

MEMORANDUM OF SETTLEMENT
FOR A RENEWAL COLLECTIVE AGREEMENT
BETWEEN
CUPE 4900 (YORK REGION UNIT)
(THE "UNION")
AND
THE REGIONAL MUNICIPALITY OF YORK
(THE "EMPLOYER")

WHEREAS the Union and the Employer are parties to a collective agreement which expired on March 31, 2025;

AND WHEREAS the Union and the Employer have engaged in and completed negotiations for the renewal of the collective agreement;

AND WHEREAS the Union and the Employer both endorsed Minutes of Settlement dated December 10, 2025, and the Union recommended ratification;

AND WHEREAS the Union members did not ratify the recommended Minutes of Settlement;

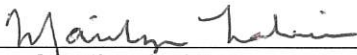
NOW THEREFORE the Union and the Employer have met again with the Conciliator and have agreed to make revisions to the Minutes of Settlement and to resolve all outstanding issues as follows:

1. The negotiating committee of the Union and the Employer both agree to unanimously recommend the ratification of this Second Memorandum of Settlement and the attached Schedule A to their respective principals and shall not speak negatively about the settlement.

2. Unless otherwise specified, all changes set out in Schedule A are effective upon ratification, subject only to the necessary time for required implementation.
3. All those active employees who are employed upon the date of ratification of the Collective Agreement will receive a lump sum payment representing the retroactive wage increase on all hours worked during the stated term of the renewal Collective Agreement up to the date upon which their new adjusted wage rate is implemented. These lump sums will be paid separately from regular pay and the Region will strive to have these paid within one hundred and twenty (120) days of the last ratification.
4. The parties agree that the renewal collective agreement shall include the terms of the previous collective agreement with the amendments and modifications set out in the attached Schedule A incorporated therein. The terms of this Memorandum and the attached Schedule A constitute the full settlement of all matters in dispute for a renewal collective agreement. The Parties further agree that any and all proposals made or exchanged in the course of negotiations or otherwise, which are not set out in the attached Schedule are withdrawn on a without prejudice basis to any position the parties may take in any subsequent rounds of bargaining.
5. Notwithstanding its effective date, the stated term of the Collective Agreement will commence on April 1, 2025, and expire on March 31, 2029.
6. Any errors and omissions shall be resolved by the Parties acting reasonably with a desire to effect a final and binding collective agreement.

Dated: January 28, 2026

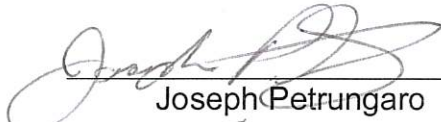
For the Region

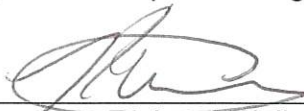

Marilyn Labine


Carmine Fisico


Jeremy Watts

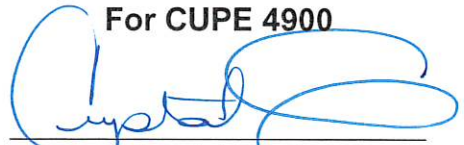

Monica Bryce

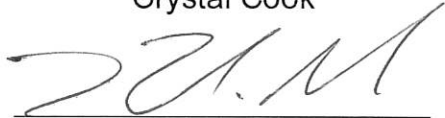

Joseph Petrunaro


Richard Walker

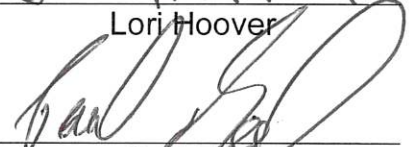

Joe Iannace

For CUPE 4900


Crystal Cook


Blair Coombs


Lori Hoover


Paul Beal


Nina Benbihi


Susan Uy


Owen Van Dyke

ADDITIONS TO SCHEDULE A (WIP)

23.1 PAYMENT OF WAGES AND SALARIES

Effective the first day of April, 2025, the salary and wages to be paid to each employee shall be in accordance with the hourly rate of pay for each position set forth in the attached

Schedules annexed hereto and forming part of this Agreement. Annual rates are to be used only for the purpose of annual estimates by the various departments of The Regional Municipality of York.

The following wage increases will apply to this collective agreement.

Effective April 1, 2025:	3.75%
Effective April 1, 2026:	3.50%
Effective April 1, 2027:	3.25%
Effective April 1, 2028:	2.25%

The increases do not have application to the Student wage rates.

1. Hourly wage rate adjustments to following positions, applied following GWI

These special wage adjustments are in resolution of any current, or outstanding job evaluation claims with respect to the positions below (whether at JEC or in grievance). No further job evaluation claim will be made with respect to these positions absent a significant change occurring following ratification.

Effective Ratification	\$3.25
Effective April 1, 2026	\$1.50

Operator in Training
Valve Inspection Technician
Operator I - Wastewater
Operator I - Water
Operator II - Wastewater
Operator II - Water
Operator I + 1 License
Operator II + 1 License
Remote Operator I
Operator III - Wastewater
Operator III - Water
Remote Operator II
Operator III + 1 License

Operator IV - Wastewater
Operator IV - Water
Remote Operator III
Operator IV + 1 License
Skilled Trades and Operator
Instrumentation (Technician II)

2. Hourly wage rate adjustments to following positions, applied following GWI

These special wage adjustments are in resolution of any current, or outstanding job evaluation claims with respect to the positions below (whether at JEC or in grievance). No further job evaluation claim will be made with respect to these positions absent a significant change occurring following ratification.

Effective Ratification	\$3.25
Effective April 1, 2026	\$0.50

Team Lead, Remote Operations
Team Lead Operations WWW
Team Lead, Skilled Trades and Operator
Team Lead Instrumentation

3. Hourly wage rate adjustments to following positions, applied following GWI

These special wage adjustments are in resolution of any current, or outstanding job evaluation claims with respect to the positions below (whether at JEC or in grievance). No further job evaluation claim will be made with respect to these positions absent a significant change occurring following ratification.

Effective Ratification	\$3.00
Effective April 1, 2026	\$1.00
Effective April 1, 2027	\$0.75

Primary Care Paramedic
Driver Safety & Training Officer (PCP)
Driver Safety & Training Officer (ACP)
Lead Paramedic (PCP)
Lead Paramedic (ACP)

4. Hourly wage rate adjustments to following positions, applied following GWI

These special wage adjustments are in resolution of any current, or outstanding job evaluation claims with respect to the positions below (whether at JEC or in grievance). No further job evaluation claim will be made with respect to these positions absent a significant change occurring following ratification.

Effective Ratification	\$3.00
Effective April 1, 2026	\$1.00
Effective April 1, 2027	\$1.00

*Advanced Care Paramedic
Clinical Practice Lead Paramedic (Lead Paramedic (ACP))
Special Response ACP*

**LETTER OF UNDERSTANDING - GOODWILL ARRANGEMENT TO PREVENT
WATER HEALTH HAZARDS AND PRESERVE PUBLIC HEALTH AND SAFETY**

Renew with date amended to October 1, 2029

**(NEW) Letter of Understanding – Attendance Support Program re: Fixed Work
Arrangements**

The Employer commits to meeting with the Union by no later than May 15, 2026, to review the Attendance Support Program and consider the usage and thresholds having regard to those employees in fixed work arrangements.

As part of the review above, the Parties will engage in an assessment of employees in fixed work arrangements who are in the ASP at that time, and will determine if adjustments should be made.

SCHEDULE A – ATTACH WIP

SCHEDULE A

TO SETTLEMENT MOU FOR RENEWAL COLLECTIVE AGREEMENT BETWEEN

THE REGIONAL MUNICIPALITY OF YORK
(THE “EMPLOYER”)

&

CANADIAN UNION OF PUBLIC EMPLOYEES
(CUPE) LOCAL 4900
(THE “UNION”)

as of **December 10, 2025**

Date Agreed	Item
March 3, 2025	1.1 – DEFINITION OF EMPLOYER "Employer" means The Regional Municipality of York or York Region.
March 3, 2025	13.1 C – BACKFILLED POSITIONS When temporary vacancies are created by an employee filling a maternity pregnancy and/or parental leave or LTD assignment, these vacancies shall be posted on a temporary basis up to the duration of twenty-four (24) months. It is understood that in such cases, Articles 1.7, 1.8 and 1.9 do not apply for the purpose of triggering permanent status. It is agreed that one (1) resulting backfilled position shall be posted on a temporary basis up to the duration of twenty-four (24) months.
March 3, 2025	21.8 – PERSONAL LEAVE OF ABSENCE - EXTENDED The Employer will grant a leave of absence without pay upon the written request of any employee if the leave is for a good reason and does not unreasonably interfere with the efficient operation of the Employer's affairs. During such leave of absence seniority and service will continue to accrue for the first five (5) consecutive weeks of such leave but not thereafter. Benefit coverage, excluding LTD, shall be continued throughout the period at no cost to the Employer, provided the employee pays all applicable premiums in advance, by pre-authorization debit. post-dated cheque
March 3, 2025	37.4 – CREDIT UNION DEDUCTIONS The Employer will make credit union payroll deductions to those credit unions with which it does business for employees on the written request of the employee, such written request to be submitted on a form provided by the Region. NOTE – Renumber 37.5, etc.
March 3, 2025	TITLE PAGE WORKING AGREEMENT BETWEEN THE REGIONAL MUNICIPALITY OF YORK AND CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 4900 (YORK REGION UNIT)
March 3, 2025	2.1 – RECOGNITION OF UNION (YORK REGION UNIT)

