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HPDF In this AgreementG

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“Agreement” when printed with an upper case initial 0\$(((\$!

'\$7\$'*(.!(#)*!@.00\$+()5\$ Agreement entered into bet/\$\$-!

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*683!A5)N) G123;2)65!;Q2383;2)
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NPDF "#\$! 4-)5\$'*)(6! recognizes the!Public Service Alliance of
@&-&1&!&!the exclusive bargaining agent of all
postdoctoral fellows employed as postdoctoral associates
96!(#\$!4-)5\$'*)(6!.7!3\$*(\$'-!E-(&'!.!)-!(\$!@)(6!.7!F.-1.-!
save and except Supervisors and persons above the rank
of Supervisor.!

!

NPDH The University recognizes the Public Service Alliance of
Canada as the exclusive bargaining agent for all persons
employed as Postdoctoral Fellows by Western University
/!,)-2!)-!&-1!?.(!.7!F.-1.-=!)-!(\$!%.5)-+\$!.7!E-(&'!.!
save and except the followin2G

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*683!A5) R) G) 657564*83;2) *2C) !;28321*83;2) ;B)
S*2*Q5S528)B12!83;27)
)))

RPDF The Union recognizes that the management and direction of the working forces are fixed exclusively in the Employer and shall remain exclusively with the Employer except as specifically limited by the express provisions of this Agreement.!

!
RPDH The Employer shall exercise these rights in a manner that is 'S&*.-&90\$=! -.(! &'9)(!&'6=! &-1! +.-*)*(\$-(! /)(#! (#)*!
Agreement.!

)
*683!A5) QG)123;2)75!16389))

!
OPDF Every Employee shall become a member of the Union on date of appointment, unless that Employee opts out by written notice to the Union within thirty (30) days of that date. The Employer agrees to provide new Employees with a union application card and an information package provided by the Union on the date of appointment. Every employee shall meet with a representative of the School of Graduate and Postdoctoral Studies within ten (10) days after he or she has begun his or her appointment. The Employer! *#&00!
provide the Union with copies of all Letters of Appointment within twenty (20) q vidd y d x w Â

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OPDR No Employee shall be required by the Employer to perform
1?()\$*! (#&! &'\$! -.(! '\$0&(\$1! (.! (#\$! '\$*\$&' +#! &-1! ('&)-)-2!
program for which the Employee has been hired.!

!
OPDO The Employer agrees to hold orientation sessions for
Employees three (3) times per year. The Employer shall
provide the union a minimum of five (5) days notice in
advance of the orientation session. A Union representative
shall be entitled to up to thirty (30)! minutes during such
orientation sessions to provide an overview of the role of the
Union. !

!
!"##\$%&'(\$)*+,\$\$-\$.&)6\$. \$0<#)

!
OPDE)
:&↳ When a new Collective Agreement has been signed,
the Employer shall post the text of the Agreement on
its website, with a printed or electronic copy
available through The School of Graduate and
Postdoctoral Studies at the Employee's request.
The Employer will notify current Employees by e;
mail that a new Agreement is available, with a link to
the Agreement.!

!
:9< 8-! \$1?+&().-&0! ! workshop! .-! (#\$! +.00\$+()5\$!
agreement!*#&00!9\$!1\$0)5\$'\$1!.-!&-!&--?&0!9&*)*(.!
Faculty Supervisors of Postdoctoral Associates. The
union can provide written feedback on subjects the
employer can consider to be addressed. Such
feedback will be received no later than September
30(#.!

!
CK\$T)!I\$%U);VV))

!
OPDW The Employer agrees to deduct on a monthly basis an
amount equal to the membership dues and any
assessments of the Union from the salary of each Employee

)!

!

number. The confidentiality of individual data shall be respected by the Union, which shall use the information only to contact members of the bargaining unit for Union business.!

)
1.".)*%%\$TT)&")5-Z#"L\$\$T)
)

OPFR The Employer recognizes the right of designated representatives of the Union in addition to PSAC's regional office staff to have access to the premises of the University to consult with members and Local Officers, to address Union meetings, and to participate in discussions, grievance meetings and negotiations with the Employer.!

