

# BARGAINING UPDATE



## SHEPHERD'S CARE FOUNDATION LOCAL 047 CHAPTER 011, 014, 018, 019, 027, & 033 - ALL STAFF

### We have a tentative agreement - voting starts soon

Last time your negotiating team met with the employer, we wanted bargaining to speed up. Now, after our latest meetings with the employer, we have reached a tentative agreement.

Your negotiating team would like to thank you all for getting us to this point, and we recommend voting to accept this agreement. If we accept this agreement, it will expire Sept. 2024, meaning we will be back to bargaining in just over a year.

#### Wages

This agreement has wage increases that mirror the agreement our fellow AUPE members have with Alberta Health Services. That is how wage adjustments will look like for most members, with one exception:

For Barrhead members only, General Support Services will receive:

**March 1, 2023** - 1.25%

**October 1, 2023** - 2%

All other members, including Nursing Care members at Barrhead, will receive:

**April 1, 2022** - 1%

**March 1, 2023** - 1.25%

**October 1, 2023** - 2%

All Home Care Attendants will receive an additional 50 cents for each grid step on April 1, 2022 and again on April 1, 2023.

If this agreement is accepted, you will also receive a 1% lump sum:

- Within three (3) full pay periods following the Date of Ratification, each Employee (who worked between January 1, 2021 and

December 31, 2021) in the active employ of the Employer on the Date of Ratification shall be issued a one-time premium payment of 1.0% of their then-current Basic Rate of Pay for all hours actually worked between January 1, 2021 and December 31, 2021 minus deductions required by law.

Starting October 1, 2023, Nursing Care classifications will become eligible for a 2% Long Service Pay Adjustment (LSPA). Nursing Care staff who have worked with the employer for 20 or more calendar years will receive the LSPA, which will become a permanent increase to your hourly pay rate.

#### Other improvements

This new agreement would increase your Health Spending Account to \$900 per year. It would also add the National Day for Truth and Reconciliation as a named holiday, and you would receive back-pay for this holiday from the last two years.

The new Letter of Understanding on contracting out provides better job security.

There are several language changes to improve the agreement overall, as well as a new working-short form you can submit for discussion at your employee management advisory committee.

#### Voting on this agreement

We will be voting on this tentative agreement online. Voting will open from June 1 - June 6. We will email you a link to vote. If you do not receive a link to vote, please email: [ballotrequest@aupe.org](mailto:ballotrequest@aupe.org)

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