
BARGAINING REPORT

HIGHLIGHTS OF THE TENTATIVE AGREEMENT

Between

CTV OTTAWA (CJOH-TV)

And

UNIFOR AND ITS LOCAL 715-M



After meeting with the Employer, your Bargaining Committee is pleased to report that we have reached a Tentative Collective agreement with CTV Ottawa (CJOH-TV).
The Committee unanimously recommends acceptance of the terms herein.

Véronique Prévost
National Representative

Marlene Pauly
Bargaining Committee Member

Shaun Vardon
Bargaining Committee Member

Peter Szperling
Local President

Brenda Woods
Bargaining Committee Member

VP/vdg-cope 343

ARTICLE 4: UNION RIGHTS

When an employee is required to attend Union functions or company meetings, workload for that shift will be adjusted or modified as required.

ARTICLE 8: SENIORITY RIGHTS

8.4.2 An employee about to be laid off (Workforce Reduction) may apply their Union seniority and revert to another job classification in the Company, provided that, in the opinion of the Company, the employee may be trained in a reasonable length of time to perform the duties in the other job classification. The employee shall be trained and then revert to that classification subject to the following conditions:

a) A reasonable length of time shall be four (4) weeks; **during this training time the employee will receive regular feedback on their progress from management.**

8.4.3 An employee about to be laid off (Workforce Reduction) who has the Union Seniority, and who in the opinion of the Company may be trained in a reasonable period of time, shall be trained to fill a vacant position and then revert to that new position, subject to the following conditions:

a) A reasonable length of training time shall be four (4) weeks; **during this training time the employee will receive regular feedback on their progress from management.**

ARTICLE 10: EMPLOYEE BENEFITS

10.5.1 Family leave/Personal leave

As per the Canada Labour Code, specific requests for family related leave shall be granted to an employee who is required to be absent to care for a sick child or other dependent family member, to accompany a child, or spouse, **common law partner**, to a medical appointment, to make alternate arrangements when caregivers are sick and, other family emergencies. Employees shall be entitled to such leave with pay for up to **three (3) paid days and two (2) unpaid** days per calendar year. New employees shall be entitled to such leave after three (3) months of continuous employment. Once employees have used up their full entitlement of family leave for the year, an employee may ask to use banked time or annual leave to supplement family leave requests.

Note: Company maintains the usage of full or half days as per the CLC – The membership still has the ability to use increments of time with vacation time, banked overtime etc. Flexibility and system access is available but not with Personal Days.

11.2.1 Per Diems

Breakfast **\$17.00**
Lunch **\$25.00**
Dinner **\$34.00**
Subsequent **\$17.00**

ARTICLE 12: HOLIDAYS AND ANNUAL VACATION

12.1 Holidays and Holiday Pay

The National Day for Truth and Reconciliation (Sept 30th)

12.3 Annual Vacation

Years of Service	Vacation Days
Less than 1	1.5 days (12 hours) per month (max. 15 days/120 hrs.)

1-6 years	15 days (120 hours)
7-11 years	20 days (160 hours)
12-17 years	23 days (184 hours)
18-24 years	25 days (200 hours)
25 years and over	30 days (240 hours)

12.4.3 Vacation periods shall be scheduled between May 15th and October 15th, and preference shall be given **to** employees on the basis of Company seniority within the job classification. In order to ensure that as many employees as possible enjoy vacation periods of their choice, it is agreed that where employees seek to split their vacation entitlement into more than one time period, all employees shall be afforded their right of preference for their first time period (of up to three [3] consecutive weeks) before seniority preference is given to an employee's choice for a second or subsequent period.

The employee's application shall be submitted in writing, on a form prescribed by the Company, by April 1st. Vacation requests shall be approved by **April 15th** of each year. Conflicts in vacation preference shall be identified as soon as possible to the employees concerned so that accommodations can be made.

Vacations may be granted outside the vacation period when requested by the employee and approved by the Company. Applications outside of the vacation period will not be unreasonably denied. Such requests will also be given preference based on Company seniority within the job classification as described above. An employee's application for vacation leave between October 15th and May 15th shall be submitted in writing, on a form prescribed by the Company, by September 1st and such requests shall be approved by **September 15th** of each year.

