Memorandum of Settlement

Between:

Ontario Cannabis Retail Corporation

and

Ontario Public Service Employees' Union,
on behalf of its Local 553

1. The parties hereto agree to the terms of this Memorandum of Settlement (including Appendix "A" which is incorporated into and forms part of this Memorandum of Settlement) (together, the "Memorandum") as constituting full settlement of all matters between the parties in connection with collective bargaining for the renewal collective agreement (the "Collective Agreement"), subject to ratification by both parties in accordance with the *Crown Employees Collective Bargaining Act, 1993*.

2. The undersigned representatives of the parties agree to recommend complete acceptance of all the terms of this Memorandum and the Collective Agreement to their respective principals.

3. The parties agree that the term of the collective agreement shall be from April 1, 2025 to March 31, 2028.

4. The parties further agree that the Collective Agreement shall incorporate all the terms of the previous collective agreement which expired on March 31, 2025, unless and as amended by Appendix "A".

5. The parties further agree that subject to Government approval, as described below, the amendments to the Collective Agreement shall be effective on the date of ratification except as provided otherwise in this Memorandum. Wage increases shall be retroactive to April 1, 2025. The parties agree that when used herein and when used in the Collective Agreement, the ratification date shall be deemed to be the later of (i) the date of ratification by bargaining unit employees represented by the Union or (ii) the date of ratification by the Employer's Board of Directors.

6. The parties agree that notwithstanding paragraph 5 above, before the Collective Agreement becomes effective, the Government of Ontario must provide its approval for same.

7. Retroactive pay adjustments shall be paid no later than sixty (60) days from the date of Government approval.

8. The parties agree to meet within sixty (60) days of the ratification date for the purpose of proofreading a draft revised Collective Agreement incorporating the terms of this Memorandum. The Employer will produce the initial draft. The parties agree that in the event of any errors in this Memorandum or the attached Appendix A, that they will work in good faith to resolve the same.

9. The parties will meet within thirty (30) days of Government approval to sign the final agreement.

10. The Union agrees that it will take all steps necessary, as soon as possible, to fully and finally withdraw OLRB File No. 2203-25-U as against the Employer and agrees that all matters raised in such application are fully and finally resolved as between the parties. The Union further agrees to adjourn any existing hearing dates in the event necessary to avoid the parties incurring any preparatory costs while the withdrawal of the application is pending with the OLRB.

Signed at Toronto this 22nd day of June, 2026.

For The Union:	**For The Employer:**
Signed by: Richard Dionne	Signed by: David Buck
Signed by: John Kilshaw	Signed by: Matthew Barbuto
DocuSigned by: Raffaele Rugiano	Signed by: Amanda Serino

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HOUSEKEEPING

- Organizational name change: “OPSEU” to “OPSEU/SEFPO”
- Throughout – add hyphen to “fixed-term”
- 4.03 – add “student employee” and their definition (note: make corresponding housekeeping references to “student employee” in Article 23 as well).
- 6.01 (b) – add “fixed-term” before “contract employee”
- 7 – title – Add C to “DIS**C**IPLINE AND DISMISSAL”
- 8.08 – correct “workday” (remove space)
- 8.14 – correct “timelines” (remove space)
- 9.05 – correct “above-described” (add hyphen)
- 12.09 (b) – correct “workday” (remove space)
- 12.13 – remove comma between site and but
- 13.01 – correct “agenda” (remove capitalization)
- 14.09 – correct “twenty-four” (add hyphen)
- 16.03 (c) – add comma between Steward and and
- 18.01 (a) – remove comma between service and shall
- 18.01 (d) – correct “twenty-six” (add hyphen)
- 19.01 – correct “carryover” (remove space)
- 19.02 – correct “full-time” (add hyphen)
- 22.05 – correct “employee” (remove s)

ARTICLE 6 – SENIORITY

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6.02 (e) an employee has been laid off for a period in excess of their length of seniority up to a maximum of ~~twelve (12)~~ **eighteen (18)** months; or

6.03 An OCRC-wide seniority list, including the employees’ names, ~~and~~ seniority date, and classification/pay grade shall be maintained by the Employer and provided to the Union ~~annually~~ **every six (6) months**. The Employer agrees to post the seniority list on the Intranet ~~annually~~ **every six (6) months**.

