1. Who will qualify as a Child Protection worker in terms of receiving the adjusted 15% premium?

The 15% premium is for recruitment and retention and will be applied to front line workers and supervisors in Investigations and On-going Child Protection only, including when assigned on a temporary basis. This is due to those targeted units having the most critical vacancy rates.

1. Will a worker in Child Protection make a higher salary than a supervisor of a non-CP unit?

Yes, the adjusted premium will result in a SW2 CP worker being paid at a higher rate than a non-CP supervisor.

1. Will workers who are not currently working in Investigations and On-going CP and who are doing On-Call duties be eligible for the 15% premium.

No, on-call pay will reflect the individual worker’s regular rate of pay.

1. Will a SW receiving the 15% premium still receive 12.5% General Economic Increase?

Yes, all members in the bargaining unit will receive the General Economic Increase regardless of any premiums they may also be entitled to.

1. I am retired but currently back working as a contract employee. Am I able to vote on the TA?

Yes, any current employee paying dues can vote.

1. I am not presently paying dues to 1418 because I am on secondment out of the bargaining or on an unpaid leave. Am I able to vote on the Tentative Agreement?

Yes, any member seconded in or out of the bargaining unit as well as any employee on leave i.e. Work-safe, LTD, maternity, etc. can vote on the Tentative Agreement.

1. When will the 15% premium come into effect?

It is effective as of the first full pay cycle after the date of ratification of Tentative Agreement.

1. If I receive the 4.8% premium and do not work in a child protection program will I lose my 4.8%

No, if you receive the 4.8% now you will continue to receive it while in your current role.

1. If I work in a non-child protection program and receive the 4.8% premium now and move to a different program that also had the 4.8%, will I keep the premium?

No, after any employee receiving the 4.8% leaves their present role the premium will be discontinued for that employee.

1. Will newly hired workers be entitled to the 15% premium.

Yes, if they are a social worker hired into Investigations or On-going child protection.

1. Was there a CUPE rep at the negotiations?

Yes, we had a Coordinator at all meetings throughout the bargaining process.

1. Why can I not access the Tentative agreement package.

You are likely not receiving the emails from the Provincial Executive and need to sign up through mailchimp. Please email [Provincial1418@gmail.com](mailto:Provincial1418@gmail.com) and request the sign-up link.

1. Why was Adult Protection not included in the 15% premium?

There were no significant vacancy rates flagged in AP at the time the tentative agreement was signed.

1. Will the additional vacation days be retroactive?

No, the vacation article changes will only be in effective at the date of signing of the new Collective Agreement.

1. Will my pay step change after signing the new agreement?

No, the value of the pay steps will be adjusted to reflect the new General Economic Increase. Pay step increases occur after performance appraisals and are a merit increase.

1. After Hours Emergency Social Services as well as many other programs and classifications also have recruitment and retention issues. What is being done to fill vacancies in the other programs?

We recognise that many programs have recruitment and retention issues. The employer was only willing to address the issues within the Investigations and On-going CP programs by expanding the premium to this targeted group. We will be returning to the bargaining table within the next 2 years and everyone is encouraged to bring forward issues you are experiencing.

1. Did the bargaining team try to address vacancies in AHESS?

Yes, the bargaining team had made proposals to get shift premiums for AHESS staff. We were not successful in achieving this on this round of bargaining.

1. Will losing the 4.8% cause recruitment and retention problems in attracting experienced clinical workers?

That is a possible result. SW3s are encouraged to communicate your concerns and ideas to the bargaining team prior to the beginning of the next round of negotiations.

1. Who requested the on-call language?

The union requested the language around the on-call list to accommodate vacation scheduling.

1. If the language around the SW3s in 22.01 b iii is not rectified, will we still vote.

At this moment the plan would be to delay the vote.

1. Did you try to get the 4.8% for all SWs?

The bargaining team’s proposal was to roll the 4.8% across the full bargaining unit to all classifications. It was a hard no by the employer, and we were not able to get traction on this.

1. Are we getting the retirement allowance paid out?

No, we were able to retain the retirement allowance article.

1. Do we have a copy of the NBU or SCHP (Health) tentative agreement?

No, we do not currently have access to this information.

1. Do we have a clause that allows us to match wage offers if other groups achieve higher wage packages.

No, this would be a ‘Me Too’ clause and is damaging to unions and negatively impacts our ability to negotiate strong wage packages.

1. Will we receive a breakdown of the retro payments like we did on the last agreement?

No, we will be posting the wage scales on the website link. Members can use the scale to calculate your expected retro based on your individual situation.

1. What is being done to address workload issues?

Although the employer wanted to eliminate the Workload Committee that was established on the last contract, the union was able to retain the functioning of this committee and will meet with the employer on an ongoing basis to discuss workload issues and solutions.

1. Are temporary Child in Care workers considered Child Protection?

If they are attached to a Child Protection unit – they are entitled to the 15%. For permanent children in care workers in a Children in Care unit, the 15% does not apply given that there have not been the same vacancy issues in that program.

1. If I am retired, am I entitled to retro active pay?

Yes, anyone who worked prior to the expiry of the last collective agreement can apply to receive retro pay.

1. Will a casual employee be eligible for retroactive pay?

A casual employee is entitled to retro pay the same as any other employee in the bargaining unit.

1. If I do not vote, what happens?

Only the votes that are cast will be included in the vote percentage. The TA will pass with a 50% plus one vote.

1. What happens if we vote against this Tentative Agreement?

If the Tentative Agreement does not pass, your bargaining team will continue on in the negotiation process to address the issues communicated by the membership.