

HOMES FIRST SOCIETY BOARD OF DIRECTORS SPECIAL MEETING

December 13, 2016, 2:30 p.m.

Teleconference

Local dial-in number: 416-933-3852

Toll-free dial-in number (Canada/US): 1 855-344-7755

Conference ID: 4823954

AGENDA

1.	Call to Order
2.	Declaration of Conflict of Interest <i>Board members must declare any conflict of interest which relates to an item of discussion; arrears of a board member is a conflict of interest</i>
3.	HFS Collective Agreement Ratification <i>Motion to approve</i>
4.	Other Business
5.	In Camera

Materials for this agenda:

- 3. - HFS Summary of Terms of Settlement
- 3.A. - Highlights of Results of the HFS 2019 Collective Bargaining Negotiations

To: Homes First Society Board of Directors
From: Patricia Mueller, Chief Executive Officer
Subject: HFS Collective Agreement Ratification
Date: December 13, 2019

Recommendation:

That the Board ratify the Collective Agreement between the Homes First Society and OPSEU Local 540, covering March 1, 2018 until February 28, 2022, that was arrived at during collective bargaining negotiations on Tuesday, December 10, 2019.

Background:

As noted in the email sent on Wednesday, December 11, 2019, negotiations were completed with respect to the Collective Agreement. The attached "3.A. - Highlights of Results of the HFS 2019 Collective Bargaining Negotiations" is the summary of the terms of settlement that were circulated with that email.

The Union's Negotiation Team indicated they would unanimously recommend ratification to the membership at a meeting being held on Thursday, December 19, 2019.

Highlights of Results of the HFS 2019 Collective Bargaining Negotiations

Below is a summary of the key amendments Homes First Society was able to secure through the collective bargaining negotiations which culminated in an agreement being reached with the Union Bargaining Committee on December 12, 2019.

- Enhancements were made to the management rights provisions of the Collective Agreement.
- Various provisions of the Collective Agreement were updated to come in line with changes to various employment-related legislation, including the *Human Rights Code*, the *Employment Standards Act*, the *Occupational Health and Safety Act*, and the *Employment Insurance Act*.
- The language with respect to mandatory training for employees has been improved to maximize attendance at these important meetings.
- Improvements have been made to the job posting and transfer language under the Collective Agreement.
- Improvements have been made to the Occupational Health and Safety language in the Collective Agreement to bring it into compliance with the *Occupational Health and Safety Act*, and to allow for enhanced communication and discussion over health and safety issues.
- With respect to compensation and benefits, the Collective Agreement, Homes First Society agreed to provide employees with the following enhancements:
 - shift premiums for overnight shifts have increased from \$1.00 per hour to \$4.00 per hour;
 - the monetary coverage has increased for vision care, hearing aids and paramedical-related expenses;
 - the dental plan coverage has been enhanced to provide for increased orthodontics coverage, and basic dental benefits will now be in line with the 2019 ODA Fee Schedule (previously the 2015 ODA Schedule applied);
 - mileage reimbursement has been increased from \$0.46 per km to \$0.50 per km;
 - employees will now be permitted to increase their pension plan contributions up to a maximum combined employee-employer contribution of 10% of employee earnings (previously it was capped at 8% of employee earnings);
 - the parties agreed to a four year Collective Agreement from March 1, 2018 to February 28, 2022, with increases of 3% to base salary each year retroactive to March 1, 2018; and
 - all Full-time employees will be provided with a \$1,500.00 signing bonus, and Part-time and Relief Staff employees will receive signing bonuses ranging from \$500.00 to \$1,250.00, depending on the average number of hours they worked in 2019.