

(Final)

AGREEMENT BETWEEN

HEABC

AND

CBA

Re: Low Wage Redress (2019-2022 Collective Agreement)

The parties have agreed to implement the "Comparability Adjustments – Low Wage Redress" language from the 2019-2022 Collective Agreement as follows:

1. Wage Schedules and Schedules A and B as appended to this Agreement.
2. Rehabilitation Assistant Benchmark (attached)

The Rehabilitation Assistant Benchmark as recommended by the Joint Working Committee (April 24, 2018), will be implemented on the first pay period after April 1, 2019 and paid at Grid 28 on the wage schedule.

3. Residual Amount for "Unclassified Positions" and "Layered Over Positions" – Year 2

An amount of \$274,039 will be held as a residual amount for Unclassified and Layered Over positions in Year 2. The parties will agree on a process to assess these positions by June 30, 2019.

4. Night Shift Premiums

The parties have agreed to implement Night Shift Premiums as per the Facilities Collective Agreement (2019-2022) as follows on the first pay period after April 1, 2019:

For employees scheduled under Article 14:

"Employees working the night shift shall be paid a shift differential of two dollars (\$2.00) per hour for the entire shift worked. Night shift will be defined as any shift in which the major portion occurs between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours)."

For employees scheduled under Article 15:

Night shift premiums shall only apply to employees scheduled to work Live-in, Overnight Shifts and Fixed Shifts as follows:

**15.14 Live-in and Overnight Shifts**

(a) *Compensation*

Live-in shifts shall be paid at a minimum of 13 hours or more if purchased by the purchaser of the service, at the employee's regular rate of pay. For Live-in shifts, all hours worked between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours) shall be paid a night shift differential of two dollars (\$2.00) per paid hour (maximum 8 hours per Live-in shift). All hours paid shall be used in the determination of benefit entitlement and seniority. Employees shall receive two consecutive days off after five consecutive days worked in one week.

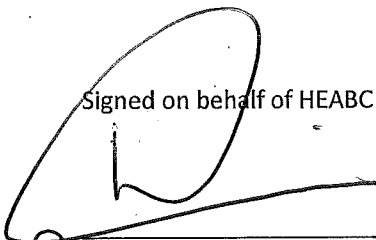
Overnight shifts shall be paid at a minimum of 10 hours or more if purchased by the purchaser of the service, at the employee's regular rate of pay. For Overnight shifts, all hours worked between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours) shall be paid a night shift differential of two dollars (\$2.00) per paid hour (maximum 8 hours per Overnight shift). All hours paid shall be used in the determination of benefit entitlement and seniority. Employees shall receive two consecutive days off after five consecutive days worked in one week. Upon request, the hours purchased by the purchaser of live-in shifts and overnight shifts will be provided to the Union for all clients.

Fixed Shifts (Article 15.3 (b) (1))

"Employees working the night shift shall be paid a shift differential of two dollars (\$2.00) per hour for the entire shift worked. Night shift will be defined as any shift in which the major portion occurs between 12:00 Midnight (2400 hours) and 8:00 A.M. (0800 hours).

Night Shift Premiums will increase to \$2.25/hour on the first pay period after April 1, 2020 and \$2.50/hour on the first pay period after April 1, 2021.