12.7 Banked overtime Program

Legacy employees will have an ongoing cap of 240 hours, all new hires as of ratification date will have an ongoing cap of 80 hours.

ARTICLE 14 – HOURS AND SCHEDULING OF WORK

The company will schedule the necessary time to complete “mandatory” Bellnet / HR courses and modules.

LETTERS OF AGREEMENT

Renew

LETTER OF AGREEMENT #1: ANTI-HARASSMENT

LETTER OF AGREEMENT #2: PRINCIPLES (part of Article 8.4.1)

LETTER OF AGREEMENT #3: SENIORITY LIST

LETTER OF AGREEMENT #4: SPEED UP

LETTER OF AGREEMENT #5: PENSION PLAN

LETTER OF AGREEMENT #6: MAKE-UP ARTIST: LESLIE-ANNE BARRETT – No longer applicable - **Remove**

LETTER OF AGREEMENT #8: JURISDICTION

LETTER OF AGREEMENT #9: VIDEO EXCHANGE

LETTER OF AGREEMENT #10: PERSONAL HANDHELD DEVICES

LETTER OF AGREEMENT #12: ENGINEERING

LETTER OF AGREEMENT #13: DRONE OPERATIONS

LETTER OF AGREEMENT #14: VOLUNTARY SEVERANCE PACKAGES

LETTER OF AGREEMENT #16: COMPANY/UNION COMMUNICATIONS

LETTER OF AGREEMENT #17: PAID EDUCATION LEAVE – **UPDATE ADDRESS**

LETTER OF AGREEMENT #18: WOMEN’S ADVOCATE PROGRAM

LETTER OF AGREEMENT #7: REMOTE ASSIGNMENT ASSISTANCE

Assistance – ~~In the operation of ENG- EFP cameras, Microwave Truck, Satellite Truck, and Multi-Skilled Journalists, and related equipment,~~ **When working in the field it is understood that employees will not be unreasonably denied assistance when it is requested. The safety of the operator, other employees and the public shall take precedence over all other considerations.**

LETTER OF AGREEMENT #11: CREATIVE SERVICES

The Company agrees that **one (1)** position will remain in the Local 715M bargaining unit for the present incumbent Catherine Chapin. The Union agrees that all Creative Services work performed will be non-exclusive in nature so that members of either Local 78M or Local 715M can assist each other in the organization, execution and completion of work. **If a vacancy occurs or a second position is created within Creative services. the company agrees to hire into Local 715M.**

LETTER OF AGREEMENT #15: OUTERWEAR CLOTHING

- **The union will engage the company in a discussion about Outerwear in one of the Joint Committee Management and Union meetings (Not to be included in the CBA)**
- **MSJ's can purchase up to \$150 in raingear using their current annual clothing allowance – added to the MSJ Shared agreement below**
- **For the term of the agreement, Floaters will be eligible to receive up to \$150 to purchase raingear and will be reimbursed upon the submission of receipts.**
- **Included TPC's in this agreement**

LETTER OF AGREEMENT #20 VIEWER VIDEO/SOCIAL MEDIA CONTENT

In the interest of expanding, supplementing and augmenting local news coverage, it is agreed between the Company and the Union that any viewer video/social media content from an outside contributor can capture breaking news content using a personal hand-held device for use on air or on digital platforms.

It is understood that non-breaking viewer video/social media content may be used to augment/supplement coverage/newscast.

The Company agrees that it shall not use these resources to circumvent the provisions of Article 9.1, except that avoiding the payment of premiums and penalties under this agreement is allowable as it relates to this LOA.

LETTER OF AGREEMENT #21 – BANKED TIME

Any employee hired prior to the date of ratification, August 14, 2024, will maintain an ongoing cap of 240 hours of banked time at any given time.

SIDE LETTER OF UNDERSTANDING #3

Employees required to work from their vehicle will not be held responsible in the event of theft or damage of equipment that is not directly related to employee negligence.