)
1.".)6\$Z,\$T\$.&<&".)
)

OPFO Employees covered by this Collective Agreement shall be entitled to Union representation at any meeting convened with the Employer to discuss any aspect of their employment performance or working conditions. !

)
3.=\$. 'V'%<&".)
)

OPFE The Union agrees to indemnify and save the Employer harmless against any and all claims or liability arising out of the application of this Article, except for any claim or liability arising out of an error committed by the Employer and such claim or liability would be limited to the amount actually involved in the error.!

!
*683!A5)E) G!;6657?;2C52!5)
)

EPDF All regular correspondence between the parties arising out of or incidental to this Agreement, except where otherwise expressly provided, shall pass between the President of the

** !

!

Mail or be forwarded through the University's internal postal service as follows:

!
!

8")&I\$)5-Z#"L\$,[)	8")&I\$)1.'".[)
Associate Vice;%'\$*)1\$-(!.'	%'\$*)1\$-(=!
1\$*)2-&(\$!	PSAC Local 00610!
Human Resources!	
4-)5\$'*)(6!.7!3\$*('\$-! E-(&'). !	
F.-1.-=!E-(&). !N6A 3K7!	
!	

*" !

!

!

:&4 the names, titles and contact information of all persons appointed or elected to positions in the 4-).! &-1! authorized to represent it in its relationship with the Employer;!

!

:94 the name and contact information of the PSAC Regional Representative; and,!

!

:+4 the names, titles and contact information of all persons appointed to any committee formed in &++.!1&-+\$!/#!&-6!.7!(\$!+0&?*\$.7!(#)*!@.00\$+()5\$! Agreement.!

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* 6 83A5)W)\)C37!63S32*83;2)*2C)>*6*77S528)

)

WPDF The Employer and the Union are committed to a working and learning environment that allows for full and free participation of all members of the institutional community. Discrimination against and harassment of individuals, whether as members of any recognizable group or otherwise, undermine these objectives and violate the fundamental rights, personal dignity and integrity of individuals or groups of individuals. !

!

WPDH @.-*)*(\$-(!/#!(#\$!E-(&').! !(\$!%&'())\$*!

acknowledge that the University has a duty to accommodate &-1! (\$! 4-).! #&*! &-! .90)2&().-! (! &**)*(!)-! (#&! accommodation. In situations where an Employee requires an accommodation, the University, the Union and the Employee shall make every '\$&*.-&90\$!\$77.'(!(!'\$&+#!(\$! required resolution.!

!

C'T%,!-'.<&'".)

)

WPDN " here shall be no discrimination, interference, restriction or

*#!

!

coercion exercised against or by any Employee regarding any term or condition of employment, nor shall any

*\$!

!

appropriate, dismissal.!

!

WPDW

! includes comment or conduct of a sexual nature such as, but not limited to, sexual assault, verbal abuse or threats, unwelcome sexual invitations or requests, demands for sexual favours or unwelcome innuendo or taunting about a person's body, physical appearance, sexual orientation or gender expression, and)-+0?1\$!*)(?&().-*/#\$\$G!

!

:&⤵ submission to such conduct is made either explicitly or implicitly a condition of an!

*%!

!

WPDY

!) *1\$7) - \$1! ? - 1\$! (#\$!

!as engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.!

WPFH Harassment may! - . (!) - + 0? 1\$G

!

:&4 interpersonal conflict or disagreement; or!

!

:94 the proper exercise of management's! rights and/or performance evaluation.!

!

WPFH An Employee alleging a violation of this Article may seek resolution through the Employer's policy on Discrimination and Harassment and/or may 7) 0\$! &! 2') \$5& - + \$!) - ! & + + . ' 1 & - + \$! with Article 1 D! B!

*&!

!

!
WPFO "#\$!%&'()*\$*!&2'\$\$!(#&!(#\$!4-)-!*#&00!#&5\$! Input on any
University Discrimination and Harassment policy before it is
implemented.!

