

BARGAINING UPDATE



SWAN EVERGREEN VILLAGE LOCAL 048 CHAPTER 053 - ALL STAFF

Employer is Reviewing Proposal Heading to informal mediation in 2023

Your negotiating team met with the Employer on December 9 and presented our monetary proposal which the Employer is taking time to review. We have proposed increases to all monetary articles to align with the median range in Alberta. Our proposal aligned with our Whitehorn site proposals to maintain consistency across collective agreements. The only difference is that the GSS group is organized at Swan Evergreen, so we added a salary grid to include them, while looking for the same entitlements.

The Origin group sites are currently one of the lowest paying long-term care employers in Alberta. Origin health care aides (HCAs) make between \$18.50 - \$22.30 and the licensed practical nurses (LPNs) make \$26.50 - \$31.55. We see the same trend in the GSS group. It is not just that the wages are low, the premiums and differentials are also on the low-end province wide:

Evening Premium \$0.75, Night Premium \$1.25, Weekend Premium \$1.50.

We will be headed to informal mediation in 2023. The heavy lifting is being done at the Whitehorn table and they are scheduled for enhanced mediation in early January. Once we receive the mediator's recommendations, we will have an idea of what the LPNs and HCAs will be offered at Swan Evergreen. We will still have to argue on behalf of Swan Evergreen general service members in mediation.

Your team is working hard to negotiate a fair agreement for you as soon as possible.

Please stay tuned for future bargaining updates. If you have questions, please contact a member of your negotiating team.

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