

BARGAINING UPDATE



SEASONS RETIREMENT COMMUNITY - CAMROSE LOCAL 047 CHAPTER 009 - ALL STAFF

Tentative agreement reached

Your solidarity and determination paid off

Your negotiating team met with the Employer on March 15 and 16, 2022.

We spent considerable time going over articles that we had previously agreed to in the previous tentative agreement that you voted against ratifying in 2021. We introduced new language for a number of articles and were pleasantly surprised to receive agreement from the Employer on many of our proposals.

No rollbacks were agreed to at the bargaining table. In fact, your negotiating team was able to secure pay increases of seven percent over four years:

- January 1, 2020 – 1%
- January 1, 2021 – 2%
- January 1, 2022 – 2%
- January 1, 2023 – 2%

The increases in 2020, 2021 and partially in 2022 will be retroactive for all existing employees.

We also will receive an increase of ten cents to the evening shift July 1, 2022 and another increase of ten cents July 1, 2023. There will be a fifteen cent increase to the night shift premium July 1, 2023.

The Care Aids (uncertified HCA's) will gain four more steps on the grid, aligning with the Recreation Aides and will be placed at Step 3 on the date of ratification.

We came to numerous non-monetary enhancements throughout the agreement, specifically an overhaul of the Respectful Workplace article, notice and purpose of any disciplinary meeting, and the right to complain.

The ratification vote is tentatively scheduled for April 7, 2022. Please ensure that we have your accurate mailing address on file as ratification packages, including the full tentative agreement, will be mailed to your home address. If you need to update this information, you can do so here or by phoning the Members Resource Centre at 1-800-232-7284.

You've waited a long time for this agreement and your solidarity and determination to get a fair deal paid off. Your negotiating team is recommending that members vote "Yes" to accept this tentative agreement.

If you have any questions or feedback about this bargaining update, please contact a member of your negotiating team.

AUPE NEGOTIATING TEAM - SEASONS RETIREMENT COMMUNITY - CAMROSE

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