

BARGAINING UPDATE



CANTERBURY FOUNDATION LOCAL 047 CHAPTER 013 - ALL STAFF

Bargaining resumes with good news about shifts and hours

Your Negotiating Team met with Canterbury on March 15 & 16 to get bargaining started again. We are happy to report our conversations at the bargaining table were productive, a welcome change after waiting for Canterbury's new management.

We continued to focus on improving everyone's shifts and hours during these meetings. Specifically, we are pleased to announce a commitment to increase the number of full-time positions and full-time equivalents. We were able to sign a new Letter of Agreement that includes the following:

- Part-Time health care aides with 20 years or more of service will be immediately asked if they would like an increase up to and including Full-Time.
- The employer commits to changing the schedule so that all hours, for all classifications, are covered by regular Full-Time and Part-Time staff. This means hours will not be taken by casual pick-ups, except when needed to fill absences.

The next step is that Canterbury's will ask each staff member what hours we would like to work, as well as our availability.

Canterbury has committed to working with us collaboratively to make sure this process is clear and effective. Eventually, all new positions will be offered to us based on seniority, including for casual and temporary staff on the basis of total hours worked.

This is great progress. Changes like these are all thanks to each one of us who made our voices heard and ensured fixing our hours and schedule was a priority. That's the power of solidarity! Congratulations!

Next steps

Our next bargaining meetings are scheduled for April 5, May 11, and May 16 & 17.

It's now time to focus on monetary proposals. The rising cost of living is crushing us, and we're all feeling it. Your team has told the employer we are anxiously awaiting financial improvements so that we can make ends meet. We've proven the value of our work over and over again, especially since the pandemic started, and we deserve to be compensated fairly.

If you have any questions, please contact a member of your Negotiating Team or AUPE Resource Staff.

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