Signed on behalf of HEABC



Paul Lin, HEABC

Dated this 28<sup>th</sup> of March, 2019

Signed on behalf of the CBA



Brent Camilleri, Spokesperson  
CBA

**SCHEDULE A**  
**Re: Grid & Benchmark Titles**

<b>GRID</b>	<b>BENCHMARK TITLE</b>	<b>GRID</b>	<b>BENCHMARK TITLE</b>
1	AS1 - Administrative Support 1	21	AW - Activity Worker
1	CHW1 - Community Health Worker 1	21	CHW2 - Community Health Worker 2
1	FSW - Food Service Worker	21	RCA - Resident Care Aide
1	HSK - Housekeeper	21	SW1 - Support Worker 1
1	T1 - Transport 1	22	SEW - Supported Employment Worker
2	AS2 - Administrative Support 2	23	AT1 - Audiometric Technician 1
2	CRC - Community Retail Clerk	23	DT - Dialysis Technician
2	DSP - Dispatcher	24	VC - Volunteer Coordinator
2	FC1 - Financial Clerk 1	25	AS4 - Administrative Support 4
2	T2 - Transport 2	26	S1 - Scheduler 1
3	CSA - Custodian/Security Attendant	27	MM3 - Materials Management 3
4	T3 - Transport 3	28	RHA - Rehabilitation Assistant
5	AS3 - Administrative Support 3	29	AT2 - Audiometric Technician 2
6	MM1 - Materials Management 1	30	PC1 - Program Coordinator 1
7	CRS - Community Retail Supervisor	31	AC - Activity Coordinator
7	MW - Maintenance Worker	31	GF - Group Facilitator
7	TA - Therapy Aide	31	HSSS - Home Support Services Supervisor
8	HUA - Health Unit Aide	31	INS - Instructor
9	CK1 - Cook 1	32	S2 - Scheduler 2
9	DA - Dental Assistant	33	ADV - Advocate
10	FC2 - Financial Clerk 2	33	DW2 - Detox Worker 2
10	TS - Transportation Scheduler	33	FRW - Family Resource Worker
11	ITA1 - Information Technology Administrator 1	33	SSW - Shelter Support Worker
12	CK2 - Cook 2	34	SW2 - Support Worker 2
12	HRT - Health Records Technician	35	RC - Residence Coordinator
12	INT - Interpreter	36	AS5 - Administrative Support 5
13	CK3 - Cook 3	37	FCA1 - Financial/Contract Administrator 1
14	PA - Pharmacy Assistant	38	PC2 - Program Coordinator 2
15	RBA - Resident Building Attendant	39	AA1 - Accounting Administrator 1
16	AA - Activity Assistant	40	AA2 - Accounting Administrator 2
17	LA - Laboratory Assistant	40	FCA2 - Financial/Contract Administrator 2
18	LT - Library Technician	41	AS6 - Administrative Support 6
18	MM2 - Materials Management 2	41	RA - Research Analyst
19	CDA - Certified Dental Assistant	42	ITA2 - Information Technology Administrator 2
20	DW1 - Detox Worker 1	43	ITA3 - Information Technology Administrator 3
20	PAD - Payroll Administrator	44	ITA4 - Information Technology Administrator 4
20	SCCW - Supported Child Care Worker		

**Community Subsector Wage Schedule**  
**Effective the First Pay Period after April 1, 2019**  
**Low Wage Redress & 2.0% General Wage Increase**

Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$18.23	\$18.87	\$19.52
2	\$18.23	\$18.87	\$19.52	\$20.16
3	\$18.23	\$18.87	\$19.52	\$20.16
4	\$18.87	\$19.52	\$20.16	\$20.83
5	\$19.23	\$19.93	\$20.57	\$21.24
6	\$0.00	\$19.87	\$20.57	\$21.28
7	\$18.87	\$19.52	\$20.16	\$20.83
8	\$19.55	\$20.23	\$20.88	\$21.58
9	\$19.62	\$20.30	\$20.96	\$21.66
10	\$19.52	\$20.16	\$20.83	\$21.45
11	\$20.83	\$21.45	\$22.11	\$22.77
12	\$20.03	\$20.68	\$21.37	\$22.01
13	\$20.16	\$20.83	\$21.45	\$22.11
14	\$20.63	\$21.30	\$22.01	\$22.67
15	\$20.62	\$21.34	\$22.03	\$22.76
16	\$20.75	\$21.44	\$22.08	\$22.76
17	\$20.95	\$21.63	\$22.35	\$23.02
18	\$21.07	\$21.78	\$22.43	\$23.12
19	\$22.07	\$22.78	\$23.46	\$24.14
20	\$21.49	\$22.13	\$22.82	\$23.49
21	\$21.48	\$22.14	\$22.83	\$23.49
22	\$22.77	\$23.40	\$24.07	\$24.70
23	\$21.81	\$22.46	\$23.16	\$23.84
24	\$21.77	\$22.42	\$23.09	\$23.72
25	\$22.15	\$22.84	\$23.55	\$24.23
26	\$22.23	\$22.88	\$23.57	\$24.23
27	\$22.77	\$23.40	\$24.07	\$24.70
28	\$23.23	\$23.87	\$24.53	\$25.17
29	\$22.77	\$23.40	\$24.07	\$24.70
30	\$23.24	\$23.93	\$24.65	\$25.32
31	\$23.33	\$23.98	\$24.67	\$25.32
32	\$23.70	\$24.35	\$25.03	\$25.69
33	\$24.35	\$25.03	\$25.75	\$26.42
34	\$24.38	\$25.05	\$25.75	\$26.42
35	\$25.14	\$25.80	\$26.49	\$27.15
36	\$26.05	\$26.77	\$27.55	\$28.27
37	\$26.27	\$26.93	\$27.61	\$28.27
38	\$27.29	\$27.95	\$28.61	\$29.27
39	\$27.29	\$27.95	\$28.61	\$29.27
40	\$28.93	\$29.58	\$30.23	\$30.91
41	\$28.75	\$29.44	\$30.14	\$30.84
42	\$31.67	\$32.55	\$33.49	\$34.37
43	\$34.29	\$35.13	\$35.96	\$36.79
44	\$34.61	\$35.31	\$36.06	\$36.79

