

INForm

Contract Information Form

USE THE TAB KEY TO MOVE THROUGH THE FORM

Local	7175	Amalgamated Suffix		District	6
Staff Representative	Kevon Stewart			Office	Oshawa
Effective Date	Nov-1-2013	Expiry Date	Oct-31-2016	1 st Contract?	<input type="checkbox"/>
Company Name	Regency Manor Retirement Home				
Company Address	66	Street	Dorset Street East		
		City	Port Hope		
		Province	Ont	Postal Code	L1A 1E3
Plant Address		City		Province	
Parent Company Name					
Unit Type	Service	Jurisdiction	Provincial		
Number of Members	10	Men		Women	10
Products/Services	Service				
Wages on 1 st day of this Contract					
Lowest	15.49	Highest	17.34	Average	\$ 16.42
				COLA	<input type="checkbox"/>

BENEFITS	INSURANCE	RETIREMENT
Dental Plan <input type="checkbox"/>	Life Insurance <input type="checkbox"/>	Pension Plan <input checked="" type="checkbox"/>
Vision Care <input type="checkbox"/>	ADD Insurance <input type="checkbox"/>	CWIPP <input type="checkbox"/>
Drug Plan <input type="checkbox"/>	Long Term Disability <input type="checkbox"/>	Steelworker Pension Plan <input type="checkbox"/>
Dependent Coverage <input type="checkbox"/>	Weekly Indemnity <input type="checkbox"/>	Disability Pension <input type="checkbox"/>
Sick Days <input type="checkbox"/>	Semi Private Hospitalization <input type="checkbox"/>	Bridge Benefit <input type="checkbox"/>
	SUB <input type="checkbox"/>	Unreduced Early Retirement <input type="checkbox"/>
	Steelworker Benefit Plan <input type="checkbox"/>	Other Retiree Benefits <input type="checkbox"/>
		Retiree Life Insurance <input type="checkbox"/>

OTHER	<i>* Benefit Plan is paid for by the members; majority of the members cannot afford it, but are also covered by their spouse</i>
Humanity Fund <input type="checkbox"/>	
Specify Other Benefits:	



Memorandum of Settlement

Between:

Regency Manor Retirement Home
Hereinafter referred to as "the Employer"

and

United Steelworkers Local 7175
Hereinafter referred to as "the Union"

1. The parties herein agree to the terms of this memorandum as constituting a full settlement of all issues in dispute.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this memorandum to their respective principals.
3. The parties herein agree that the term of the agreement shall be from **November 1, 2013** to **October 31, 2016**. Nothing in this renewal shall be retroactive in effect, unless expressly agreed by the parties.
4. The parties herein agree that the said agreement shall include the terms of the previous collective agreement which expired on **October 31, 2013** and the following amendments are incorporated:
 1. All matters previously agreed and signed-off by the parties and attached.
 2. All matters agreed to today as follows,
 - Within 30 days of the day of ratification by the Union, the Employer will make the following cash payments to the following employees.

Donna Horne	\$250
Tammy May	\$250
Cindy Retalis	\$250

Rachel Cowan	\$150
Brandi Millar	\$150
Shelley Sovie	\$150

- Effective the first pay period that commences after the date of ratification by the Union, the premium rate in 5.07 shall increase to 17 cents per hour.
- Effective the first pay period which begins following October 31, 2015, the parties will meet to determine how they shall calculate the amount of the cash payments payable to each employee then in the employ of the Home. The gross amount of cash available for distribution shall be calculated by multiplying \$200 by the total number of employees eligible for a cash payment.

- Effective the first pay period which begins following October 31, 2015, there will be a general wage adjustment of 1.5% for all steps on the wage grid.

Dated at Oshawa 4th day of February 2015

For the Employer

Christine M. Good

For the Union

Ken [Signature]

Regency Manor RH & Steel

Collective Bargaining

Matters Agreed in Bargaining

February 28 and August 18, 2014; January 19 and February 4, 2015.

3.04 (a) and (b) – Amend “full” to “relevant”.