Date Agreed	Item
	The Employer recognizes the Canadian Union of Public Employees and its CUPE Local 905 4900 as the sole bargaining agent for collective bargaining purposes for the group of employees, including students, employed by The Regional Municipality of York who occupy the positions set forth in the attached Schedules annexed hereto and forming part of this agreement, within the following areas: Community and Health Services Department, Corporate Services Department; Finance Department, Legal and Court Services Department; and the Public Works Department.
March 3, 2025	3.6 – EMPLOYEE LISTS (YORK REGION UNIT) The Employer shall supply the Union semi-annually on or about the first of April and October with a list of current employees, their addresses, any personal email addresses provided by the employee, employment status, position, and work location and shall continue to supply the Union with its monthly hire and termination lists, for all employees in CUPE Local 4900 905. Where the Employer conducts confidential equity surveys or anonymously collects self-identified gender, race/ethnicity, disability, 2SLGBTQ+ data for the bargaining unit, it will provide this information in an aggregate format to the Union.
March 3, 2025	3.7 – VACANCY REPORTS (YORK REGION UNIT) The Employer will provide CUPE the Union with electronic copies of all CUPE Local 905 4900 vacancy postings (excluding casual work) where it is anticipated that the vacancy will not be filled by a Regional employee.
March 3, 2025	4.1 – DUES DEDUCTIONS FROM PAY The Employer shall deduct from each pay of each employee, Union dues in the amount or rate notified in writing from time to time to the Treasurer of the Employer by the Treasurer of CUPE Local 905 4900. The Union agrees that the amount or rate of dues to be so deducted, when once set, shall not be changed by the Union for a period of six (6) months and thereafter shall not be changed more than once in any six (6) month period.
March 3, 2025	4.2 – REMITTANCE OF DUES DEDUCTIONS The Employer shall forward to the Treasurer of CUPE Local 905 4900 a cheque for the amount deducted pursuant to Article 4.1 within two (2) weeks of making such deductions. The cheque shall be accompanied with a list of names of the employees from whose wages the deductions were made, the number of hours the employee worked, and the gross wages paid to each employee.

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March 3, 2025	4.3 – UNION CONSTITUTION/BY-LAWS The Union will provide to the Employer a certified true copy of the section of the by-laws or constitution of CUPE Local 905 4900 authorizing any such dues and contributions, and a certified true copy of the section of the minutes of a meeting at which any change in such dues and contributions is made.
March 3, 2025	4.4 – SAVE HARMLESS The Union and its CUPE Local 905 4900 will jointly and severally indemnify and save harmless the Employer and all its officers and employees from any and all claims which may be made against the Employer or any employee of the Employer by reason of deductions from pay provided for by this Article.
March 3, 2025	6.1 – LIST OF AUTHORIZED REPRESENTATIVES The CUPE Local 905 York Region Unit Chairperson CUPE Local 4900 will forward to the Employer a list of the names of members of CUPE Local 905 4900 who are authorized to represent the Union at meetings with the Employer, and the Employer shall not meet with any employee or group of employees as representing the Union concerning any of the provisions of this agreement unless their names are on such list.
March 3, 2025	10.6 – HARASSMENT AND DISCRIMINATION DATA Every year (or two years if the data pool is too small) the Employer will provide to CUPE Local 4900 the Unit Chair aggregate data showing the number of complaints, the number of complainants, and respondents from within the bargaining unit, the nature of the complaint, and outcomes.
March 3, 2025	13.4 – CONTENT OF POSTINGS Notices posted pursuant to this Article shall contain the date of posting, the position and classification title, the job status, the duties of the position, the bonafide required qualifications, the rate of pay, the initial area of employment, whether it is a replacement or a new position, the closing date for applications and the email and/or fax number to which an application may be sent. Such notices will also be sent to the Unit Chairperson of CUPE Local 905 (YRU) 4900 and will indicate the name of the employee being replaced.
March 3, 2025	13.9 – NOTIFICATIONS TO UNION Notifications of all hirings, promotions, lay-offs, transfers, recalls, leaves of absence, or absences due to illness or disability (when sick leave credits have

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	been exhausted) in excess of one (1) month, pregnancy and parental leaves, leaves on long-term disability, and terminations of employment within the bargaining unit, shall be given to the Union. Such notice will include work locations of affected employees, and will be provided to the Secretary of CUPE Local 905 4900 once per month.
March 3, 2025	14.11 – DELETION OF CLASSIFICATION Prior to the deletion of a job classification, where practicable, the Employer will provide CUPE Local 905 4900 with twenty-one (21) calendar days written notice.
March 3, 2025	15.5 – NOTICE OF CHANGE OF HOURS The Employer shall determine the normal beginning and ending times of a shift. However, the existing beginning and ending times shall not be changed without the agreement of a majority of the employees affected unless the exigencies of the operations so require, in which case the employee and CUPE Local 905 4900 shall be given five (5) working days notice of such change. The issue of whether or not the exigencies of the operations require such change is a matter that may be referred to the grievance procedure at Step 2.
March 3, 2025	32.1 – CORRESPONDENCE BETWEEN PARTIES Unless mutually agreed otherwise, all correspondence between the parties arising out of this agreement shall if originating from the Union be addressed to: Chief Administrative Officer (or Commissioner of Corporate Services) The Regional Municipality of York 17250 Yonge Street Newmarket, Ontario L3Y 6Z1 and if originating from the Employer shall be addressed to the: Unit Chair Union President or Designate Canadian Union of Public Employees Local 4900 905 (York Region Unit) 165 Pony Drive Newmarket, Ontario L3Y 7B5 or: Inter office to the CUPE Local 905 mailbox. Note – Update once address received from CUPE
March 3, 2025	37.2 – PRINTING AND DISTRIBUTION OF AGREEMENTS

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	Within forty-five (45) calendar days following the ratification of this agreement, the Employer shall cause to be printed in pocket-sized booklet form, or such other form as mutually agreed, sufficient copies of this agreement and distribute them to the employees affected. Newly hired employees engaged after distribution has taken place will be given a copy of the agreement by the Employer. An additional one hundred (100) copies annually shall be forwarded to CUPE Local 4900 the Unit Chair. The cost of printing the collective agreements shall be cost shared equally by the Union and the Employer.
March 3, 2025	37.5 – COUNCIL AND COMMITTEE AGENDAS AND MINUTES The Employer will provide to CUPE Local 4900 the Unit Chair of the Union, at no cost, prior to each Council and Committee meeting the Council or Committee agenda, agenda add-ons and, where applicable, attachments, and following each Council or Committee meeting the minutes, bylaws and "after Council" documents, as soon as possible prior to or following the meetings. It is hereby understood and agreed that the Union is not entitled to documentation of closed proceedings of Council or Committee.
March 3, 2025	LETTERS OF UNDERSTANDING Replace CUPE Local 905 with CUPE Local 4900
March 3, 2025	8.3 – DELIVERY OF GRIEVANCES AND REPLIES (YORK REGION UNIT) Grievances and replies to grievances shall be in writing at all stages, and shall be delivered in person or by means of electronic or facsimile transmission, as agreed upon by the Union and the Employer. The person receiving the grievance or the response shall acknowledge receipt in writing and date the acknowledgement, a copy of which is to be retained by the person acknowledging receipt. The Union shall submit grievances to the appropriate individual described in the Grievance Procedure. However, should that individual be unavailable, the Union may submit the grievance to the appropriate individual's immediate Supervisor, the immediate Supervisor's designate, if previously identified, or given their unavailability, to the People, Equity and Culture Human Resource Services Branch, and receipt will be acknowledged as described above. The Employer shall submit responses to the CUPE Local 905 4900 President, with a copy to the York Region Unit Chairperson Lead Steward or and to the Grievor's Steward of CUPE Local 905.
March 3, 2025	20.3 B – SICK LEAVE CREDITS – IN HOURS The above schedule assumes a five (5) day work week. For individuals employees who work other than five days per week the sick entitlement is converted to hours. The chart below details the Sick Leave Credits in hours for

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	each of the weekly hours variations which presently exist for CUPE Local 4900 members.
March 3, 2025	30.1 A – RIGHT OF UNION REPRESENTATION It is understood that management and employees engage in discussions regularly as part of undertaking their duties. However, where it becomes apparent that a formal workplace investigation, a scheduled fact finding meeting or interview into allegations which may lead to discipline is required, the Employer will inform the Union and the employee in advance so that they may arrange to have a Steward present at any such meeting. Where the employee is a Steward or Union Executive, they may bring a CUPE staff representative or the CUPE Local 4900 President Unit Chair or designate as their representative.
March 5, 2025	3.1 – UNION MEMBERSHIP (YORK REGION UNIT) All employees of The Regional Municipality of York who fall within the CUPE Local 4900 905 bargaining unit shall become and remain members in good standing of the Union according to the constitution and by-laws of the Union.
March 5, 2025	16.1 b) HOLIDAY PAY (PPT,TPT,C) Holiday pay or time off in lieu for permanent part-time and eligible temporary part-time and holiday pay for eligible casual and part-time employees who work shifts of less than the regular full-time hours for that classification shall be the average of the paid straight-time hours for all shifts worked in the two pay periods preceding the holiday.
March 5, 2025	Renew Letter of Intent – Opportunities for Individuals with Cognitive Disabilities
March 5, 2025	Renew Letter of Intent – Water/Wastewater Certification
March 5, 2025	Renew Letter of Intent – Live-In Superintendent – Housing York Inc.
March 5, 2025	Renew Letter of Intent – Winter Shift Schedules (Article 15.14)
March 5, 2025	Renew Letter of Intent – Winter Shift Schedules (Article 15.6)
March 5, 2025	Renew Minutes of Settlement re: Concerning A Union Policy Grievance Regarding the Use of Agency Staff (13-PY-13) of January 18, 2013
March 5, 2025	6.2 – NEGOTIATING TEAM

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	The Union's collective bargaining team shall consist of not more than seven (7) persons, six (6) five (5) of whom shall be members of the CUPE Local 4900 905 York Region Bargaining Unit, one (1) CUPE 4900 President, and one (1) of whom shall be a representative of the Canadian Union of Public Employees. The Employer shall be entitled to an equal number of representatives. Prior to the commencement of bargaining the parties shall advise each other in writing of their respective representatives on the bargaining committee. Both parties may elect to have an equal number of Alternate members. In addition to the set numbers on the negotiation teams, the Employer and/or the Union may invite technical experts to assist the parties during negotiations.
April 25, 2025	2.2 – NEW CLASSIFICATIONS Regarding any newly established classification which, in the opinion of either party, should be included or excluded from the bargaining unit, the question as to its inclusion or exclusion shall be determined by mutual agreement or failing agreement, by reference to the Grievance Procedure. Where a new position is created in the bargaining unit, it will be reviewed by the Joint Job Evaluation Committee.
April 25, 2025	4.6 – T-2200 SLIPS Upon request by the employee the Employer shall provide T-2200 slips to those employees who are required to drive their own vehicles while on Regional business and who meet the criteria as per Canada Revenue Agency.
April 25, 2025	14.1 f) When an employee resigns after receiving notice of layoff pursuant to Article 14.1(e), they shall continue to have access to all internal EFAP services as currently provided for a period of three (3) months.
April 25, 2025 & November 28, 2025	7 – UNION LEAVE <i>The following language will replace both Article 7 and the existing LOU – Leave for Lead Steward.</i> 7.1 UNION EXECUTIVE LEAVE a) UNION EXECUTIVE LEAVE – PRESIDENT & VICE PRESIDENT If requested by the Union, the Employer will facilitate, subject to operational requirements, and the ability to replace the employee, a complete leave from their Region role for the Local Union President and one (1) Local Union Vice President.

