

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

DECEMBER 11, 2019

**POINTS WEST
LIVING (PWL)
LAC LA BICHE**

LOCAL: 047
CHAPTER: 057

ALL STAFF

BARGAINING BEGINS ON A POSITIVE NOTE

On Dec. 3, your bargaining team met with the employer to exchange ongoing proposals for our first collective agreement. The employer was receptive, and we signed off on almost all of our non-monetary items (Hours of Work and Work Schedules are still up for discussion).

We had a number of good in-depth conversations, making it clear to the employer what your top concerns are, including current staffing levels, which are leaving all of us stretched thin.

Our proposal to fix this problem is to add two classifications: Housekeeping and Hospitality Aide. This would give our LPNs and health-care aides (HCAs) the support they need to do the tasks they're qualified to do properly and safely, and would mean residents get more time for their daily cleaning and better all-around care.

We'll make sure PWL addresses this issue and treats it with the seriousness it deserves. No staff member or resident should be risking their health and safety so the employer can save a buck.

Some of the non-monetary proposals we signed off include:

- Workload language (in-line with PWL Slave Lake)
- Respect in the Workplace provisions (in-line with PWL Heritage House)
- Increases in shift differentials and weekend premiums (in-line with PWL Slave Lake)
- The inclusion of language related to non-bargaining employees to the Letter of Understanding – Staffing and Employment Agencies that ensures our members are given the first chance to fill a vacant shift, and once all of these

options are exhausted a supervisor or manager will fill the shift before an outside agency is hired to do so.

- The same Employee Benefits Article and Schedule "B" Benefits, including a \$300 Health Spending Account, as Points West Living Slave Lake.

All of these provisions and more will go a long way in creating a more equal work environment between us and our coworkers employed by PWL in other cities and towns in the province, and allow us to earn a living while protecting our health and wellbeing.

Bargaining is scheduled to continue this week, on Dec. 11 and 12. Your bargaining team will keep you up to date on any progress that's made.

If you have any questions, please reach out.

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