Increment progression for all classifications under the agreement shall be as follows:

Grids 1, 6	
Step 1	N/A
Step 2	Up to and including one year, or Up to and including 1950 hours
Step 3	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 4	More than two years, or Over 3900 hours
Grids 2-5, 7-44	
Step 1	Up to and including one year, or Up to and including 1950 hours
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 3	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours
Step 4	More than three years, or Over 5850 hours

**Community Subsector Wage Schedule**  
**Effective the First Pay Period after April 1, 2020**  
**Low Wage Redress & 2.0% General Wage Increase**

Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$18.59	\$19.25	\$19.91
2	\$18.59	\$19.25	\$19.91	\$20.56
3	\$18.65	\$19.31	\$19.97	\$20.63
4	\$19.38	\$20.05	\$20.70	\$21.39
5	\$19.72	\$20.43	\$21.09	\$21.78
6	\$0.00	\$20.70	\$21.42	\$22.16
7	\$20.08	\$20.77	\$21.45	\$22.16
8	\$20.36	\$21.07	\$21.74	\$22.47
9	\$20.43	\$21.13	\$21.82	\$22.55
10	\$20.52	\$21.19	\$21.90	\$22.55
11	\$21.25	\$21.88	\$22.55	\$23.23
12	\$20.86	\$21.53	\$22.25	\$22.92
13	\$21.26	\$21.96	\$22.62	\$23.31
14	\$21.49	\$22.19	\$22.93	\$23.61
15	\$21.48	\$22.23	\$22.95	\$23.71
16	\$21.62	\$22.34	\$23.00	\$23.71
17	\$21.82	\$22.52	\$23.27	\$23.97
18	\$21.94	\$22.68	\$23.36	\$24.08
19	\$22.51	\$23.24	\$23.93	\$24.62
20	\$22.39	\$23.06	\$23.78	\$24.47
21	\$22.38	\$23.07	\$23.79	\$24.47
22	\$23.23	\$23.87	\$24.55	\$25.19
23	\$22.72	\$23.39	\$24.12	\$24.83
24	\$22.79	\$23.47	\$24.17	\$24.83
25	\$23.07	\$23.79	\$24.53	\$25.24
26	\$23.15	\$23.83	\$24.55	\$25.24
27	\$23.26	\$23.91	\$24.59	\$25.24
28	\$23.69	\$24.35	\$25.02	\$25.67
29	\$23.98	\$24.64	\$25.35	\$26.01
30	\$24.20	\$24.92	\$25.67	\$26.37
31	\$24.29	\$24.97	\$25.69	\$26.37
32	\$24.68	\$25.36	\$26.07	\$26.75
33	\$25.37	\$26.08	\$26.83	\$27.53
34	\$25.40	\$26.10	\$26.83	\$27.53
35	\$26.19	\$26.87	\$27.59	\$28.28
36	\$27.14	\$27.89	\$28.70	\$29.45
37	\$27.37	\$28.05	\$28.76	\$29.45
38	\$27.84	\$28.51	\$29.18	\$29.86
39	\$27.84	\$28.51	\$29.18	\$29.86
40	\$29.51	\$30.17	\$30.83	\$31.53
41	\$29.95	\$30.67	\$31.40	\$32.13
42	\$32.98	\$33.90	\$34.88	\$35.80
43	\$35.72	\$36.60	\$37.46	\$38.33
44	\$36.06	\$36.79	\$37.57	\$38.33

