

BARGAINING UPDATE



LAMONT COUNTY HOUSING FOUNDATION LOCAL 047 CHAPTER 026 – ALL STAFF

We have a tentative agreement Voting will take place in person January 17, 2023

After a difficult round of bargaining, we are pleased to announce that on December 9, 2022, we were able to reach a tentative agreement with the assistance of the mediator. The highlights of the tentative agreement, which your negotiating team is recommending you accept, are as follows:

Wages

January 1, 2022 - 0%

January 1, 2023 - 2%

January 1, 2024 - 2%

Retroactive pay

The following applies to all employees employed on the date of ratification:

- COVID premium: 1% of all earnings for all hours worked in 2021 to be paid the pay period following date of ratification for all employees; and,
- \$500 lump sum payment for all permanent full-time and part-time employees to be paid the pay period following date of ratification.

Shift Differential and Weekend Premiums

Upon ratification, shift difference and weekend premiums will be as follows:

Evening premiums - \$2.25

Night Premiums - \$ 2.50

Weekend premiums - \$ 2.50

Effective January 2024 shift differential and weekend premiums will be as follows:

Evening premiums - \$2.25

Night Premiums - \$ 2.75

Weekend premiums - \$ 2.50

Benefit Improvements

- Costs of the benefit plan will now be split 70% employer/30% employee (previously it was 60/40).
- Increase to the Flex Spending Account from \$300 to \$500 (prorated to the FTE)
- **NEW** - two (2) personal days for full-time and one (1) personal day for part-time employees
- Increase from three (3) hours to attend a close friend's funeral to one (1) day without loss of earnings. (Leave without loss of pay shall not be granted more than twice per calendar year.)
- National Day for Truth and Reconciliation recognized and paid as a Statutory Holiday

We were also able to add new language to deal with issues around Violence in the Workplace.

Ratification Vote

Voting will take place in person on January 17, 2023

Beaverhill Pioneer Lodge

5203 - 52 Street, Lamont

Where: In the staff room

When: 9:00 a.m. - 12:00 p.m.

1:00 p.m. - 3:00 p.m.

Father Filas Manor

5024 - 53 Avenue, Mundare

Where: In the staff room

When: 11:00 a.m. - 1:00 p.m.

We thank you for your patience during this difficult round of bargaining. If you have any questions about this update, please reach out to a member of your negotiating team.

AUPE NEGOTIATING TEAM - LAMONT COUNTY HOUSING FOUNDATION

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