

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

DECEMBER 20, 2019

## DEVONSHIRE CARE CENTRE

LOCAL: 047  
CHAPTER: 043

ALL EMPLOYEES

## \*TENTATIVE AGREEMENT REACHED

Your bargaining team is pleased to report we came to a tentative agreement on Dec. 13. The agreement includes a number of improvements to our working conditions.

These include wages increases for each year of the agreement:

April 2019: 1 per cent (retroactive on all hours paid)

April 2020: 1 per cent

April 2021: 1 per cent

We also secured increases in night-shift and weekend premiums:

Night shift: \$0.50 upon ratification + \$0.25 for each year of the agreement

Weekend: \$0.50 upon ratification + \$0.25 in 2020 and 2021

Weekends and nights are some of the most challenging shifts, where we have to work odd hours and give up time with our families. You deserve this compensation, which is more in line with the value of your work.

We also achieved stronger language in non-monetary items.

One provision we fought hard for was the inclusion of aunt, uncle, niece and nephew in the definition of "immediate family" under our bereavement clause. Another was an increase to the maximum number of work days we can use for sick leave credit (increased from 12 to 15 days per year)

Thank you for standing with us throughout bargaining. On Tuesday, Jan. 7, 2020 we will hold a meeting where you can learn about all the feature of the tentative agreement. An onsite ratification vote is scheduled for Thursday, Jan. 9, 2020.

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