…

ARTICLE 7 – DISCIPLINE AND DISMISSAL

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~~8.17~~ Disciplinary Record

7.04 No discipline against an employee shall be used in a subsequent disciplinary proceeding if such prior incident is more than **eighteen (18) months** ~~two (2) years~~ old as long as there is no other discipline on the employee's file during that **eighteen (18) month** ~~two (2) year~~ period.

…

ARTICLE 9 – LEAVES OF ABSENCE

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9.05 In the event of the death of a family member **(which shall be deemed to include a miscarriage or stillbirth of the employee’s child)**, employees will be entitled to four (4)

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days of paid leave ~~immediately~~ following the family member's passing. The definition of family member refers to the definition that is found in the ESA, **as such definition may be amended from time to time**. ~~Should the funeral service for the family member not be contained in the above described timelines, e~~**E**mployees may split these days to accommodate the **funeral or memorial** service**, or to attend to estate matters, and such request will not be unreasonably denied.** The employee may be required to provide evidence reasonable in the circumstances that they are eligible for bereavement leave. This may take the form of a death certificate, a notification from a funeral home, a published obituary, or a copy of a printed program from a memorial service.

9.06 **An employee who would otherwise have been at work shall be allowed one (1) day of paid leave in the event of the death, and to attend the funeral or memorial service, of their aunt, uncle, niece or nephew.**

Leave of Absence for Union Business

9.10 (a) The Employer will grant leave of absence, without pay, to employees selected or appointed by the Union to conduct Union business, upon the written request of the Union two (2) weeks in advance whenever possible, but at least with one (1) week notice. Such leave of absence will be granted by the Employer where practicable according to the needs of the operation. Such leave of absence will not be unreasonably withheld. No individual employee will be permitted to take more than ~~fifteen (15)~~ **twenty-five (25)** days leave under this Article. ~~except for the Union President who shall be permitted to take up to twenty (20) days leave under this Article.~~

9.10 (b) Leave for OPSEU**/SEFPO** Executive Board Member~~s~~ **or** ~~(~~Full-time **Temporary** position~~)~~

When an employee is elected or appointed to a full-time position with ~~the~~ OPSEU**/SEFPO** and/or elected **as an** ~~to the~~ OPSEU**/SEFPO** Executive Board **Member**, the Employer shall grant a leave of absence without pay and continuation of benefit coverage paid by OPSEU**/SEFPO** and without loss of seniority ~~for one term, the duration of which cannot exceed two (2) years unless a further term is agreed to by the parties~~. **It is understood that such leave of absence(s) may have varying lengths of time, for up to 3 years**. At the end of ~~the term~~ **any such leave**, the employee shall, upon two (2) weeks' notice**,** be returned to the position held immediately prior to the commencement of the leave**,** provided that **the** position still exists. If the employee's pre-leave position was eliminated during the leave, the employee shall be treated in accordance with the layoff provision of the collective agreement.

ARTICLE 10 – HOURS OF WORK AND OVERTIME

10.01 The normal work week for permanent full-time employees shall consist of thirty-six and one-quarter (36.25) hours per week. **The normal workday for permanent full-time employees shall consist of seven and one-quarter (7.25) hours per day.**

10.02 Except for Customer Service Representatives and Senior Customer Service Representatives whose hours of work **shall fall within the operational hours of the Customer Contact Centre, the hours of work for permanent full-time employees shall fall within the hours of 7:00 am to 6:00 pm unless required otherwise for operational reasons**. ~~are from 9:00 a.m. to 5:00 p.m., permanent full-time employees are permitted to begin work between 7:30 a.m. and 9:30 a.m. and end work between 3:30 p.m. and 5:30 p.m. unless otherwise agreed in writing with their Supervisor based on operational requirements. The provision of this entitlement shall be done in a reasonable manner.~~

