

UNION BARGAINS NEW CONTRACT

*CUPE has negotiated a **3-year collective agreement** with Ontario hospitals. The agreement is unanimously recommended by your provincial negotiating committee. Voting will be held electronically on **December 6**. All CUPE members will receive an email with voting information.*

Retroactivity:

Any retroactivity owing will be paid within ninety (90) days of the date of ratification.

General Wage Increases

- 2.25% effective September 29, 2025
- 2.00% effective September 29, 2026
- 1.75% effective September 29, 2027

Note that wage adjustments for RPNs, Trades and other classifications are bargained locally in addition to the general wage increases.

Vacation

- 5 weeks after 11 years of service (from 12 years of service) effective September 29, 2025
- 7 weeks after 25 years of service (from 28 years of service) effective September 29, 2025

Benefits

- Increase orthodontics to \$2500 effective date of ratification
- Increase implants, crowns and bridgework to \$2500 effective date of ratification
- Increase dentures to \$2500 effective date of ratification
- Increase mental health coverage to \$900 effective date of ratification Increase mental health coverage to \$1000 effective September 29, 2026

Premiums

- Increase standby to \$3.45 effective September 29, 2025
- Increase standby on a holiday to \$5.05 effective September 29, 2025
- Increase charge nurse premium to \$4.00 effective date of ratification

Allow an employee receiving overtime pay to also receive any shift or weekend premium

Allowances

Increase safety footwear allowance for full-time and regular part-time employees required to wear them to \$160 effective September 29, 2026

Health and Safety

Substantial improvements to employee's health and safety rights.

Bereavement Leave

Increase to 4 days for spouse, child or parent or a member of their immediate family. "Immediate family" means parent, brother, sister, spouse, son, daughter, son-in-law, daughter-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandparent, grandparent of spouse, or grandchild. Spouse as defined in the Family Law Act, including partner of same sex. Immediate family now includes listed relatives of spouse.

Domestic or Sexual Violence Leave

Defined as intimate partner violence, child abuse or sexual violence, including but not limited to, disruptive phone calls, harassing emails, threats, inappropriate visits, violent confrontations, violent offences between current and/or former partners, regardless of cohabitation. Support will include work accommodations to schedules or duties, safety planning, training, referrals and protections, risk assessment and or health benefits and other, as appropriate.