

BARGAINING UPDATE



CAPITAL CARE LOCAL 049 - GENERAL SUPPORT SERVICES

Employer's proposal one of the ugliest we've seen

And in this environment, that's saying a lot

CapitalCare likes to say that one of their core values is to "Put People First." The proposal they presented to our negotiation team makes it perfectly clear that they don't mean us. Driven by the provincial government's anti-worker agenda, there have been some pretty awful proposals presented by employers at various tables these past couple of years, but we haven't seen or heard of any quite as awful as the one presented by Capital Care to your GSS negotiation team.

The employer is seeking numerous concessions that will not only hit you hard in your wallet but will negatively impact your quality of life.

While this is a non-exhaustive list, the following is a sample of the rollbacks the employer is seeking:

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 Evening Shift Differential from \$2.75/hr to \$1.55/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 two hours worked past 1900h
- Reduce Night Shift Differential from \$5.00/hr to \$2.00/hr
- Delete clause allowing night shift differential when the majority of hours fall between 2300h and 0700h. Their proposal is that it only be paid when time is actually worked after 2300h and before 0700h, and only if it is more than two hours worked past 2300h

Weekend Premium

- Reduce from \$3.25/hr to \$1.60/hr
- Change eligibility so it doesn't start on Friday at 1500h, but rather 0001h Saturday to 2400h Sunday (from a 64-hour period to a 48-hour period)

(Continued on page 2)

AUPE NEGOTIATING TEAM - CAPITAL CARE GSS

Tracey Courtepatte
tlcourt@shaw.ca

Lorna Buenafe-Lagutan
lornabuenafe@yahoo.com

Myrena Reiger
myrena_3@hotmail.com

Rhea Coughlan (alternate)
coughlanrheasteve@gmail.com

Agnes Otayde (alternate)
vinleanes@shaw.ca

AUPE RESOURCE STAFF

Chris Dickson, Negotiator
c.dickson@aupe.org

Kate Robinson, Negotiator
k.robinson@aupe.org

Tracy Noble, Organizer
t.noble@aupe.org

Mimi Williams, Communications
m.williams@aupe.org

BARGAINING UPDATE



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, meaning these days would be paid at 1.5X like every other Stat

Leaves of Absence

- Delete certain legislated leaves of absence (Compassionate Care Leave and Death or Disappearance of a Child Leave, Citizenship Ceremony Leave, Military 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%

This is an employer that will round up corporate staff to come and bang pots and pans in front of workplace and make a big show of their staff appreciation events but when push comes to shove, a Facebook post saying “Thanks!” just does not pay the bills.

Costs are soaring and inflation is taking a big bite out of everyone’s paycheques. What the employer is asking of you would set you back even further. After all you’ve done to keep residents safe throughout these past two years, this offer is a slap in the face.

We hope to see a change in tone from the employer when we meet again. Bargaining is supposed to be about give and take; about listening to the other side and trying to find a way to meet in the middle. We are seeing none of that. The employer seems to feel that it’s their way or the highway.

We have proposed bargaining dates in April, which the employer has not yet confirmed bargaining dates for Apr. 6 and 7, 2022. We will report to you again following those meetings.

Remember that your collective agreement remains in full force and effect as we negotiate a new agreement. If management is not following the agreement, please talk to a Shop Steward or contact AUPE’s Members Resource Centre at 1-800-232-7284.

If you have any questions about bargaining, please reach out to a member of your negotiation team.