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10.04 Authorized work performed in excess of **~~the forty-four (44)~~** **thirty-six and a quarter (36.25)** hours worked in any week shall be paid at one and one- half (1.5) times the employee's regular hourly rate. **~~Any hours worked between 36.25 and 44 hours shall be paid at straight time.~~**

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ARTICLE 12 – UNION ADMINISTRATION AND REPRESENTATION

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12.07 Upon being hired, an employee shall be informed in writing whether their position is within the bargaining unit, the name and address of the bargaining agent and the name and work location of the Local Union Secretary along with an electronic copy of the Collective Agreement. The Local Union Secretary will be provided with the employee's name, home address, work phone number, job title, **salary**, department, work location and status (permanent, part-time, **fixed-term** contract) of the newly hired employee. **Additionally, where provided to the Employer, and authorized to do so by the employee, their personal email address will be provided to the Local Union Secretary.**

Negotiating Committee

12.09 (a) The Employer agrees to recognize a negotiating committee of not more than three (3) employees covered by the Collective Agreement along with a Union Staff Representative and/or Negotiator from OPSEU/**SEFPO** for the purpose of negotiating a renewal Agreement. ~~There shall not be more than two (2) employees from a Department on the Negotiating Committee.~~

12.09 (b) Upon notification to and with approval from the Employer, the members of the Negotiating Committee shall be entitled to up to **three (3)** ~~two (2)~~ paid days off from their regular work day for time spent in negotiations. Time spent by the Negotiating Committee preparing for bargaining shall be billed back to the Union for reimbursement.

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ARTICLE 13 – ~~JOINT~~ **UNION MANAGEMENT** CONSULTATION COMMITTEE

13.01 The Union and the Employer agree that consultation and communication on matters of joint interest are desirable to promote constructive and harmonious relations. The parties agree that there should be timely identification and notice of relevant issues to the other party and the ~~Joint~~ **Union Management** Consultation Committee as soon as practical after they come to the attention of the affected party. When an issue is on the Agenda for a meeting, the parties agree to share such reasonable and available information as may be necessary to provide for meaningful consultation so a discussion of the matter, including consideration of the points of view and recommendations may occur.

13.02 The parties agree that a ~~Joint~~ **Union Management** Consultation Committee composed of up to three (3) representatives from the Union and up to three (3) representatives of the Employer, shall be used as a forum for consultation on changes in conditions of employment not governed by this Collective Agreement and on other matters of mutual interest. There shall not be more than two (2) employees from a Department on the ~~Joint~~ **Union Management** Consultation Committee.

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ARTICLE 14 – JOB POSTING

14.01 Where permanent vacancies in the bargaining unit occur which the Employer decides to fill on a full-time basis, such vacancies will be posted internally and transmitted via e-mail or by other means of notification. The posting shall indicate those qualifications required by the Employer. The Employer may advertise the vacancy externally at the same time as the vacancy is posted internally**, however external candidates will not be considered unless there are no internal bargaining unit applicants or internal bargaining unit applicants are not successful**.

14.02 Such vacancies shall be posted **internally** for at least five (5) and no more than ten (10) working days and employees must make written application by the closing date.

14.03 In considering **internal** bargaining unit applicants for a posted vacancy, the following factors shall be considered:

(a) skill, ability, qualifications and experience;
(b) seniority with the Employer;~~.~~

Where the matters in factor (a) are relatively equal, then factor (b) shall govern. ~~For the purposes of the foregoing, "applicants" means seniority employees and external non-employees who apply for a posted vacancy.~~ If **an internal bargaining unit applicant is successful and that employee** ~~the successful applicant~~ holds a position at a higher position level than the posted vacancy, their salary would have to be altered to be equal to their current salary or to the maximum of the level into which they are moving, whichever is lower.

14.04 An **internal bargaining unit** applicant who is invited to attend an interview within the OCRC shall be granted time off with no loss of pay and with no loss of credits to attend the interview.