REMOVE OUTSTANDING GRIEVANCES RELATED TO:

- **LETTERS OF AGREEMENT #9: VIDEO EXCHANGE**
- **LETTERS OF AGREEMENT #10: PERSONAL HANDHELD DEVICES:**

DURATION AND GENERAL WAGE INCREASES

Duration

Three-year term expiring December 31, 2026

Wage Increases

2% wage increase retroactive to January 1, 2024 (and \$1000 signing bonus upon ratification)

2% wage increase on January 1, 2025

2% wage increase on January 1, 2026

Note

- **Salary increases will be SAP calculated and will be rounded**
- **Retroactive compensation to January 1, 2024, shall be applied to regular and overtime wages to all employees who are active on the date of the ratification.**

APPENDIX B – LETTER OF AGREEMENT, MULTI-SKILLED JOURNALIST

WHEREAS the parties agree that to better address the growing multi-platform consumption habits of local news consumers, a more innovative approach to local news coverage is required.

WHEREAS CTV Ottawa (CJOH TV) (hereinafter referred to as the “Company”) UNIFOR LOCAL 715M and the OTTAWA NEWSPAPER GUILD LOCAL 30205 wish to set out the terms of their agreement herein.

NOW THEREFORE the parties agree as follows:

At CTV Ottawa (CJOH TV), addressing the growing multi-platform consumption habits of local news consumers will be achieved in part through the creation of a new “Multi-Skilled Journalist (MSJ)” role/job classification which moving forward will exist in both the UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreements.

JOB FUNCTION

The “Multi-Skilled Journalist (MSJ)” will be responsible for all local newsgathering and local news reporting functions at CTV Ottawa (CJOH TV). This includes, but is not limited to, the shooting/ writing/performing/editing of packaged news stories, video/audio recordings, interview clips, still photography and news copy and filing these local news items to all platforms – Television, Radio and Digital. A detailed job description for the position is attached as Appendix A of this agreement.

The “Multi-Skilled Journalist (MSJ)” role/job classification replaces the current UNIFOR LOCAL 715M “ENG Camera/Editor” role/job classification as well as the current OTTAWA NEWSPAPER GUILD LOCAL 30205 “Reporter/Editor/Producer” role/job classification.

The parties agree that MSJ’s will not be required to perform the work of another classification in addition to the work of an MSJ in any single shift. If an MSJ is required to backfill another classification, due to unforeseen circumstances, they will not perform the functions of an MSJ for that shift but, as per current practice, can still “front” packaged news stories during the same shift using material gathered from other sources. “Fronting” is restricted to the reading/writing of a news story. It is agreed that the intent of this language is not to deprive members of the opportunity for overtime, nor is it a mechanism for the Company to eliminate permanent full-time positions, or to prevent the hiring of permanent full-time employees.

STRUCTURE

At the time of agreement on the creation of the “Multi-Skilled Journalist (MSJ)” role/job classification in each of the UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreements, there will be an equitable split in the number of positions between the union locals.

When combined with newly created and existing “digital news” roles in each union local, the split in local newsgathering staff is equal as per the breakdown below.

UNIFOR LOCAL 715M

Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Pembroke)
Electronic Graphic Artist – Digital
Electronic Graphic Artist – Digital
Electronic Graphic Artist – Digital

OTTAWA NEWSPAPER GUILD LOCAL 30205

Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Ottawa)
Multi-Skilled Journalist (Kingston)
Multi-Skilled Journalist (Brockville)
Reporter/Editor/Producer – Digital
Reporter/Editor/Producer – Digital
Reporter/Editor/Producer – Digital

Understanding that it is at the sole discretion of the Employer to determine staffing requirements, when a vacancy occurs in the “Multi-Skilled Journalist (MSJ)” job classification the position will be filled in either UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 based on the particular union membership of the previous incumbent.

In the event that a workforce reduction is required in the “Multi-Skilled Journalist (MSJ)” job classification, UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 seniority lists for the position will be combined and the workforce reduction shall proceed in inverse order of respective union seniority. Staff impacted by the workforce reduction will then revert to their particular UNIFOR LOCAL 715M or OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreement for applicable workforce reduction terms and provisions.

In the event that a workforce increase is required within the “Multi-Skilled Journalist (MSJ)” job classification, in Ottawa, these will alternate between UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 with the number in each unit remaining as equitable as possible at all times.

