and as soon as reasonably possible, of the date of **their** return to work.

16.05 Payment for Medical Certificates and Examinations

Where, pursuant to this Agreement, an employee is required to submit a detailed medical certificate (excluding medical certificates which may be required under Article 16.01) or report, or where an examination is required, the Employer shall be responsible for paying the full costs of any such medical certificate, report or examination.

ARTICLE 17 - EDUCATION

17.01 Education and Training

(a) Required by Employer

The Employer and the Union recognize that continuing education in home support is of benefit to the Employer, employees and clients. Employees may be required to take advantage of continuing education (including in-service training). An employee required by the Employer to attend such

continuing education (including in-service training) shall suffer no loss of regular earnings for attendance at such program (s), and shall be reimbursed for registration, travel and accommodation costs. If training is on a scheduled day off, the employee will get another day off without pay to replace the day of training.

(b) Discretionary

Staff are encouraged to take advantage of relevant workshops offered in the community and may be sponsored by the Employer through tuition or time off at the discretion of the Executive Director. Where attendance is not required by the Employer, then the employee and the Employer may agree in advance on what expense, if any, will be reimbursed.

17.02 Orientation

New employees will also be given an orientation to the Agency and its policies and procedures.

17.03 Education Needs

Employees are encouraged to make their education needs known to the Executive Director so that these needs can be addressed through continuous professional development.

17.04 Changes in Job Requirements

If the Employer identifies additional training or education which it requires employees to complete to upgrade their qualifications as a condition of employment, the employees will be reimbursed by the Employer for related course expenses, travel and accommodation costs, and will be provided leave of absence with no loss of regular pay for the time required to complete the training and education.

ARTICLE 18 WORKERS' COMPENSATION

18.01 Workers' Compensation

The parties agree that the provision of the Workers' Compensation Act shall apply to employees injured at work. For the application of this provision exclusively, the parties agree that travel from the employee's home to client homes, and from client homes to the employee's home is work arising out of and in the course of the employee's employment.

18.02 Workers' Compensation Supplement and Benefits

- (a) When an employee is being compensated under the *Workers' Compensation Act*, the Employer shall pay a supplement to the employee equal to the difference between the earnings replacement benefits received from Workers' Compensation and the employee's net pre accident earnings. This supplement shall also apply to the first two days of an injury or accident for which an employee receives Workers' Compensation benefits. It is the intent of the parties that under no circumstances shall an employee receive an increase in **their** income while in receipt of Workers' Compensation benefits. When the supplement is being paid, the Employer shall deduct from the employee's accumulated sick leave credits an equivalent number of sick leave hours as were paid in the supplement. When an employee's accumulated sick leave credits are exhausted, the supplement shall cease and the employee shall be paid only the Workers' Compensation benefits.
- (b) The Employer shall continue to cost share the premiums of the group health benefit plan and group life insurance while an employee is in receipt of Workers' Compensation benefits, provided that the employee makes acceptable arrangements with the Employer for payment of **their** share of the benefit premiums, up to a maximum of twelve (12) months.
- (c) An employee shall continue to accrue seniority while in receipt of Workers' Compensation benefits.
- (d) An employee shall accumulate vacation credits to a maximum of that which the employee would normally earn during one (1) year of employment.

ARTICLE 19 - WAGES AND CLASSIFICATIONS

19.01 Payment of Wages

Wages shall be paid bi-weekly.

19.02 New Classification

Should a new classification be created within the bargaining unit during the term of this Agreement, the Employer and Union will decide the rate of pay. Nothing herein prevents the Employer from filling such positions and having the employee working in such positions during such negotiations. The rate of pay when

determined will be retroactive to the date on which the successful candidate commenced work in that classification.

19.03 Evening Premiums

All employees shall receive an evening premium of **\$2.35 (two dollars and thirty-five cents)** for all regular hours worked between 1800 hours and 0600 hours effective as follows:

Increased to **\$3.50 (three dollars and fifty cents)** effective date of ratification

Increased to **\$4.00 (four dollars)** effective April 1, 2025

19.04 Weekend Premiums

An employee shall receive a week-end premium of **\$2.35 (two dollars and thirty-five cents)** for all regular hours worked between midnight Friday and midnight Sunday, effective as follows:

Increased to **\$3.50 (three dollars and fifty cents)** effective date of ratification

