

Sodexo and UNITE HERE Local 40 and IBEW Local 993 Union Contract Summary

Union Committee is recommending YES Vote!

Duration:

One year agreement that expires one year after ratification.

Side letter confirming that Cedar Valley Lodge will not close during the life of the new agreement.

Retro:

All Employees with more than 18 months of service (hired prior to January 2022) shall receive a **\$6,000** lump sum bonus at ratification. Employees have the option of putting this money towards pension credit hours.

All Employees with less than 18 months of service (hired after January 2022) shall receive a **\$2,000** lump sum bonus at ratification. Employees have the option of putting this money towards pension credit hours.

All Maintenance employees shall receive a **10% wage increase retroactive** to April 12, 2023

All other employees shall receive a **15% wage increase retroactive** to April 12, 2023

Wages:

All Maintenance employees shall receive a 10% increase to their current classification wage rate at ratification

All other employees shall receive a \$5.00/hour increase to their current classification wage rate at ratification

Position	Current Wages	Wages as of Ratification
1st Cook	\$ 25.63	\$ 30.63
1s Baker	\$ 25.63	\$ 30.63
2nd Cook	\$ 24.60	\$ 29.60
3rd Cook	\$ 23.35	\$ 28.35

Baker Helper	\$ 22.01	\$ 27.01
General Help Team Leader	\$ 22.73	\$ 27.73
General Help	\$ 21.51	\$ 26.51
Catering Server	\$ 21.51	\$ 26.51
Lounge Server	\$ 21.51	\$ 26.51
Pot/Dishwasher	\$ 22.01	\$ 27.01
General Help Janitor&HSK Team Leader	\$ 22.73	\$ 27.73
General Help Room/Housekeeper/Janitor	\$ 21.51	\$ 26.51
Front Desk	\$ 22.81	\$ 27.81
General Help Barista/Commissary	\$ 21.51	\$ 26.51
General Help Kitchen Receiver	\$ 23.35	\$ 28.35
General Help Bartender	\$ 22.01	\$ 27.01
Barber	\$ 22.01	\$ 27.01
Housekeeping Coordinator	\$ 22.73	\$ 27.73
General Maintenance Technician Lead	\$ 36.57	\$ 40.23
HVAC	\$ 46.02	\$ 50.62
Electrician	\$ 41.26	\$ 45.39
Plumber/Gasfitter	\$ 42.09	\$ 46.30
GMT	\$ 35.35	\$ 38.89
Fire Tech	\$ 40.06	\$ 44.07
Carpenter	\$ 40.06	\$ 44.07

Side Letter ensuring that all employees that already received the 12% premium shall continue to receive the premium for the life of the agreement.

Health Care Benefit Improvements:

Sodexo continues to pay 100% of the premiums for the life of the agreement

Sodexo will maintain benefits during seasonal layoffs

Sodexo will not reduce the level of benefits during the life of the agreement.

BENEFIT	CURRENT PLAN	NEW PLAN
Eligibility / Commencement	When an employee meets 500 working hours.	When an employee completed probation and is an active EE
Employee Basic Life	\$35,000.00	\$35,000.00
AD&D	Equal to group life benefit amount	Equal to Group Life Benefit
Health		
Deductible	*deductibles do not apply to Vision Care expenses	
<i>Individual</i>	\$25 each calendar year paid by employee	\$0 paid by employee
<i>Family</i>	\$50 each calendar year paid by employee	\$0 paid by employee
Reimbursement Level		

<i>Prescription Drug Expenses</i>	90%	100% max \$4,000 per person, per year
<i>All Other Expenses</i>	100%	100%
Hearing aids	\$500 every 4 years	\$1,000 per person, every 5 years
Custom-fitted orthopedic shoes (prescribed by a physician, podiatrist or chiropodist)	Custom-fitted orthopedic shoes (prescribed by a physician, podiatrist or chiropodist) OR Custom-made foot orthotics	Custom made insoles/inserts prescribed by a medical doctor
	1 pair per calendar year	50% coverage for orthopaedic shoes prescribed by a medical doctor
		Orthopaedic shoes attached to a brace
		\$400 every 24 months
Custom-made foot orthotics	refer to above	As above
Cancer wigs	\$500 per lifetime	\$500 per lifetime
Paramedical Expenses		
Physiotherapist	Included / Unlimited	Included / Unlimited
Psychologist / Psychotherapists	\$300 combined per calendar year	\$300 combined per calendar year
Speech Therapist	\$300 per calendar year	\$300 per calendar year
Chiropractors, Podiatrists, Naturopaths, Osteopaths, Massage Therapists & Acupuncturists	\$400 combined max per calendar year	\$800 per person, per practitioner, per year, and \$2000 per family
Vision Care		
Eye Examinations		1 exam every 12 months (member + eligible dependents)
<i>Dependent children under age 21</i>	1 every 12 months	1 every 12 months
<i>All others</i>	1 every 24 months	1 every 12 months
Glasses, contact lenses, and laser eye surgery	\$250 every 24 months	Single vision lenses or contacts - \$360*
		Bifocal lenses or contacts - \$440*
		Trifocal lenses or contacts - \$560*
		\$100 max for frames** eye exam - one every 12 months
		\$500 lifetime maximum for contact lenses and laser eye surgery
		*Vision max is allowed every 12 months
		**Frames are allowed every 24 months
Dental		
Deductible		
<i>Individual</i>	\$25 each calendar year paid by employee	\$0 paid by employee
<i>Family</i>	\$50 each calendar year paid by employee	\$0 paid by employee
Basic	90%	100%
Major	0%	85%
Orthodontic	0%	70%