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ARTICLE 16 – ~~LAYOFF, DISPLACEMENT AND RECALL~~ **JOB SECURITY**

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16.05 Prior to laying off a permanent full-time employee, the Employer will consider, based on operational requirements, laying off **fixed term** contract, probationary and part-time employees.

16.08 An employee who was unable to be placed or bump into a position pursuant to Article 16.06 may elect to be placed on the Recall List for a period of ~~twelve (12)~~ **eighteen (18)** months (the "Recall Period") commencing the date of layoff. Seniority shall not accrue during the Recall Period.

16.09 An employee who is given notice of layoff pursuant to Article 16.03 may, in writing, waive the right of being placed on the Recall List and receive a severance allowance of two weeks' pay for every year of service from date of hire by the OCRC to a maximum of 26 weeks' pay. Employees who elect to be paid severance pay shall be deemed to have terminated their employment and abandoned all recall rights under the Collective Agreement. The layoff notice under Article 16.03 and the severance allowance under this Article is inclusive and exhaustive of any entitlement to termination notice and/or severance pay, if applicable, under the Employment Standards Act, 2000. At any time during the ~~twelve (12)~~ **eighteen (18)** month Recall Period, the employee may elect to receive their severance allowance under this Article in which case the employee will be deemed to have terminated their employment and abandoned all further recall rights under the Collective Agreement. If the employee is not recalled to work during the Recall Period, upon the expiry

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of the Recall Period, the employee shall lose all seniority and shall be deemed to have been terminated. At that time, the employee shall be entitled to the separation allowance under this Article.

16.10 If an employee is placed in a position during the ~~twelve (12)~~ **eighteen (18)** month Recall Period, the employee's seniority and any other benefits will be reinstated at that time.

16.13 An employee who is laid off shall have their benefits cease at the end of the notice period under 16.03. The employee may elect to continue such benefits at their own expense for the duration of the ~~twelve (12)~~ **eighteen (18)** month Recall Period subject to the terms and conditions of the benefit plan.

…

ARTICLE 17 – HOLIDAYS

17.01 Employees shall be entitled to the following paid holidays each year: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day. **Employees who wish to celebrate up to two (2) alternate religious holiday(s) may make a request to replace Easter Monday and/or Remembrance Day with an alternate day, provided that the request is made to the Employer by no later than January 31 of that year.**

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ARTICLE 19 – PERSONAL **SICK** ~~**EMERGENCY**~~ LEAVE, ~~**AND**~~ **SHORT TERM DISABILITY BENEFITS** ~~**INCOME PROTECTION**~~, SPECIAL AND COMPASSIONATE LEAVE**, AND PERSONAL EMERGENCY LEAVE**

19.01 In each calendar year, a full-time employee who is unable to attend to their duties due to **personal** sickness, injury, or mental health ~~**caring for a sick elder, or caring for a sick child**~~ is entitled to ~~**a leave of absence of**~~ up to six (6) days paid at regular salary. There will be no carry over provision for **or pay out of** unused personal **sick** ~~**emergency**~~ leave days at year end. ~~**Full-time employees shall also be entitled to four (4) unpaid Sick Leave days.**~~

After **five (5)** ~~**three (3)**~~ consecutive shifts missed due to sickness, injury, or mental health, no leave with pay shall be allowed unless a certificate of a legally qualified medical practitioner is forwarded to the employee's Supervisor, certifying that the employee is unable to attend to their official duties. Notwithstanding this provision, where it is suspected that there may be an abuse of sick leave, the Employer may require an employee to submit a medical certificate of absence of less than **five (5)** ~~**three (3)**~~ shifts missed. The Employer shall pay for the cost of the medical certificate.

19.02 Short Term Disability Benefits.

After six (6) consecutive days of absence due to sickness or injury, a full-time employee is entitled to participate in the Employer's Short Term Disability Benefit Program.