Increased to **\$4.00 (four dollars)** effective April 1, 2025

ARTICLE 20 - LEAVE OF ABSENCE

20.01 Pregnancy Leave

- (a) A pregnant employee is entitled to an unpaid leave of absence of up to seventeen (17) weeks upon giving the employer notice as per Article 20.01 (d). The Employer may, prior to approving such leave, request a certificate from a legally qualified medical practitioner stating that the employee is pregnant and specifying the expected date of delivery.
- (b) Pregnancy leave shall begin on such date as the employee determines, but not sooner than sixteen (16) weeks preceding the expected date of delivery nor later than the date of delivery.
- (c) Pregnancy leave shall end on such date as the employee determines, but not later than 17 weeks following the date of delivery, nor sooner than one (1) week after the date of delivery.
- (d) A pregnant employee shall provide the employer with at least four (4) weeks notice of the date **they** will begin **their** pregnancy leave. Such notice may be amended at any time by the employee:

- (i) by changing any date in the notice to an earlier date if the notice is amended at least two (2) weeks before that earlier date;
- (ii) by changing any date in the notice to a later date if the notice is amended at least two (2) weeks before the original date;
- (e) Where notice as required under Article 20.01 (d) is not possible due to circumstances beyond the control of the employee, the employee will provide the employer as much notice as reasonably practicable of the commencement of **their** leave or **their** return to work.

20.02 Pregnant Employee Rights

- (a) The Employer shall not terminate the employment of an employee because of **their** pregnancy.
- (b) The Employer may require an employee to commence a leave of absence without pay where the employee's position cannot be reasonably performed by a pregnant woman or the performance of the employee's work is materially affected by the pregnancy. Such action shall not be taken until the employee has been advised of the Employer's concerns and provided the opportunity to provide medical evidence establishing **their** ability to work.
- (c) Should an employee become ill arising out of **their** pregnancy prior to the commencement of **their** pregnancy leave or during **their** pregnancy leave, **they** shall be granted sick leave pay in accordance with the provisions of Article 16.

20.03 Parental and Adoption Leave

Shall refer to the following leaves which include female biological parents, male biological parents, male adoptive parents and female adoptive parents.

- (a) The parental leave of an Employee who has taken pregnancy/birth leave and whose newborn child or children arrive in the Employee's home during pregnancy/birth leave;
 - (i) shall begin immediately upon completion of the pregnancy/birth leave, without the Employee's returning to work; and
 - (ii) shall end not later than seventy-eight (78) weeks after the parental leave began as determined by the Employee, subject to the Employee's giving four (4) weeks' notice of the date upon which

the leave will end. In no case shall the combined pregnancy/birth and parental/adoption leaves to which the Employee is entitled exceed seventy-eight (78) weeks.

- (b) The parental leave for an Employee who becomes a parent of one or more children through the birth of the child or children, other than a parent for whom provision is made in 20.01 (a),
 - (i) shall begin on such date coinciding with or after the birth of the child as the Employee determines; and
 - (ii) shall end not later than seventy-eight (78) weeks after the parental leave began and in any case, no later than seventy-eight (78) weeks after the child or children first arrive in the Employee's home.
- (c) A Employee who becomes a parent of one or more children through the placement of the child or children in the care of the Employee for the purpose of adoption of the child or children is entitled to a leave of absence of up to seventy-eight (78) weeks. This leave:
 - (i) shall begin on a date coinciding with the arrival of the child or children in the Employee's home; and
 - (ii) shall end not later than seventy-eight (78) weeks after the leave began.

20.04 Rights of Employees on Pregnancy or Parental Leave

- (a) If an Employee is entitled to parental or pregnancy leave and the child to whom the leave relates is hospitalized for a period exceeding or likely to exceed one week, the Employee is entitled to return to and resume work and defer the unused portion of leave until the child is discharged from the hospital, upon giving the Employer reasonable notice.
- (b)
 - (i) When an Employee reports for work upon the expiration of the period referred to in Articles 20.01 or 20.03 **they** shall resume work in the same position **they** held prior to the commencement of the leave, with no loss of benefits accrued to the commencement of the leave. That is, **they** shall be scheduled in accordance with Article 10.03 or 10.04 even if it means reassigning client visits from the most junior employee(s).
 - (ii) During the period of leave, the Employer will pay its agreed portion of the benefit plan premiums if the employee chooses to pay **their** share of the agreed portion of the deductions.

- (c) While on pregnancy or parental leave, an employee shall continue to accrue and accumulate seniority credits and service for the duration of the leave and **their** service and seniority shall be deemed to be continuous.

