

IUOE Bargaining 2024/2025 - Substantive Changes

#	Article	Substantive Changes
	Wage Increases and Market Adjustments	<p>The Wage Schedule shall be amended as follows:</p> <ul style="list-style-type: none"> • Retroactive to September 1, 2024, a three percent (3.0%) increase for all classifications covered under this Collective Agreement is reflected above. • Effective September 1, 2025, a three percent (3.0%) increase for all classifications covered under this Collective Agreement is reflected above. • Effective September 1, 2026, a three percent (3.0%) increase for all classifications covered under this Collective Agreement is reflected above. • Effective September 1, 2027, a three percent (3.0%) increase for all classifications covered under this Collective Agreement is reflected above. <p>Effective retroactively to September 1, 2024, the hourly rate of pay for the Master Electrician classification will increase by \$1.00, prior to application of the above general wage increases.</p>
	Term	September 1, 2024 to August 31, 2028
17	Leave for Special Circumstances	<p>New provision added for Personal Leave:</p> <ul style="list-style-type: none"> • An employee may use up to two (2) days of leave with pay per year for conditions that require an Employee to be away from work for an unanticipated personal reason. <p>Expansion of paid Critical Illness Leave:</p> <ul style="list-style-type: none"> • The Employer will grant up to two (2) additional days from the employee's accumulated sick leave

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		<p>credits per year for an employee to attend to a critical illness in the employee's immediate family.</p> <ul style="list-style-type: none"> • <i>This is in addition to the existing three (3) days of critical illness leave available to employees under Article 17.06 which are <u>not</u> deducted from the employee's sick leave bank.</i> <p>Expansion of paid Road Condition Delay:</p> <ul style="list-style-type: none"> • The requirement for paid road condition delay has been expanded from "impassable public roads" to a delay in reaching their place of work "due to extreme road conditions". • <i>The requirement that employees must make every reasonable effort to reach the employee's place of work remains.</i>
20	Hours of Work and Overtime	<p>Introduction of new language that specifies how overtime will be distributed:</p> <ul style="list-style-type: none"> • Overtime will first be offered to Employees within the school, and if none are unavailable, it will then be offered to Employees outside of that school who have expressed interest and are trained and able to work at the school. • An annual expression of interest will occur to confirm the schools that Employees would like to accept overtime at.
LOU (II)	Letter of Understanding re: ADCS	<ul style="list-style-type: none"> • Reflected in this LOU that the general wage increases for IUOE also apply to applicable IUOE employees in ADCS. • Expansion for ADCS employees to access the IUOE International Training and Education Centre (ITEC) in accordance with LOU (III).

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23.05	Health Spending Account (HSA)	<ul style="list-style-type: none"> <li data-bbox="740 195 1386 632">• This article is not a change but is highlighted as a point of clarity to ensure that staff understand their entitlements. The Employer will provide a Health Spending Account (HSA) and contribute seventy-five dollars (\$75) monthly, for a total of nine hundred dollars (\$900) per year. Funds in the HSA have a carryover of one (1) year and are administered in accordance with Canada Revenue Agency guidelines. For any questions or further clarification, staff are encouraged to contact humanresources@psd.ca.