

BARGAINING UPDATE



AGECARE WALDEN HEIGHTS LOCAL 048 CHAPTER 031 – ANC

Tentative agreement reached for ANC Employer agrees to monetary offer

It has been a long road for members at AgeCare Walden Heights. Years of bargaining, stalling by the employer, and three different negotiators made bargaining, already a difficult task, so much harder. Your negotiating team knew Walden Heights Health Care Aides were the lowest paid among AgeCare staff and were not willing to stand for it. Years of focused advocacy and determination have paid off.

Despite not having many recent bargaining meetings, the pressure from the recent Skypointe settlement and an application for mediation encouraged the employer to accept our last monetary offer.

The details of the monetary offer are as follows:

HCA Wages:

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

HCA Weekend Premium:

- \$0.25/hour increase upon ratification - \$3.00 to \$3.25 (level with the LPN's)

HCA Evening Premium

- \$0.50/hour increase applied first pay period after ratification - \$1.75 to \$2.25
- \$0.50/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 to \$3.75
- \$1.25/hour increase applied first pay period after July 1, 2023 - \$3.75 to \$5.00 (level with LPN's)

LPN Wages:

- 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 retroactive pay 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 on how performance appraisals are completed
- New Overpayment – Underpayment language
- July 1, 2023, increase from 2% to 4% for RRSP contributions
- Improved Discrimination Harassment Article
- Numerous other article improvements

Your negotiating team thanks you for your patience and support throughout the bargaining process. This truly would not have been possible without you.

We will share next steps in upcoming communications. Please keep an eye on your inboxes for future updates. As always, reach out to your negotiating team with any comments or questions.

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