20.05 Leave for Birth of Child

On the occasion of the birth of **their** child, a male employee shall be granted special leave with pay up to a maximum of one (1) day during the confinement of the mother. This leave may be divided into two (2) periods and granted on separate days.

20.06 Pregnancy/Birth Allowance

- (a) An Employee entitled to pregnancy leave under the provisions of this Agreement, who provides the Employer with proof that **they have** applied for and **are** eligible to receive employment insurance (E.I.) benefits pursuant to Section 22, *Employment Insurance Act*, S.C. 1996, c.23, shall be paid an allowance in accordance with the Supplementary Employment Benefit (S.E.B.).
- (b) In respect to the period of pregnancy leave, payments made according to the S.E.B. Plan will consist of the following:
 - (i) Where the Employee is subject to a waiting period of two (2) weeks before receiving E. I. benefits, payments equivalent to seventy-five per cent (75%) of **their** weekly rate of pay for each week of the two (2) week waiting period, less any other earnings received by the Employee during the benefit period;
 - (ii) Up to a maximum of five (5) additional weeks, payments equivalent to the difference between the weekly E. I. benefits the Employee is eligible to receive and ninety-three per cent (93%) of **their** weekly rate of pay, less any other earnings received by the Employee during the benefit period which may result in a decrease in the E. I. benefits to which the Employee would have been eligible if no other earnings had been received during the period.
- (c) For the purpose of this allowance, an Employee's weekly rate of pay will be one-half (1/2) the bi-weekly rate of pay to which the Employee is entitled for **their** classification on the date immediately preceding the commencement of **their** pregnancy leave. In the case of a Part-Time Employee, such weekly rate of pay will be multiplied by the fraction obtained from dividing the Employee's time worked (as defined for the

purpose of accumulating service) averaged over the preceding twenty-six (26) weeks by the regularly scheduled Full-Time hours of work for the Employee's classification.

- (d) Where an Employee becomes eligible for a salary increment or pay increase during the benefit period, benefits under the S.E.B. plan will be adjusted accordingly.
- (e) The Employer will not reimburse the Employee for any amount **they are** required to remit to Human Resources Development Canada, where **their** annual income exceeds one and one-half (1 ½) times the maximum yearly insurable earnings under the *Employment Insurance Act*.

20.07 Parental and Adoption Leave Allowance

- (a) An Employee entitled to parental or adoption leave under the provisions of this Agreement, who provides the Employer with proof that **they have** applied for and **are** eligible to receive employment insurance (E. I.) benefits pursuant to the *Employment Insurance Act*, 1996, shall be paid an allowance in accordance with the Supplementary Employment Benefit (S.E.B.) Plan.
- (b) In respect to the period of parental or adoption leave, payments made according to the S.E.B. Plan will consist of the following:
 - (i) Where the Employee is subject to a waiting period of two (2) weeks before receiving E. I. benefits, payments equivalent to seventy-five percent (75%) of **their** weekly rate of pay for each week of the two (2) week waiting period, less any other earnings received by the Employee during the benefit period;
 - (ii) Up to a maximum of ten (10) additional weeks, payments equivalent to the difference between the weekly E. I. benefits the Employee is eligible to receive and ninety-three per cent (93%) of **their** weekly rate of pay, less any other earnings received by the Employee during the benefit period which may result in a decrease in the E. I. benefits to which the Employee would have been eligible if no other earnings had been received during the period.
- (c) For the purposes of this allowance, an Employee's weekly rate of pay will be one-half the bi-weekly rate of pay to which the Employee is entitled for **their** classification on the day immediately preceding the commencement of the adoption leave. In the case of a Part-Time Employee, such weekly rate of pay will be multiplied by the fraction obtained from dividing the Employee's time worked (as defined for the purpose of accumulating

service) averaged over the preceding twenty-six (26) weeks by the regularly scheduled Full-Time hours of work for the Employee's classification.

- (d) Where an Employee becomes eligible for a salary increment or pay increase during the benefit period, payments under the S.E.B. Plan will be adjusted accordingly.
- (e) The Employer will not reimburse the Employee for any amount **they are** required to remit to Human Resources Development Canada where **their** annual income exceeds one and one-half (1 ½) times the maximum yearly insurable earnings under the *Employment Insurance Act*.

20.08 Leave for Medical and Dental Appointments and Family Illness

In this article family member means spouse, son, daughter, parent, brother, sister, aunt or uncle of the employee, whether or not living with the employee, or any other relative of the employee who, while not listed herein, permanently resides with the employee.