It is agreed by all parties that it is a job requirement for “Regional Multi-Skilled Journalist (MSJ)” staff working in Kingston, Brockville and Pembroke to reside in the immediate vicinity of the communities that they serve. “Regional Multi-Skilled Journalists (MSJs)” that are laid off and bump into the Ottawa market will have their “home base” reset as the National Capital Region, meaning any travel time or travel expenses related to getting to and from work become the sole responsibility of the employee should they decide not to relocate.

Should an MSJ vacancy occur in the Ottawa market, “Regional Multi-Skilled Journalists (MSJs)” will be given first consideration for this vacancy. Regional MSJs hired in the Ottawa market will carry their union seniority with them when hired.

GENERAL WORKING CONDITIONS

The normal work product output for each “Multi-Skilled Journalist (MSJ)” is six (6) items per day. This includes the daily production of two (2) television news items, **three (3)** ~~two (2)~~ digital news items, one (1) radio news item and ~~the posting of item updates/final television news items to social media across multiple platforms (considered one (1) item).~~

In addition, all “Multi-Skilled Journalists (MSJ)” will be required to perform live duties, for one or both of CTV News at Five and Six, depending on editorial requirements. At the discretion of the News Director or their designate, work product output will be reduced to five (5) items or less per day when a “Multi-Skilled Journalist (MSJ)” is assigned a news feature item. The complement of items required per day can vary based on breaking news, assignment, or feature items.

Each “Multi-Skilled Journalist (MSJ)” will participate in the newsroom morning editorial meeting ~~held at 10AM each day.~~ Participation in the newsroom afternoon editorial meeting is not required for “Multi-Skilled Journalists (MSJs)” provided each has updated the Assignment Desk on the status of their work assignment in advance of the meeting.

~~The “CTV News @ Noon Producer” Producers will provide Assignment Desk support. The on shift “Reporter/Editor/Producer – Digital” will provide digital support to “Multi-Skilled Journalists (MSJs)” as may be required.~~

The Company agrees to meet quarterly with its “Multi-Skilled Journalists (MSJs)” as a group to review and potentially adjust workload/workflow demands as may be required.

If a “Multi-Skilled Journalist (MSJ)” is required to backfill another role, he/she/they will remain on a 10-hour shift in their regular work week.

HOURS / SCHEDULING OF WORK

The working day for full-time staff in the “Multi-Skilled Journalist (MSJ)” role/job classification shall consist of **nine- and one-half hours (9 1/2)** ~~seven and one-half hours (7 1/2)~~ within **ten (10)** ~~eight (8) hours~~. The other one-half (1/2) hour will be used for a paid meal period, as per the respective collective agreements. The forty (40) hour work week for the position will **be four (4)** ~~five (5)~~ work days scheduled within seven (7) calendar days commencing at 00:01 Sunday of each week. Two (2) daily fifteen (15) minute break periods are to be taken, in and around work duties, at the discretion of each “Multi-Skilled Journalist (MSJ)”. Break periods are not paid if not taken. **Meal periods are to be self-assigned, within the framework of each respective collective agreement. In the event that a meal break is not possible, the member is required to call the assignment desk or news management for pre-approval of a missed meal or to reschedule the meal.**

~~In addition to the above noted eight (8) hours per day (7.5 hours plus paid half hour lunch), each MSJ will work an extra half-hour per day and will be compensated through the talent fee described in the compensation section of this agreement.~~

NB – Not in the Letter of Agreement: Parties understand that the company will endeavor to maintain regular start and end times for day and night shifts.

Schedules are subject to change during peak summer vacation and winter holiday vacation periods in an effort to maximize time off for the members. The Company will make best efforts to keep employees’ regular scheduled days off.

Implementation of the new four day per week/ten-hour day schedule will commence on September 29, 2024. This will follow the already agreed upon summer vacation request period for 2024.