19.03 Special and Compassionate Leave

In each calendar year, a full-time employee is entitled to up to two (2) days paid at regular salary for caring for a sick elder, caring for a sick child, or tending to an urgent or unplanned personal event. There will be no carryover provision for or pay out of unused special and compassionate leave days at year end.

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19.04 Personal Emergency Leave

In each calendar year, a full-time employee is entitled to up to two (2) unpaid personal emergency leave days. There will be no carryover provision for unused personal emergency leave days at year end.

19.05 Application as against ESA

Where any of the days of leave provided for in this Collective Agreement are for purposes for which there is also an eligible leave of absence under the ESA, the days set out in this Collective Agreement will also be counted as against the ESA entitlement.

ARTICLE 21 – WAGES AND CLASSIFICATIONS

21.01 The wage rates for employees covered by this Collective Agreement shall be as set out in Appendix A attached to and **forming** ~~forms~~ part of this Collective Agreement.

21.02 When a new **bargaining unit** classification is to be created or an existing bargaining unit classification is to be revised, **including title changes, the Employer will advise the Local President and their OPSEU/SEFPO Staff Representative**. ~~a~~**A**t the request of either party, the parties shall meet within thirty (30) days to negotiate what Pay Grade the new or revised classification falls into, provided that should no agreement be reached between the parties, then the Employer will determine what Pay Grade the new or revised classification falls into subject to the right of the parties to have the Pay Grade determined by arbitration.

ARTICLE 23 – PROVISIONS RELATING TO STUDENT EMPLOYEES

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23.05 For purposes of this Article 23, “student” means a student who:

(i) is engaged in a course of study at a university or college of applied arts and/or technology;

(ii) as part of their studies, is participating in a formal co-op placement program;

(iii) is required to spend all or part of an academic term (including a summer term) engaged in a work placement; and

(iv) is not otherwise employed by the Employer in a position or classification excluded pursuant to Article 2.01 or the *Crown Employees Collective Bargaining Act* and/or the *Labour Relations Act*, *1995*.

LETTERS OF UNDERSTANDING

Remove the following existing Letters of Understanding:

LETTER OF UNDERSTANDING #1 - Union Representation
LETTER OF UNDERSTANDING #3 – Workload
LETTER OF UNDERSTANDING #4 - Wage Reopener – Bill 124
LETTER OF UNDERSTANDING #5 - Exclusions
LETTER OF UNDERSTANDING #6 - Benefit Plan

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Renewal/New Letters of Understanding:

LETTER OF UNDERSTANDING #1 – PART-TIME EMPLOYEE PROVISIONS **(Renewal)**

During the first Collective Agreement, the parties did not negotiate provisions applicable to permanent part-time employees. The Employer agrees that if it intends to hire permanent part-time employees in the future, the parties shall meet to discuss any 3 provisions in Collective Agreement that may be relevant to permanent part-time employees.

LETTER OF UNDERSTANDING #2 – Customer Contact Centre Matters **(New)**

Posting of Schedule

The Employer agrees that for the life of this Collective Agreement, weekly schedules for Customer Service Representatives and Senior Customer Services Representatives will be posted no less than four (4) weeks in advance of the start of the applicable weekly schedule period.

Scheduling of Saturday Shifts

The Employer agrees that for the life of this Collective Agreement, when the Customer Contact Centre operates on Saturdays, the following will apply:

- Customer Service Representatives shall be scheduled to work no more than one (1) Saturday every three (3) weeks unless they agree to additional Saturday shifts.
- Senior Customer Service Representatives shall be scheduled to work no more than one (1) Saturday every four (4) weeks unless they agree to additional Saturday shifts.
- Where a Customer Service Representative or Senior Customer Service Representative is scheduled to work on a Saturday, they shall be provided with an alternate day off within the same work week.

Voluntary Sunday Shifts

In the event the Employer elects to implement a regular Sunday shift during the term of this Collective Agreement, the Employer agrees that Sunday shifts will be subject to a voluntary opt-in model for bargaining unit employees. For clarity, no bargaining unit employee shall be assigned or scheduled to work a Sunday shift without their agreement.