Increment progression for all classifications under the agreement shall be as follows:

Grids 1, 6	
Step 1	N/A
Step 2	Up to and including one year, or Up to and including 1950 hours
Step 3	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 4	More than two years, or Over 3900 hours
Grids 2-5, 7-44	
Step 1	Up to and including one year, or Up to and including 1950 hours
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 3	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours
Step 4	More than three years, or Over 5850 hours

Community Subsector Wage Schedule				
Effective the First Pay Period after April 1, 2021				
Low Wage Redress & 2.0% General Wage Increase				
Grid	Step 1	Step 2	Step 3	Step 4
1	\$0.00	\$19.29	\$19.98	\$20.66
2	\$19.04	\$19.71	\$20.39	\$21.05
3	\$19.39	\$20.08	\$20.76	\$21.45
4	\$20.16	\$20.85	\$21.53	\$22.25
5	\$20.50	\$21.24	\$21.92	\$22.64
6	\$0.00	\$21.54	\$22.28	\$23.05
7	\$20.89	\$21.61	\$22.32	\$23.05
8	\$21.18	\$21.92	\$22.62	\$23.38
9	\$21.25	\$21.98	\$22.70	\$23.46
10	\$21.35	\$22.04	\$22.78	\$23.46
11	\$21.68	\$22.32	\$23.00	\$23.69
12	\$21.70	\$22.40	\$23.15	\$23.84
13	\$22.11	\$22.84	\$23.53	\$24.25
14	\$22.35	\$23.08	\$23.84	\$24.55
15	\$22.34	\$23.12	\$23.87	\$24.66
16	\$22.49	\$23.24	\$23.92	\$24.66
17	\$22.70	\$23.43	\$24.21	\$24.94
18	\$22.82	\$23.59	\$24.30	\$25.04
19	\$22.96	\$23.70	\$24.41	\$25.11
20	\$23.29	\$23.98	\$24.73	\$25.45
21	\$23.27	\$23.99	\$24.74	\$25.45
22	\$23.69	\$24.35	\$25.04	\$25.69
23	\$23.64	\$24.33	\$25.09	\$25.83
24	\$23.71	\$24.42	\$25.15	\$25.83
25	\$24.00	\$24.75	\$25.52	\$26.26
26	\$24.08	\$24.79	\$25.54	\$26.26
27	\$24.20	\$24.87	\$25.58	\$26.26
28	\$24.57	\$25.25	\$25.95	\$26.62
29	\$24.94	\$25.63	\$26.37	\$27.05
30	\$25.17	\$25.92	\$26.70	\$27.43
31	\$25.27	\$25.97	\$26.72	\$27.43
32	\$25.68	\$26.39	\$27.12	\$27.83
33	\$26.38	\$27.12	\$27.90	\$28.63
34	\$26.42	\$27.14	\$27.90	\$28.63
35	\$27.24	\$27.95	\$28.70	\$29.42
36	\$28.23	\$29.01	\$29.85	\$30.63
37	\$28.47	\$29.17	\$29.91	\$30.63
38	\$28.56	\$29.25	\$29.93	\$30.63
39	\$28.60	\$29.28	\$29.97	\$30.67
40	\$30.60	\$31.29	\$31.97	\$32.70
41	\$31.14	\$31.89	\$32.65	\$33.41
42	\$34.30	\$35.26	\$36.27	\$37.23
43	\$37.15	\$38.06	\$38.96	\$39.86
44	\$37.50	\$38.26	\$39.07	\$39.86

