

BARGAINING UPDATE



SIGNATURE LIVING MANAGEMENT ROCKY RIDGE LOCAL 048 CHAPTER 046 – ALL STAFF

Signature Living Management Rocky Ridge: Employer seeks to rewrite collective agreement

Fighting back against the employer's Ontario based approach to negotiating in Alberta

As bargaining began on May 10 and 11, 2022, your negotiating team was shocked at the employer's approach. The employer tabled 28 rollbacks, 7 deletions, 2 renewals as current, 6 status quo LOUs and 4 counter proposals. Proposals of this nature are almost unheard of in Alberta and a clear indication of an Ontario based approach to bargaining.

It is very apparent that bargaining will be a challenge. The employer is clearly seeking to rewrite your collective agreement to make it reflective of their Ontario operations. Your negotiating team is prepared to bring the fight to your employer when bargaining resumes on September 7, 8, 14, and 15.

The proposed rollbacks are:

9.04(d)	Breaking seniority after a 2 consecutive day absence without reasonable excuse
11.09	No entitlements for casuals when in temporary position
A 12	Eliminate paid lunch
12.02(f)	No overtime paid when recalled to work during unpaid rest period
12.03	Reduce shift schedule posted from 4 weeks to 2 weeks
13.01	Increase overtime threshold from 44 hours per week to 88 hours bi-weekly
21.01	Reduce Employer paid share of premiums from 100% to 80% for single/family health and dental coverage
22.01	Employer will not pay any costs associated with medical opinion
22.02	Paid sick leave for only 85% of scheduled time lost and no payment for the first 2 days in the 4th and subsequent periods of absence
23.03	Reduce Employer RRSP contributions from 2% to 1%
27.01	Disciplinary file remains active for 3 years rather than 2 years
	Reduce weekend off duty from 56 hours to 48 hours
	Shift schedules will not include 40 hours per week or 8 hours per day

Proposed deletions are:

3.04	Protecting bargaining unit work
12.05	No 2x pay for change in schedule with less than 4 weeks' notice
17.01(b)/(c)	No evening differential paid when working at least 1 hour or for overtime worked
17.02(e)/(f)	No night differential paid when working at least 1 hour or for overtime worked
17.04/18.03	No shift and weekend pyramiding/stacking
18.01	No weekend differential paid when working at least 1 hour or for overtime worked
A 19	Eliminate paid holidays for Remembrance Day and Truth & Reconciliation Day
21.01 (a)	Long Term disability coverage
A 30	Professional fees
LOU#2	Allocation & Dispensing Drugs
LOU#3	Legal Indemnification
LOU#5	Staffing Agencies
LOU#6	Contracting Out

AUPE NEGOTIATING TEAM – SIGNATURE LIVING MANAGEMENT ROCKY RIDGE

Ana May Butin
kcann2001@yahoo.com or
403-612-2511

Gloria (Adidha) Musaka
musaka.adidja@yahoo.com or
403-629-4386

Emalyn Jusayan
emalyn_pjeey@yahoo.com or
403-605-7760

AUPE STAFF RESOURCES

John Wevers, Negotiator
780-238-4767, j.wevers@aupe.org

Jaime Urbina, Organizer
587-599-7557, j.urbina@aupe.org

Kavi Chahal, Communications
k.chahal@aupe.org

(continues on pg. 2)

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Member Engagement and Mobilization

It is critical that you support your negotiating team!

As bargaining resumes, it is important that you never believe rumors. Verify any information by contacting your negotiating team members and confirming the facts. If you'd like to learn more about bargaining and more about your union and what is available to you, each member has full access to attend and participate in AUPE education courses.

Union Representation

It is important to remember that you work in a unionized workplace and that you are legally entitled to union representation when requested. When the Employer requests to meet with you and you feel that you require union representation, make that request before the meeting begins or during the meeting.

We can provide assistance and representation on employment and labour relations, Occupational Health and Safety (OHS), Workers' Compensation (WCB), and more. If you have any questions or concerns, or if you require representation, advice, counsel or advocacy, please call your AUPE Membership Services Officer (MSO) at 1-800- 232-7284.