Expiry of LOU

The Employer and the Union agree that this Letter of Understanding does not form part of (and is outside the scope of) this Collective Agreement and that it expires effective as of March 31, 2028.

LETTER OF UNDERSTANDING #3 – Benefits Coverages **(NEW)**

The Employer agrees that it will not change the benefits coverage levels set out in the attached Appendix "A" prior to March 31, 2028.

The Employer and the Union agree that this Letter of Understanding (including Appendix "A") does not form part of (and is outside the scope of) this Collective Agreement and that it expires effective as of March 31, 2028.

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APPENDIX A – WAGES

The wage rates set out in this Appendix A, as discussed below, shall be subject to adjustment as follows:

- Effective April 1, 202~~2~~**5**, the salary range rates will adjust by a general wage increase of ~~1%~~**2.75%**. ~~Such wage increase shall only be applicable to those bargaining unit members who are employed with the Employer on the date of ratification of this Collective Agreement.~~
- Effective April 1, 202~~3~~**6**, the salary range rates will adjust by a general wage increase of ~~1%~~**2.25%**.
- Effective April 1, 202~~4~~**7**, **subject to the changes to the salary grid as outlined below, each step of** the salary **grid** ~~**range rates**~~ will adjust by a general wage increase of ~~1%~~**2%**.

Such wage increases shall be retroactive to April 1, 2025 but shall only be applicable and payable only to those bargaining unit members who are employed with the Employer on the date of ratification of this Collective Agreement and who were employed by (and received wages from) the Employer as a bargaining unit employee during the applicable retroactivity period.

~~On April 1 of each year, employees will be eligible for a 2.5% salary increase. No~~ **In respect of the years commencing April 1, 2025 and April 1, 2026, subject to the requirement of employment as of the date of ratification and prior to the application of the general wage increases noted above, each employee hired with an effective start date on or before December 31 of the immediately preceding calendar year will progress within the wage range by an amount equivalent to 2.5% of their base salary as of March 31 of that year, provided, however, that** no increase will result in a salary rate over the range maximum rate for **the pay grade for** the position held**.** Employees who are new hires and employees who are on an unpaid leave of absence for more than 30 days, other than pregnancy and parental leave, shall have their salary adjustment prorated to reflect the employee's period of active service in the twelve month period prior to the salary adjustment. Employees hired **with an effective start date** on or after January 1 of the review year **will not be eligible for the range progression but will be eligible for the** general salary increase **to their existing salary level**.

Effective at the close of business on March 31, 2027, the existing salary range structure (including the 2.5% progression model noted above) will be replaced by the salary grid model reflected below. Bargaining unit employees will be placed on that grid at the grid step in their existing Pay Grade that is closest to their then current salary rate, noting however that (i) in no event will their salary rate be reduced and (ii) there shall be no retroactive payment associated with such placement on the grid.

In respect of the year commencing April 1, 2027, as a result of the transition to the new grid there will be no further progression of any bargaining unit employee on the grid (as "progression" for purposes of the period of April 1, 2027 – March 31, 2028 will have been reflected by their grid placement as noted above as of March 31, 2027). As such, employees will only be eligible for the general salary increase to their existing grid level and not any further or other increase.

Subject to the parties reaching agreement otherwise in a future round of bargaining, the parties agree that effective as of April 1, 2028, each employee hired with an effective start date on or before December 31 of the immediately preceding calendar year will progress by one (1) step on the wage grid within the applicable Pay Grade for their position, unless they have reached the maximum step in the Pay grade in which case no progression will apply. Employees hired with an effective start date on or after January 1 of that year will not be eligible for grid progression but will be eligible for the general salary increase, if any, to their existing grid level.

If an employee is seconded to a position having a higher salary rate than the employee's home position, the employee ~~shall be eligible for~~ **will receive** the salary increase prescribed by this Article, applied to the salary in the seconded position. Upon the employee's return to their home position, the employee's salary shall be adjusted to reflect the salary increases **(or grid progression after March 31, 2027)** to which the employee would have been entitled had they remained in their home position during the secondment period.

