

BARGAINING UPDATE



CIVIDA LOCAL 118 CHAPTER 011 - ALL STAFF

Negotiations at an impasse

Your negotiating team met with the employer on September 11 and 12 to continue bargaining.

Responses to our bargaining survey were clear – wages are a priority. One of our key goals for negotiations has been winning the wage increases that keep up with the skyrocketing cost of living.

The employer's proposal does not come close to meeting our needs. We know that the offer is well below other settlements across the province. We refuse to accept a lowball offer. We are committed to winning an agreement that recognizes our work and the value we provide.

The employer's offer is:

- Jan. 1, 2025 – 2.5%
- Jan. 1, 2026 – 2.25%
- Jan. 1, 2027 – 2%

We were able to win some improvements. These include an additional personal day for a total of four days, an additional bereavement leave day for a total of five days, and the addition of five paid domestic violence leave days.

As we have reached an impasse, we will be applying for mediation. We will continue to update you as negotiations progress.

Please reach out to a member of your negotiating team if you have any questions or concerns.

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