

BARGAINING UPDATE



AGECARE WALDEN HEIGHTS LOCAL 048 CHAPTER 031 – GSS

Bargaining continues for GSS workers An insultingly low offers cuts session short

The employer began by cancelling one of two bargaining dates – a poor start after a long delay in bargaining sessions. Apparently, they felt that one day was enough as opposed to the two days we'd initially scheduled. The disaster of a session continued with the employer presenting the exact same monetary offer they'd proposed in September of 2022. Our position did not change from the last time when we had told them the offer was insultingly low. The offer from the Employer is as follows:

- Lump sum = \$450 for full-time employees; part-time would be pro-rated. The lump sum is payable to current employees on staff at time of signing
- 2020 – 1% increase on grid only
- 2021 – 1% increase on grid only
- June 2, 2022 – 1.5% increase - changes on grid with new rates effective the date of ratification
- \$50 dollar increase to eyeglasses from \$200 - \$250 and one free eye exam per year
- Increase RRSP from 2% - 4%

Your negotiating team knows that we are among the lowest paid workers across Agecare sites, also one of the biggest sites, and we will not stand for it. We remained firm in our offer which includes a new pay grid that recognized the disparity to other GSS worker at Agecare sites and throughout

the province, a modest 4.85% total increase on top of the new grid, overtime rate of two times for all overtime worked, banking of overtime, creating a shift differential, and other monetary and benefit enhancements. Additionally, in our ingoing proposal we proposed an employment security letter of understanding which we have not withdrawn.

Your negotiating team feels that our requests are incredibly reasonable given the strenuous work we do to ensure quality of care for Agecare residents throughout the pandemic and now record inflation. Agecare continues to make huge profits on the backs of the workers with no care whatsoever for the staff or residents at Walden Heights. All that matters is profits for upper management and Dr. Patel. We deserve to be compensated fairly for the work we do, at the very least in line with other Agecare workers and other workers across the province. Why should we accept less for the same work?

We will be applying for mediation to ensure we achieve a fair agreement in a timely manner. If you have any questions or concerns in the meantime, please reach out to your negotiating team members.

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