Note: ~~**e**~~**E**mployees shall be placed within the above Salary Range **(and after April 1, 2027, at a grid step)** at the discretion of the Employer within the applicable Pay Grade.

Notwithstanding the foregoing, the Employer reserves the right to implement such performance evaluation and/or assessment procedures as it deems appropriate. The awarding of a salary increase pursuant to this provision shall not be deemed to be an acknowledgement by the Employer as to the quality or acceptability of an employee's job performance.

WAGES

OCRC – PAY GRADE & SALARY RANGE RATES

~~**Wage increases shall be retroactive to April 1, 2022.**~~

Rates effective **April 1, 202~~2~~5** (36.25 hour work week)

Pay Grade	Salary Base	Salary Cap
1	$43,349.20	$52,982.01
2	$46,817.01	$57,220.45
3	$50,563.28	$61,800.02
4	$54,607.52	$66,743.32
5	$59,608.36	$72,855.92
6	$66,040.51	$80,714.24
7	$75,123.61	$91,818.43
8	$87,167.96	$106,538.39

Rates effective **April 1, 202~~3~~6** (36.25 hour work week)

Pay Grade	Salary Base	Salary Cap
1	$44,324.55	$54,174.11
2	$47,870.39	$58,507.91
3	$51,700.95	$63,190.52
4	$55,836.18	$68,245.04
5	$60,949.55	$74,495.17
6	$67,526.42	$82,530.31
7	$76,813.89	$93,884.34
8	$89,129.24	$108,935.51

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Rates effective **April 1, 20247** (36.25 hour work week):

Pay Grid Effective April 1, 2027									
Pay Grade	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**
1	$ 45,211.05	$ 46,466.86	$ 47,722.68	$ 48,978.50	$ 50,234.32	$ 51,490.13	$ 52,745.95	$ 54,001.77	$ 55,257.59
2	$ 48,827.80	$ 50,184.08	$ 51,540.37	$ 52,896.65	$ 54,252.93	$ 55,609.22	$ 56,965.50	$ 58,321.78	$ 59,678.07
3	$ 52,734.97	$ 54,199.89	$ 55,664.81	$ 57,129.73	$ 58,594.65	$ 60,059.57	$ 61,524.49	$ 62,989.41	$ 64,454.33
4	$ 56,952.91	$ 58,535.04	$ 60,117.17	$ 61,699.30	$ 63,281.43	$ 64,863.55	$ 66,445.68	$ 68,027.81	$ 69,609.94
5	$ 62,168.54	$ 63,895.60	$ 65,622.67	$ 67,349.74	$ 69,076.81	$ 70,803.87	$ 72,530.94	$ 74,258.01	$ 75,985.08
6	$ 68,876.95	$ 70,789.94	$ 72,702.94	$ 74,615.93	$ 76,528.93	$ 78,441.92	$ 80,354.92	$ 82,267.92	$ 84,180.91
7	$ 78,350.17	$ 80,526.65	$ 82,703.13	$ 84,879.61	$ 87,056.10	$ 89,232.58	$ 91,409.06	$ 93,585.55	$ 95,762.03
8	$ 90,911.83	$ 93,437.13	$ 95,962.42	$ 98,487.72	$ 101,013.02	$ 103,538.32	$ 106,063.62	$ 108,588.92	$ 111,114.22

~~Note: employees shall be placed within the above Salary Range at the discretion of the Employer within the applicable Pay Grade~~

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Appendix B – Insured Benefits