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	b) UNION EXECUTIVE LEAVE – LEAD STEWARD & INJURED WORKER REPRESENTATIVE If requested by the Union, the Employer will facilitate, subject to operational requirements, and the ability to replace the employee, a complete leave from their Region role for the Lead Steward and Injured Worker Representative. c) UNION EXECUTIVE LEAVE – TERMS OF LEAVE i) The leaves under a) and b) above will be based on the terms below and will commence following suitable arrangements being made to meet operational requirements and provide coverage. Upon thirty (30) days written notice, the employee shall be returned to their former position, or to a position comparable to that in which they were employed before taking office, or to such other position as may be determined by the Employer, the employee and the Union as being suitable. ii) The Employer will maintain existing wages and benefits for the Employees on these leaves. For the positions listed in a) above, the Employer will invoice the Union, and the Union shall reimburse the Employer for 50 per cent of the cost of maintaining such employee's wages and benefits during the said leave of absence. For the positions listed in b) above, the Employer will invoice the Union, and the Union shall reimburse the Employer the total cost of maintaining such employee's wages and benefits during the said leave of absence. iii) Where the Union identifies a need for an additional role during the life of this Agreement, the Employer agrees to consider any request for a leave of absence on its merits and having regard to the impact on its operation and, if granted, such leave will be on terms agreed upon by the Parties. iv) It is understood that these leaves (both the listed leaves and any additional leaves granted) are for Union business related solely to CUPE Local 4900 and therefore the Union will ensure that any employees granted leave under this provision will maintain regular hours of work and are generally available for meetings with the Employer to address workplace issues.

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	v) The purpose of the Lead Steward Leave is to ensure the availability of a steward to represent employees while also minimizing the disruption of local Stewards being withdrawn from the workplace during the workday. It is agreed and understood that the Lead Steward will primarily act as a steward while using other leave time for training of other stewards and administration. vi) The purpose of the Injured Worker Representative Leave is to fulfill the steward role and provide information, advice, and additional support to injured and ill workers, upon request, with the goal of supporting early and safe return to work, while meeting the shared duty to accommodate. 7.2 UNION BUSINESS LEAVE a) The Employer, upon reasonable notice of not less than ten (10) days, shall grant a leave of absence upon request to employees for the following reasons: i. to attend or conduct Union Training; ii. to represent the Union at Union conventions or seminars; iii. for collective bargaining preparation; iv. preparation for attendance at meetings with the Employer; v. to attend and participate on committees of CUPE National or Ontario. The Employer shall pay the employee's wages and benefits, invoice the Union and the Union shall forthwith provide full reimbursement to the Employer. Such leave of absence shall not exceed thirty-five (35) days for any individual employee per calendar year and a total of three hundred (300) person days in any calendar year. The Union may also request, upon reasonable notice of not less than ten (10) days, the Employer provide up to a maximum of 10 days per year for up to six members of the Union Executive (who are not otherwise on leave and with the days prorated for any period of leave under 7.1) to attend at scheduled Executive meetings. Such time will be granted subject to operational requirements, and included in the above annual cap. b) The above caps do not apply to employees who are elected or appointed to Union positions in accordance with Articles 7.1 or 7.4.

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	c) It is agreed and understood that Leaves of Absence granted to Health and Safety Committee members to attend Health and Safety seminars or conferences shall not be counted for the purposes of this article. 7.3 UNION BUSINESS LEAVE CASUAL (C) Where the Union requests a leave of absence for a casual employee under 7.2 above, the following will occur: a) The employee will, where possible, submit Union leave dates to the Employer prior to their next scheduling window opening. b) Where there is an availability requirement, Union leave days will count towards the obligation as per the applicable articles in the collective agreement. c) The Employer will maintain wages and benefits for these approved leave of absence days based upon the number of hours confirmed by the Union on the Union Leave Form and the Union will reimburse. d) In the event there are any specific hours of work, availability or scheduling issues which arise as a result of a casual employee's union leave, the Parties will meet to discuss. e) Union business leave for casual employees will not exceed five (5) days per calendar week or a total of eight (8) days per month. 7.4 a) LEAVE FOR FEDERAL/PROVINCIAL UNION OFFICE An employee who is elected to office in the Canadian Union of Public Employees, whether National or Provincial, the duties of which require their full-time attendance, shall, upon written request, be granted leave of absence without loss of seniority and service for a term not exceeding two (2) years. Such leave of absence shall be without pay, but benefits will be continued by the Employer, and the Union shall reimburse the Employer for the cost of maintaining such employee's benefits during the said leave of absence. b) LEAVE FOR FEDERAL/PROVINCIAL UNION EMPLOYMENT An employee who becomes a paid employee of the Canadian Union of Public Employees, whether National or Provincial, shall, upon written request, be granted leave of absence without loss of seniority and service for a period not exceeding one (1) year. Such leave of absence shall be without pay, but benefits will be continued by the Employer, and the Union shall reimburse the Employer

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	for the cost of maintaining such employee's benefits during the said leave of absence. 7.5 EFFECT OF UNION LEAVE ON SENIORITY/BENEFITS Whenever an employee is on leave of absence on Union business, such absence shall not constitute a break in seniority or service or affect any benefits to which they are entitled. 7.6 BACKFILL OF UNION LEAVES It is understood that for Article 7 any employee(s) backfilling these positions may do so for as long as the leave continues without triggering a permanent appointment or a permanent posting and will have notice of displacement based upon the notice provided by the Union of the individuals return, but at minimum, four weeks' notice is required. It is also agreed that any resulting "domino" effects from these leaves will be treated in a similar fashion and will not be the subject of a grievance or grievances.
May 1, 2025	18.16 STANDBY An employee assigned by their immediate Supervisor to be on standby, shall ensure that they are available to take all necessary calls and communications during the period of the standby assignment. The employee shall also ensure that the technological means of receiving said calls and/or communications (e.g. telephone, cell phone, text, email, beeper, pager etc.) are in working order, and if not in working order, the employee shall take all reasonable steps to ensure uninterrupted communication with the Employer. Any out-of-pocket expenses shall be reimbursed by the Employer.
June 18, 2025	26.1 e. Uniform/Boot Allowance For Paramedics ii) Full-Time Paramedic Uniform Issue (PFT & TFT): iii) Part-Time & Casual Paramedic Uniform Issue:
July 18, 2025	30.2 DISCHARGE/SUSPENSION In the case of an employee, other than a probationary employee, considered by the Union and the employee to have been discharged or suspended without just cause, the matter may be initiated at Step 2 (or Step 3 with mutual agreement of the parties) of the grievance procedure.

Date Agreed	Item
July 18, 2025	32.2 CORRESPONDENCE BETWEEN EMPLOYER AND EMPLOYEES A copy of any correspondence between the Employer or their designate and any employee in the bargaining unit pertaining to a dispute as to the interpretation, administration or application of any part of this agreement, shall be forwarded to the Secretary of the Union President.
July 18, 2025	37.7 EMPLOYEES PLACED ON DAY SHIFT Employees involved in meetings or negotiations with the Employer, as well as employees on Union Leave, including bargaining preparation, shall be placed on day shift for the purpose of attending the meetings or negotiations or taking Union Leave.
July 31, 2025	Renew Letter of Intent – Partnership Programs
July 31, 2025	Renew Letter of Intent – Paramedic NRA 60 Classification
August 8, 2025	1.19 DEFINITION OF IMMEDIATE FAMILY "Immediate Family" includes an employee's spouse; and the parent (including stepparent), child (including stepchild and child-in-law), step parent, sibling (including sibling-in-law) brother, sister, son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchild, and former guardian; of an employee or their spouse. Spouse (including common-law spouse), is as defined in the Family Law Act, R.S.O. 1990, c.F.3, s.29, as amended from time to time.
August 8, 2025	8.11 GRIEVANCES REGARDING SUSPENSION, DISCHARGE, LAY-OFF, RECALL Where a grievance arises due to suspension, discharge, lay-off or recall, the grievance shall be filed at Step No. 2 (or Step 3 with mutual agreement of the parties) of the Grievance Procedure.
August 8, 2025	12.XX SENIORITY SEQUENCING When more than one employee is hired into the same position, as of the same date, seniority sequencing will be determined by a randomized draw process. A Union representative and an Employer representative will be present for the process. <i>Note: Further discussion can take place regarding the use of overtime, if discussing Paramedic only language</i>

