

BARGAINING UPDATE



BETHANY NURSING HOMES OF CAMROSE LOCAL 047 – BETHANY MEADOWS STAFF

Upcoming essential service session

Essential Services Officers will be at Bethany Meadows April 14

We need your knowledge of your worksite and your experience in your work position.

As part of the collective bargaining process, your AUPE Essential Services team is negotiating an Essential Service Agreement (ESA) with your employer, Bethany Nursing Homes of Camrose.

Your Essential Services Officers will be onsite to meet with Bethany Meadows members to learn more about the worksite and your job experience on Friday, April 14 from 9 am to 4 pm.

Essential services legislation allows strikes and lockouts of public sector workers, while requiring 'essential' services be provided to the public during these labour disputes. Section 95.1 of the Labour Relations Code defines Essential Services as:

1. The interruption of which would endanger the life, personal safety, or health of the public.
2. That are necessary for the maintenance and administration of the rule of law or public security.

This legislation is a double-edged sword. It limits our ability to strike and constrains some of our rights during a strike or lockout

– which means the employer may try to list services in the ESA not needed to protect safety to weaken our bargaining power.

Put simply, creating an ESA without your feedback leads to weaker agreements, longer rounds of negotiation, and ineffective strikes because we cannot verify the employer's staffing proposals.

That is why we're asking all Bethany Nursing Home members to get involved and participate in these consultations. The input you provide is our most critical resource.

How to prepare for a consultation

- If you have it, bring your job description, or send it to the Essential Services Officer.
- Bring a list of the total number of staff in your department/unit, including all classifications and whether there are any vacancies (working short).
- If you are working short—think of what continues and how you prioritize tasks.
- Learn more about Essential Services at [aupe.org/essentialservices](https://www.aupe.org/essentialservices)

If you have any questions or concerns ahead of the consultations, please contact us at: <https://www.aupe.org/essentialservices#14572>

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