!
*683!A5) X)\)5S?A;9S528)5]1389)

)
XDF The Parties endorse the principle of equity in employment.
Employment Equity involves hiring the most suitably
qualified candidate for the job posted while ensuring that the
hiring process and the qualifications required for each
position are fair and equitable for all persons.!

XPDH Based on a process of voluntary self

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!

have the right to decline to perform the normal duties of the
*('),)-2!;!0.+,\$1 ;.?! Employees. The Employer will ensure
(#&!&00 Faculty! Supervisors are informed that Employees of
the bargaining unit shall have the right to decline to perform
these duties.)

)
683!A5) FD)\J;328)A@;16 \S*2*Q5S528)
!;SS38855))
!

FDPDF)The Union and the Employer acknowledge the mutual
benefits to be derived from joint consultation and approve
the establishment of a Joint Labour;Management

*(!

!

FFP~~D~~) The Employer shall assist the Union in locating suitable meeting rooms at standard internal user rates as required 7.!

*)!

!

FHPD)NSuch positions will be posted at reasonable locations of the Employer's choosing, including on the website of The School of Graduate and Postdoctoral Studies, and an electronic copy of the posting will be provided to the Local at the same time.)

)
FHPD)RA posting will identify the following: job title, description of the area or topic of research, remuneration, supervisor and academic unit, date of posting and application deadline, start date and duration of the appointment, required qualifications, the application procedure, required documentation (e.g. CV, references, publications, etc.), and any employment equity statement.!

)
FHPD)OAppointments shall not normally be for periods of less than 12 months.!

)
FHPD)EAll Employees shall receive a letter of appointment, signed by the Employer, which shall include, at a minimum, the following information: start date of contract; end date of contract; monthly rate of pay, name of Faculty Supervisor, and campus location. The letter shall also include a link to the Collective Agreement which they are eligible as per Article 31. The Union shall be provided electronic copies of all letters of appointment to Employees. The letter of appointment, once signed and returned by the Employee, shall constitute acknowledgement and agreement with the terms of appointment.!!

!!
FHPD)WThe Employer shall provide Employees with notice of extension in writing at least thirty (30) calendar days prior to completion of the stated term date of the Employee's current appointment.!

!
FHPD)XIf an employee secures a new appointment with the same Faculty Supervisor and if the duties and responsibilities of the appointment are substantially similar to the previous appointment, the following shall apply: !

!

"+!

!

:&‡ the probationary period for the appointment shall be deemed to have been fulfilled; and !

:9‡ the salary for the new appointment normally shall not be less than the salary for the original appointment. !

!

FHPDYWithin fifteen (15) days of! commencement of an

!" !

!

union representation at a discharge meeting if he or she so chooses. The dismissal of a Probationary Employee shall only be the subject of a grievance if such dismissal is exercised in a manner that is arbitrary, discriminatory or in bad faith.!

!

FNPDRR Reasons for the dismissal of a Probationary Employee shall be

"" !

!

:1< An Employee who works in excess of 173 hours in a pay period and has complied with (c) above shall be entitled to overtime pay at the rate of one and one-half (1.5) times his or her regular hourly rate of pay

!

:\$< An Employee may request compensatory time off at the applicable overtime rate, rather than a cash payment, and such request shall not be unreasonably denied. Compensatory time off shall be taken at a time mutually agreeable to the Employee and his or her Faculty Supervisor.!

!

FRPDNf a Faculty Supervisor and Employee agree that the Employee will attend a conference, seminar or workshop, the Employee will be credited with an eight (8) hour work

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!

FOPDN The results of any evaluation conducted by the Employer shall be shared with the Employee, and if the Employee so desires, he or she may share the results with his or her Union Representative. !

!

FOPDR An Employee shall be entitled to append his or her comments to any evaluation.!

!

FOPDD

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&00\$2&().-Such notice shall be in writing, shall contain the allegations giving rise to the meeting, and shall advise Employees that they are entitled to be accompanied at this meeting by a Union Representative. Employees are entitled to be heard at such meeting, and shall be entitled to append comments to any disciplinary letter.!!