Date Agreed	Item
August 8, 2025	ARTICLE 13.1 D – REHIRING OF TEMPORARY EMPLOYEES If a temporary employee applies for a posted position as per Article 13.1 a) of this Agreement, they will be considered as an internal applicant if they have applied for the position prior to their temporary contract ending. They will maintain their credit of service as well as their seniority from their original date of hire for hours worked if they are the successful applicant. For clarity, upon re-employment, the individual's immediately previous unbroken service and seniority will be recognized on the next seniority list. For additional clarity, there will be no continued accrual of seniority and service during the period a successful applicant was not employed, nor is there any entitlement to any other benefits under the Collective Agreement during that time. The employer will generate an adjusted service date, as appropriate, when factoring in the break in employment.
August 8, 2025	13.18 INTERVIEW AND TESTING f) If an employee is unsuccessful in a permanent posting process, they may, no more than once per year, request a meeting with People, Equity & Culture or the hiring manager (as applicable), Human Resources to review their application, the interview and/or test results for an unsuccessful posting. This request must be made within a month of the applicant being notified of the decision with respect to a posting. It is understood that this discussion and review will take place in a manner which respects and maintains the ability to reuse interview questions and tests.
August 8, 2025	19.7 MAXIMUM UNBROKEN PERIOD (PFT, PPT) ii) Lieu time banked pursuant to Articles 16.2 (a) and 18.9 shall be used before vacation credits when scheduling the maximum unbroken period subject to an employee taking their minimum Employment Standards Act vacation time.
August 8, 2025	20.1 SICK LEAVE (PFT,PPT) After three (3) months of service, as specified in Article 20.10–20.11, permanent full-time employees and, on a pro-rata basis, permanent part-time employees shall have the benefit of and be subject to the conditions contained in the Sick Leave Plan for employees of The Regional Municipality of York contained in this Article.
August 8, 2025	21.2 FUNERAL LEAVE An employee may, on application to the Branch Head or to a person designated by them, be granted one (1) day leave of absence with pay to

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	attend a funeral. Should an employee be scheduled on the night shift immediately prior to the leave, or the night shift on the day of the leave, the Employer will make best efforts to accommodate this request.
August 8, 2025	24.4 RETROACTIVITY FOR ELIGIBLE RETIREES UNDER OMERS Former employees who retired from employment following the expiry of the past collective agreement after April 1, 2020 and before the date of and prior to the ratification of the current collective agreement and qualified under OMERS shall be entitled to retroactive pay adjustments up to the effective date of their retirement. The Employer shall notify in writing, by registered mail, to the last known email address, all eligible retired members of the Union of their entitlement to pay adjustments who have terminated their service, on or after the coming into force of this Collective Agreement of any entitlement to retroactive pay adjustments. Those notified will be informed that they have thirty (30) days in which to advise the Employer of their intent to claim any applicable retroactive adjustments. Upon notification, the Employer shall then remit cheques in the appropriate amount forthwith. Those eligible members who fail to respond within thirty (30) days thereafter forfeit any right to retroactive adjustments.
August 8, 2025	Renew Letter of Intent – “INITIAL AREA OF EMPLOYMENT” AND “LOCATION”
August 8, 2025	Renew Letter of Intent – LABOUR RELATIONS PILOT PROJECT PRESCHEDULED GRIEVANCE MEETINGS AND EXPEDITED MED/ARB as follows: Within 90 days following the ratification of this Collective Agreement, The parties agree to continue meet and establish a the working group of three persons from each Party, who may be supported by the CUPE National Representative and the Region’s legal support, to in develop and implementing a Labour Relations (LR) Pilot Project for the 2022 and 2023 calendar years. This Pilot will include working to establish some regularly scheduled branch Step 2 grievance meetings and Step 3 grievance meetings and a system for determining the grievances to be scheduled for hearing at these meetings in advance of the pre-scheduled dates. This Pilot Project will also work to establish an expedited Mediation/Arbitration process which may be used for non-precedent setting cases where both Parties agree. This process is an informal and accelerated mechanism to facilitate a speedier resolution of the grievances arising out of the application of the Collective Agreement. The third-party Mediator/Arbitrator may establish a

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	procedure including disclosure and/or written briefs and/or will says. The Parties will work to establish standing dates for the 2023 year for this expedited Pilot process. In December of 2026 2023, the parties will revisit both aspects of the LR Pilot Project to determine if there is mutual agreement to continue the process(es) for the duration of the Collective Agreement. Failing mutual agreement, the process(es) will end.
August 8, 2025	Renew Letter of Intent – DEEMED TERMINATION FOR ABSENCES THIRTY (30) MONTHS OR GREATER
September 16, 2025	5.1 BULLETIN BOARDS The Employer will, where practical, provide in each facility in which bargaining unit employees work one bulletin board per floor for Union use. The purpose of the board is to provide information to employees and not to be used to disparage the Employer.
September 16, 2025	3.9 PORTABILITY OF SERVICE The Union and the Employer agree that when any person or persons from a CUPE Local 905 bargaining unit is required to be transferred, moved or realigned from another employer bargaining union to this bargaining unit, any such claim shall be accompanied by verification of previous related experience and shall be applied upon completion of the employee's probationary period. The parties shall recognize the seniority and service of the 905 member, who is following their work, and recognize the service and seniority held in the previous bargaining unit. The Union and the Employer agree that when any York Region employee from a CUPE Local 4900 bargaining unit is required to be transferred, moved or realigned to this bargaining unit, the parties shall recognize the seniority and service of the CUPE Local 4900 member held in the previous bargaining unit.
September 16, 2025	xx.xx Technological Change Technological change means the introduction by the Employer of new technology or equipment different in nature from that previously utilized by the Employer or substantial modifications to present technology or equipment which directly results in the elimination of a position, or a significant modification of an employee's tasks or skills required to fulfil the requirements of the job.

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	Where the Employer has a planned technological change, it will notify the Union thirty days or as soon as practical in advance of its implementation. The notice will be in writing and will provide the anticipated date of implementation and the anticipated effect of such technological changes on members of the bargaining unit. Following the notice above, a labour management meeting will be held to discuss the impact on the terms and conditions of work. Where any employee's position is affected by technological change, as described above, the Parties shall discuss retraining, the need for and filling of new classifications, and / or the implementation of any layoff or restructure. *NOT RENEWING LOU re: Technological Change
October 22, 2025	13.7 JOB COMPETITION (PFT, PPT, TFT, TPT, C) 2) In filling vacancies, new union positions or promotions that are not covered in Article 13.7(a) above, the appointment shall be made of the applicant having the <u>bonafide</u> required qualifications and the greatest seniority. It is understood and agreed that "<u>bonafide</u> qualifications" means the combination of education, experience and skills that are set out in the "qualifications" section of the job posting at the time the posting closes.
November 3, 2025	Renew Letter of Intent – REPORTS FOR TEMPORARY VACANCIES
November 3, 2025	Renew Letter of Intent – LIEU BANK CAPS – PUBLIC WORKS
November 3, 2025	Renew Letter of Intent – ESTABLISHMENT REPORTS
November 4, 2025	19.12 SELECTION OF VACATION (PFT, PPT – PARAMEDICS EXEMPT) a) Every employee shall give notice in writing to their Supervisor by the 15th of March (for the period of April 16 to October 15) in each year of their preferred vacation days. Upon receipt of such notice, vacation dates will be confirmed by the Supervisor by the 15th of April. Failure by the Supervisor to respond shall be deemed to be confirmation. Requests for vacation can be made again by September 15th (for the period of October 16 to April 15) with supervisor approval on October 15th. When two (2) or more employees in the same section and within the same job status request the same or overlapping dates, vacation shall be assigned on the basis of bargaining unit seniority if necessary to maintain services

