



**Government Employees' Master Agreement (GEMA) 2023-2027**  
**HIGHLIGHTS of RATIFIED AGREEMENT**  
**January 2024**

**Duration**

Four-year Collective Agreement: March 25, 2023 – March 19, 2027.

**Recognition Pay**

A one-time lump-sum payment of **\$1,800** for full-time employees and **\$900** for part-time employees (date of ratification).

**Wages**

Members employed for the duration of the collective agreement would see their wages increase by approximately **14%**. In many cases, depending on classification and years of service, wage increases will exceed **14%**.

This is achieved through (1) general wage increases, and (2) adjustments to the salary schedules:

**(1) General Wage Increases**

Effective March 25, 2023 **2.50%**

Effective March 23, 2024 **2.75%**

Effective March 22, 2025 **3.00%**

Effective March 21, 2026 **3.00%**

The above increases to be applied to **Remoteness Allowance** and **Northern Premium**.

**(2) Adjustments to Salary Schedules (Excludes Corrections Component – See page 5)**

**a) New Retention (Maximum) Step Adjustment and Automatic Progression**

Effective October 7, 2023, a new **2.5%** maximum Step will be added to each Salary Schedule immediately preceding the 20-year long service step. On a one-time only basis, all employees (except those on the 20-year long service step) will automatically advance to the next step on the scale including the new maximum step. Anniversary dates for merit increases will not change.

**b) Adjusted 20-year Long Service Step**

Effective October 7, 2023, the 20-year long service step will be adjusted to maintain the 2% differential from the new **2.5%** Retention (maximum) Step.

c) **New 2% 25-year Long Service Step**

Effective March 23, 2024, a new **2%** twenty-five (25) year Long Service Step will be established.

Advancement to this new step will be subject to the same eligibility criteria as is applied to the 20-year long service step.

**Health Benefits**

**Dental**

Increase maximum:

o FT: from \$1475 to **\$1650**

o PT: from \$738 to **\$990\*\***

Increase lifetime maximum for orthodontic services:

o FT: from \$1675 to **\$1850**

o PT: from \$838 to **\$1110\*\***

**Vision**

Increase maximum:

o FT: from \$275 to **\$375**

o PT: from \$137.50 to **\$225\*\***

**Drug Plan**

Increase maximum:

o FT: from \$800 to **\$900**

o PT: from \$400 to **\$540\*\***

**Health Spending Account**

o FT: Increase from \$850 to **\$950**

o PT: Increase from \$425 to **\$570\*\***

*\*\*Benefits for Part Time (PT) are amended from 50% of Full Time (FT) maximum to 60% of FT maximum.*

**Special Wage Adjustments**

The employer has agreed to put **1.4%** of payroll toward special wage adjustments for certain classifications. The parties will meet in March 2024 and October 2024 to determine which classifications will be in receipt of such adjustments, as well as the value of the adjustments.

**Severance Pay**

New article establishing that, under certain circumstances, employees may forgo their rights to be placed on the re-employment list and be paid permanent lay-off severance prior to twenty-four months.

## **Holidays**

Add National Truth and Reconciliation Day.

## **Sick Leave**

Use of sick leave to attend medical appointments to be expanded to include 'psychiatrist', 'psychologist' and 'registered clinical social worker'.

## **New Letter of Intent – Requests for medical reports/notes**

The Employer will review opportunities to streamline for efficiencies related to requests for medical reports and notes of an Employee to ensure a balanced approach.

The Employer commits to meeting with the Union to discuss on or before June 1, 2024.

## **New Memorandum of Agreement (MOA) - Personal Wellness Leave**

An employee shall be entitled to up to two (2) days of leave with pay in each fiscal year as follows and charged against the employee's sick leave credits:

- (a) the leave shall be for personal wellness,
- (b) the two (2) days of leave can be used consecutively, but shall not be used contiguous with a vacation leave, and
- (c) these two days are not carried forward from fiscal year to fiscal year.

Where an employee wishes to use a personal wellness day(s), the employee shall endeavour to notify the employee's immediate supervisor of the absence due at least one hour (1) prior to and not more than thirty (30) minutes after the normal hour of beginning work, or as soon thereafter as the means of communication permit.

An employee's sick leave accumulation under Article 28 – Sick Leave will not be reduced to less than twelve (12) days per year as a result of the application of this provision.

Wellness days will not be used by the employer for the purposes of attendance management.

## **Shift Premium**

Increase from \$12.80 to **\$13.70**, effective March 25, 2023.

Increase for Trades from \$19.20 to **\$20.10**, effective March 25, 2023.

## **Weekend Premium**

Increase from \$1.25 to **\$1.75**, effective March 25, 2023.

## **Stand - By**

Increase stand-by pay on a day of rest or on a paid holiday that is not a working day, from thirty dollars (\$30.00) to **thirty-three dollars (\$33.00)**, effective March 25, 2023.