Accidental dental injury coverage	100%	100%
Plan Maximums		
<i>Basic</i>	\$1,500 each calendar year	Annual max \$3,000 per person, \$4,000 per family, combined with major services
<i>Major</i>		Annual max \$3,000, per person, \$4,000 per family, combined with basic services
<i>Orthodontic</i>		Lifetime max \$3,000/person. Available to plan members and eligible dependents under 19
<i>Accidental dental injury treatment</i>	\$2,500 lifetime	\$2,500 lifetime
Short-Term Disability	N/A	75% of weekly earnings to a maximum of \$468 per week

Workload:

Kitchen:

Protections to ensure proper staffing in the Kitchen based on occupancy

Sodexo cannot require employees to work in multiple classifications without first calling in employees for overtime to replace sick calls/missed flights/etc.

Janitor:

Two dorms workload language for janitors based on seniority and language to protect against additional tasks being assigned.

Housekeeping Workload Meeting within 60 days of ratification to discuss progress on linen delivery

Housekeeping:

10-hour daily workload of 30 credits

Reduction of maximum daily light cleans from 32 to **30 rooms**

Maximum of 16 linen changes per 10-hour shift (no other rooms assigned)

Reduction of maximum daily checkouts from 16 to **13 checkouts**. On days when 13 checkouts are assigned, no other rooms can be assigned.

Travel time for workloads across more than one dorm

If Client changes frequency of cleaning, Sodexo must renegotiate workload language with the Union

Light Clean	Linen Change	Check Out
1 Credit	2 Credits	2 Credits

Retirement:

At ratification, Sodexo will begin contributing **\$1/hour** to retirement plan for employees hired prior to December 31, 2021

At ratification, Sodexo will begin contributing **\$0.75/hour** to retirement plan for employees hired after December 31, 2021 with more than 1 year of service

At ratification, Sodexo will begin contributing **\$0.50/hour** to retirement plan for employees hired after December 31, 2021 with less than 1 year of service.

Employees will have the option to put in their own contribution

Employees will decide after ratification whether to put monies towards the Union Pension plan or towards an RRSP.

Paid Lunch:

Upon ratification, in lieu of a paid lunch, employees shall receive a **\$13 per day** "Remote Hospitality Worker Premium"

Other Important Contract Highlights:

Overtime:

Employees will continue 1.5x for all hours worked on Saturdays and Sundays

Employees will now receive 1.5x for all hours worked Monday to Friday before or after the normal 14 day rotation (fly out day for example if it's a 15th shift)

Vacation Pay:

Return to previous system of being paid when we take vacation rather than paid in each cheque

Employees with 18 months of service will receive **8%** (additional 2% Vac Pay)

Shift Lengths:

Language to ensure that management cannot reduce length of our shifts without seeking consent from the Union.

Return to 10 hours shifts for Lounge FOH staff

Premiums:

Maintain existing Birthday premium

Maintain existing Night Shift premium of \$1 per hour

Maintain existing \$0.50 Training Premium

Maintain existing Tuition Reimbursement Program

Maintain existing \$0.08 Safety Shoe Allowance

New Split Shift Premium of **\$0.45 per hour** when required to work split shifts

NEW Luggage Premium of \$1 per hour for all hours spent working at luggage closet

NEW Secondary Cleaning Location Premium of \$1 per hour for all hours spent cleaning outside of CVL

When asked to come in for work, Sodexo must pay you a minimum of 5 hours of work

When assigned to a higher paid classification for at least 5 hours, Sodexo must pay you the higher wage for the full shift.

Seniority:

Classification seniority shall be the governing factor for overtime, scheduling, vacation requests, and internal job postings

House Seniority shall be the governing factor for layoffs (employees can bump in to previous classifications)

Unlimited recall rights during layoffs

Disciplines:

All future late checkout and missed flights disciplines shall be on a separate discipline track

All disciplines shall be removed from employee record after 12 months of no disciplines

All existing late checkout disciplines shall be removed from employee file at ratification

Lounge and Catering:

Gratuity Protection Language

Gratuity Transparency language ensuring an available breakdown each week

Side Letter to meet to discuss potential implementation of Food Runner/Busser classification in Lounge following the opening of the Lounge Kitchen

Union Committee to discuss any modifications to the current Tip Out Distribution after ratification and then advise management of any changes

Important Union Rights and Diversity Initiatives:

4 Job Stewards (2 in Kitchen and 2 in Housekeeping) to enforce our union contract.

Ability to appoint or elect as many Shop Stewards as we want

Union has the right to Dispatch up to 50% of the future staff

Creation of a new Diversity and Inclusion Committee to ensure that future promotions reflect the diversity of the workforce.

Sodexo and the Union commit to prioritize opportunities and hiring of First Nation peoples

No subcontracting of our jobs

Local employees traveling from Terrace shall receive **\$25 per day**

Right to refuse to cross a picket line without being disciplined

Sodexo will contribute \$0.27 per hour total to various Union training, assessment and counseling funds