

UPDATE TO ARTICLE 16 – MERIT INCREASES

The Parties have agreed by Minutes of Settlement signed March 4, 2026 that the following language replaces Article 16:05 in the Master Agreement and shall be formally incorporated into the Collective Agreement in the next round of collective bargaining. These changes are effective March 7, 2026.

16:05 Where an employee has been on maternity leave and/or parental leave and as a result of such leave(s) fails to be eligible for a merit increase under Section :04, the employee will be eligible for a merit increase upon accumulating the necessary regular hours of work.

Where an employee is granted a merit increase in accordance with Article 16:05:

- (a) The merit increase shall be effective on the first day of the bi-weekly pay period in which 1,008 regular hours of work were accumulated; and*
- (b) The employee's new anniversary date shall be established as the first of the month following the granting of this merit increase.*