

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

MARCH 26, 2021

## SEASONS RETIREMENT COMMUNITY – ENCORE OLDS

LOCAL: 048  
CHAPTER: 036

ALL STAFF

## EMPLOYER IGNORES ALBERTA'S ECONOMIC REALITIES. UNION TAKES NEXT STEPS IN BARGAINING.

Since January 2021, your negotiating team has met with the employer several times to settle a new and improved collective agreement. But after our March 10 meeting, we decided it's time to pursue Essential Services Agreement (ESA) negotiations, so we can apply for formal mediation at the Alberta Labour Relations Board.

The ESA establishes the terms and conditions for a strike or a lockout, if bargaining breaks down. We need an ESA before we can apply for formal mediation, where an independent mediator will listen to our proposals for our collective agreement, as well as the employer's proposals, and provide recommendations for the final agreement to help push bargaining along.

We need this help because the employer is being completely unreasonable. Instead of responding to Alberta's economic realities and tabling monetary proposals in-line with industry standards here, they're using collective agreements negotiated by other unions as comparators.

Worst of all, they're cherry-picking unfair moves other corporate care providers recently made at AUPE tables and mimicking them.

Your negotiating team will not settle for an agreement that terminates important working conditions we've already won. We're in bargaining to improve our working conditions, with the long-term goal of building an optimal continuing-care system using our bargaining power – and our proposals reflect that.

We reminded them of our top priorities on March 10, but they failed to offer a counter proposal to the items, which included:

- pyramided shift differentials and premiums
- seniority based on hire date rather than hours worked
- increased sick leave accrual maximums (up from 8 days annually),

- improvements to benefits reimbursement or a flex spending accounts
- improvement to shift exchange language (such as no limits) and special leaves with pay (or floaters)

Because the employer is choosing to devalue your work and has refused several of these items, we know it's time to move to formal mediation. You deserve a collective agreement that's in line with the industry standard your fellow members have helped create in Alberta.

Stay tuned for more information on ESA progress and mediation dates. If you have any concerns please contact us:

### SEASONS RETIREMENT COMMUNITY – ENCORE OLDS NEGOTIATIONS TEAM:

**Elizabeth Vila** elyvoltangovila@gmail.com or 403-896-1928

**Roberta Jordan** jorroberta@gmail.com or 403-597-6529

**Glenda Kroetsch** glenda.kroetsch@gmail.com or 403-507-0197

#### Alternates

**Candice Ford** candiceford92@hotmail.com or 250-231-6276

**Shannon Hunt** shannon.hunt@shaw.ca or 403-829-2793

**Christine Erickson** ckson@shaw.ca or 403-657-3516

### AUPE RESOURCE STAFF:

**John Wevers** Negotiator, j.wevers@aupe.org

**Michelle Szalynski** Organizer, m.szalynski@aupe.org

**Celia Shea** Communications, 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

C21093  
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