

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

DECEMBER 16, 2019

## PARK PLACE SENIORS LIVING – HARDISTY CARE CENTRE

LOCAL: 047  
CHAPTERS: 039

GENERAL SUPPORT STAFF

## TENTATIVE AGREEMENT REACHED

Your bargaining team is pleased to report we came to a tentative agreement with the employer on Dec. 10, securing improved language that will protect you on and off the job as well as salaries increases.

If we ratify the agreement, it will come into effect April 1, 2019 and run for two years, ending March 31, 2021. We will hold the ratification vote some time in mid-to-late January of next year.

### Monetary Improvements

Salary increases effective:

- April 1, 2019: 0.5 %
- Oct. 1, 2019: 0.5 %
- April 1, 2020: 0.5%
- October 1, 2020: 0.5%

### Shift Premiums:

Increases to Evening Shifts and Weekend Day Shifts are as follows

- Evening shifts: \$2.50/hr (up from \$1.75/hr)
- Weekend Day Shifts: \$3.00/hr (up from \$2.25/hr)

### Vacation:

- Members who have worked 18 years or more will now have six weeks of vacation (previously earned vacation capped at five weeks after 15 years of employment).

### Non-monetary Improvements

On top of salary and shift premium increases, we fought for and won better protective language that prioritizes our collective wellbeing.

These amendments include more substantive Respectful Workplace language and stronger Occupational Health & Safety protections to name a few.

### Upcoming Meeting

Before our ratification vote, we will schedule a meeting, so you can learn about all the features of the tentative agreement.

Thank you for standing behind your bargaining team throughout negotiations. You stuck together, stood your ground and now we can enter the new year knowing our voices were heard.

If you have any questions please reach out, and stay tuned for updates on our meeting and the ratification vote.

## PARK PLACE SENIORS LIVING – HARDISTY CARE CENTRE BARGAINING TEAM MEMBERS:

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