!
FEPDOA copy of any disciplinary letter shall be provided by the Faculty Supervisor to the Union within three (3) days of such

any such meetings that conflict with their Employee responsibilities. !

!
FXPD) No Employee shall be disciplined for exercising his or her right to present a grievance as provided in this Collective Agreement or for exercising his or her rights under the E-(&').! .!

FXPD) 7(\$! &! 2')\$5&-+\$! #&!* 9\$\$-! 7)0\$1=! -! -\$2.()&().-! .7! (#)*!
grievance shall take place outside of the Grievance Procedure.!

!
FXPD) XA.! 2')\$5&-+\$! *#&00! 9\$! 1\$7\$&(\$1!.! 1\$-)\$1! 96! &-6! (\$+#-)+&0!
objection occasioned by a clerical or typographical error.!

!
FXPD) Y The Employer and the Union agree not to introduce after Step 1 of the Grievance Procedure, or at arbitration, any new documentation involving disciplinary action, unless cleared by the Arbitrator who shall decide if the material is admissible.!

!
FXPFD) Where no answer is given within the time limits specified in the Grievance Procedure, the grieving party shall be entitled to submit the grievance to the next step of the Grievance Procedure.!

!
FXPFF) The time limits in this Grievance Procedure may be extended by mutual consent of the parties.!

!
FXPFH) If the Union notifies the Employer in writing of an alleged violation of the Collective Agreement but indicates a

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!

! Before a grievance is filed, and whenever it is possible, the person designated by the Faculty where the Employee

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!

Graduate and Postdoctoral Studies within ten (10) days of the response provided for in Article 1D.13 (b) above. The grievance shall outline the facts of the grievance, the Article(s) of the Agreement alleged to have been violated, and the relief sought. It shall be signed and dated by the Employee and a representative of the Union.!

!
:9<! The Employer shall convene a meeting of the parties within ten (10) days of the receipt of the grievance, and shall respond to the grievance in writing within seven (7) days of this meeting.!

!
:+<! Where the knowledge of the perceived violation was not available to the Union, these time limits shall be extended to the date at which

)!

!

the power to substitute for the discipline or discharge such other penalties that the Arbitrator feels just and reasonable in the circumstances.)

)
FYPD)RThe Arbitrator shall not have any power to change, modify, or alter the terms of the Collective Agreement.!

!
FYPD)OThe University and the Union shall equally share the cost of the Arbitrator. The grievor(s) and Employees and/or Union officers who are required to attend arbitration proceedings as witnesses or representatives shall be given leave with regular pay and without loss of benefits or seniority in order to do so.)

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)
* 683!A5)HDG* !*C5S3!)B655C;S)

!
HDPDFThe essence of a university is the pursuit, creation and dissemination of knowledge through research and other scholarly activities. Members of the academic community, including Postdoctoral Employees, evaluate research results and interpretations. Conclus).- *!&'!\$(#'\$!*?*(&)-\$1! or refuted. The University must remain the centre of such free intellectual inquiry and exchange.!

!
HDPDHThe principle of academic freedom provides an academic community with the prÄ e

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!

is not assuming any responsibility that is properly the responsibility of the Postdoctoral Employee.!

!!

HPDR In their capacity as researchers and scholars, Postdoctoral Employees shall not purport to represent the views of the Employer. !

!

!

* 683!A5)HFJG)3285AA5!81*A)?6;?5689)

)

HPDF Intellectual Property ("IP") refers to inventions, discoveries, creations, writings and other products, however arising, /#)+#! &\$! (#\$!'\$*?0(!.7!)-(\$00\$+(?&0!.!&'()*+!&+()5)(6=!&-1! which are capable of protection pursuant to the laws of Canada. !

!

HPDH The Employer shall not claim ownership of any IP produced or owned by Employees prior to their appointment at the University.

#"!

!

consideration each party's contributions and obligations to the Employer and/or others. Owners of commercializable IP shall be entitled to share in the net)proceeds in proportion

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!

unless the Faculty Supervisor agrees in writing to waive all or part of the charges.)

