

May 21, 2025

## **Without Prejudice Settlement Offer**

### **Errors and Omissions Excepted**

AgeCare presents this comprehensive package proposal to AUPE on a Without Prejudice basis as a complete package and as a response to AUPE's proposals and counter proposals, in conjunction with AgeCare's proposals and counter proposals to AUPE. AgeCare reserves the right to amend, subtract or revise any part of the package and any and all positions upon non-acceptance as a package.

Unless specified, all amendments are effective at date of ratification by both parties. Current language is proposed unless specified otherwise. Items already agreed to verbally and/or signed off remain agreed.

### **Term of Agreement:**

**4+** year term – April 1, 2022 – **March 31, 2026**

### **Salaries:**

**April 1, 2022 - 0%**

**April 1, 2023 - 0%**

**April 1, 2024 - 0%**

**April 1, 2025\* - 1% retro increase to hourly rates of pay**

**\*Retro to be paid on all regular hours actually worked by the Employee.**

## **Health Care Aides**

Effective on **September 1, 2025** (aligned to day 1 of the next closet pay-period), add a new Step 6 at **1%** above current Step 5. Move employees with 9750 or greater paid hours to Step 6.

## **Shift Differential**

Effective **September 1, 2025**, increase “night shift” differential (17.01(b)) to \$5/hr

**(aligned to day 1 of the next closet pay-period)**

## **Illness Leave**

**Effective July 1, 2025, amend 24.04 as follows:**

Employees may be required to substantiate, in the manner prescribed by the Employer, any claim for illness leave. Payment of illness leave benefits shall not be affected until required substantiation has been supplied. **Where the Employee must pay a fee for such proof, the full fee up to a maximum of \$50 per year, shall be reimbursed by the Employer.**

## **Registered Retirement Savings Plan**

**Effective July 1, 2025, amend 28.01 as follows:**

The Employer agrees to continue an Employer administered Registered Retirement Savings Plan (RRSP). Employees' participation will be on a voluntary basis with a decision to participate made at the completion of six (6) months service or

nine hundred and seventy-five (975) hours worked, whichever is the greater. Entrance into the plan is available twice annually in January and July.

Employees who wish to participate will contribute two percent (2%) or three percent (3%) or four percent (4%) or four and a half (4.5%) **or five percent (5%)** per hour worked and the Employer shall match Employee contributions **up to 4.5%**.

**Agreement to include:**

All remaining Union proposals are withdrawn.

All remaining Employer proposals are to be accepted.

NOTE: AgeCare's standard Memorandum of Settlement will be executed by the parties.