Employees with sufficient sick leave credits in accordance with Article 16, shall be allowed paid leave of absence of up to a total of forty (40) hours per annum debited against sick leave credits in order to:

- (a) engage in and facilitate the Employee's personal preventative medical or dental care; or
- (b) In the case of illness of a family member of an employee who requires the presence and/or support of the employee, the employee may be granted leave with pay up to a maximum of forty (40) hours per annum. The Employer may require proof of need for such leave as **they** consider necessary. Such leave shall not be unreasonably withheld.
- (c) In the case of preventative medical and dental care for an employee's spouse, child, parent, whether or not living with the employee, or other relative of the employee who, while not listed here, permanently resides with the employee, and where the presence and/or support of the employee is required, the employee may be granted, after notifying the Employer, approval to access leave credits provided for pursuant to 16.02. The Employer may require proof of need for such leave as **they** consider necessary. Such leave shall not be unreasonably withheld.

20.09 Bereavement Leave

- (a) In the event of a death in the immediate family, employees shall be entitled to leave without loss of regular pay for a period of five (5) working days commencing midnight after the death. **If a death occurs in the immediate family of any employee when the employee is at work, then the employee shall be granted bereavement leave with pay for the remainder of the employee's scheduled shift for that day.** Immediate family is defined as father, mother, step-parent, **(step)** brother, **(step)** sister, spouse, child of the employee, father-in-law, mother-in-law, step child, grandparent, great grandparent or grandchild of the employee, and a relative who is a ward of the employee or with whom the employee permanently resides. In the event that the funeral for an immediate family member does not take place within the period of bereavement leave provided but occurs later, the employee may defer the final day of their bereavement leave without loss of regular pay until the day of the funeral.
- (b) Employees shall be entitled to leave without loss of regular pay a maximum of three (3) working days in the event of death of the employee's son-in-law, daughter-in-law, brother-in-law or sister-in-law, aunt, uncle, niece or nephew of the employee, or grandparents of the spouse of the employee. The employee may defer the final day of their bereavement leave without loss of regular pay until the day of the funeral.
- (c) The foregoing entitlement is subject to the proviso that proper notification is made by the employee to the Executive Director or delegated official.
- (d) If an employee is on vacation, sick leave, or other paid leave at the time of bereavement, the employee shall be granted bereavement leave and be credited the appropriate number of days to **their** vacation, sick leave, or other leave credits.

20.10 Court Leave

- (a) Leave of absence without loss of pay shall be given to an employee other than an employee on leave of absence without pay or under suspension, who is required:
 - (i) to serve on a jury; or
 - (ii) by subpoena or summons to attend as a witness in any proceeding for an employment-related matter held:

- (1) in or under the authority of a court; or
 - (2) before an adjudicator or umpire or a person or body of persons authorized by law to make an inquiry and to compel the attendance of witnesses before it; or
 - (3) before a legislative council, legislative assembly or any committee thereof that is authorized by law to compel the attendance of witnesses before it.
- (b) Where an employee is required by the Employer to serve in court as a result of the functions the employee fulfills on behalf of the Employer on a day other than a regularly scheduled work day, the time spent shall be considered time worked.
- (c) The employee given leave of absence without loss of pay pursuant to Article 20.10 (a) or with pay pursuant to Article 20.10 (b) shall have deducted from **their** salary an amount equal to the amount of money **they** receive for such duty.

20.11 Special Leave

The Employer may grant to an employee special leave with or without pay or benefits, for such a period as the Employer determines.

20.12 Leave for Emergency

Where operational requirements permit, employees may be granted leave of absence with pay up to two (2) days for a critical condition which requires the employee's personal attention resulting from an emergency which cannot be served by others or attended to by the employee at a time when **they are** normally off duty. Such leave shall be debited against sick leave credits.

20.13 Leave for Storm or Hazardous Conditions

It is the responsibility of the employee to make every reasonable effort to arrive at **their** work location as scheduled. An employee shall be paid for scheduled hours lost when storm conditions make such arrival impossible, to a maximum of twenty-four (24) hours per year. Where an employee has utilized the aforementioned twenty-four (24) hours, all additional absent time due to storm conditions will be deemed to be leave, and the Employee has the option to take the absent time as unpaid; or deduct the absent time from accumulated overtime, holiday time or vacation.

