

BARGAINING UPDATE

JANUARY 21, 2022

CAPITAL CARE

LOCAL: 049

NURSING CARE

Capital Care's proposal reveals a profound lack of respect You have every right to be frustrated

Your negotiating team met with employer and exchanged proposals on Jan. 18, 2022. We are extremely disappointed that the employer tabled numerous concessions that revealed all their talk over the past two years about honouring "health care heroes on the front line of the pandemic" was nothing more than meaningless.

The employer appears to be more interested in reducing its managers' workloads than concerned about the overwhelming burden you have carried and continue to bear at work each day.

The concessions the employer has proposed include:

Overtime

- Overtime pay on a Named Holiday reduced to 2X the Basic Rate of Pay for all Named Holidays. Currently 2.5X, or 3X on August Civic Holiday or Christmas day (Super-Stats)

Shift Differential

- Reduce (what is effectively "evening shift differential") from \$2.75/hr to \$1.86/hr
- Delete clause allowing shift differential to be paid when the majority of hours fall between 1500h and 2300h. They propose that it only be paid when time is actually worked after 1900h, and only if it is more than one hour worked past 1900h
- Change shift differential eligibility from 1500h - 2300h to 1900h - 2300h
- Reduce (what is effectively "night shift differential") from \$5.00/hr to \$2.85/hr

- Delete clause allowing night shift differential when the majority of hours fall between 2300h and 0700h. They proposal is that it only be paid when time is actually worked after 2300h and before 0700h, and only if it is more than one hour worked past 2300h

Weekend Premium

- Reduce from \$3.25/hr to \$2.34/hr
- Same as above (removing the majority hours clause)
- Change eligibility so it doesn't start on Friday at 1500h, but rather 0001h Saturday to 2400h Sunday

Named Holidays

- No recognition of Truth and Reconciliation Day proposed
- Floater holiday forfeited if not used in the fiscal year (currently it is paid out).
- Delete 2X pay for Christmas Day and August Civic Holiday

Leaves of Absence

- Delete certain legislated leaves of absence (Compassionate Care Leave and Death or Disappearance of a Child Leave) in the Collective Agreement to rely on Employment Standards Code, which can be changed by the Government at any time.

Salaries Schedule

- July 1, 2020 - 0%
- July 1, 2021 - 0%
- July 1, 2022 - 0%
- July 1, 2023 - 0%

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Flexible Spending Account

- Reduce from \$1100 to \$850

After all of your hard work and all of pain and suffering you have witnessed and endured, the employer's proposal can be seen as nothing more than an insult to you and the important work you do. They aren't even prepared to offer you wages that keep pace with rapidly increasing costs of living.

Please keep in mind that this insulting proposal arose out of choices the employer is making. They are choosing to disrespect you and your work. They are choosing to make it harder for you to do your job. They are choosing to ignore your workload complaints and are choosing to reduce your wages and benefits. This is not acceptable to your negotiating team and should not be acceptable to you.

If you have any questions or concerns about this update please contact Kate Robinson, Negotiator.

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