

BARGAINING UPDATE



SALVATION ARMY GRACE MANOR LOCAL 047 CHAPTER 020 – ALL STAFF

Employer proposes pay rollbacks

Your negotiating team met with the employer from November 24 to 28 for bargaining.

We made quick progress and finished signing off all non-monetary Articles. We also confirmed key improvements to several other Articles, including:

- Ensuring that Letters of Expectation (LOEs), coaching conversations, and shifts under observation are only on file for 36 months.
- Ensuring personal emails and cell phone numbers will be provided to AUPE.
- Expanding bereavement leave to include brother-in-law and sister-in-law.
- Increasing professional fee coverage, including HCAs at the following rates:
 - \$250 for full-time employees
 - \$125 for part-time employees
- Increasing our Health & Wellness Spending Account to \$650.00 as of April 1.

Employer proposes rollbacks

Things got bad when we shifted focus to our wages and benefits. Our employer is proposing significant rollbacks. This includes renaming

Shift Differential to Evening Premium and moving the start time from 3:00 p.m. to 5:00 p.m.

This is a pay cut of \$6.00/shift.

The employer has proposed the following wage adjustments:

- January 1, 2026 – 0.05%
- October 1, 2026 – 1.25%
- October 1, 2027 – 1.25%
- October 1, 2028 – 2.00%

Instead of offering retroactive pay, they offered the following one-time bonus:

- \$400.00 for regular full-time employees
- \$200.00 for part-time employees
- \$50.00 for casual employees

We know the employer's offer is not even close to meeting our needs. We deserve fair wages for our care and effort. We are prepared to stand up and fight for what we deserve.

We will continue to keep you informed as negotiations progress and let you know how you can get involved.

Please reach out to a member of your negotiating team with any questions or concerns.

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