NSGEU LOCAL 77
Summary of changes to negotiated Collective Agreement (ratified on September 2, 2015)

**Term of Agreement**
3 year term – July 1, 2014 to June 30, 2017

**Effective Date**
Date of Ratification by both parties – September 2, 2015

**Increases to Wage Rates**
<table>
<thead>
<tr>
<th>Date</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 1, 2014</td>
<td>2%</td>
</tr>
<tr>
<td>July 1, 2015</td>
<td>1.75%</td>
</tr>
<tr>
<td>July 1, 2016</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

**NEW IT Classifications – Effective July 1, 2015 - additional 1% increases on July 1, 2015 and July 1, 2016**
- Senior Information Technologist SIT 1 – specific IT positions from T-8
- Senior Information Technologist SIT 2 – specific IT positions from T-9
- Senior Information Technologist SIT 3 – specific IT positions from T-10

**Leave for Medical/Dental Appointments:**
- NEW – 2 days of paid leave for medical/dental appointments that cannot be scheduled outside of working hours. Time taken from sick leave.

**NEW Weekend Premium:**
- $1.50 per hours for all hours worked when half or more of such hours fall between 12.01 am Saturday and 7 am Monday. Not applied to overtime hours. Employee can receive both shift and weekend premiums.

**Vacation:**
- 2 additional vacation days beginning in 25th anniversary vacation year.
- **Employees hired on or after June 1, 2015:** Will be able to take vacation in the same vacation year it is earned (Employees have to be non-probationary)

**Bereavement Leave:**
- 5 day entitlement expanded to include step-child, ward of employee, grandchild, or a relative permanently residing with Employee.
- 3 day entitlement expanded to include – son-in-law, daughter-in-law, sibling-in-law (immediate), step-siblings
- 1 day – NEW entitlement – aunt, uncle, niece, nephew, sibling-in-law (extended), foster parent, grandparent of spouse.
- Travel – NEW travel time if funeral or memorial more than 200 kms away for 3 days and 1 day entitlements only.

**Increasing Work Hours from 32.5 to 35 (NEW MOA)**
- Only increases if mutually agreed between employee and manager.
- A trial for the duration of the agreement
- An ad hoc committee established to review

**Diversity and Inclusion (NEW MOA)**
- NEW MOA – new joint committee to discuss diversity and inclusion in the bargaining unit