20.14 Compassionate Care Leave

An employee who has been employed by the Employer for a period of at least three (3) months is entitled to an unpaid leave of absence of up to eight (8) weeks to provide care or support to:

- the spouse of the employee,
- a child of the employee or a child of the Employee's spouse,
- a parent of the employee,
- the spouse of a parent of the employee, or
- any other person defined as "family member" by Regulations made pursuant to the Labour Standards Code

where a legally qualified medical practitioner issues a certificate stating that the above noted recipient of the care or support has a serious medical condition with a significant risk of death within twenty-six (26) weeks from the day the certificate was issued or, in the case where the employee began a leave before the certificate was issued, the day the leave was begun. Where requested in writing by the Employer, the employee must provide the Employer with a copy of the certificate.

The employee may take up to a maximum of eight (8) weeks of leave during the maximum of twenty-six-week period. A Compassionate Care Leave may only be taken for periods not less than one (1) week's duration. The period of leave shall end when the earlier of the following occurs:

- the recipient of the care or support dies, or
- the expiration of the twenty-six (26) week period.

An employee who intends to take this leave shall advise the Employer as soon as possible. The Employer shall grant to the employee the option of maintaining a benefit plan in which the employee participated before the beginning of the leave (subject to the eligibility requirements of the plan(s)) and shall notify the employee in writing of the option and the date beyond which the option may no longer be exercised at least ten (10) days before the last day on which the option could be exercised to avoid an interruption in benefits. Where the employee opts in writing to maintain the benefit plan, the employee shall enter into an arrangement with the Employer to pay the cost required to maintain the benefit plan, including the Employer's share thereof, and the Employer shall process the documentation and payments as arranged.

20.15 Domestic Violence Leave

An employee is entitled to a leave of absence if the employee or child of

employee (under the age of 18 years) experiences domestic violence. The terms of leave shall be in accordance with the provisions of the *Labour Standards Code*.

20.16 Leave for a Parent or Critically Ill Child

An Employee who has been employed by the Employer for a period of at least three (3) months of continuous employment and is the parent of a critically ill child, is entitled to an unpaid leave of absence in accordance with the Labour Standards Code.

ARTICLE 21 - BENEFIT PLANS

21.01 Group Plan

The Employer shall provide the Group Benefits Plan which existed prior to the signing of this Collective Agreement to all members of the bargaining unit. The Employer agrees to cost share the premiums of the Group Benefit Plan on the basis of 65% Employer paid and 35% employee paid for those employees listed in Appendix "B" and Appendix "C". For all other employees, the Employer agrees to cost share the premiums of the Group Benefit Plan on the basis of 65% Employer paid and 35% employee paid, except for the Dental Plan for which the premiums shall be cost shared on the basis of 50% Employer paid and 50% employee paid.

21.02 Pension Plan

The Employer agrees to provide the Pension Plan which existed prior to the signing of this Collective Agreement, to all employees in the bargaining unit, with contributions to be made on the basis of six percent (6%) of salary by both the Employer and the employee for those employees listed in Appendix "B" and Appendix "C", and on the basis of five percent (5%) of salary for both the Employer and the employee for all other members of the bargaining unit.

ARTICLE 22 - HEALTH AND SAFETY

22.01 Occupational Health and Safety Act

The Employer, Union and employees agree to be bound by the provisions of the Occupational Health and Safety Act, S.N.S. 1996, c7.

22.02 First-Aid Kits

The Employer shall provide a first aid kit to be carried by employees in their vehicle.

22.03 First-Aid and CPR Training

In the interests of the occupational safety and health of employees, the Employer will maintain an in-service program of first-aid and CPR training.

ARTICLE 23 - JOB POSTING

23.01 Casual Employees

Persons employed on a casual basis shall not be used to avoid filling permanent bargaining unit vacancies.

23.02 Non-Bargaining-Unit Vacancy or New Position

When a new position or vacancy is created outside the bargaining unit, the Employer shall post written notice of such new position or vacancy.

ARTICLE 24 – LAYOFF

24.01 Exceptions

Throughout Article 24, the use of the word "layoff" does not refer to periodic reductions in scheduled hours of work due to temporary or intermittent shortages of work.

24.02 Layoff

An employee(s) may be laid off because of technological change, shortage of work or funds, or because of the discontinuance of a function or the reorganization of a function.

24.03 Union Consultation

Where employees are to be laid off, the Employer will advise and consult with the Union as soon as reasonably possible with a view to minimizing the adverse effects of the decision to lay off an employee(s).

24.04 Layoff Procedure

Employees shall be laid off in reverse order of seniority within a classification.

