

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

**GOOD SAMARITAN
SOCIETY**

LOCAL: 042
CHAPTERS: 001-012
ALL STAFF

MARCH 17, 2020

EMPLOYER REFUSES BASIC PROTECTIONS

On March 9 and 10, your bargaining team met with the Good Samaritan Society to resume negotiations. We continued to be frustrated by the organization's hypocrisy.

Not only are they enforcing problematic policies with which we continue to find issues (including their Whistleblower policy and Code of Conduct Policy), but other policies (standard to vital industries, such as continuing care) do not exist. And they're refusing to accept the contract language we've proposed to fill this gap.

Discipline and Job Performance are two such articles. Both provisions are crucial for workers to understand what's expected of them, so together, staff and employer can reduce unnecessary conflict in the workplace.

Even if the Good Samaritan Society had policies for these issues, we would want related protections in our collective agreement. However, the fact that a faith-based organization such as this one - that professes to respect others and partner in shared responsibilities - doesn't have basic policies in place or guidelines for how to treat staff is appalling.

Your bargaining team tabled an "ethic of reciprocity" proposal that would hold the Good Samaritan Society responsible for treating employees with the same values as residents, so that both members and the Albertans we care for are treated with respect.

Our proposal is based on the employers own professed values. We will see how carefully they follow these.

NO WAGE INCREASE PROPOSED BY EMPLOYER

On top of blocking improvements to our non-monetary provision, the employer proposed no increases to wages or any other monetary items in the collective agreement and refused to provide financial information in support of their position.

They have not expressed that they can't afford wage increases; they simply don't want to pay you what you're worth.

Misinformation Surrounding Delays in Bargaining

Some of you have reported that management has been blaming your bargaining team for de-lays in reaching an agreement. The reality is the employer is refusing to engage in meaningful discussion and is not committed to creating a healthier workplace or a better home for residents. This is why bargaining is taking so long. It's an uphill battle at the table.

Bargaining is set to continue May 11, 12 & 13. Thank you for continuing to stand with us throughout this difficult round of negotiations. Together we can win!

GOOD SAMARITAN BARGAINING TEAM MEMBERS:

Betty Wiebe
Debbie Caplette
Diana Bigelow
Tahera Khalfan

ALTERNATES

Toni Zatorski
Lillian Fillatre

AUPE RESOURCE STAFF:

Jason Rattray Negotiator
j.rattray@aupe.org
Michelle Szalynski Organizer
403-634-8262 or m.szalynski@aupe.org
Celia Shea Communications
780-720-8122 or c.shea@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

C20077
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