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November 4, 2025	19.1 a) VACATION ELIGIBILITY (PFT, PPT) Each permanent full-time employee, and permanent part-time employees on a pro-rata basis based on normal scheduled hours, shall be eligible for vacation days with pay according to the following scale: <table><tr><th>During Year</th><th>Annual Vacation Entitlement in Days</th><th>Annual Vacation Entitlement in Hours for 35 hrs/wk</th><th>Annual Vacation Entitlement in Hours for 37.5 hrs/wk</th><th>Annual Vacation Entitlement in Hours for 40 hrs/wk</th><th>Annual Vacation Entitlement in Hours for Paramedic Services 42 hrs/wk</th></tr><tr><td>1</td><td>15</td><td>105</td><td>443 112.5</td><td>120</td><td>126</td></tr><tr><td>2</td><td>15</td><td>105</td><td>443 112.5</td><td>120</td><td>126</td></tr><tr><td>3</td><td>16</td><td>112</td><td>120</td><td>128</td><td>134 134.4</td></tr><tr><td>4</td><td>17</td><td>119</td><td>428 127.5</td><td>136</td><td>443 142.8</td></tr><tr><td>5</td><td>20</td><td>140</td><td>150</td><td>160</td><td>168</td></tr><tr><td>6</td><td>20</td><td>140</td><td>150</td><td>160</td><td>168</td></tr><tr><td>7</td><td>20</td><td>140</td><td>150</td><td>160</td><td>168</td></tr><tr><td>8</td><td>20</td><td>140</td><td>150</td><td>160</td><td>168</td></tr><tr><td>9</td><td>21</td><td>147</td><td>458 157.5</td><td>168</td><td>476 176.4</td></tr><tr><td>10</td><td>22</td><td>154</td><td>165</td><td>176</td><td>485 184.8</td></tr><tr><td>11</td><td>23</td><td>161</td><td>473 172.5</td><td>184</td><td>493 193.2</td></tr><tr><td>12</td><td>23</td><td>161</td><td>473 172.5</td><td>184</td><td>493 193.2</td></tr><tr><td>13</td><td>24</td><td>168</td><td>180</td><td>192</td><td>202 201.6</td></tr><tr><td>14</td><td>24</td><td>168</td><td>180</td><td>192</td><td>202 201.6</td></tr><tr><td>15</td><td>25</td><td>175</td><td>488 187.5</td><td>200</td><td>210</td></tr><tr><td>16</td><td>25</td><td>175</td><td>488 187.5</td><td>200</td><td>210</td></tr><tr><td>17</td><td>26</td><td>182</td><td>195</td><td>208</td><td>218 218.4</td></tr><tr><td>18</td><td>26</td><td>182</td><td>195</td><td>208</td><td>218 218.4</td></tr><tr><td>19</td><td>27</td><td>189</td><td>203 202.5</td><td>216</td><td>227 226.8</td></tr><tr><td>20</td><td>27</td><td>189</td><td>203 202.5</td><td>216</td><td>227 226.8</td></tr><tr><td>21</td><td>28</td><td>196</td><td>210</td><td>224</td><td>235 235.2</td></tr><tr><td>22</td><td>28</td><td>196</td><td>210</td><td>224</td><td>235 235.2</td></tr><tr><td>23</td><td>29</td><td>203</td><td>248 217.5</td><td>232</td><td>244 243.6</td></tr><tr><td>24</td><td>29</td><td>203</td><td>248 217.5</td><td>232</td><td>244 243.6</td></tr><tr><td>25+</td><td>30</td><td>210</td><td>225</td><td>240</td><td>252</td></tr></table>	During Year	Annual Vacation Entitlement in Days	Annual Vacation Entitlement in Hours for 35 hrs/wk	Annual Vacation Entitlement in Hours for 37.5 hrs/wk	Annual Vacation Entitlement in Hours for 40 hrs/wk	Annual Vacation Entitlement in Hours for Paramedic Services 42 hrs/wk	1	15	105	443 112.5	120	126	2	15	105	443 112.5	120	126	3	16	112	120	128	134 134.4	4	17	119	428 127.5	136	443 142.8	5	20	140	150	160	168	6	20	140	150	160	168	7	20	140	150	160	168	8	20	140	150	160	168	9	21	147	458 157.5	168	476 176.4	10	22	154	165	176	485 184.8	11	23	161	473 172.5	184	493 193.2	12	23	161	473 172.5	184	493 193.2	13	24	168	180	192	202 201.6	14	24	168	180	192	202 201.6	15	25	175	488 187.5	200	210	16	25	175	488 187.5	200	210	17	26	182	195	208	218 218.4	18	26	182	195	208	218 218.4	19	27	189	203 202.5	216	227 226.8	20	27	189	203 202.5	216	227 226.8	21	28	196	210	224	235 235.2	22	28	196	210	224	235 235.2	23	29	203	248 217.5	232	244 243.6	24	29	203	248 217.5	232	244 243.6	25+	30	210	225	240	252
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November 4, 2025	12.XX SENIORITY BETWEEN UNITS When a York Region employee from a different CUPE Local 4900 bargaining unit applies for a posting in this bargaining unit, they will be treated as an internal applicant, and the parties shall recognize their seniority held in the previous bargaining unit, subject to the restrictions in 13.8b. In those limited cases where there are specific considerations, skills, abilities, experience, and/or qualifications, the Employer may require the Employee																																																																																																																																																												

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	from the other bargaining unit, to undergo an assessment before being deemed qualified for the position.												
November 4, 2025	20.3 D) SICK CREDITS ENTITLEMENT iii) Where an employee is not actively at work due to illness, leave of absence without pay, layoff, or is on a reduced hours modified work program, or lay-off as of January 1st or July 1st of each year, the sick leave credits will not be restored until the employee can work at least twenty-eight (28) consecutive calendar days.												
November 4, 2025	12.3 SENIORITY CONVERSION TABLE In the event that an employee changes their job status to or from that of a Permanent Full-Time employee the following table will be used to convert hours to days and vice versa for the purpose of crediting seniority and determining the adjusted date of hire: <table><tr><td>2184 2058 paid hours</td><td>= 1 year when normal full-time hours</td><td>= 42 hours a week</td></tr><tr><td>2080 1960 paid hours</td><td>= 1 year when normal full-time hours</td><td>= 40 hours a week</td></tr><tr><td>1950 1837.5 paid hours</td><td>= 1 year when normal full-time hours</td><td>= 37.5 hours a week</td></tr><tr><td>1820 1715 paid hours</td><td>= 1 year when normal full-time hours</td><td>= 35 hours a week</td></tr></table> Casual, part-time and temporary seniority at the time of conversion to full-time will not exceed the full-time hours in their classification one thousand seven hundred and fifteen (1715) hours annually. Additional hours will be converted to days on a pro-rata basis using the above formula Note: This is on a go-forward basis as of the date of ratification for new conversions.	2184 2058 paid hours	= 1 year when normal full-time hours	= 42 hours a week	2080 1960 paid hours	= 1 year when normal full-time hours	= 40 hours a week	1950 1837.5 paid hours	= 1 year when normal full-time hours	= 37.5 hours a week	1820 1715 paid hours	= 1 year when normal full-time hours	= 35 hours a week
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1820 1715 paid hours	= 1 year when normal full-time hours	= 35 hours a week											
November 19, 2025	21.1 A & C BEREAVEMENT LEAVE a) BEREAVEMENT LEAVE (PFT, PPT, TFT, TPT) An employee shall be granted three (3) regularly scheduled consecutive work days leave without loss of pay and benefits in case of the death of the immediate family, as defined in Article 1.19. In the case of spouse, child,												

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	stepchild, parent, step parent, or sibling an additional two (2) days will be granted. Where tradition dictates or where delayed services occur (interment or memorial) the bereavement leave days above may be used over two (2) separate occasions within six (6) months of the date of loss. It is understood that bereavement leave is inclusive of Funeral Leave (Article 21.2). It is agreed and understood that part time employees are entitled to use their bereavement leave only on those scheduled workdays that arise in the seven (7) calendar days from the date the leave begins. c) BEREAVEMENT LEAVE FOR CASUAL EMPLOYEES When a death occurs in the immediate family of a casual employee during a time when they are scheduled to work, the entitlement to bereavement leave will be the same as for permanent and temporary employees, as it pertains to scheduled days only. It is agreed and understood that casual employees are entitled to use their bereavement leave only on those scheduled workdays that arise in the seven (7) calendar days from the date the leave begins.
November 19, 2025	Renew Letter of Intent – CASUAL/ON CALL PARAMEDIC STAFF
November 19, 2025	Replace Job Evaluation Maintenance Letter of Intent with Job Evaluation/Pay Equity Maintenance Protocol dated September 26, 2024
November 28, 2025	13.8 RESTRICTIONS b) A permanent employee who accepts a temporary position must return to their permanent position for at least twelve (12) months from the date of the return before accepting another temporary position, subject to Article 14, or the exceptions below. This does not prevent such employee from having their application considered for any other posted permanent position within the bargaining unit, prior to the completion of the twelve months. i) The Employer agrees that having the applicant accept assignment to the position would be mutually beneficial.

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	ii) The job constitutes a promotion. For the purposes of Article 13.8 a) and b), a promotion is defined as an increase in compensation (i.e. change in classification or status or an increase in regular hours of work, but not a change in location). For the purposes of Article 13.8 a) and b), mutually beneficial is defined as beneficial to the Employer, the Employee, and the Union.
November 28, 2025	24.5 RETROACTIVITY FOR FORMER EMPLOYEES Former employees who resigned from employment following the expiry of the past collective agreement and prior to the ratification of the current collective agreement will be notified in writing, to the last known email address, of a right to a retroactive wage payment, less applicable deductions. Those notified will be informed that they have thirty (30) days in which to advise the Employer of their intent to claim any retroactive wage payment. Upon notification, the Employer will process a one-time lump sum payment representing the difference between the wage paid and the negotiated wages on all regular hours worked. Those eligible members who fail to respond within thirty (30) days thereafter forfeit any right to retroactive payments.
November 28, 2025	26.1 b) UNIFORMS AND PROTECTIVE CLOTHING iv) Reflective Shirts - Four (4) Five (5) reflective shirts will be supplied annually to all workers who require them as determined by the Employer with a combination of t-shirts and long sleeve shirts or sweatshirts. ix) Safety Footwear – An employee who is required to wear CSA approved safety footwear during the course of their duties shall be reimbursed for the purchase of safety footwear to a maximum of three hundred and seventy five twenty five (\$375) (\$325) dollars upon submission of an original receipt in a calendar year. A summer student who is required to wear CSA approved safety footwear during the course of their duties shall be reimbursed for the purchase of the safety footwear to a maximum of seventy-five (\$75.00) dollars upon submission of an original receipt. The reimbursement shall be paid on the summer student's last pay cheque.
November 28, 2025	26.1 d) Safety Boots/Shoes

