

BARGAINING UPDATE



AGECARE WALDEN HEIGHTS LOCAL 084 CHAPTER 006 – HOSPITALITY

AgeCare Walden Heights: Hospitality negotiations yield new agreement!

Ratification will take place onsite November 23

The parties met in formal mediation on October 16 and 17. As AgeCare has contracted out the hospitality positions at Walden Heights to Compass, your negotiating team met with each of the two employers on separate days. Though the experience of bargaining with Compass and AgeCare was vastly different, with a wide disparity in their competence and professionalism, your negotiating team was able to reach tentative agreements with both.

We were very pleased when Compass came to the table prepared, able, and with an understanding of the nuances and fundamentals of bargaining. It was clear that they arrived ready to strike a deal. We reached a tentative agreement with Compass efficiently and respectfully.

The four-year deal starts June 2, 2020 and ends June 1, 2024. Its details are as follows:

WAGE INCREASES

- June 2, 2020 – June 1, 2021 – 1.5% on the grid and a \$500.00 lump sum.
- June 2, 2021 – June 1, 2022 – 1.75% on the grid and a \$500.00 lump sum.
- June 2, 2022 – June 1, 2023 – 1.75% on the grid and retroactivity for all hours worked in 2022.
- June 2, 2023 – June 1, 2024 – 1.75% on the grid and retroactivity for all hours worked in 2023.

PREMIUMS AND OVERTIME

The weekend premium will increase from \$1.50 to \$2.00

It is understood that overtime will be provided to any employee working on their scheduled days off.

VACATION

Members will receive a 4th week of annual leave in their 17th year rather than their 20th.

OTHER IMPROVEMENTS

Bereavement days will increase from three to five.

RRSP contributions will increase from 2% to 3%

Vision care benefits will increase from \$200 to \$250 plus one fully paid eye exam every 24 months.

Many other non-monetary enhancements are included in the agreement in the following articles:

- Article – 6 Harassment and Bullying
- Article 8 – Probationary Period
- Article 11 – Appointments and Promotion.

Your negotiating team is grateful to members for their strength and support during this drawn-out bargaining process.

A ratification vote will be held onsite on November 23. The time will be announced ahead of the date.

AUPE NEGOTIATING TEAM – AGECARE – WALDEN HEIGHTS

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