Increment progression for all classifications under the agreement shall be as follows:

Grids 1, 6	
Step 1	N/A
Step 2	Up to and including one year, or Up to and including 1950 hours
Step 3	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 4	More than two years, or Over 3900 hours
Grids 2-5, 7-44	
Step 1	Up to and including one year, or Up to and including 1950 hours
Step 2	More than one year and up to and including two years, or Over 1950 hours up to and including 3900 hours
Step 3	More than two years and up to and including three years, or Over 3900 hours up to and including 5850 hours
Step 4	More than three years, or Over 5850 hours

## Schedule B

This Schedule is for INFORMATIONAL PURPOSES ONLY to illustrate the CBA-FBA benchmark/grid matches as agreed to by the parties.

CBA Benchmark	FBA Comparator	FBA Grid
Accounting Administrator 1	Accountant I	SD34
Accounting Administrator 2	Accountant II	SD39
Activity Assistant	Activity Worker I	20
Activity Coordinator	Program Coordinator I (Rec)	27
Activity Worker	Activity Worker II	22
Administrative Support 1	Clerk II, Receptionist	7
Administrative Support 2	Clerk III, Receptionist	11
Administrative Support 3	Secretary	15
Administrative Support 4	Administrative Secretary	24
Administrative Support 5	Administrative Assistant	35
Administrative Support 6	FBA Grid 42	42
Advocate	Social Service Assistant II	30
Audiometric Technician 1	FBA Grid 23	23
Audiometric Technician 2	FBA Grid 26	26
Certified Dental Assistant	Certified Dental Assistant	21
Community Health Worker 1	FBA Grid 10	10
Community Health Worker 2	Nursing Assistant I	22
Community Retail Clerk	FBA Grid 11	11
Community Retail Supervisor	Clerk IV, Head Cashier	16
Cook 1	Cook I	17
Cook 2	Cook II	18
Cook 3	Cook III	19
Custodian/Security Attendant	Building Security Officer and Custodial Attendant	12
Dental Assistant	Dental Assistant	17
Detox Worker 1	Nursing Assistant I	22
Detox Worker 2	Social Service Assistant II	30
Dialysis Technician	Renal Dialysis Tech I	23
Dispatcher	FBA Grid 11	11
Family Resource Worker	Social Service Assistant II	30
Financial Clerk 1	Clerk III, Accounts Receivable/payable	11
Financial Clerk 2	Clerk IV, Accounts Payable / Clerk II, Accounts Receivable / Clerk IV, Payroll	17
Financial/Contract Administrator 1	FBA Grid 35	35
Financial/Contract Administrator 2	Accountant 2	SD39
Food Service Worker	FBA Grid 9	9
Group Facilitator	Program Coordinator	27
Health Records Technician	Health Records Tech	18
Health Unit Aide	Nursing Assistant I (Sterile Supply)	SD16
Home Support Services Supervisor	Program Coordinator I (Rec)	27
Housekeeper	Housekeeping Aide	10
Information Technology Administrator 1	Computer Operator II	SC13
Information Technology Administrator 2	Computer Tech Support II	MB32

## Schedule B

This Schedule is for INFORMATIONAL PURPOSES ONLY to illustrate the CBA-FBA benchmark/grid matches as agreed to by the parties.

