

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

MAY 9, 2019

COVENANT HEALTH

LOCAL: 040

LOCAL: 046

NURSING CARE

TENTATIVE AGREEMENT RATIFIED

Your bargaining team is pleased to announce we renewed our collective agreement after you voted in favour of the mediator's recommendations on April 30.

Thank you for sticking together and pushing forward as a group towards an improved collective agreement.

Our contract includes both Contracting Out language and a new "no involuntary loss of employment clause." This clause means if the employer reduces your earnings or FTE, and the reduction is deemed involuntary in the grievance process, the resulting shortfalls you experience will be fixed with any combination of FTE, Rate of Pay and Classification.

You are the experts on your frontline work; health care for Albertans benefits when your jobs are protected and you're able to build stable careers while strengthening solidarity over time.

Our collective agreement also includes an improved grievance procedure and workload appeal process that will help us come to resolutions faster. Other protections prioritize our mental and physical health, including:

- Increased flex spending account to \$1,100 for eligible full-time employees, and pro-rated for each eligible part-time employee based on their FTE.
- Language in line with new Employment Standards Code (Leaves of Absence updated).
- Respectful workplace/no discrimination language expanded in line with changes to OHS legislation, including timelines for the employer to respond to allegations of workplace harassment and discrimination.

These improvements and more will come into effect April 1, 2017. The collective agreement will expire March 31, 2020.

In 2017 and 2018, we won't get wage adjustments, and in 2019 our wages are subject to a "me too" agreement – whatever adjustments are negotiated at the AHS Nursing Bargaining table in their wage reopener, we will match.

If you have any questions, please contact your bargaining team – we're here to keep you informed.

COVENANT HEALTH NURSING CARE BARGAINING TEAM MEMBERS:

Bev Hill bhill3095@gmail.com

Kathy Bandmann kbandmann@hotmail.com

Mary Watson maynaywatson@hotmail.com

Helen Cyrus hgcyrus@yahoo.ca

AUPE RESOURCE STAFF:

Mac McNaughton Negotiator, m.mcnaughton@aupe.org

Dave Malka Organizer, d.malka@aupe.org

Tyler Bedford Communications, t.bedford@aupe.org



Alberta Union of Provincial Employees

10451 - 170 Street NW, Edmonton, AB T5P 4S7

T: 1-800-232-7284 F: (780) 930-3392

www.aupe.org

C19190
AULReP

**COVENANT HEALTH NURSING CARE
BARGAINING TEAM MEMBERS:**

Bev Hill bhill3095@gmail.com

Kathy Bandmann kbandmann@hotmail.com

Mary Watson maynayvatsn@hotmail.com

Helen Cyrus hgcyrus@yahoo.ca

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