

# Comparison of Employer Positions on Outstanding Monetary Items

Optima Aspen Ridge Employer Monetary Proposals of March 19 and October 3		
	March 19	October 3
Wages Nursing Care (HCAs and LPNs)	<ul style="list-style-type: none"> <li>Feb. 1, 2024: New grid</li> <li>Feb. 1, 2025: 2.25%</li> <li>Feb. 1, 2026: 2%</li> </ul>	<ul style="list-style-type: none"> <li>Feb. 1, 2024: 2% with no retroactive pay</li> <li>Feb. 1, 2025: 2% with retroactive pay</li> <li>Feb. 1, 2026: 2%</li> </ul>
Wages General Support Services (GSS)	<ul style="list-style-type: none"> <li>Feb. 1, 2024:                             <ul style="list-style-type: none"> <li>2% increase except Dishwasher</li> <li>Dishwasher rate increase to \$17.75</li> </ul> </li> <li>Feb. 1, 2025:                             <ul style="list-style-type: none"> <li>2%</li> <li>Minimum starting wage \$17.80</li> </ul> </li> <li>Feb. 1, 2026: 2%</li> </ul>	<ul style="list-style-type: none"> <li>Feb. 1, 2024: 2% with no retroactive pay</li> <li>Feb. 1, 2025:                             <ul style="list-style-type: none"> <li>2% with retroactive pay</li> <li>Minimum starting wage \$17.80</li> </ul> </li> <li>Feb. 1, 2026: 2%</li> </ul>
Lump Sum Payments/ Signing Bonus	<ul style="list-style-type: none"> <li>Not applicable</li> </ul>	<ul style="list-style-type: none"> <li>\$1000 Full-Time and \$500 non-Full-time employees</li> </ul>
Vacation	<ul style="list-style-type: none"> <li>5 weeks' vacation entitlement at 10 years (vs. 15 current)</li> </ul>	<ul style="list-style-type: none"> <li>Status quo</li> </ul>
Health Care Benefits	<ul style="list-style-type: none"> <li>The Employer did not provide</li> </ul>	<ul style="list-style-type: none"> <li>Status quo</li> </ul>
Layoff and Recall	<ul style="list-style-type: none"> <li>Definition of Layoff (reduction in the workforce in regularly scheduled hours of more than 10%)</li> </ul>	<ul style="list-style-type: none"> <li>Status quo</li> </ul>
RRSP matching	<ul style="list-style-type: none"> <li>Increase to 3% (from 2%)</li> </ul>	<ul style="list-style-type: none"> <li>Status quo</li> </ul>
Temporary Employees	<ul style="list-style-type: none"> <li>Status quo</li> </ul>	<ul style="list-style-type: none"> <li>Status quo</li> </ul>
Casual Employees	<ul style="list-style-type: none"> <li>Status quo</li> </ul>	<ul style="list-style-type: none"> <li>Increase pay in lieu of Named Holidays to 4.6% (from 4.4%)</li> </ul>
Other Premiums	<ul style="list-style-type: none"> <li>Status quo (save title change)</li> </ul>	<ul style="list-style-type: none"> <li>Status quo (save title change)</li> </ul>
LPN registration fees	<ul style="list-style-type: none"> <li>Increase to \$300/yr (from \$100)</li> </ul>	<ul style="list-style-type: none"> <li>Status quo</li> </ul>