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	Subject to proof of need the Employer will make a payment of up to \$130.00 \$175.00 every two (2) years towards the purchase of CSA approved footwear in February to each employee who is required to wear such footwear on an irregular basis, upon submission of an appropriate receipt. Probationary employees may purchase footwear and will be reimbursed on successful completion of the probationary period.																														
November 28, 2025	Renew LOA – Paramedic Services Vacation as follows: 1. Full-time and Permanent Part Time Paramedics will be notified by the Paramedic Services Scheduling Unit in order of bargaining seniority in advance of the upcoming year to submit vacation requests for the following year. Paramedics will submit their annual requests in accordance with the scheduling unit’s direction each year. 2. To maintain efficiency within Paramedic Services Operations the number of Paramedic staff allowed on vacation, overtime and/or statutory lieu time shall be: <table><tr><td></td><td>CP</td><td>PCP</td><td>ACP</td><td>CPLP</td><td>SRU</td></tr><tr><td>Days & Day</td><td>30%</td><td>30%</td><td>30%</td><td>30%</td><td>50% 30%</td></tr><tr><td>Peak Shifts</td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Night & Night</td><td>30%</td><td>30%</td><td>30%</td><td>30%</td><td>50% 30%</td></tr><tr><td>Peak Shifts</td><td></td><td></td><td></td><td></td><td></td></tr></table> The definitions for item 2 are: Day Peak: shifts starting between 00:00 and 11:59 Night Peak: shifts starting between 12:00 and 23:59 The percentages are in reference to the number of positions on the core schedule and reflect pre-scheduled requests. Expected core schedule numbers will be provided by the employee to CUPE prior to the annual vacation booking process. The percentages will be based on whole numbers with 0.10-0.49 rounding down and 0.50-0.99 rounding up. MPU will be considered based on their qualifications. SRU in administrative positions and/or alternate roles will be considered part of the percentages. SRU will continue with current		CP	PCP	ACP	CPLP	SRU	Days & Day	30%	30%	30%	30%	50% 30%	Peak Shifts						Night & Night	30%	30%	30%	30%	50% 30%	Peak Shifts					
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Night & Night	30%	30%	30%	30%	50% 30%																										
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	vacation allotment per shift (two (2)) until number of staff increases to match allotment at 30% level. 3. Permanent full-time and permanent part-time Paramedics shall have a permanent work location or be assigned as a Float Paramedic assigned to a district, as determined by the employer. Permanent station assignments and Float designations will be determined by qualifications (PCP, ACP, CPLP, etc.) and bargaining unit seniority through a bidding process. Bids will be released by the Paramedic scheduling unit electronically every eight (8) weeks. Upon successful bid the assignment will become effective at the start of the next eight (8) week cycle rotation. 4. To be considered successful an employee must meet all the qualifications prior to the bid closing date. If the qualifications are not confirmed by that date the position will go to the next successful bidder.
November 28, 2025	Renew Letter of Intent - PARAMEDIC NRA 60 CLASSIFICATION
November 28, 2025	Renew Letter of Intent - PARAMEDIC SERVICES – PARAMEDICS MILEAGE
November 28, 2025	Not Renew Letter of Intent - PARAMEDIC SERVICES ELIGIBILITY LIST (E-LIST) FOR COMMUNITY PARAMEDICS
November 28, 2025	Renew Letter of Intent – PARAMEDIC SERVICES SUPERINTENDENT DEVELOPMENT PROGRAM as follows: WHEREAS, York Region Paramedic Services has operated a Pilot, and the Parties now wish to establish an ongoing Superintendent Development Program to support both daily paramedic operations in meeting staff and service quality needs as well as supporting the development of all staff; AND WHEREAS, the Employer will create a prequalified list of candidates at least once every year to staff the Superintendent Development Program; AND WHEREAS, the Superintendent Development Program will assist the Employer in filling temporary Superintendent roles on an intermittent basis, through short duration assignments to this higher non-union classification; AND WHEREAS, this Program is distinct from use of a TFT replacement for longer duration requirements which shall be filled in accordance with the Collective Agreement;

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	NOW THEREFORE, the Parties agree to the following: 1. The Employer will determine the number of Paramedics that will prequalify for the Superintendent Development Program, including the method of selection and criteria required, however at a minimum, candidates must meet all the qualifications for the current Superintendent / Supervisor Paramedic Operations job description. 2. The Employer will determine and assign candidates to Superintendent Development Program shifts, at their discretion, which may require a change in shift pattern and work location and will endeavour to do so in a fair and equitable manner. 3. A candidate will be eligible to accept any Superintendent Development Program assignments which will be composed of short duration assignments for no more than fifty (50%) percent of their scheduled shifts per 4-week cycle. Candidates will continue to accumulate seniority in accordance with the Collective Agreement and have an amount equal to dues deducted while in these assignments. Candidates who, through any combination of short duration assignments under the Program and/or non-union TFT assignments, exceed 50% of their shifts worked outside of the bargaining unit in any one (1) calendar year period will become ineligible for further TFT assignments for a period of three (3) months or twelve (12) months if there was a single assignment in excess of nine (9) months such that article 12.6 applies. Notwithstanding that ineligibility, the candidate may continue to accept short duration assignments during this period so long as these do not exceed 30% 15% of their scheduled shifts per 4-week cycle rounded up to the nearest whole shift. 4. The Employer will cap the number of candidates active in the Superintendent Development Program on any given shift to a maximum of 20. This number may change when mutually agreed upon by both parties. 5. Candidates who are accepted to the Superintendent Development Program, but are not assigned shifts, may require ongoing training, competency monitoring and development, to be determined by the Employer. The initial orientation/ onboarding will be compensated as bargaining unit work. 6. The Employer can at any point remove a candidate from the Superintendent Development Program at their sole discretion, including but not limited to, if

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	the candidate fails to successfully meet the professional expectations and requirements of the Program. In these instances, the candidate will return to their home role position. 7. It is understood that while the Superintendent Development Program will commence upon ratification, current candidates in the pre-existing Pilot Program will not be prejudiced or excluded from participating in the Superintendent Development Program and, if they do so, will not be subject to the 50% limit in paragraph 3 until January 2023.
November 28, 2025	New Letter of Agreement - YORK REGION PARAMEDIC HONOUR GUARD The parties agree to the following: 1. The Employer shall determine the number of Service Members that are required to perform in this function/role. Every effort will be made to ensure even representation by platoon to mitigate the impact on paramedic operations. 2. The Employer will maintain a Terms of Reference that will outline the following, but is not limited to: • Honour Guard and Senior Honour Guard member description roles and selection criteria • Staffing models for Honour Guard events • Order of selection of members for events to evenly distribute opportunities • Selection of Honour Guard Officer-In-Charge who will report directly to the employer 3. Minimum staffing requirements for event categories including training are outlined in the Honour Guard Terms of Reference. In the event minimum staffing complement is not met with off duty members, on duty members will be redeployed from paramedic operations subject to approval by the Employer. 4. Service members applying for Honour Guard membership must apply to the Expression of Interest. 5. When attending Honour Guard events on a regularly scheduled day off, Honour Guard members will be paid at straight time or have the option of time in lieu at straight time for all hours worked. Honour Guard members shall be paid from the time they report to Paramedic Services HQ or other location as directed by the Employer to the time they return to Paramedic Services HQ or other location as directed by the

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	Employer. This will be for a minimum of 3 hours and not to exceed normal hours of scheduled work for that member. 6. Honour Guard members attending the quarterly training sessions will be compensated in accordance with section 5 above. 7. Any event requiring overnight accommodation and/or travel out of Province/Country must be pre-approved by the Employer. Travel expenses, accommodation, mileage and meals will be paid as per relevant Regional policies. Staff are compensated at regular time for the time at the event itself, however staff will not compensated for travel time or time outside of event. 8. Honour Guard members who complete the mandatory initial training session will be provided with an Honour Guard uniform at the employer's expense as per the Terms of Reference. 9. Once trained, Honour Guard members shall commit for a minimum period of twenty-four (24) months, attend at a minimum three (3) events per year and attend at least two (2) of the four (4) quarterly training sessions. If Paramedic Services does not attend three (3) events within a calendar year, then the training requirement will be considered as meeting this standard. If the Honour Guard member fails to meet this commitment, they shall no longer be eligible to participate in the Honour Guard at the discretion of the Employer. 10. Retired York Region Paramedics may join the Honour Guard as volunteers as defined in Article 3.8. Volunteers may receive an honorarium or other compensation for expenses but will not receive a wage or salary. 11. The Employer and the Union will meet annually to review the Terms of Reference. 12. The Employer agrees to cover all fees relating to maintenance of the issued Honour Guard uniform when a receipt is submitted where the employer does not maintain the uniforms. Any such request must be pre-approved by Paramedic Services management.
November 28, 2025	New Letter of Intent – PARAMEDIC SERVICES ELIGIBILITY LIST (E-LIST) FOR SRU WHEREAS the Special Response Unit (SRU) has been a separate and distinct unit of York Region Paramedic Services since October 2008, made

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	up of specially trained Advanced Paramedics who work in partnership with York Regional Police officers. AND WHEREAS the Employer will create a prequalified list of candidates at least once every two years to fill the eligibility list. AND WHEREAS the recruitment process to fill each SRU vacancy requires interested and qualified paramedics to successfully complete several specialized selection components which takes considerable amount of time to complete and resources to administer. AND WHEREAS once appointed, SRU paramedics require several weeks of specialized training before they can work in this Unit. AND WHEREAS the Parties acknowledge that the length of the recruitment and training processes creates delays in filling vacancies, which could have a detrimental impact on paramedic operations and public safety. AND WHEREAS the parties are desirous of creating a pre-qualification process to establish an Eligibility List (E-List) for SRU paramedics, THEREFORE, the Parties agree as follows: 1. The Employer shall determine the number of Paramedics that are required to perform in the role of SRU paramedic, including the method of selection and criteria required. 2. An E-List will be created once every 24-months, to pre-qualify SRU candidates to fill all permanent vacancies and temporary vacancies. 3. E-Lists become effective bi-annually on January 1st and shall be valid for the filling of future vacancies that may occur during the following twenty-four (24) month period or until the list is depleted, whichever comes first. 4. Candidates must meet the qualifications for SRU ACP Paramedic position as set out in the job description and must pass all selection components to be placed on the E-List. 5. The selection of pre-qualified candidates shall be based on the criteria set out in Article 13.7 a) and excludes the provisions of Article 13.8 (Restrictions).

