

CONFIDENTIAL – WITHOUT PREJUDICE

Parameters for Settlement – Collective Agreement Bargaining

Tuesday, April 15, 2025

This document outlines the Employer's parameters for a potential settlement of the collective agreement. Unless expressly modified below, all other terms and conditions of the Employer's most recent comprehensive offer shall remain unchanged and are incorporated herein by reference.

This document is intended for the purpose of advancing a tentative settlement and is not to be construed as a binding agreement unless and until formal ratification is achieved and all outstanding items are resolved to the mutual satisfaction of both parties.

The Employer requests that these parameters be reviewed, with the expectation they will be presented to the union committee for consideration

1. Term of the Agreement

- A three (3) year collective agreement, commencing on the date of ratification, subject to confirmation by the parties.

2. Wage Increases

The Employer proposes a total wage increase of twenty-five percent (25%) within the first year, structured as follows:

- **Retroactive Adjustment:**
An increase equivalent to eleven percent (11%) applied retroactively from **January 1, 2025** to the date of ratification, payable in a lump sum.
- **Prospective Increase on Ratification:**
An additional fourteen percent (14%) increase to base wage rates, effective **date of ratification**, with such amount not to exceed the differential of 25% minus the Retroactive Adjustment above.
- **January 1, 2026:**
A further wage increase of four percent (4%).
- **January 1, 2027:**
A further wage increase of two and one-half percent (2.5%).

3. Pension Contributions

- The Employer agrees to a one dollar (\$1.00) per hour pension contribution rate.

4. Travel Allowance

- A travel allowance of three hundred and fifty dollars (\$350.00) per the terms outlined in the Agreement.

5. Benefits

- Union managed benefit plan not to exceed \$2.00 per employee.

6. Outstanding Items

The parties acknowledge that all other terms and conditions of the Employer's most recent comprehensive offer will form part of the final agreement. There are no additional issues for bargaining beyond what has been previously tabled by the Employer, outside those that remain to be resolved and is a requirement to remedy prior to the date of ratification.

7. Union Recommendation and Withdrawal of Legal Proceedings

Should the parameters set out herein form the basis of a tentative settlement, the Union agrees it will support and strongly recommend the settlement to the bargaining unit for ratification. As a condition of such settlement, the Union further agrees to immediately and unconditionally withdraw any and all outstanding legal proceedings, grievances, or applications filed against the Employer, whether before a court, tribunal, or other forum, arising out of or related to the matters addressed in this round of bargaining.