24.05 Notice of Layoff

- (a) The layoff notices shall include the effective date of layoff and the reasons therefore.
- (b) Three (3) weeks notice of layoff shall be sent by the Employer to the Union and the employee (s) to be laid off, except where a greater period of notice is provided for under (c) below.
- (c) Where the Employer lays off ten (10) or more persons within any period of four (4) weeks or less, six (6) weeks' notice of layoff shall be sent by the Employer to the Union and employees to be laid off.

24.06 Recall Procedure

Employees shall be recalled in order of seniority within a classification.

24.07 No New Employees

- (a) No new employee shall be hired in a bargaining unit position unless all employees on the recall list who are able to perform the work required have been given an opportunity to be considered for such a position.
- (b) An employee on layoff shall be given preference to work shifts on a casual basis. While working on that basis, the employee's status as a laid-off regular employee shall not change. The total of the days worked in a casual position of less than six (6) months shall extend the recall period by that total. An employee who works in excess of six (6) months shall begin a new recall period.

24.08 Loss of Seniority and Employment

An employee shall lose both seniority and employment in the event that:

- (a) The employee is discharged for just cause and is not reinstated.
- (b) The employee resigns or retires from employment.
- (c) After recall, the employee fails to notify the Employer within forty-eight (48) hours of recall of the employee's intention to return to work within two (2)

weeks, unless such notice was not reasonably possible.

(d) The employee is laid off for more than one (1) year.

24.09 No Contracting Out

No employee shall be laid off or have regular hours reduced as a result of the Employer contracting out work. This provision does not apply in emergency situations.

ARTICLE 25 - RE-OPENER

25.01 Change in Agreement

Any change deemed necessary in this Agreement may be made by mutual agreement in writing at any time during the life of this Agreement.

ARTICLE 26 - NOTICE OF RESIGNATION

26.01 Notice of Resignation

If an employee desires to terminate **their** employment, **they** shall forward a letter of resignation to the Executive Director not less than two (2) weeks prior to the effective date of termination, provided however that the Executive Director may accept a shorter period of notice.

26.02 Withdrawal of Resignation

An employee who has terminated **their** employment through resignation may withdraw **their** resignation within **forty eight (48) hours** of the time it has been acknowledged by the Agency Director in accordance with Article 26.01

ARTICLE 27 – UNIFORM

27.01 Provision of Protective Clothing

The Employer will provide personal care gloves, cleaning gloves, protective aprons or other materials required to carry out job tasks.

27.02 Uniform Allowance

The Employer shall provide each employee up to seventy-five dollars

(\$75.00) per fiscal year for clothing and/or footwear, the same to be reimbursed on a receipt basis only. On April 1st, 2020, the amount will be increased to \$100.00.

ARTICLE 28 – DIVERSITY

28.01 The Employer and the Union recognize the values of diversity, equity and inclusion in the workplace, and agree to the principle of, and are committed to, establishing a workplace that is inclusive and diverse.

The Union and Employer may agree that specific job posting(s) be designated as only being eligible to applicants from one or more under-represented groups in the workforce: Indigenous peoples, Black/African Nova Scotians, people of African descent, people of colour, persons living with a disability/disabilities, gender, and persons of diverse sexual orientation and gender identity and/or expression. The Union shall agree or disagree with the Employer's request to designate job posting(s) within 10 working days of the Employer providing the Union with the rationale and bargaining unit seniority list. Eligible, qualified employees of the bargaining unit will be given preference over external applicants. If the position cannot be filled with a qualified designated person, the position will be reposted and filled in accordance with Article 23.

ARTICLE 29 - TERM OF AGREEMENT

29.01 Duration and Renewal of Agreement

- (a) This Agreement shall be in effect for a term beginning from April 1, 2023 to March 31, 2026. After March 31, 2026 this Agreement shall be automatically renewed thereafter for successive periods of twelve (12) months unless either party requests the negotiation of a new Agreement by giving written notice to the other party within two (2) month period preceding the date of expiry of the agreement.**

- (b) Except for Appendix "A" or unless specifically provided otherwise in the Agreement, the terms of this Agreement shall become effective from the date of ratification by the Union. Employees who have left the Employer since April 1, **2023** shall be entitled to retroactive pay if they apply in writing for such retroactivity within thirty (30) days of the date of signing of this agreement

All retroactive payments will be paid to employees within forty-five (45) days after the Employer receives funding.

29.02 Future Legislation

If any Article in this Agreement or part thereof is altered or rendered invalid by the operation of existing or future legislation, the remainder of this Agreement shall remain in full force and effect for the remainder of the term.

