

# Halton Healthcare Workers

## OUR NEW CONTRACT



### KEY IMPROVEMENTS IN OUR NEW COLLECTIVE AGREEMENT

As previously communicated, the CUPE 815 bargaining committee has reached a new tentative agreement with Halton Healthcare, which needs to be ratified by members before it can take effect. The ratification vote will take place on August 29.

We are happy about the new contract as it largely mirrors the contract achieved by other CUPE hospital workers who recently received an 8.25% wage bump over two years, in addition to other significant improvements. Here are the key highlights of the new CUPE 815 contract:

- **Cumulative wage increases of 8.25% (Sept 2021 to Sept 2023)**
  - 4.75% for Sept 2021 to Sept 2022
  - 3.5% for Sept 2022 to Sept 2023
  - Note these wage improvements include 1% annual wage increases previously negotiated under Bill 124.
- **Wage adjustments for RPNs, PSWs and UAs**
  - The top wage rate of RPNs goes up to \$35.97 per hour
  - Unit Assistants to receive an additional \$2 per hour to base wage as of April 28, 2022
- **Increases to call-backs and shift premiums**
  - \$1 increase to evening and evening shift premiums
  - \$1.50 increase to weekend shift premiums
  - Call-backs to be paid at double-time (up from time and a half)
- **Benefit improvements**
  - Massage therapy goes up to \$375 with no per-visit cap
  - Vision care goes up to \$450 over a two-year period
- **New language on protections against workplace violence and infectious diseases**
- **As of Sept. 2023, a new 3-step wage grid comes into effect**

The gains we have negotiated have only been possible due to the immense resources CUPE has allocated for a range of supports including research, legal, and campaigning. The credit for these achievements also goes to healthcare workers and allies who have raised their voices for better treatment of healthcare staff.

To view the full collective agreement, please log onto our member web portal (details on the back of this flyer).

# CUPE 815: NEW CONTRACT AND RATIFICATION VOTE

## RATIFICATION VOTE

The ratification vote will take place on August 29:

**Date:** Tuesday, August 29

**Time:** 7am to 7pm

**Location:** Milton Classroom, Oakville Foundation Room 1N104

## ACCESS THE COLLECTIVE AGREEMENT ON OUR MEMBERSHIP PORTAL

The full tentative agreement is accessible on our membership web portal at [cupe815.org](http://cupe815.org). If you have any questions about the new contract or the web portal, please reach out to the CUPE 815 executive board members:

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