~~The regular tour of duty for “Multi-Skilled Journalists (MSJs)” will be 10:00AM—6:30PM for those assigned a “day shift” and 3:35PM—12:05AM for those assigned an “evening shift”.~~

~~NOTE: The parties agree to reassign “Multi-Skilled Journalist (MSJ)” Dave Charbonneau to a Monday—Friday “day shift” and “Multi-Skilled Journalist (MSJ)” Jackie Perez to a Sunday “day shift”.~~

OVERTIME

- The Employer shall compensate for all assigned overtime as follows:
- At the rate of one and one-half (1 ½) times for the first two and one-half (2 1/2) hours of overtime worked in any one day;
- At the rate of double time for the hours worked past two and one-half (2 1/2) hours of overtime worked in any one day.
- If a “Multi-Skilled Journalist (MSJ)” is required to work on a third (3rd) **consecutive** day off (under the four-day work week), he/she/they will be compensated at a rate of two and one-half (2 1/2) times the basic rate of pay for a minimum of **ten (10)** ~~eight (8)~~ **and any overtime if required.**

Overtime shall be defined as work beyond the unit of hours in the work day or days in the work week or any work performed outside of properly posted scheduled hours.

MODIFIED WORK WEEK

The Company will consider requests from UNIFOR LOCAL 715M “Multi-Skilled Journalists (MSJs)” for a modified work week the same way they consider such requests from members of OTTAWA NEWSPAPER GUILD LOCAL 30205.

Requests shall be submitted to the News Director, or their designate, in writing at least thirty (30) days prior to the commencement of the schedule change and thirty (30) days’ notice shall be given should either the employee or the Company elect to discontinue the modified work week.

Upon return from child care leave, employees choosing to work a modified week shall receive prorated postnatal leave pay as provided by the UNIFOR LOCAL 715M Collective Agreement.

Proposals for a modified work week must be approved by UNIFOR LOCAL 715M prior to the commencement of the schedule change.

COMPENSATION

Wages for the “Multi-Skilled Journalist (MSJ) role/job will be as per Appendix B.

~~MSJs shall additionally be paid a Radio Talent Fee of \$25 per day for every regular tour of duty worked. The Radio Talent Fee will be retroactive to January 1, 2021.~~

MSJs shall be assigned company credit cards to cover pre-approved work-related expenses.

CLOTHING ALLOWANCE

It is agreed, because the role involves on-air work, that all full-time staff in the “Multi-Skilled Journalist (MSJ)” job classification will be entitled to a clothing allowance of \$3,000 per year with this amount payable upon submission of verifiable receipts. Clothing allowances do not cover jewelry or undergarments. Footwear will be supplied based on specific needs. **MSJs can purchase up to \$150 in raingear using their current annual clothing allowance.**

WINTER WEAR CLOTHING

It is agreed that all staff transitioning into the “Multi-Skilled Journalist (MSJ)” role/job classification will be provided with new branded winter coats prior to January 31, 2020 and every three (3) years thereafter. Newly hired “Multi-Skilled Journalist (MSJ)” staff will be supplied with the same no later than the first December 1 following their hire. Should an eligible employee not receive a new winter coat by December 1 in the year they are eligible, the Company will pay each a \$350 penalty.

Winter Safety/Protective Footwear shall be provided to all staff in the “Multi-Skilled Journalist (MSJ)” role/job classification as required with the cost shared 80/20 between the Company and the Employee.

SENIORITY / VACATIONS

Members in the ONG and UNIFOR will maintain their seniority within their Local Union and within the MSJ classification. MSJ vacation selection will be by seniority within each Local union and will not be impacted by the vacation selection of the other Local union.

COLLECTIVE BARGAINING

The parties agree moving forward to jointly bargain with UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 on all matters related to the “Multi-Skilled Journalist (MSJ)” role/job classification with the understanding that, independent of union local, staff performing the same job function at CTV Ottawa (CJOH TV) should be treated equally. This includes, but is not limited to, discussions related to hours and scheduling of work, wage scales, clothing allowances and winter wear clothing.

Upon request by UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205, the Company will release without loss of pay or other benefits two (2) employees from each local for “Multi-Skilled Journalist (MSJ)” for joint negotiation meetings.

The Company also agrees to release with pay and no loss of leave credits or other earned benefits, the two (2) members of the bargaining committee from both UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 for one (1) day upon request on

the Unions, to attend preparatory meetings prior to collective bargaining for “Multi-Skilled Journalist (MSJ)” related articles. A written request for such release shall be submitted fourteen (14) days in advance of the requested day off.

