

BARGAINING UPDATE



EXTENDICARE CANADA

**LOCAL 047 CHAPTERS 005, 006, 021, 023, 045 AND
LOCAL 048 CHAPTERS 005, 012, 013 - ALL STAFF**

A tentative agreement has been reached!

Stay tuned for membership vote details

Your negotiating team worked late into the night on March 31 to reach a tentative agreement with Extendicare on many of our remaining issues.

The employer didn't address all the areas that needed work, however, they did provide enough financial incentive that your negotiating team felt it was worth bringing back to the members to vote on the offer.

Extendicare focused their monetary efforts in making salary improvements and rewarding employees for their excellent work during the peak of the pandemic.

We are recommending members vote to accept the Memorandum of Agreement (MOA) and focus on the next round of bargaining to pick up on the items dropped to reach a settlement.

Should you wish to review a complete copy of the MOA, it can be found at this link.

We are working on the details for membership information meetings and a ratification vote, please stay tuned for updates.

Below are the items achieved in the MOA:

Wages

2018 - no change

2019 - 1% general wage increase

2020 - 2% lump sum bonus for all hours worked

2021 - 1% plus 1% lump sum on all 2021 hours worked

2022 - 1.25% general wage increase

2023 - 2% plus 2% for employees with 20 or more years of service, based on the number of years of employment

1. Retroactive pay amounts will be paid within 90 days following ratification by the union. Wage rates will be raised to the current rate payable as of that same period.
2. Lump Sum payments will be paid within 90 days following ratification by the union.

With these changes a full-time HCA will be looking at retroactive pay and lump sum payments of approximately \$5,497 for 20 years or less and \$5,746 for more than 20 years of service.

In addition to the salary increases and lump sum payments we were able to add the National Day for Truth and Reconciliation to the Named Holidays Article.

The monetary changes above, along with groundbreaking language for reviewing workload, improvements to the language for Health and Safety, Respectful Workplace, Discipline & Dismissal and the Grievance Procedure provide an excellent point for the Collective Agreement to be left at until the next round of bargaining which starts in eight months.

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