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	6. E-List candidates will be offered TFT- vacancies in order of their ranking on the current E-List. If an E-List candidate declines an offered vacancy, they will be moved to the bottom of the E-List and will be offered again prior to any qualified probationary employee being offered a vacancy. 7. Members that have completed an active assignment will be placed back on the bottom of the E-List. New opportunities will be offered to those who have not had previously assigned positions. 8. Candidates who are on the E-List that are not assigned shifts or TFT opportunities will require ongoing training, competency, and monitoring. A successful fitness test is required to be offered a position and/or to remain on the E-List. Tests are conducted annually as established by the employer; staff must attend the dates offered. 9. It is understood that Paramedics in active TFT SRU assignments or in A2HC pool during the current E-List cycle may apply to a new E-List posting and will be ranked among other candidates, without undergoing the selection process, provided they have completed all required selection components previously. These members may elect to take part into the selection process to better their ranking score, however the new score will be used regardless of if it ranks them lower. Candidates will be required to complete the selection process to be ranked in the E-List.
November 28, 2025	23.4 a) MILEAGE ALLOWANCE When an employee uses their privately owned motor vehicle on Regional business, the mileage allowance shall be calculated at the prevailing per kilometre rate. for all distances so travelled. Mileage shall be calculated from the employee's normal work location or their home, whichever is less, or the incremental distance travelled.
November 28, 2025	New Letter of Intent - Article 23.6 - Assignment to Higher Classification In negotiations for the 2025 renewal Collective Agreement the Union sought changes to the Collective Agreement and Article 23.6. The concern raised involved employees filling roles in a higher classification on a temporary

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	basis not being credited any time towards the aggregate in Article 23.6(d). The Region agrees to meet with CUPE within 120 days from ratification to discuss the Union's proposal for credit for time in temporary roles.
November 28, 2025	1.14 DEFINITION OF PROBATIONARY EMPLOYEES "Probationary Employee" means an employee serving the first six (6) months of active employment. It is understood that the probationary period may be extended by mutual agreement of the Employer and the Union. It is agreed that where an employee has worked less than three hundred and seventy-five (375) hours during that six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer. For Casual Paramedics, if they have not worked forty-eight (48) shifts in the six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer. For clarity the term "active employment" means all shifts which are worked in the workplace including but not limited to modified duties and return to work duties, where the employee is performing the essential duties of their position.
November 28, 2025	1.15 DEFINITION OF PROBATIONARY PERIOD "Probationary Period" means an employee serving the first six (6) months of active employment. It is understood that the probationary period may be extended by mutual agreement of the Employer and the Union. It is agreed that where an employee has worked less than three hundred and seventy-five (375) hours during that six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer. For Casual Paramedics, if they have not worked forty-eight (48) shifts in the six (6) month period, an extension of a further two (2) months will be granted if requested in writing to the Union by the Employer. For clarity the term "active employment" means all shifts which are worked in the workplace including but not limited to modified duties and return to work duties, where the employee is performing the essential duties of their position.
November 28, 2025	New Letter of Intent - PART TIME PARAMEDICS Within 90 days of ratification, the Parties will meet at Paramedic Services Labour Management to discuss a Pilot for a Permanent Part-Time

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	Paramedic Program. This will replace and supersede any previous versions that exist. Both the Employer and Union are desirous to implement a model for Operational Paramedics that is equitable, sustainable and aligns the needs of the members with the needs of the business.
November 28, 2025	6.7 LABOUR/MANAGEMENT MEETINGS a) A Labour/Management Committee consisting of three (3) representatives of the Local and three (3) representatives of the Employer shall be established to discuss matters of mutual concern as they may arise from time to time. On notification by either party, a date for a meeting will be arranged within two (2) weeks. Each party will provide the other with a written agenda for such meeting. b) In Paramedic Services, there will be labour management meetings, monthly, or as otherwise agreed upon by the Parties. On notification by either party, a date for a meeting will be arranged within two (2) weeks. Each party will provide the other with a written agenda for such meeting. The parties to this agreement shall consult meaningfully and where appropriate will enter into letters of understanding pertaining to Paramedic Services specific working conditions. Where there are issues around new or amended policies, rules or regulations, which are not addressed through dialogue between the parties at the labour management meeting, either party may request the appointment of a mediator to seek resolution.
November 28, 2025	15.16 b) SCHEDULING OF CASUAL EMPLOYEES IN PARAMEDIC SERVICES The following applies with reference to those casuals employed in Paramedic Services: 1) Casual employees shall be assigned in order of seniority as per the CUPE 4900 hourly seniority list and shall be called in order of seniority during a month. 2) Casual employees must indicate availability and non-availability, two (2) weeks prior to the beginning of each calendar month. 3) If availability changes subsequent to the submission of the monthly availability, it is the responsibility of the employee to notify the Employer at least forty-eight (48) hours in advance of the date(s) in

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	question. A Casual employee will replace any such day with a substitute day of availability so as to maintain the required availability as per 4 below. 4) Casual employees must maintain availability to work, on at least fifteen (15) shifts per month until the prebooking by scheduling has been completed. Availability may be indicated for Day, Evening or Night shifts. This must be maintained for ten (10) months of a calendar year based upon mutual agreement. Casual employees who fail to maintain availability in accordance with this provision shall be provided once with a notice of non-compliance, and any subsequent non-compliance may result in them being deemed to have resigned. For clarification, availability subsequent to the monthly booking may be changed in keeping with the other provisions of this article. 5) Casual employees will be available to work four (4) out of eight (8) weekends in an eight (8) week time frame. Casual employees not available in accordance with this provision shall be provided once with a notice of non-compliance, and any subsequent failure may result in them being deemed to have resigned. For clarity in this Article, a weekend is a Saturday day shift through a Sunday night shift. For clarification, if you are issued shifts not occurring on weekends but have complied with # 4 and # 11 then the employee is considered in compliance with this article. 6) Casual employees will make themselves available to work alternating Christmas Eve/Christmas Day and New Year's Eve as required by the Employer. Casual and Part-Time employees not available in accordance with this provision may result in them being deemed to have resigned. For clarification, if you are issued shifts not occurring on Christmas Eve/Day and New Year's Eve but have complied with # 4 and # 11 then the employee is considered in compliance with this article. 7) Casual employee shall not refuse more than one (1) shift for which they had indicated their availability in a calendar month. Employees who fail to be available in accordance with this provision shall be provided once with a notice of non-compliance and any subsequent failure may result in them being deemed to have resigned. 8) Casual employees who do not reply to a message for a shift in which they have provided availability will be deemed to have refused the shift. Inability to locate employees will be deemed as a refusal of shift.

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	9) Each refused shift will be counted against the fifteen (15) shifts outlined in number 4. 10) Casual employees will be scheduled based on submitted availability to the following maximums: a. Casual Paramedics to a maximum of eight (8) shifts per month. b. Casual employees (non-Paramedics) in Paramedic Services to a maximum of fourteen (14) shifts per month. 11) Once a Casual employee has been scheduled for and has worked eight (8) shifts in a month, then it is agreed that they have met their availability obligations under paragraph 3, 4, 8, and 10 for the month and those provisions will not apply to any refusal.
November 28, 2025 & December 9, 2025	New Letter of Intent – IMPACC Pilot Program Within 90 days of ratification, the Parties will meet at Paramedic Services Labour Management to discuss the IMPACC Pilot Program. The Region currently has Paramedics practicing at the IMPACC level. They are doing so under a model of care which may or may not be maintained by the Employer, the Ministry of Health, or Physician oversight. So long as the Region is operating this model, a premium of \$1.00 per hour will be provided for all hours worked by those Paramedics who are both trained, and actively providing the expected level of care under the IMPACC model. It is agreed that this is in resolution of any outstanding grievances related to IMPACC, and the internal ACP Training Program, and that as a result of this premium, IMPACC will not be considered in Paramedic Job Evaluation.
November 28, 2025	LETTER OF AGREEMENT – PARAMEDIC SERVICES FLOAT POSITIONS AND PARAMEDIC OPERATIONS DEPLOYMENT (AMENDED) 1. Full-time Paramedics not assigned permanently or temporarily to a work location will be designated as a Float Paramedic and be assigned to a geographic district. The number of float paramedic assignments in each district will be determined by the employer and based on operational demand. 2. Assignment to a geographic district will be determined by qualifications (PCP, ACP, CPLP, etc.) and bargaining unit seniority.

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	3. Float Paramedics shall be assigned based on qualifications (PCP, ACP, CPLP, etc.) to fill scheduled and/or unscheduled absences within their designated geographic district in an order of priority as determined by the employer to best meet operational demand. 4. Float Paramedics shall contact the Paramedic Services scheduling unit or the Real Time Operations Centre (RTOC) Superintendent, as determined by the Paramedic Services scheduling unit's current process, at least one (1) hour prior to the commencement of the scheduled start of their Float shift on Days and at least two (2) hours prior to the commencement of the scheduled start of their Float shift on Peak and/or Nights 5. When no assignment is available within their district geographic area Float Paramedics will be assigned to vacancies outside of their district geographic area, in a priority order as determined by the employer based on operational demand. In these occurrences Float Paramedics shall be entitled to mileage subject to Letter of Intent – Mileage. 6. When a full-time employee is moved by the employer from an assignment resulting in a change in hours with less than forty-eight (48) hours prior to the commencement of the scheduled shift, that employee will be granted the difference of any hours worked at the overtime rate. 7. When a Paramedic is reassigned from a station after the commencement of their shift, the Employer shall provide transportation to and from the new assignment or reimburse pre-approved travel expenses or mileage costs. 8. Float Paramedics are not eligible for mileage if the work assignment out of their district geographic area is by employee request or mutually agreed upon 9. Float Paramedics will be assigned to a shift pattern that currently exists with Paramedic Services or a combination thereof, but the hours of work (shift) may be changed, subject to Articles 15.7, 15.13 of the collective bargaining agreement and the Employment Standards Act. 10. The number of Float Paramedics shall remain at twenty percent (20%) of the number of full-time Paramedic positions in the bargaining unit at the time the last collective agreement expired. If the Employer changes its service such that additional full-time equivalent positions are created, such position(s) may be created as Float Paramedics until the point that

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	Float Paramedics constitute fifty percent (50%) of the positions on the core schedule. Nothing in the foregoing shall result in the conversion of existing permanent positions beyond the existing twenty percent (20%) level. 11. The number of Float Paramedics assigned to each district geographic area shall be determined by the employer. 12. If a temporary reassignment outside of the district geographic area is required, the process shall be implemented in the following order, subject to qualifications (PCP, ACP, CPLP, etc.) and need, and by seniority within each category: a) Casual Paramedics b) Float Paramedics (includes TFT, PPT, and PFT) c) Full-time Paramedics with a permanent station assignment 13. When a Paramedic is moved after the commencement of their shift by the employer to facilitate operational needs, the employer will provide transportation to and from the new assignment or reimburse the pre-approved travel expenses or mileage costs. An employee who moves by mutual agreement will also be eligible for mileage. 14. Float shift paramedic district bidding for available spaces shall take place no less than once a quarter. 15. Overtime call outs will be conducted in the following manner for Paramedic Operations: a) Casuals with less than 8 shifts in the calendar month b) Permanent Part-Time Paramedics (less than 36 hours per week) c) PFT/TFT Operational Paramedics d) Paramedics in other job classes including Acting/TFT Superintendents (e.g.: SRU, Lead Paramedics) e) Casual Paramedics with greater than or equal to 8 shifts f) Permanent Part-Time Paramedics (up to and including 11 shifts per four-week scheduling cycle) g) Qualified management staff 16. Management may work in the position of a Paramedic for the purposes of maintaining their clinical practice. No full-time Paramedic will be displaced for this reason.
November 28, 2025	Letter of Intent – Paramedic Preceptorship