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*683!A5)HR)G>5*A8>)*2C)7*B589)
)

HRPD)The Employer and the Union agree that the protection of the health and safety of Employees and other persons in the workplace is an important matter of mutual concern. !

!
HRPD)The Employer and Employees shall comply with all of the provisions of the !
(hereinafter the "Act") as well as all applicable federal, provincial and municipal health and safety legislation and regulations. !

!
HRPD)The Union may from time to time bring to the attention of the Employer any suggestions regarding health and safety and any other suggestions for improvements in conditions of work.!

!
5-Z#"L\$,)6\$TZ".T'/'#&'\$T)

!
HRPD)R #)\$!Employer acknowledges its responsibility to provide a safe workplace, and to provide the necessary facilities, supplies and training required by the Act to protect the health, safety and security of Employees.!

!
HRPD)On keeping with these provisions, the Employer reserves the ')2#(! (.! \$*(&90)*#! &-1! \$-7.'+\$! *?+#! *(&-1&'1*!=! '?0\$*!=!
regulations, policies, and procedures as may be considered

safety concerns; Work Refusal Procedures; and links to applicable federal, provincial, and municipal legislation.!

!

HRPD) Employees have a right to know about dangers in their working environment, including known risks to a fetus or nursing child. The Faculty Supervisor shall be responsible for informing Employees of any procedures or policies established by the Employer and &**.)&(\$1!/) (#!(#\$!*&7\$! handling of materials or equipment; require them to use any protective devices, clothing or equipment as provided by the Employer, and to follow such procedures, and advise such persons of the existence of hazards of which the Emp0.6\$!) *!&/&\$!.!.?2#(!'\$&*.-&906!(.!9\$!&/&\$=!&**.)&(\$1!/) (#! the Employee's employment duties. !

!

HRPD) The Parties agree that the Employer shall provide, and the Employees shall make use of, protective equipment whenever such equipment is required by the Act or regulations pertaining to the Act for the safe performance of the Employee's responsibilities of employment.!

!

HRPD) Where there is a reasonable risk of exposure to an infectious agent either by the Employee working directly with an infectious organism or by working with human or animal tissues or fluids, the Employer agrees to pay the cost of any required vaccination not covered by provincial or other health plans.!

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5-Z#"L\$\$)6\$TZ".T'/'#&\$T)

!

HRPD) Employees shall work in compliance with the provisions of the Act and in compliance with the standards, rules, regulations, policies or procedures established by the Employer. This includes any required certifications such as WHMIS. !

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:9< Upon completion of two (2) 6\$&'! .7! +.-()-??.?#!
employment, at the rate of 1.67 working days per
month (up to twenty working days per year).!

!
HXPDAHA break in employment of sixty (60) calendar days duration
or less shall not constitute a break in the employment
relationship for purpose of 28.01.!

!
HXPDA#\$. Employees and the Faculty Supervisor shall ensure that
full vacation entitlement is taken in the year in which))(!)*!
earned, at times mutually agreeable to the Employee and
Faculty Supervisor.!

!
HXPDAIt is expected that an Employee's unused vacation leave
credits will not exceed five (5) days at any time. However,

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!

arrangement with the Faculty Supervisor to make up the time. !

HYPDN@\$,,\$<(\$-\$.&)A\$<(\$)

! Leave with pay for five (5) days shall be granted to an

\$#

!

:&† Family Medical Leave: a minimum of one (1) week and for a maximum period of twenty;eight (28) weeks within a specified fifty;two (52) week period when a family member is at significant risk of death /)(#)-!(/\$-(6 ;six (26) weeks. Leave *#&00!9\$!(&,\$-! in periods of whole weeks. If two or more employees take leaves under this clause in respect of a particular individual, the total of the leaves taken by all the employees shall not exceed twenty;eight (28) /\$\$,*!1?)-2!(#\$\$!7)7(6 ;two (52) week period.!

! :9< Critical Illness Leave to support a minor child: a maximum period of thirty;seven (37) weeks within a 7)7(6wo (52) week period! to provide care and support of a critically)00+#)01! ?-1\$! (#\$! &2\$! .7! eighteen (18). Leaves may be taken in periods of 1&6*=!9?(!&-6!1&6*!(&,\$-! /)(#)-!&!*)-20\$!/\$\$,!*#&00! count as a week from the leave.!

