

BARGAINING UPDATE



REVERA RIVERBEND LOCAL 047 CHAPTER 042 - ALL STAFF

Bargaining on wages & other compensation continues

Attend the AGM on April 18 to get updates from your negotiating team

As you know from our last update, progress in negotiations with Revera for our new collective agreement has been slow.

On Jan. 30, we met with another new spokesperson for Revera (the third in this round of bargaining).

Their initial monetary offer presented to us after we met was completely unacceptable. A \$0.05/hour increase to premiums and a 4.75% increase over three years is incredibly disrespectful.

We responded in March seeking compensation similar to recent arbitration decisions for other Revera sites in Calgary, which included \$0.25/hour increases to all premiums and 7.5% increases over four years.

We also held fast to our proposals for increases to the rates of pay for the lowest paid classifications, some of whom are making minimum wage. We want the Dietary Aide, Companions, Activities Aide and Receptionist rates of pay (currently at \$15 to start and between \$16.98 to \$17.60 after probation) to rise to the start rate of the next lowest paid classification of Dishwasher (\$15.88) and for all those lowest paid

classifications to move to the post-probation rate for Companions (\$17.60).

Revera's response was outrageous. Although they agreed that the start rate for other classifications should not be below the dishwasher rate of pay, they want to reduce the dishwasher rate by excluding that classification from future wage increases! They made a brand-new claim, at this late stage in a long-drawn out bargaining process, that the dishwasher pay was "overvalued."

In other words, Revera believes an employee making \$15.88 - \$17.26/hour is overpaid for the value of their work.

This is even more insulting considering Revera's increasing profits while workers have suffered through the pandemic and historic inflation. For example, the Alberta Living Wage Network calculates that \$21.40/hour is necessary to make ends meet in Edmonton given the cost of living in 2022. In contrast, Revera CEO Neil Cunningham made almost \$5 million in 2022 and has seen his compensation rise 60% over the pandemic.

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We are not asking for the moon! Improved rates for the lowest paid workers, carry over of sick leave, and modest increases to wages and shift differentials should not be hard for this profitable company to agree to, but Revera has shown us that they will make us fight for every penny.

Your negotiating team is calling on all members to support us in demanding improvements to our collective agreement. Please make every effort to attend our upcoming Annual General Meeting, which will include discussion on bargaining:

When: Tuesday, April 18
4 pm – 6 pm

Where: Edmonton Public Library
460 Riverbend Square

Thank you for your patience and support throughout the bargaining process and for the important work you do every day to care for residents. If you have any questions or concerns, please contact a member of your negotiating team or AUPE resource staff.