

BARGAINING UPDATE



SILVERADO CREEK – PARK PLACE LOCAL 048 CHAPTER 054 - ALL STAFF

Ratification Vote of Tentative Agreement

Key Changes to Salary Grids, Shift Premiums and Differentials

As reported to you previously, the employer met with your negotiating team in May to discuss non-monetary items. At the end of that meeting, we tabled our monetary proposal for consideration; and on July 4, both parties reached a tentative agreement for the workers of Local 048 Chapter 054 at Silverado Creek, Park Place.

Here are the monetary details of agreement:

- The agreement will be in effect for a 4-year term, starting from July 21, 2022, to July 20, 2026.
- Salary increases will begin in 2023.
- Effective July 1, 2023: There will be a 1.5% increase in salaries, and an additional 8th step will be added for HCA's (HCA grid - \$21.22 - \$26.10, LPN Grid - \$28.22 - \$34.72).
- Effective July 1, 2024: There will be another 1.5% increase in salaries (HCA grid - \$21.54 - \$26.49, LPN Grid - \$28.64 - \$35.24).
- Effective July 1, 2025: There will be a 1.75% increase in salaries (HCA grid - \$21.92 - \$26.96, LPN Grid - \$29.14 - \$35.86).
- The salary increases will be applicable after completing 1950 hours for all job classifications.

Other changes in the agreement include:

- Evening shift differential: The differential will increase by \$0.75, from \$2.75 to \$3.50, effective from the date of ratification.
- Night shift differential: The differential will increase by \$0.25, from \$4.25 to \$4.50, effective from the date of ratification.

- Weekend premium: The premium will increase by \$1.00, from \$3.00 to \$4.00. The time for weekend premium will also change. It will now start at 15:00 on Friday and end at 07:00 on Monday, instead of starting at 23:00 on Friday and ending at 23:00 on Sunday.

Additional provisions in the agreement include:

- Charge pay: An additional \$1.50 per hour will be provided.
- Preceptor pay for HCA/LPN's: An additional \$1.00 per hour will be provided.
- New provision: LPNs will receive professional registration fees of \$250.
- Benefits: Currently the benefits are 60% Employer paid and 40% employee paid, we have agreed to having the Employer covering 65% of the total premium cost for all employees working 0.50 FTE (full-time equivalent) or greater.
- The coverage will increase to \$750 per paramedical practitioner.
- A health spending account of \$350 will be created.
- Sick leave: The number of sick leave days will increase from 10 to 12 per year. A new sick leave bank will be established, allowing employees to accumulate up to 48 days (currently, employees are not allowed to have a sick leave bank).
- The agreement also addresses the usage of seniority, working short, and workload LOU, aiming to strengthen these areas.
- Overtime rate of double time after the first four hours.

We have also strengthened the usage of seniority, created a short staffing article and a workload letter of understanding.

We will be hosting an information session on the afternoon of July 18th from 1:00 pm to 4:00 pm, for all employees in the Sanctuary Room. During this session, we will review the details of the new agreement, and your negotiator and the negotiations team will be available to address any questions you may have before the ratification vote.

The onsite vote is scheduled to take place on July 21, 2023, from 6:30 am to 4:00 pm. A complete copy of the tentative agreement will be sent to all members in the near future.

If you have any questions or feedback regarding this bargaining update, please feel free to reach out to a member of your negotiating team.

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