

Bargaining Priority Ranking:

Compensation:

- COLA (cost-of-living adjustment)
- Percentage per year wage increase
- Dollar per hour wage increase
- Combination of dollar per hour and Percentage per year wage increase
- Change wage grid (for example remove bottom 2 steps and increase top 2 steps)
- Signing bonus (not pensionable)

Benefits:

- Improve Basic Dental Care Coverage
- Improve Dental Restorative Services Coverage
- Improve Eyeglasses Coverage
- Improve Eye Exam Coverage
- Improve Prescription Medication Coverage
- Improve Chiropractor (paramedical) Coverage
- Improve Osteopath (paramedical) Coverage
- Improve Naturopath (paramedical) Coverage
- Improve Health Care Spending Account
- Improve Psychological Services
- Improve Basic Life Insurance
- Implement Direct Billing
- Remove the Per Visit Cap
- Improve the Per Visit Cap

Pension:

- Factor 85
- Factor 80
- Surplus Factor 80

Work Arrangements:

- Additional Compensation for On-Site Workers
- Reduce Workload
- Increase Staffing Levels
- Remote Work
- Hybrid Work

Leaves:

- Improve Vacation and Vacation Credits
- Improve Short Term Sickness
- Improve Special and Compassionate Leave
- Improve Parental Leave
- Improve Holiday Leave
- Improve Pregnancy
- Improve Voluntary Leave

Improve Union Leave (local president time off)
Improve Military Service Leave
Improve Pension Trustees Leave

Miscellaneous:

Improve Overtime provisions
Improve Kilometric Rate
Improve Shift Premiums
Improve Schedules
Improve Stand-by
Improve Call Back
Improve Isolation Pay

Demand NOT listed – provide Article # and/or detailed explanation.