Benefit	Option 1	Option 2	Option 3
Life Insurance	Basic:1x earnings Additional Employee Coverage: available for purchase Additional Dependent Coverage: available for purchase	Basic:1x earnings Additional Employee Coverage: available for purchase Additional Dependent Coverage: available for purchase	Basic:1x earnings Additional Employee Coverage: available for purchase Additional Dependent Coverage: available for purchase
Accidental Death and Dismemberment	Basic:1x earnings Additional Employee Coverage: available for purchase	Basic:1x earnings Additional Employee Coverage: available for purchase	Basic:1x earnings Additional Employee Coverage: available for purchase
Emergency Travel Assistance/Out of Country	Included Maximum: $5,000,000 per lifetime	Included Maximum: $5,000,000 per lifetime	Included Maximum: $5,000,000 per lifetime
Health	**Drugs:** • Reimbursement: 90% • Dispensing fee cap: $8 **Medical Marijuana:** $2,500 per year 100% substance abuse treatment facility, $20,000/ 12 months, 30-day max **Services & Supplies:** N/A **Vision:** N/A **Paramedical:** N/A	**Drugs:** • Reimbursement: 90% • Dispensing fee cap: $8 **Medical Marijuana:** $2,500 per year 100% substance abuse treatment facility, $20,000/ 12 months, 30-day max **Services & Supplies:** 80% reimbursement Stock-Item Orthopaedic Shoes: $300 per policy year Custom-Made Orthopaedic Shoes: 1 paid per policy year Custom Orthotics: $400 per 3 policy years Hearing Aids: $500 per 5 policy years Private Duty Nursing: $10,000 per policy Year Other Services and Supplies: covered (reasonable and customary charges apply) **Vision:** 80% reimbursement $100/24 months eye exam $350/ 24 months glasses/contacts $750 lifetime for laser surgery **Paramedical:** 80% reimbursement $800 per policy year for mental health practitioners combined (psychologist/ psychotherapist, social worker/ psychiatrist) $500 per policy year for all other paramedical practitioners combined	**Drugs:** • Reimbursement: 90% • Dispensing fee cap: $10 **Medical Marijuana:** $2,500 per year 100% substance abuse treatment facility, $20,000/ 12 months, 30-day max **Services & Supplies:** 90% reimbursement Stock-Item Orthopaedic Shoes: $400 per policy year Custom-Made Orthopaedic Shoes: 1 paid per policy year Custom Orthotics: $500 per 3 policy years Hearing Aids: $600 per 5 policy years Private Duty Nursing: $10,000 per policy Year Other Services and Supplies: covered (reasonable and customary charges apply) **Vision:** 80% reimbursement $100/24 months eye exam $500/ 24 months glasses/contacts $1000 lifetime for laser surgery **Paramedical:** 90% reimbursement $1500 per policy year for mental health practitioners combined (psychologist/ psychotherapist, social worker/ psychiatrist) $700 per policy year for all other paramedical practitioners combined
Dental	Basic services: 100% reimbursement; $500/ yr Major services: N/A Orthodontics: N/A	Basic services: 100% reimbursement; max $750/ yr combined with Major Major services: 50% reimbursement; max $750/ yr combined with Basic Orthodontics: N/A	Basic services: 100% reimbursement; max $1000/ yr combined with Major Major services: 50% reimbursement; max $1000/ yr combined with Basic Orthodontics: 50% reimbursement; $1500 lifetime max (child and adult)
Annual HCSA Credits	Employee: $2,550 Employee + 1 Dependent: $2,845 Employee + 2 or More Dependents: $3,345	Employee: $1000 Employee + 1 Dependent: $1,120 Employee + 2 or More Dependents: $1,310	Employee: $400 Employee + 1 Dependent: $450 Employee + 2 or More Dependents: $520

Appendix A to Memorandum of Settlement
June 22, 2026

Signed June 22, 2026, in Toronto, Ontario.

For the Union

Signed by:
Richard Dionne
B3860B7849BA4EB...

Signed by:
John Kilshaw
4462C1BB80B34D2...

DocuSigned by:
Raffaele Rugiano
382A2CA3D74E46F...

For the Employer

Signed by:
David Buck
44F8CAC62636416...

Signed by:
Matthew Barbuto
326AE25191424C5...

Signed by:
Amanda Serino
C56049DBACC74C0...