



# Collective Agreement Comparisons and Arbitration Awards

## Columbia (Lethbridge)

### HCA's

2020 start- \$20.10/hour, top- \$25.20/hour  
 0.75% lump sum payment for April 2020 to October 3, 2021  
 2021(1%) start- \$20.30/hour, top- \$25.45/hour  
 2022 (1.5%) start- \$20.60/hour, top- \$25.83/hour

Overtime rate -2%

Shift Differential

Evening- \$2.75/ hour stacked

Night- \$4.75/ hour stacked

Weekend Premium - \$3.25/hour stacked

## Valleyview (Medicine Hat)

### HCA's

2020 start- \$20.11/hour, top- \$25.19/hour  
 0.75% lump sum payment for April 2020 to October 3, 2021  
 2021(1%) start- \$20.31/hour, top- \$25.44/hour  
 2022 (1.5%) start- \$20.61/hour, top- \$25.82/hour

### LPNs

2022 start- \$27.37/hour, top- \$35.85/hour

Overtime rate -2%

No two tiered benefits – HCAs receive the same as LPNs

No two tiered sick leave- HCAs receive the same as LPNs

Shift Differential

Evening- \$2.75/ hour stacked

Night- \$4.75/ hour stacked

Weekend Premium - \$3.25/hour stacked

## Sunrise Gardens (Brooks)

(Employer offer- December 21, 2022)

### HCA's

No wage increase for 2018 and 2019  
 2020 (1%) start- \$19.82/hour, top- \$24.83/hour  
 2021(1%) start- \$20.02/hour, top- \$25.08/hour  
 2022 (1.5%) start- \$20.32/hour, top- \$25.46/hour

### LPNs

no wage increase for 2018/ 2019/ effective 2020- 1%/ 2021- 1%/ 2022- 1%

### Support staff

no wage increase for 2018/ 2019/ effective 2020- 1%/ 2021- 1%/ 2022- 1.5%

No retroactivity/ 1% lump sum on all hours worked/ pro-rated for less than FT

New rates effective the first pay period following ratification

Overtime rate -2%

No two tiered benefits – HCAs receive the same as LPNs

No two tiered sick leave- HCAs receive the same as LPNs

Shift Differential

Evening- \$2.75/ hour stacked

Night- \$4.50/ hour stacked

Weekend Premium - \$3.25/hour stacked

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## Skypointe

(enhanced mediator recommendations effective September 28, 2022)

### HCA's

1.5% lump sum payment for all hours worked from September 20, 2019 – September 28, 2022

2022 (1%) start- \$19.61/hour, top- \$24.49/hour

2023 (1.5%) start- \$19.91/hour, top- \$24.86/hour

2024 (2%) start- \$20.31/hour, top- \$25.36/hour

Date	Shift	Normal Shift Hours	Premium Payable	Premium
Current	Evening	3-11 pm	Full Shift	\$1.75
September 28, 2022*				\$2.25
January 1, 2023				\$2.75
Current	Night	11 pm – 7 am	Full Shift	\$2.50
January 1, 2023				\$3.75
January 1, 2024				\$5.00
Current	Weekend	Friday 3 pm – Monday 7 am	All Seven Shifts	\$3.00
September 28, 2022*				\$3.25

## Glenmore (Calgary)

(Employer offer- December 20, 2022)

### HCA's

No wage increase for 2018 and 2019

2020 (1%) start- \$19.76/hour, top- \$24.20/hour

2021(1%) start- \$19.96/hour, top- \$25.08/hour

2022 (1%) start- \$20.16/hour, top- \$25.46/hour

2023 (1%) start \$20.36/hour, top \$25.14/ hour

### LPNs

no wage increase for 2018/ 2019/ 2020/ effective 2021- 1%/ 2022- 1%/ 2023- 1%

No retroactivity/ 1% lump sum on all hours worked/ pro-rated for less than FT

New rates effective the first pay period following ratification

Overtime rate -1.5%

Two tiered benefits – HCA's receive less than LPNs

Two tired sick leave- HCA's receive less sick leave than LPNs

Shift Differential

Evening- \$2.75/ hour stacked

Night- effective date of ratification \$3.75/ hour stacked

Night – effective January 1, 2024 \$5.00/hour

Weekend Premium - \$3.25/hour stacked

## Sagewood (Strathmore)

(Employer offer- December 20, 2022)

