

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

NOVEMBER 8, 2019

*BARGAINING CONTINUES AND FTE REDUCTIONS ARE ADDRESSED

Your bargaining team met with the employer again on Oct 30 and 31 to continue negotiations. Over the two days, we made progress in some areas and got pushback from the employer in others.

FTE Reductions Addressed

One of the most important and productive conversations we had during our meetings was about layoffs and recalls.

As you know, the Layoff/Recall provisions currently in place put a target on senior staff by singling out Full-Time Equivalents (FTE). In theory, the one protection we have in cases of layoff and recall is seniority, as per the language in our collective agreement. In practice, this is clearly not the case.

If years of service offer little to no protection against unstable employment, there is no recourse for this issue, which means the job security of all members, new and old, is on shaky grounds.

We addressed this with the employer – the undue stress (compounded by uncertain economic times) and internal conflict it creates – and we'll continue to make our case for language that alleviates this burden on members.

Some of you have experienced significant reductions in your positions. This has negatively impacted you and your fellow members in multiple ways, not the least of which was the process through which it was handled. This is an issue that can't be swept under the rug.

Progress and Setbacks

While we did come to an agreement on our Union Representation article, the Good Samaritan Society continues to push back against our request to see their financial information.

Back in 2017, AUPE won a favourable decision based on a Freedom of Information Act request. Private continuing care sites were refusing to disclose their financial information upon the union's request. Some of the employers of these sites collaborated to challenge the decision, but after a judicial review, the courts ruled in favour of AUPE.

The right to see where certain operators were putting their money was hard-won, and since then other care operators have disclosed their financial records.

The Good Samaritan Society receives public funding to provide quality care – you, the public and your union representatives should know exactly where they're putting their, so we can continue to hold them accountable to their mission and values.

Moving forward your bargaining team and negotiator want to hear from you and discuss what you want to see at your worksite. Stay in touch. The holidays are coming up, which means there will be more social events; use these as opportunities to get on the same page and amplify your collective voice.

GOOD SAMARITAN SOCIETY

LOCAL: 042
CHAPTERS: 001-012
ALL STAFF

If you have any questions, please contact us:

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