

MEMBER UPDATE

HIGHWAY MAINTENANCE WORKERS GET DIRECT BILLING BACK AND PREPARE FOR BARGAINING

A Win for your Wellness!

On July 17, AUPE came to a settlement with Emcon where the company agreed to provide all AUPE members with a Direct Pay Drug Card Process. This means you'll no longer have to pay out-of-pocket for prescriptions and over-the-counter drugs that have an assigned Drug Identification Number (DIN).

You deserve this protection. Not only is direct billing a fairer medication payment system for you and your family, but it's part of the health benefits you negotiated into your current collective agreement and that the employer promised to provide.

The Direct Pay Drug cards will come into effect no later than Oct. 1, 2019 and will cover all prescription medication costs that fall within your plan limits.

In the settlement, Emcon also agreed to:

- Maintain the current direct pay plan for you dentist visits;
- Reimburse you for your extended health claims using CoRe Benefits;
- Provide AUPE with a copy of their Contract and Benefit Booklet (the agreement between the employer and the service provider, ClaimsSecure).

All of these agreements will be protected by a Letter of Understanding in your new collective agreement, so if the employer breaks the promises they made in this settlement, you have the right to grieve them.

Thank you for your patience throughout this resolution process. It's been a bumpy road since the government's contract with Carillion changed hands. You've faced a number of stressful situations, but in solidarity you've continued to stand together and push forward, leaving none of your coworkers behind. This will make you stronger as you enter into bargaining.

Preparing for Bargaining

Your collective agreement is up for renewal on Oct. 31, 2019. To prepare for your next round of bargaining, you and your coworkers across the province elected a negotiations team: 12 members total (three from each chapter).

On July 17, they met with each other to discuss next steps. Four of them will sit at the bargaining table opposite the employer throughout negotiations, but between meetings with Emcon, all 12 will continue to meet, so everyone is on the same page and can ensure all work regions' voices are heard and amplified at the table.

You might work in different locations, but you're in the same struggle and deserve the same resources to keep Alberta's primary highways clear and safe for drivers. Your worksite concerns are connected. Moving forward, so you and your bargaining team can streamline communications with your AUPE representatives and tackle issues together, all four chapters will share the same Membership Services Officer (MSO), Berend Wilting.

Email Berend at b.wilting@aupe.org or call 1-800-232-7284 if you have any concerns.

This is the first time you'll be bargaining with Emcon since they bought Carillion's assets. This transition was difficult, but because you continued to come forward with your concerns, no one lost their employment status, and all of your coworkers will continue to benefit from direct billing for over-the-counter medications. This is a big achievement.

As you near bargaining, your negotiations team wants to hear from you. You're the experts on your work. You know what you need collectively and what issues are a priority

in different parts of the province. Please fill out your 2019 bargaining survey, so they can advocate for you in negotiations.

Getting involved in your union is key to standing up for yourselves on the worksite. To learn more about unionism and to develop advocacy skills you can bring back to the job, check out aupe.org/my-aupe/benefits/education/course-descriptions/ for a full list of AUPE's learning opportunities in areas such as Occupational Health & Safety (OH&S), direct action and union steward training.

IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT YOUR NEGOTIATIONS TEAM:

Brad Guhle brguhle@hotmail.com or 780-678-4044

Bernie Quinn garry223@telus.net or 780-207-0597

Greg Jackson auxp2001@yahoo.ca or 780-206-7000

Robert Bancroft bancroft@d@gmail.com or 403-820-1776

AUPE RESOURCE STAFF:

Jasron Rattray Negotiator, j.rattray@aupe.org

Dave Malka Organizer, d.malka@aupe.org

Celia Shea Communications, c.shea@aupe.org