

BARGAINING UPDATE



BRENDA STAFFORD FOUNDATION, CLIFTON HOUSE AND WENTWORTH MANOR

LOCAL 084 CHAPTERS 021 & 022 – ALL MEMBERS

Clifton House/Wentworth Manor Ratify New Agreement

On October 30, the bargaining committee had reached an impasse with the employer and walked away from the employer’s offer, which would have created an unfair and inequitable situation as the Collective Agreements for Clifton House and Wentworth Manor are being consolidated.

The following month, the employer requested another meeting, which took place on November 29. This time, the employer forwarded items for consideration that the committee unanimously accepted.

The extensive details include:

Chapter 21, Clifton House:

- Retroactive pay of 1% from October 1, 2021 - August 31, 2022 for regular hours worked
- Retroactive pay of 1.25% from September 1, 2022 – March 31, 2023 for regular hours worked
- Retroactive pay of 2% from April 1, 2023 – Ratification Date for regular hours worked
- Lump Sums of 1% for January 1, 2021 – December 31, 2021 for regular hours of work
- Day of Truth and Reconciliation added to Named Holidays
- GSS workers to receive an additional \$1,400 pro-rated for full-time status in 2021
- Increase to vacation after 10 years (from 13) to 5 weeks
- Increase in RRSP contributions from 3.5% to 4%

- Preceptors pay increased from .45 to .65 for LPN’s
- Benefit Review Committee to seek employee input on potential changes to benefit plan design

Members at Wentworth Manor have expressed growing frustration with issues around line changes. The employer has expressed interest in combining vacant positions to create more full-time positions, indicating that such a change would be further down the road – but offered no timeline. Currently, a LOU does exist as part of Wentworth’s collective agreement, concerning rotation changes.

Chapter 22, Wentworth Manor:

- Retroactive pay of 1.25% from December 31, 2022 – March 31, 2023 for regular hours worked
- Retroactive pay of 2% from April 1, 2023 – Ratification Date for regular hours worked
- Lump Sums of 1% for January 1, 2021 – December 31, 2021 regular hours of work
- Day of Truth and Reconciliation added to Named Holidays
- Overtime rate becomes 2X, effective the first pay period after March 31, 2024
- 5% pay in lieu of holiday paid for part-time and casual workers

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- Increased vacation time to 6 weeks for 23+ years, and a one-time 5-day supplement at 25 years.
- Preceptors pay .65 for LPN's
- 75% employer-paid benefit premiums (increased from 65%) effective the first pay period after March 31, 2024
- Benefit review committee to seek employee input on potential changes to benefit plan design

The new agreement also includes Letters of Understanding (LOU) concerning the Line Selection Process and Scheduling Committee for both work sites.

The LOU also establishes a process for unsuccessful applicants to address their concerns with the hiring supervisor.

On January 4, 2024 members overwhelmingly ratified the new agreement. Thanks to all members of the bargaining committee for their hard work getting this deal done!

If you have any questions about this update, please reach out to a member of your negotiating team.