

BARGAINING UPDATE



ST. MICHAEL'S GROVE MANOR LOCAL 047 CHAPTER 016 – ALL STAFF

Members and employer vote to ratify new agreement

Your negotiating team is pleased to announce St. Michael's Grove Manor members voted unanimously to ratify a new Collective Agreement on July 19. The employer has now informed us that they have also voted to ratify the agreement.

Your negotiating team knows how glad you are to be done bargaining after a long round of negotiations and thanks you for your patience and support throughout this process.

The new Collective Agreement will expire on September 30, 2025.

Agreement Highlights

Wage increases

- Oct. 1, 2018 - Oct. 1, 2021: 0% increase to all classifications
- Oct. 1, 2022: 3% for Independent Living Assistants and 5% for all other classifications
- Oct. 1, 2023: 3% for Independent Living Assistants and 4% for all other classifications
- Oct. 1, 2024: 2% increase to all classifications

Other monetary updates

- One per cent lump sum payment on all hours worked in 2021 for all classifications except for Independent Living Assistants.
- Increase to the Flexible Health Spending Account from \$350 to \$450
- Letter of Understanding for paid Online Learning for Compulsory In-Service Programs
- Addition of National Truth and Reconciliation Day to paid holidays

Language changes

- Parity with the St. Michael's Long Term Care Collective Agreement in several areas
- Language that ensures equitable distribution of shifts among Regular Part-Time Employees and the Casual Employees who have requested additional hours.
- The requirement for Casual Employees to work a minimum of two shifts per month and provide availability sheets at least once a month.

We have also signed off on the following non-monetary articles:

- Article 2 – Definitions
- Article 4 – Union Membership and Dues Deductions
- Article 6 – Discrimination
- Article 12 – Hours of work
- Article 19 – Employee Management Advisory Committee (EMAC)

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

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