Given that the ONG and UNIFOR have agreed to share the job function of a “Multi-Skilled Journalist (MSJ)”, and that the number of positions and news gathering work will be equitably shared between the two Union Locals, it is agreed that this agreement is an exception to the jurisdiction articles of the ONG and UNIFOR agreements and pertains only to the classification of “Reporter/Editor/Producer” (ONG) and ENG Camera/Editor (UNIFOR) – to now be known as a “Multi-Skilled Journalist (MSJ)”. All other classifications in the ONG or UNIFOR agreements and the work associated with these classifications will remain within the jurisdiction of the respective agreements.

It is agreed that for all matters related to the employment of individuals in the “Multi-Skilled Journalist (MSJ)” role/job classification at CTV Ottawa (CJOH TV) not specifically spelled out in this “Letter of Agreement”, the respective UNIFOR LOCAL 715M and OTTAWA NEWSPAPER GUILD LOCAL 30205 collective agreements terms will apply.

The parties agree that this “Letter of Agreement” will automatically become part of each of the next new Collective Agreements to be negotiated between the parties (the Company and UNIFOR LOCAL 715M and the Company and OTTAWA NEWSPAPER GUILD LOCAL 30205).

The parties agree that moving forward they will prioritize the Joint Discussions for the MSJ Joint Letter early on in the bargaining process, such that provisions related to MSJs will be discussed prior to the general discussion of the respective renewal collective agreements.

MULTI-SKILLED JOURNALIST (MSJ) DETAILED JOB DESCRIPTION

RESPONSIBILITIES:

- Contribute to CTV News by gathering video, writing news stories, and creating multi-platform content for TV, Radio and Digital
- Identify, research, select and write original multi-platform news stories, headlines and captions
- Conduct interviews for multi-platform news coverage
- Check for accuracy of facts, typos and technical errors prior to posting information
- Operate ENG equipment for news gathering
- Edit news material in the station and in the field
- Setting-up and operating live equipment (i.e. Dejero boxes and/or Dejero App, Atlas Kits, etc., with the exception of live hits, where there exists substantive perceived risk, another MSJ or live Camera Operator will be assigned)
- Other related duties as assigned

REPORTER/EDITOR/PRODUCER – DIGITAL (OTTAWA NEWSPAPER GUILD LOCAL 30205)

RESPONSIBILITIES:

- Generate original stories and other multi-platform content for TV, Radio and Digital
- Responsible for writing at least 7 - 10 multi-platform news stories per day and updating
- Pitch ideas for original multi-platform reporting
- Ensure the accuracy, consistency and adherence to standards of all material (articles, headlines, photos, captions, video, etc.)
- Copy editing stories for grammar and accuracy
- Monitoring and publishing wires, with focus on SEO, keywords and social sharing
- Managing multiple social media streams; sending news alerts
- Participate in news editorial meetings
- Other duties as assigned

EDITORIAL + POST**ELECTRONIC GRAPHIC ARTIST – DIGITAL (UNIFOR LOCAL 715M)****RESPONSIBILITIES:**

- Develop and implement multi-platform creative concepts for TV, Radio and Digital
- Design, prepare and produce multi-platform graphics, animations and art materials as requested for
- TV, Radio and Digital
- Maintain and organize directory/archive of electronic graphics
- Digitizing content to the Production Server as required for broadcast
- Other duties as required

DESIGN + POST

AMENDING ANNUAL VACATION ENTITLEMENT IN BOTH ONG & UNIFOR CONTRACTS (ONG - 13.1, UNIFOR 12.3)

Years of Service	Vacation Days
Less than 1	1.5 days (12 hours) per month (max. 15 days/120 hrs.)
1-6 years	15 days (120 hours)
7-11 years	20 days (160 hours)
12-17 years	23 days (184 hours)
18-24 years	25 days (200 hours)
25 years and over	30 days (240 hours)

DURATION AND GENERAL WAGE INCREASES

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Wage Increases

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Note

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- **Retroactive compensation to January 1, 2024, shall be applied to regular and overtime wages to all employees who are active on the date of the ratification.**