

BARGAINING UPDATE



COUNTY OF NORTHERN LIGHTS LOCAL 118 CHAPTER 010 – ALL STAFF

Agreement ratified with 100% vote!

Your negotiating team is pleased to report that members have voted by 100% to ratify a new four-year collective agreement with the County of Northern Lights.

Highlights of the agreement include:

- **Wage increases:** Members will receive a 3% wage increase each year of the agreement. These increases are retroactive to January 1, 2025.
- **Wage-grid harmonization:** The wage grid has been improved with a 4% difference between steps, reducing the number of steps and providing additional increases ranging from 3% to 7%, also retroactive to January 1, 2025. Over the life of the agreement, members will see total wage increases on average between 15% and 19%.
- **Inflation bonus:** The Cost-Of-Living-Adjustment (COLA) clause was withdrawn and replaced with a one-time \$1,000 inflation bonus paid to members upon ratification.

- **Flexible spending account:** The annual amount in the flexible spending account has been increased to \$1,500 from \$1,250, with the added option to deposit these funds directly into Registered Retirement Saving Plans (RRSPs) or Tax-Free Savings Accounts (TFSA's).
- **On-call and safety improvements:** On-call compensation and safety footwear allowances have been improved.

There were also minor language adjustments to ensure clarity and housekeeping improvements.

Your negotiating team thanks all members for their participation and support during the bargaining process. If you have questions, please contact a member of the bargaining team.

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