ARTICLE 30 - SUCCESSOR RIGHTS

30.01 Successor Rights

Where the Employer sells or transfers its business within the meaning of Section 31 of the Trade Union Act, the successor employer shall be bound by all terms of the Collective Agreement including the following:

- (a) The successor employer shall be bound by all accrued rights or other rights of employees arising under the Collective Agreement prior to the sale or transfer; and
- (b) The successor employer shall ensure that all periods of employment recognized as service with the Employer shall be deemed service with the successor employer for all purposes and the successor employer shall ensure that all seniority rights of employees shall be preserved and shall continue unaffected by the transfer or sale; and
- (c) In the event that the transfer of business results in the intermingling of the employees covered by this agreement with other employees of the successor employer, the successor employer shall insure that the employees covered by this agreement are treated fairly and equitably in any staffing issues arising from the intermingling; and
- (d) No employee shall suffer a loss of employment or a break or interruption of employment as a result of the sale or transfer.

30.02 No Liability

Northside Homemakers Service Society shall not be liable or responsible for any breach of this collective agreement by a successor employer.

30.03 Full-Time Employees

The Employer and the Union agree that for the operation of this article, full-time employee means an employee who is regularly scheduled on a full-time basis and normally works forty (40) hours per week or eighty (80) hours biweekly and is classified as a full-time employee.

The Employer agrees to provide the Union, upon request, with a current list of employees who meet the criteria for classification as full-time employees as defined herein.

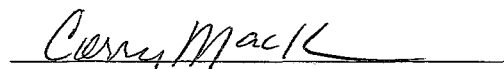
IN WITNESS WHEREOF the parties have executed this Agreement as of the

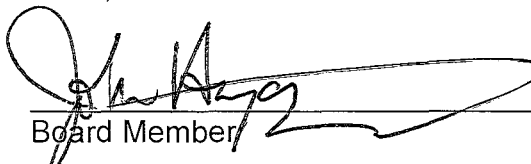
22 day of April, 2025.

Northside Homemakers Service Agency
General


Chair, Board of Directors

Nova Scotia Government and
Employees Union

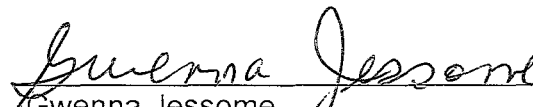

Corry Mac Kinnon, Lead Negotiator


Board Member


Bonnie MacRae
Bargaining Committee Member


Alicia Buffett, Agency Director


Tanya Musgrave
Bargaining Committee Member


Gwenna Jessome
Bargaining Committee Member

APPENDIX "A" - HOME SUPPORT SALARY SCALES

Home Support Worker

			% Increase	3.00%	% Increase	0.50%	% Increase	3.00%	2.5% Step Increment	% Increase	2.00%	2.5% Step Increment			
Classification	Expired Hourly Rate		Apr.01-23 Hourly Rate		Mar.31-24 Hourly Rate		Apr.01-24 Hourly Rate		Mar.31-25 Hourly Rate		Apr.01-25 Hourly Rate		Mar.31-26 Hourly Rate		
Home Support Worker	Probationary Rate	\$	21.7932	\$	22.4470	\$	22.5592	\$	23.2360	\$	23.236000	\$	23.7007	\$	23.7007
	Step 1	\$	23.6275	\$	24.3363	\$	24.4580	\$	25.1917	\$	25.1917	\$	25.6955	\$	25.6955
	Step 2									\$	25.8215	\$	26.3379	\$	26.3379
	Step 3													\$	26.9963
	Availability Premium	\$	0.5506	\$	0.5671	\$	0.5699	\$	0.5870	\$	0.5870	\$	0.5987	\$	0.5987

In recognition of the unique nature of the home support industry, including the need to travel between diverse client locations, working independently at client specific locations and to respond to last minute schedule changes, where staff may be required to be available for a period of unpaid time during a shift (subject to the collective agreement), commencing April 1, 2009 at the rate of \$0.272 per hour for all hours paid, each employee has received availability pay. In recognition of such requirement, each employee receives an additional \$0.10 per hour for all hours paid effective April 1, 2020 and another additional \$0.15 per hour for all hours paid effective March 31, 2021 which are included in the pay scales above and shall now be called flexibility pay.

NOTE – The Employer may recognize relevant experience and pay the Regular Rate to new employees notwithstanding that they are still within their probationary period.

