

BARGAINING UPDATE

FEBRUARY 7, 2019

MOUNTAIN VIEW SENIORS' HOUSING – MOUNT VIEW LODGE OLDS

**LOCAL: 048
CHAPTER: 045**

ALL STAFF

BARGAINING CONTINUES

On Jan. 23, your bargaining team and the employer met for the third time since negotiations began in October. While we did sign off on nine more non-monetary articles, Mountain View Seniors' Housing is still holding back their monetary proposals, which are the sticking point at their other bargaining table with the Sundre Seniors' Supportive Living staff.

This along with delays in bargaining (the employer cancelled our Jan. 24 and 25 meetings) suggests our negotiations could follow the same path as the Sundre site, where staff are meeting with an enhanced mediator to assist with getting their first collective agreement signed.

We hope for the sake of our worksite and the Sundre staff, they're able to secure a fair deal in mediation. All health care workers deserve to be valued for the hard work they do, and when one of us is held back, all of us are. If enhanced mediation goes well, and they come to a fair agreement, we'll use their contract as a model for our proposals.

However, if the employer or the workers reject the enhanced mediator's recommendations, bargaining will go to first contract arbitration, where both sides will present their case for their

proposals to an independent third party who will issue a binding first contract that both parties must accept.

We're still deciding what course of action will be best for you in the long run. It could be in our best interest to streamline bargaining and go straight to first contract arbitration; we're going to see if the employer is interested in this and move forward depending on how they respond.

Regardless of the path we choose, we will continue to push for the compensation you deserve. Right now, your wages fall below those at other comparable supportive living and assisted living homes in Alberta. We need to change this.

Thank you for your patience. We know it's been hard waiting for movement at the table. It takes perseverance to negotiate without a collective agreement protecting you, but we can only do this if we continue to push forward together, as you have.

If you have any questions or concerns, please contact us. We're here to support you.

CERTIFIED HCA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CURRENT OLDS LODGE RATES	18.32	19.59	20.18	20.79	21.06	21.25	21.89
PWL Stettler rates effective Jan 1, 2019	20.32	21.37	22.08	22.74	23.49	24.00	24.70
Revera Aspen Ridge (Red Deer) Oct 1, 2018	20.84	21.05	21.82	22.49	22.70	23.15	24.23
Bethany Didsbury	19.92	20.96	21.65	22.40	23.07	24.23	24.95

Please see next page for contact information



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