### HCA's

No wage increase for 2018 and 2019

2020 (1%) start- \$20.08/hour, top- \$24.03/hour

2021(1.5%) start- \$20.38/hour, top- \$24.39/hour

2022 (1.5%) start- \$20.69/hour, top- \$24.75/hour

2023 (1%) start \$20.90/hour, top \$25.00/ hour

### LPNs

no wage increase for 2018/ 2019/ 2020/ effective 2021- 1%/ 2022- 1%/ 2023- 1%

No retroactivity/ 1% lump sum on all hours worked/ pro-rated for less than FT

New rates effective the first pay period following ratification

Overtime rate -2%

No two tiered benefits – HCA's receive the same as LPNs

No two tired sick leave- HCA's receive the same as LPNs

Shift Differential

Evening- \$2.75/ hour stacked

Night- \$4.50/ hour stacked

Weekend Premium - \$3.25/hour stacked

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## Seton

start 19.61, top- 24.49 (10 step grid)

## Walden Heights (Calgary)

(2019) start- \$19.40/ hour, top- \$23.65/ hour

Shift Differential

Evening- \$1.75/ hour stacked

Night- \$2.50/ hour stacked

Weekend Premium - \$3.00/hour stacked

4-year deal:

### HCA Wages:

- January 27, 2020 – 2% on grid only, no retro
- January 27, 2021 – 1% on grid and 1% lump sum
- January 27, 2022 – 1% on grid and retro on regular hours worked in 2022
- January 27, 2023 – 1.5% increase
- Double (2X) for all overtime hours worked

HCA Weekend Premium - \$.25/hour increase upon ratification, \$3.00 to \$3.25 (level with the LPN's)

HCA Evening Premium - \$.50/hour increase applied first pay period after ratification, \$1.75 to \$2.25

\$.50/hour increase applied first pay period after July 1, 2023 \$2.25 to \$2.75 (level with LPN's)

HCA Night Premium - \$1.25/hour increase applied first pay period after ratification \$2.50 - \$3.75

\$1.25/hour increase applied first pay period after July 1/23 \$3.75 to \$5.00 (level with LPN's)

### Licensed Practical Nurses:

- January 27, 2020 – 0% grid; 1% lump sum on all regular hours worked
- January 27, 2021 - 0% grid; 1% lump sum on all regular hours worked
- January 27, 2022 - 1% on grid and retro on regular hours worked in 2022
- January 27, 2023 – 1.5% on grid
- Double (2X) for all overtime hours worked

Other enhancements:

- Overtime pay for being readily available or being recalled to work during a rest or meal period if it is not possible to take them during their shift.
- Improved language in how performance appraisals are completed
- New Overpayment – Underpayment Language
- July 1, 2023 increase from 2% to 4% RRSP
- Improved Discrimination Harassment article

## There have been several other arbitration awards and settlements recently:

### HCN Revera Lessee LP Aspen Ridge (private for profit)

2019	2%
2020	2%
2021	1.75%
2022	1.75%
2023	1.25%

### HCN Revera Lessee LP Edgemont (private for profit)

2019	2%
2020	2%
2021	1.75%
2022	1.75%
2023	1.25%

### HCN Revera Lessee LP Scenic Acres (private for profit)

2018	2%
2019	2%
2020	1.75%
2021	1.5%
2022	1.25%

### Points West Living Heritage House (private for profit)

2022 -	1.5%
2023 -	1.25%
2024 -	1.25%

### Seasons Retirement- Sunrise Village- Ponoka (private for profit)

2022-	2%
2023-	2%
2024-	2%

### AgeCare Riverview (private for profit)

2021 -	1%
2022 -	1.5%

### Chartwell Eau Claire ANC bargaining unit (private for profit)

2020 –	1.5%
2021 –	1.5%
2022 –	1.5%

### Extencare 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 hrs wrkd.
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