APPENDIX "B" –

(Grandfathering of Employees Top 20)

The Employer agrees that it will provide the following arrangements for the employees who were in the top 20 list (Appendix B) effective date of ratification.

These arrangements are only applicable to the named employees:

- 1. Wendy Boyd**
- 2. Annette Gordan**
- 3. Theresa MacGillivray**
- 4. Wanda Hayden**
- 5. Amy MacDonald**
- 6. Angie Barry**
- 7. Gwenna Jessome**
- 8. Laurie Gouthro**
- 9. Tanya O'Toole**
- 10. Michelle Barnes**
- 11. Karen Vickers**
- 12. Brenda Mac Donald**
- 13. Patricia Devoe**
- 14. Janice MacLean**
- 15. Kathy Nelson**
- 16. Shelia Jessome**
- 17. Deneene Forrest**
- 18. Natasha Morrison**
- 19. Bonnie MacRae**
- 20. Donna Tobin**

Holidays

Subject to operational requirements, employees listed shall be granted each holiday designated in Article 14.01 on the actual day of the holiday and shall receive holiday pay to a maximum of eight (8) paid hours pro-rated to their guaranteed hours.

Subject to operational requirements, if any of the above holidays fall on a Saturday or Sunday, the employees listed in Appendix "B" shall be granted the same day off as is observed by Provincial Government employees.

Night and Evening Assignments

The employees on this list will not be required to work night assignment unless they volunteer.

The employees on this list will not be regularly scheduled to work evening assignments unless they volunteer.

Vacation Entitlement

The employees on this list shall be entitled to receive annual vacation leave with pay at the rate of one hour for every eight and two-thirds (8.667) hours paid to a maximum accumulation of two hundred and sixty-four (264) hours.

Weekends

Unless there is a mutual agreement to work more, the employees on this list shall be scheduled every second weekend off, except the 9 employees below who will be guaranteed 3 weekends off in 4:

1. Wendy Boyd
2. Annette Gordan
3. Theresa MacGillivray
4. Wanda Hayden
5. Amy MacDonald
6. Angie Barry
7. Gwenna Jessome
8. Laurie Gouthro

Appendix C

Grandparenting of "Listed" Employees

Re: Vacation Entitlement

The Employer agrees that it will provide the following entitlement for the employees who were previously listed below the employees on Appendix B effective date of ratification.

This entitlement is only applicable to the named employees once a current member(s) of Appendix B retires or resigns from their position.

At that time, a "listed" employee would become entitled to receive annual vacation leave with pay at the rate of one hour for every eight and two-thirds (8.667) hours paid to a maximum accumulation of two hundred and sixty-four (264) hours.

**Heather Shephard
Nicole Leblanc**

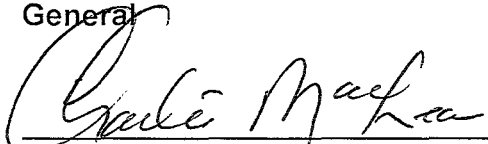
MEMORANDUM OF AGREEMENT #1

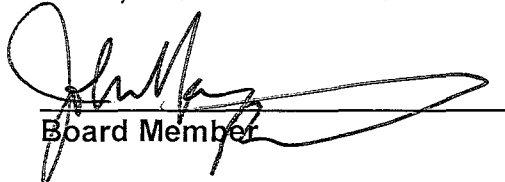
Re: Transition to Guaranteed Hours

The Union and Employer are committed to provide more regular work schedules for employees, in an effort to improve work life balance, by adopting a guaranteed hours arrangement for Home Support Employees. The parties recognize that implementing guaranteed hours in accordance with Article 10 will require significant work force planning and may result in operational strain and increased costs for the Employer. The parties are committed agreeing to a transition plan that will maintain the operational viability of the Employer. It is understood that the employer's agreement to the Article 10 (Guaranteed Hours) is contingent on a transition plan being agreed upon by the parties.

Signed this day of April 22nd, 2025.

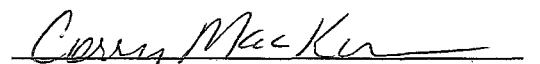
Northside Homemakers Service Agency
General

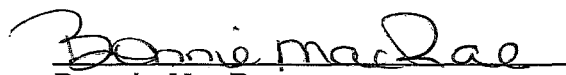

Chair, Board of Directors


Board Member


Alicia Buffett, Agency Director

Nova Scotia Government and
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Tanya Musgrave
Bargaining Committee Member


Gwenna Jessome
Bargaining Committee Member