CBA Benchmark	FBA Comparator	FBA Grid
Information Technology Administrator 3	Programmer/ Systems Analyst III	MB34
Information Technology Administrator 4	Programmer/ Systems Analyst III	MB34
Instructor	FBA Grid 27	27
Interpreter	FBA Grid 18	18
Laboratory Assistant	Lab Assistant II (A)	SD18
Library Technician	FBA Grid 21	21
Maintenance Worker	Maintenance Worker III	16
Materials Management 1	Clerk IV, Purchasing	16
Materials Management 2	Clerk V, Purchasing	21
Materials Management 3	Clerk VI, Purchasing	24
Payroll Administrator	Payroll Supervisor I	22
Pharmacy Assistant	Pharmacy Assistant I	SB18
Program Coordinator 1	Program Coordinator I (Rec)	27
Program Coordinator 2	FBA Grid 35	35
Rehabilitation Assistant (NEW)	Rehabilitation Assistant	25
Research Analyst	FBA Grid 42	42
Residence Coordinator	FBA Grid 32	32
Resident Building Attendant	Maintenance Worker IV (Charge)	20
Resident Care Aide	Nursing Assistant I	22
Scheduler 1	Clerk IV, Staffing	24
Scheduler 2	Staffing Coordinator	28
Shelter Support Worker	Social Service Assistant II	30
Support Worker 1	Nursing Assistant I/ Social Svc Assistant I	22
Support Worker 2	Social Service Assistant II	30
Supported Child Care Worker	Nursing Assistant I	22
Supported Employment Worker	Social Service Assistant I	22
Therapy Aide	Nursing Assistant I (Therapy Aide)	16
Transport 1	Transportation Attendant I	10
Transport 2	Transportation Attendant II	11
Transport 3	Transportation Attendant III	14
Transportation Scheduler	FBA Grid 17	17
Volunteer Coordinator	Coordinator of Volunteers I	23

**Note:**

Due to wage grid consolidation in the FBA, Administrative Support Worker 1 and Food Service Worker were placed at FBA Grid 9 in April, 2019, and then at Grid 10 in April, 2020.



**CLASSIFICATION GRID:** 28  
**BENCHMARK NUMBER:** 82000

**BENCHMARK TITLE:** REHABILITATION ASSISTANT  
**JOB FAMILY:** CLIENT SERVICES

**SCOPE AND LEVEL DEFINITION**

Under the clinical direction of a therapist such as physiotherapist, occupational therapist and/or speech language pathologist; performs therapeutic treatment as part of an approved rehabilitative treatment plan/program; assists therapist in monitoring therapeutic plans and client's response to the treatment plan.

**TYPICAL FUNCTIONS AND RESPONSIBILITIES**

1. Provides support to clients by implementing treatments and techniques such as therapeutic exercise, functional skills training in activities of daily living, safety training, physical tests such as Berg Balance test, Timed Up and Go test, and/or speech related tests, electro-physical agents, hydrotherapy, thermal and mechanical modalities, cardio-respiratory and neuromotor techniques, mobility training including the use of gait aids and devices, cognitive retraining, language and communication therapy.
2. Observes, reports and documents cognitive and functional changes in client status; progresses and/or regresses treatment within parameters established by the therapist and reports adverse reactions. Provides input regarding client needs, performance, progress, and recommends changes to rehabilitation plans, physical environment and procedures; adapts equipment and environment as necessary.
3. Assists in the fabrication and modification of splints, seating and exercise devices, mobility and Assistive devices. Demonstrates, sets up and adapts equipment and/or devices such as augmentative and alternative communication devices. Provides instruction and guidance to clients and families in the use, care and troubleshooting of assistive equipment and devices.
4. Prepares materials and activities for therapy sessions and identifies environmental factors that may interfere with treatment plan; orients clients and provides information about relevant service policies. Sets up and cleans equipment and space. Maintains inventories of related supplies.
5. Informs families, community volunteers and recreation program staff about clients' functional abilities, safety precautions and risk factors.
6. Identifies available social, economic, recreational and educational resources for clients and families by liaising with community organizations to obtain program information as requested.
7. Performs other related duties as assigned.

**QUALIFICATIONS****Typical Education, Training, and Experience**

- Grade 12

- Rehabilitation Assistant Program
- Recent, related experience of one (1) year
- Or an equivalent combination of education, training, and experience
- Or other Qualifications determined to be reasonable and relevant to the level of work

**Typical Skills and Abilities**

- Ability to work independently and in cooperation with others
- Ability to communicate effectively, both verbally and in writing
- Ability to organize and prioritize work
- Ability to observe and recognize changes in clients
- Ability to establish and maintain rapport with clients
- Ability to operate related equipment, including computer software programs
- Physical ability to carry out the duties of the position