Article 4 – delete current text and replace with the following,

- 4.01 The Company agrees that all bargaining unit Employees shall pay the prescribed Union Dues as a condition of employment. The Employer shall deduct an amount equal to one (1) month's regular Union Dues from the first pay cheque each month of each Employee and the Employer shall send all of the sums deducted to the Union on or before the 15th day of the month following the month in which such deductions have been made together with a list of the names of the Employees from whose pay cheques such deductions have been made.
- 4.02 The Company shall deduct from the pay of each member of the bargaining unit, monthly, such Union Dues, fees and assessment as prescribed by the Constitution of the Union.
- 4.03 All dues, initiation fees and assessments shall be remitted to the Union forthwith and in any event no later than fifteen (15) days following the last day of the month in which the remittance was deducted. The remittance shall be sent to the International Secretary Treasurer of the United Steelworkers, AFL-CIO-CLC, P.O. Box 13083, Stn. A, Toronto, ON, M5W 1V7 in such form as shall be directed by the Union to the Company along with a completed Dues Remittance Form R115. A copy of the Dues Remittance Form R115 will be sent to the Oshawa Office at 115 Albert Street, Oshawa, ON, L1H 4R3. Both addresses may be changed on written notice to the Company.
- 4.04 The remittance and R115 Form shall be accompanied by a statement containing the following information:
- A list of names of all employees from whom dues were deducted and the amount of the dues deducted;
 - A list of the names of all employees from whom no deductions



have been made and the reasons why.

- 4.05 In the event that the Union changes the format of the Dues Remittance Form R115 or the way in which the remittance in paragraph 4.03 is to be sent to the Union, the Company shall endeavour to comply with such changes provided it has the technological capacity without additional cost.
- 4.06 The Union agrees to indemnify and save the Company harmless against all claims or other forms of liability that may arise out of, or by reason of deductions made or payments made in accordance with this Article or at the request of the Union.
- 4.07 The Company agrees to record total Union Dues deductions paid by each Employee on his/her T-4 Income Tax Receipt

6.06 – New

“For clarification purposes of when a paid holiday begins or ends, the first shift of the day shall be shift where the majority of hours are completed before 8:00 am.”

9.07 – Amend first full paragraph to read,

“It is the mutual desire of the Parties hereto, that complaints of the Employees be adjusted as quickly as possible, and it is generally understood that an Employee or the Union has no grievance until the Supervisor involved has first been given the opportunity to adjust the complaint within ten (10) calendar days after the circumstances giving rise to the complaint originated. It is the responsibility of the employee to inform her Supervisor that she is making a complaint under the collective agreement. The Supervisor shall give his/her response to the complaint within ten (10) calendar days. If the Employee or the Union does not receive a satisfactory answer, then the following steps of the Grievance Procedure must be followed immediately: ...”

10.01 Amend the second paragraph to read, “A new part-time employee shall be ...”

11.05 New

“The Company may require the production of a physician's medical report from an employee, who is or has been ill or injured or from an employee who wishes to return to work following an illness or injury and there is a reasonable basis for the Company to have concerns in relation to the employee's recovery and safe return to the workplace. Such reports may be required of an employee who has suffered from a serious injury or illness or where it reasonably appears to the Company that the ill or injured employee's absence is likely to be for an extended period of time that is in excess of three (3) days. The employee will be

reimbursed for up to 50% of the cost of the physician's medical report after the employee has provided a receipt confirming payment to the physician."

12.07 – Amend final paragraph to read,

"When an Employee is on pregnancy, parental or other approved leave in excess of 30 calendar days, prorata entitlement on return will be based upon the percentage in effect prior to commencement of the leave."

Where ever else in the Agreement that "maternity and adoption leave" appears it shall be changed to read "pregnancy and parental leave".

Appendix A – Paragraph 3, Amend to read,

Delete "... wherever possible ..."

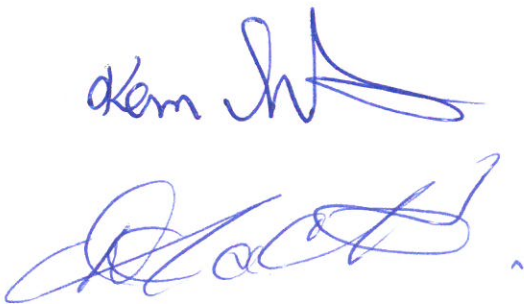
Appendix A – Paragraph 8, Amend to read,

"When additional hours become available prior to the posting of the schedule, the Employer will schedule these hours by offering these to part-time employees on a rotational basis. This shall apply with the exception where a position becomes vacant under Article 10.06 where the Employer may fill the position temporarily as it sees fit."

Letter of Agreement – Renew

February 4, 2015

For the Union

Two blue ink signatures for the Union. The top signature is a cursive signature that appears to start with 'Ken'. The bottom signature is a more complex cursive signature.

For the Employer

A black ink signature for the Employer, which is a cursive signature that appears to read 'Christine M. Gomez'.