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	WHEREAS a Joint Preceptor Committee will be constituted with membership not to exceed five individuals. The Union nominated two (2) representatives, and two (2) members from Paramedic Services management and one (1) individual as a neutral. AND WHEREAS The Joint Preceptor Committee will meet to establish terms of reference for the committee, examine and resolve labour related issues including the expansion of the preceptor role throughout the teaching and evaluation of new practice paramedics. Preceptor is defined as an Advanced Care Paramedic (ACP) or Primary Care Paramedic (PCP) that has applied and been accepted during the annual Preceptor intake. 1. For remuneration purposes, stipend payments will be made on a “per student basis”. 2. The stipend to the (ACP) Preceptor is \$1.75 \$2.50 for each hour when the paramedic is acting as a preceptor. 3. When precepting a college student (PCP) the preceptor shall receive the stipend of \$1.25 \$2.00 for each hour when the paramedic is acting as a preceptor. 4. The payment of the stipend referenced in items #2 & #3 shall be paid in a lump sum amount at the completion the preceptorship. 5. Employees who participate in employer discretionary programs such as the tuition reimbursement program will be required to apply to the annual preceptor program as a condition of receiving tuition support. 6. Central East Prehospital Care Program (CEPCP) fees incurred by a college student during their preceptorship with York Region shall be reimbursed for all costs incurred during the hiring and preceptor process to a maximum of \$400 upon submission of receipts and following the completion of one year of employment with the Region should they begin employment as a Paramedic with York Region within one year of completing their preceptorship.
November 28, 2025	Letter of Intent - <u>MEAL OR REST PERIODS FOR PARAMEDICS</u> 1. Paramedics who are working a twelve (12) hour shift shall be afforded two (2) meal/rest periods of forty (40) minutes each. Meal/Rest period one is designated between the third and the fifth hour of scheduled

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	work and Meal/Rest period two is designated between the seventh and the ninth hour of scheduled work. This provision exempts Paramedics from Article 36.5 of the Collective Agreement. 2. A complete meal/rest period shall be deemed to have occurred once Paramedics have been at any Paramedic services facility or any other designated location for forty (40) minutes that began during the designated time periods without being interrupted for emergency calls. a. Meal/rest periods will be interrupted for: i. Assignment of emergency calls, Priority Purple and Red, where they are the closest unit ii. York Region reaches Code Critical iii. At the request of a Superintendent, or designate, for the purposes of an ongoing Multi-Casualty Incident b. Meal/rest periods will not be interrupted for: i. Assignment of nonemergency calls, Priority Orange, Yellow, Green, Incident Standbys and Emergency Coverage 3. When two, or more, Paramedics are working different shift times each Paramedic will be entitled to the above with the meal/rest periods determined by their original start time. 4. Paramedics will notify their Superintendent, if appropriate, when their assistance is required to obtain a completed meal/rest period. Paramedics shall take a proactive approach in attempting a completed meal/rest period. Paramedics that reach the seventh hour of their scheduled shift without a completed meal/rest period shall contact their Superintendent. Meal breaks may not run consecutively and will have a minimum of one-half (1/2) hour between each break 5. If Paramedics have been unable, through no fault of their own, to have a complete meal/rest period (as defined above), Paramedics shall submit a claim for nineteen dollars (\$19.00). The employer will provide a process to complete this submission. 6. The parties agree at Labour Management Meetings to review Meal Rest Claims and discuss how to improve operational efficiencies between the two.

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	The terms of this agreement apply in place of section 20 of the Employment Standards Act, pursuant to O. Reg. 491/06, s. 5 (1).
November 28, 2025	New Letter of Intent - BASE HOSPITAL Within 90 days of ratification, the Parties will meet at Paramedic Services Labour Management to explore alternate processes for continuing medical education for Paramedics. Consideration will be given to alternate arrangements including the use of overtime and schedule adjustments for the purpose of maintaining employee competency in a growing system.
December 9, 2025	20.13 FITNESS TO WORK FORM – CONTINUED ILLNESS In the event that the leave goes beyond the time period outlined in Article 20.12 a), a A Fitness to Work Form completed by the employee's physician shall be filed with the Employee Health Unit by the employee when fifteen (15) days have elapsed and every thirty (30) days thereafter, since the commencement of the illness or, the date of the last Fitness to Work Form, for the duration of the illness. The Fitness to Work Form shall provide information confirming the employee's inability to work and/or medical restrictions, treatment regime, prognosis for recovery, expected return to work date, and any limitation that would prevent the employee from doing their job. This Fitness to Work Form will be used to assist in developing a return to work plan, including temporary modified work and to accommodate any disability which creates a barrier to successful return to the employee's job, where such a plan and/or accommodation is possible. The employee will give written consent on the Fitness to Work Form for the Employee Health Unit to seek clarification from the employee's treating health care professional regarding the current condition that is affecting the employee's ability to participate in an early return to work and/or modified work. The employee must co-operate with the Employee Health Unit's ability to seek clarification to ensure the continuation of their sick leave benefits.
December 9, 2025	20.12 DOCTOR'S MEDICAL CERTIFICATE - FIFTH DAY – (Revised to \$60) a) Any employee whose illness extends to five (5) working days shall, on or before the fifth (5th) day, file a Doctor's medical certificate with the Department Head and/or Supervisor. b) Notwithstanding the foregoing, the Employer may require an employee to provide a Doctor's medical certificate and/or a Fitness to Work Form for any absences of less than five (5) days where there is a demonstrated pattern of absences.

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	c) If there is a cost to the employee for the medical certificate or a Fitness to Work form, the Employer will reimburse up to \$2560. d) For clarification, a medical certificate/note must be from a legally qualified medical practitioner.
December 9, 2025	25.3 E) EXTENDED HEALTH CARE - \$500450 per person in a 24-month period. Vision care benefit may be used toward laser eye surgery subject to the specified maximum. — Effective January 1, 2023 the vision care benefit will increase to \$475.00. Eye examination by an optometrist limited to one examination in any twenty-four (24) month period, in addition to any government plan coverage, provided no portion of a charge for these services is payable under a government plan. - Psychological benefits to include services of a Psychologist, Psychotherapist, or MSW, are provided to a combined maximum of \$2000 2500 per person annually based on the reasonable and customary charges (effective January 1, 2022) Notwithstanding the stated per person annual benefit above, the individual annual benefits for Paramedics will be a maximum of \$4,000. - Physiotherapy and/or Occupational Therapy to a combined maximum of \$5,000 per person annually - Hearing Aids - \$2,000 2500 per person in 5-year period (excluding batteries and repairs)
December 9, 2025	25.7 BENEFIT PLAN FOR POST 65 WORKERS (PAYABLE TO AGE 70) Sick Days 60 sick days credited to the employee upon turning 65 and any entitlements to STD shall cease. Should these 60 days be exhausted, up to a further nine (9) sick days may be provided in each calendar year under a modified application of 20.3.d (ii). No further sick days shall be earned or accrued. No payout gratuity.
December 9, 2025	Renew LETTER OF INTENT – NEW TEMPORARY POSITIONS as amended: In the course of the 2025 renewal collective bargaining, the Union and the Employer agreed not to renew the Pilot program on extended

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	temporary positions. Notwithstanding this it is agreed that where there is a need to recruit externally for a special program, project or new externally funded program of a temporary duration that exceeds twenty-four (24) months in duration and yet is less than forty eight (48) months, they will meet to discuss the best way to staff the project and the possibility of extended temporary positions within the bargaining unit. The Parties will do so in good faith and having regard to the goal of providing greater certainty and stability for employees and may also improve opportunities for growth of full-time employment within the bargaining unit.
December 9, 2025	Renew Letter of Intent re: Flexible Work Arrangements (Fixed & Hybrid) as amended: 1. The Employer and the Union agree that the use of flexible work arrangements may benefit both the operational needs and services of the Employer and improve the quality of employment for the Employee. The Flexible Work Arrangements Policy addresses fixed and hybrid work arrangements. 2. The Employer will maintain a Flexible Work Arrangement Policy and guidelines for the implementation of the Policy. The Policy, guidelines and its application will be reviewed at least annually at Labour Management meetings. The Employer and the Union will review by Department any significant changes to the positions participating in flexible work arrangements and will review reasons for cancellations or revisions to flexible work arrangements. It is understood that where there is any conflict between this Policy and the Collective Agreement, this Collective Agreement will govern. 3. Employee requests for participation in flexible work arrangements (where they are in a role which is identified as a role which may be subject to a flexible work arrangement option) shall not be unreasonably denied. 4. The Employer shall provide 2 weeks notice and rationale to the employee when a flexible work arrangement is cancelled or fundamentally revised. 5. When an employee who has a flexible work arrangement changes positions, the arrangement will cease and they will need to make a new request for an ongoing arrangement based on the requirements of the new position. In accordance with paragraph 3 and 4 above, this new request shall not be unreasonably denied. 6. The Union will be notified in writing of any changes to the Flexible Work

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	Arrangement Policy and or any significant changes in Region's approach to fixed or hybrid work. 7. Employees may voluntarily participate in flexible work arrangements under the Policy and guidelines subject to conditions established by management. Each employee who participates in a flexible work arrangement must abide by the requirements set out in the Policy and applicable guidelines. 8. Where appropriate, flexible work arrangements may be considered in the accommodation and/or return to work process.