

CBI HOME HEALTH LOCAL 047 CHAPTER 008

FAQ

What is a collective agreement?

A collective agreement is a binding contract between union members and their employer. Through the collective agreement we define and agree on important things like wages, benefits, grievance procedures, and more.

How to we create and improve our collective agreement?

Your negotiations team, made up of your coworkers elected by you and an AUPE negotiator, meet and bargain with your employer to set working conditions. We are in the process of bargaining for a new collective agreement right now. Your negotiating team has made progress towards improving your working conditions, having already covered non-monetary negotiations. Monetary negotiations, including pay and benefits, will start in May.

How does a union protect my job security?

All new members are now protected under the collective agreement with the employer and are covered by the terms, conditions, and benefits of that agreement. Prior to membership, the employer could terminate you without cause with no repercussions. Now, you will have a union advocate at your side fighting for you.

How will this affect my pay?

The collective agreement also guarantees base level wages for your position. If your wage is higher than the agreement, it will stay that way. If your wage is lower, it will rise to the rates in the collective agreement. You are also entitled to a transportation allowance of \$1.40 per visit (excluding the first and last of the day) for community employees or for lodge employees an additional \$1.25 an hour before 2:00 p.m. and \$1.50 after 2:00 p.m.

What are union dues?

CBI has money and resources to protect their interests and it is only through pooling our resources that we can fight back. AUPE collects 1.25% of base earnings to work for you. Dues are not deducted on overtime or other premiums, such as the transportation allowance or lodge premiums mentioned above. Dues will begin to be deducted once we receive final employee information from CBI, likely the first pay period in May.