! :+< Critical Illness Leave to support an adult: a maximum period of seventeen (17) weeks to provide care and support of a critically ill adult over the age of eighteen (18). Leave may be taken in periods of days, but any 1&6*! (&,\$-! /)(#)-! &! *)-20\$! /\$\$,! *#&00! + .?-(! &*! &! week from the leave.!

! HYPDVS Service shall continue to accrue during periods of Family Medical Leave and Critical Illness Leave.!

! HYPDX)"K,&)A\$<(\$)

)
) Upon written request to the Faculty Supervisor, an Employee shall be granted paid leave, less what the court pays for the performance of the required duties, when summonsed to serve for jury duty or jury selection, or when subpoenaed as a witness to court proce\$1)-2*!(./#)+#!(#\$\$! Employee is not a party.!

\$\$!

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to a parental leave of sixty;three (63) weeks. The Employee shall inform, in writing, the Faculty Supervisor of

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!

period of the pregnancy leave or for seventeen (17) weeks of the parental leave, or to the expiration of the Employee's contract, whichever is the lesser. The Application for Supplementary Employment Insurance Benefits will be made through Human Resources. The one (1) year period shall be calculated from the commencement of employment to the expected delivery date or the date on which a child comes in to the care and control of the parent for the first time. The one (1) year period may be waived in the case of the adoption of a child where the date that the child comes into the care and control of the parent is outside the control of the parent.

The Supplementary Employment Insurance Benefits (SEIB) shall be in the amount of:

95% of salary at the commencement of the leave paid by the Employer for the initial one (1) year period prior to commencement of the Employment Insurance Benefits; and,

55% of the Employee's pre-leave salary up to the maximum insurable earnings for Employment Insurance purposes and 95% of the Employee's pre-leave salary paid by the Employer for the remainder of the eligible leave, not to exceed an additional seventeen (17) weeks.

In no case will the total amount of SEIB, Employment Insurance gross benefits and any other earnings received by the employee exceed 95% of the employee's salary at the time of the initiation of the leave.

If, before six (6) months have elapsed since his/her return to work, an Employee voluntarily resigns his/her employment, or is discharged for cause, he or she will be

\$!

!

indebted to the Employer for the sum of monies paid to them by the Employer during his or her leave.!

!

HYPH)The Supplementary Employment Insurance Benefits for an Employee couple shall not exceed a combined total of eighteen (18)!weeks.!

!

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HYPH)7%U)A\$<(\$

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Employees shall be granted up to nine (9) days of sick leave with pay annually. There shall be no carry;.5\$!.7! sick days beyond the period for which they are granted.!

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HYPH)N

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:&† any proceeding before the Ontario Labour Relations Board;!

!

:9< any proceedings under Article 1D! Grievance %'.+\$1? '\$!&-1!8'()+0\$!19!Arbitration; and≠

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:+†

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!

Employees receive at least 60 calendar days notice prior to the change.!

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*683!A5)NF)G@525B387)

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NFPDF5a&\$.==\$=)>\$<#&l)<.=)C\$.&<#)@\$. \$V'&)?#\$.

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:&† Employees under this agreement will receive Extended Health and Dental Benefit Plan as outlined in Appendix B for the duration of their contract. Family premiums are subject to change each May 1, based on claims experience.!

!

:9† Employees who want access to the Extended Health and Dental Benefit Plan for Family, as defined in Appendix B, must pay 100% of the difference between family and single coverage premiums. Premiums for Family coverage will b] in iæ j im] ii Ä x

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*683!A5)NH) G

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shall have full discretion in how this amount is allocated to its executive members. From these funds, the Alliance may choose to support the PSAC Social Justice Fund.!

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*683!A5)N R)G)C16*83;2)*2C)6525:*A)

)

NRPDThe terms of this Agreement will become effective upon the date of ratification by both parties and shall be in!\$77\$+(!?-())0! December 31, 2025.!!

!

