

BARGAINING UPDATE



OPTIMA LIVING - HAWTHORNE LOCAL 048 CHAPTER 055 - ALL STAFF

Optima Living - Hawthorne: We have our first collective agreement

**Arbitrator issues binding decision; collective agreement
in effect as of May 22, 2025**

It has been a long and difficult journey, but we have finally reached the end—we have our first collective agreement!

Your negotiating team would like to thank you for your patience and solidarity during this first round of bargaining. Your support is deeply appreciated.

The arbitrator issued their binding decision on May 22, which settled our first round of bargaining. This ruling will determine our wages and working conditions for the next 18 months.

The term of this collective agreement is from Jan. 1, 2025, to Dec. 31, 2026.

Lump sum payment

All employees on staff as of April 8, 2025, will receive a lump sum payment. We will receive this one-time payment within 30 days of the arbitrator's decision.

Full-time employees: \$1,500

Part-time employees: \$750

Wages

Our collective agreement sets out a three-step wage grid for Care Aides and a seven-step wage grid for HCAs and LPNs. These wage grids went into effect May 22, 2025.

We will also receive a 2% wage increase across all job classifications on Jan. 1, 2026.

AUPE NEGOTIATING TEAM - OPTIMA LIVING - HAWTHORNE

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Effective May 22, 2025

| Position | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|---------------|---------|---------|---------|---------|---------|---------|---------|
| Care Aide | \$18.74 | \$19.29 | \$19.89 | | | | |
| Certified HCA | \$21.56 | \$22.68 | \$23.43 | \$24.13 | \$24.92 | \$25.47 | \$26.22 |
| LPN | \$28.64 | \$29.87 | \$31.06 | \$32.27 | \$33.50 | \$34.69 | \$36.07 |

Effective Jan. 1, 2026 (2.0% Increase)

| Position | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
|---------------|---------|---------|---------|---------|---------|---------|---------|
| Care Aide | \$19.11 | \$19.67 | \$20.29 | | | | |
| Certified HCA | \$21.99 | \$23.13 | \$23.90 | \$22.61 | \$25.42 | \$25.98 | \$26.74 |
| LPN | \$29.21 | \$30.47 | \$31.68 | \$32.91 | \$34.17 | \$35.38 | \$36.79 |

Benefits

Health insurance premiums will be covered by a 50/50 cost-sharing arrangement. Under this arrangement Optima Living will cover 50% of our health insurance costs, while we pay the remaining 50%.

We will also receive a health spending account. Full-time employees are entitled to \$250 a year for healthcare related expenses. Part-time employees will receive a prorated amount based on their total hours of work as of Dec. 1 of the preceding year.

Vacation

- **New employees:** two weeks (or 4% of basic pay)

- **3 – 7 years:** three weeks (or 6% of basic pay)
- **8 – 14 years:** four weeks (or 8% of basic pay)
- **15 – 19 years:** five weeks (or 10% of basic pay)
- **20+ years:** six weeks (or 12% of basic pay)

Personal Days

Full-time and part-time employees will have three personal days. These personal days will accrue at a rate 1.16% of hours worked.

Shift Premiums

We will receive shift premiums for all evening, night, and weekend shifts worked, effective immediately. These premiums are stackable, meaning if you work a

night shift on the weekend you are entitled to the night shift premium plus the weekend shift premium. The shift premiums are as follows:

- **Evening:** \$2.00 per hour
- **Night:** \$3.00 per hour
- **Weekend Premium:** \$2.25 per hour

Sick Leave

Sick leave will be accrued at a rate of 2.59% per hours worked from the date of employment. Sick leave can be banked up to a maximum of 90 days.

If you have any questions or feedback about this bargaining update, please contact a member of your negotiating team.