## **Accommodations**

New article ensuring that employees requiring accommodation are advised of their right to have a union representative present when meeting with the employer.

### **Legal Indemnification**

New article providing legal indemnification for members who face legal proceedings as a result of their work.

### **Appendix “E” – Privately Owned Vehicles**

Reimbursement Rates:

Kilometre rate ratio revised such that adjustment is based on a 7-cent increase/decrease in the price of regular gasoline (rather than a 10-cent increase/decrease).

### **MOA#5: Qualification Pay – Fleet Vehicles**

Effective March 23, 2024, increase from: \$2.40 to **\$2.50**; \$0.30 to **\$0.34**; \$0.40 to **\$0.44**.

### **Component Highlights:**

#### ***Administration***

Effective March 25, 2022, employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

#### ***Legal, Inspection and Regulatory***

Effective March 23, 2024 - ADD MCEO to Category (B) employees, such that they work an eight-hour day inclusive of a half hour meal period.

Effective March 23, 2024 - Sheriffs/Sheriffs Officers to be eligible to claim breakfast when they are scheduled to travel or start work at or before 7:30AM.

#### ***Physical Sciences***

##### **Qualification Pay**

5:03 Add Foresters Effective March 25, 2023.

##### **MOA – Hours of Work**

The MOA is for the employees occupying Agri-Food Inspector (EO2) – Meat Hygiene positions and Regional Inspectors Supervisor (EO4) positions:

Commitment to meet and explore the feasibility of repealing or amending the MOA dated September 5, 2013, to address shift durations and the ability to claim overtime.

#### ***Social Sciences***

Effective March 25, 2022, employees shall be granted, in addition to their normal salary, a premium of two dollars (\$2.00)/hour for actual hours worked while actively engaged in wildfire suppression as authorized by the Employer.

### **MOA – Community Correctional Workers (CCW)**

Commitment to meet and explore the feasibility of repealing or amending the MOA dated July 6, 2005, to align with the terms and conditions of employment set out in the GEMA.

The assistance of a mutually agreed mediator may be called upon. The mediator shall have the authority to make a binding decision, if necessary.

### ***Trades, Operations and Services***

**“Early Morning Start”** – employees who commence work between the hours of 4am and 7am are eligible to claim breakfast during the winter maintenance season.

### **Tool Allowance**

Effective April 1, 2024, increase from \$400.00 to **\$500.00**.

## **CORRECTIONS COMPONENT**

### **Adjustments to Salary Schedule**

- a) Effective October 7, 2023 – **a new 3.25% Retention (maximum) Step** will be added to each salary schedule. This new step will appear in the salary schedule immediately preceding the 20-year long service step.
- b) Effective October 7, 2023 – **a one-time only automatic step progression** for all employees except those who are currently at the 20-year long service step. The 20-year long service step will be adjusted to maintain the 2% differential from the new 3.25% Retention (maximum) Step. This one-time only automatic step progression is not subject to Article 16 - Merit Increases and Appendix “C” – Part Time Employees, Section 5:12 – Merit Increases for Other Than Departmental Employees in the GEMA.
- c) Effective March 23, 2024 – **a new 2% twenty-five (25) year Long Service Step**, in accordance with the amendments to Article 16 at the Master Table.

### **Recognition Pay**

Any Correction’s Employees who are in receipt of auto-pay as of the date of ratification are entitled to the full-time recognition pay being offered at the master table.

### **Hours of Work**

The Employer will consult with the Union prior to establishing any new shifts or shift patterns. In establishing new shift patterns, other than a four on/four off, the employer will endeavor to schedule every second weekend (Saturday and Sunday) off.

## **Incident Reports**

A list of all incident report numbers shall be accessible to each of the Union Workplace Health and Safety co-chairs at each Institution, and each of the Union representatives at each Institution. The Union agrees to provide the Employer with the name of each Union Institutional Workplace Health and Safety co-chair, and each Union Institutional Representative detailed above, and any changes to same.

## **Closed Circuit TV**

The Employer will not use closed circuit television (CCTV) as a replacement for supervising employees.

## **MOA #1 – Part-time Employees**

Amended such that if an employee has three (3) years of accumulated service and they meet the core competencies, seniority will be the determining factor in filling regular full-time Correctional Officer and Juvenile Counselor positions.

## **MOA #2 - Full-time Workforce**

If the Employer plans to implement a full-time workforce rather than the current workforce composed of full-time and part-time employees, the Employer will meaningfully consult with the Union.

## **MOA #3 – Interest Arbitration**

Renewed – No work stoppage for the matters negotiated exclusively at the Corrections Component Bargaining table.

## **MOA #4 – Ratification**

Renewed- Correction Component will continue to have a separate simultaneous ratification vote, for the matters negotiated exclusively at the Correction Component Bargaining table.

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**\*\*NOTE:** All of the above increases will be effective the first day of the bi-weekly pay period following the date of signing, unless otherwise specified.