NRPDThis Agreement shall remain in effect from year to year thereafter unless either party informs the other in writing of a desire to amend this Agreement. This notification of the desire to amend the Agreement must occur within three (3) months prior to the expiration date of this Agreement or any anniversary of such expiration date.!

!

!

!

! % \$

!

In witness whereof, the Parties have executed this Agreement
&*.7!(#\$!24(#!1&6!.7!May, 2023.!

%%

ZZ\$.='a))

The stated minimum applicable annualized stipend/salary from all combined sources to each Employee shall be as follows:!

Effective May 1, 2023!Minimum Floor:!	\$38,500!
Effective January 1, 2024!Minimum Floor:!	\$39,655!
Effective January 1, 2025!Minimum Floor:!	\$40,845!

Effective May 1=2023, each active Employee will receive a wage)-+ '\$&*\$.7! 3.2%!(annualized).!Full 'etroactive pay *#&00le paid to all Employees in the employment of the Employer on the date of ratification. Such retroactive payments shall be made within ninety (90) days of ratification.

On the effective date of ratification, any member whose salary is below the Minimum Floor shall be moved to the Minimum Floor or shall receive a wage increase of 3.2%, whichever is greater.!

Effective January 1, 2024, each active Employee will receive a /&2\$!)-+ '\$&*\$.7! 3% (annualized).!

Effective January 1, 2025, each active Employee will receive a /&2\$!)-+ '\$&*\$.7! 2.75% (annualized).!

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All active eligible Employees as of the date of ratification of this Collective Agreement, excluding those on unpaid leave of absences and those in receipt of benefits from Workplace Safety Insurance Board, shall receive a one;time lump sum payment \$600=! payable f within sixty (60) days of ratification.!

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@\$. \$V'&)8LZ\$)	! "\$, <+\$)
?, \$T%, 'Z&'".) C, K+T)	<ul style="list-style-type: none"> - 80% coinsurance - Mandatory generic drug substitution - Maximum dispensing fee of \$6.50 - Speciality drug plan and Opioid management controls - Overall maximum \$25,000/yr per covered person
?<, <-\$='%<#) 7\$, ('%\$T)	<ul style="list-style-type: none"> - 80% coinsurance - Massage Therapist, Chiropractor, Physiotherapy, Psychologist, (includes Psychotherapist, MSW/Clinical Counsellor/Family Counsellor), Naturopath

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	- Insulin dependent diabetics subject to 3,000 strips/yr; other diabetics subject to 400 strips/year
>"TZ'&<#'c<&'".)	- Hospital B!Semi; Private Hospital Room B 80% reimbursement
4'T".)!<,\$)	- Vision Care B!100% reimbursement B with a maximum of \$150/12!months
;K&)"V)! "K.&,L) 5-\$,+\$. %L) 8,<(\$#)	- Out of Country Coverage/Standard ManuassistB!60 days, \$100,000 lifetime maximum, with a 100% reimbursement :)-+0?1\$*!(#\$!*(&-1&'1!*(&9)0)(6!+0&?* \$<
C\$.&<#)G)/<T'%) Z,\$(\$.&<&'(\$)	- Basic Coverage (Basic/Periodontics and Endodontic B!Levels I and II) B!

- K under age 25 and enrolled and in full;time attendance at an accredited educational institution which provides a recognized certificate of accreditation on completion, or
- K incapable of self support due to mental or physical infirmity which began while the Child was covered as the Employee's Dependent.

L @.5\$'&2\$!/)00bontinue until the end of the month following the date the Child is no longer eligible for coverage as described above.

7Z"KT\$!means: the legally married spouse of the Employee; or a person of the opposite or same sex who has continuously lived with the Employee for a period of at least one year in a conjugal relationship outside marriage. Only one Spouse will be considered &*!9eing covered at any time.!

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The Parties agree that no Employee who holds an appointment on the date that this Agreement is ratified by both parties shall be subject to a reduction in the annual salary/stipend paid by the Faculty Supervisor for that appointment solely as a result of t#\$! implementation of the stated minimum floor in Appendix A.!

&*!