

BARGAINING UPDATE



EXTENDICARE CANADA

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

Informal mediation fails to achieve a settlement

Employer refuses to move from their initial compensation offer

Following multiple bargaining meetings that have gone on far too long, the informal mediation process was unsuccessful in helping us reach a fair settlement that meets members' needs. We can only assume that Extendicare is driven by corporate greed, interested only in lining their own pockets and paying out excessive bonuses to management, and ensuring shareholders receive dividends – all at the expense of the hardworking members. Extendicare has made it clear that they do not value their workers and instead see them as just another commodity.

It's no secret that the cost of living has skyrocketed over recent years. Inflation is at a 40-year high and everyone is doing their best to stay afloat in difficult times. How does Extendicare respond to these extraordinary conditions faced by their dedicated workers? By offering minimal wage increases and refusing reasonable requests to improve other benefits and working conditions. The total value of the

employer's offer is insufficient. Instead of bringing more to the table, they just shuffle around the same dollars to different line items. We can't stand for it.

Your negotiating team is preparing the next steps to ensure we reach a fair deal that respects your priorities. We are in the process of negotiating an Essential Services Agreement (ESA) - learn more about ESAs by clicking here. Once that has been completed, we will apply to the government for formal mediation with the employer.

This chart illustrates the differing proposals that we and the employer brought to the table during the Nov. 22 informal mediation session. These are still in dispute:

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	Employer Proposal	Our Proposal
Named Holidays	No to Truth and Reconciliation holiday	Inclusion of Truth and Reconciliation holiday
Health Spending Account	Increase to \$500	Increase to \$700
RRSP	Increase from 3.5% to 3.75%	Increase from 3.5% to 4%
Wages	2018 - No change 2019 - 0.5% increase 2020 - No change 2021 - 1% increase + 1% lump sum on all 2021 hours worked 2022 - 1% increase 2023 - 2% increase + 2% for all employees with 20+ years of service Signing bonuses: \$850 for each regular full-time employee \$425 for each regular part-time employee \$212.50 for each casual and temporary employee	2018 - No change 2019 - 1% increase 2020 - 1% increase 2021 - 1% increase + 1% lump sum on all 2021 hours worked 2022 - 1.25% increase 2023 - 2% increase + 2% for all employees with 20+ years of service Rejecting one-time payments in the form of a signing bonus as it will not provide ongoing compensation in favour of long-term compensation improvements.

Your negotiating team remains committed to advocating for you and bargaining for the compensation and benefits you deserve. As always, please reach out with any questions or concerns.