

**AUPE/Park Place Copper Sky Lodge  
SUMMARY OF TENTATIVE AGREEMENT**

**ARTICLE**

**SUMMARY OF CHANGES**

#	Title	
1	Term	Collective Agreement effective from April 1, 2022 – March 31, 2026.
2	Definitions	2.08 – New definition of Health Care Aide Remaining clauses re-numbered 2.12 “Position” amended to clean up the language and clarify that full-time positions are hours averaged over a two-week period, not weekly.
3	Application	Housekeeping changes
4	Union Recognition and Business	4.10 – Amended to expand types of union insignia that can be worn. 4.11 – Amend to reflect that Steward or Chapter chair can provide union orientation to new employees, and that they will confirm their attendance prior to the orientation.
5	Union Membership, Security and Check-off	5.04 – Amend to provide additional clarity on how the employer knows how much to deduct for union dues.
6	Union Stewards	<i>No change</i>
7	Management Rights	<i>No change</i>
8	Respectful Workplace	<i>No change</i>
9	Probationary Period	<i>No change</i>
10	Seniority	10.06 – New clause providing clarification on seniority accrual for Casual and Temporary Employees.
11	Job Postings and Vacancies	11.01 – Amended to state all positions must be posted, rather than listing all the different types of positions that might be posted.

June 8, 2023

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		<p>11.02 – Amended to clarify that Casual employees can be used to fill shifts while a job is being recruited to.</p> <p>11.05 – Delete clause because it doesn't impact the recruitment process.</p>
<b>12</b>	Hours of Work	<p>12.05(f) and (g) – Amend clause to split the scenarios into their own clause.  (f) requires the employer to pay the “applicable” rate of pay if they require you to come back to work after starting your break if they are unable to reschedule your break.  (g) provides for compensation during an unpaid break if you are not allowed to leave the worksite or if you must respond immediately to a request to return to work.</p> <p>12.06 – Amended to reflect changes in 12.05(f) and (g).</p> <p>12.08(d) – Amended to clarify that only Full-time and Part-Time employees can trade shifts.</p> <p>12.13(a) – Amended to require Part-time Employees to provide their availability and if not, the Employer does not have to offer shifts.</p>
<b>13</b>	Overtime	<p>13.01 – Amend to provide clarity that permission to work overtime must be obtained in advance.</p> <p>13.06 – New clause requiring the Employer to offer overtime after all Employees have refused it at straight time, by first offering by seniority to Full-time Employees, then Part-time, then Casuals.</p>
<b>14</b>	Salaries	<p>14.01 – Housekeeping changes</p> <p>14.03 – Housekeeping changes</p> <p>14.04 – Housekeeping changes</p> <p>14.05 – Housekeeping changes</p> <p>14.07 – New clause providing a process and timelines for Employees to recover wages owed to them by the Employer.</p>
<b>15</b>	Shift Diff and Weekend Diff	<p>Evening shift differential increased to \$3.75/hour</p> <p>Weekend differential increased to \$4.00/hour</p>
<b>16</b>	Premiums	<p>16.01 – Charge pay increased to \$1.75/hour</p>

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		16.02 - Preceptor pay increased to \$1.00/hour. Language amended to reflect that HCAs will not have to act as Preceptors, and requiring that all Preceptor work be assigned in writing and posted in the Nursing hub.
<b>17</b>	Resignation	<i>No change</i>
<b>18</b>	Named Holidays	18.01(b) – Amended clause to clarify that the Named Floater is paid out at straight time if it is not used by December 31. 18.07(b) – increase per-paycheque pay in lieu of Named Holidays to 5.2%.
<b>19</b>	Vacations	19.01 – Housekeeping 19.03 – Amend clause to allow up to one year of accrued vacation to be used at one time. 19.04 – Amend to change dates of the vacation selection process to earlier in the year.
<b>20</b>	Benefits	20.01 – Benefits eligibility reduced from 0.568 FTE to 0.50. 20.02 – Housekeeping changes
<b>21</b>	Sick Leave	21.03 (b) – New clause providing guidelines around what the employer can ask when you call in sick, and prohibiting them from providing medical advice (such as advising you to take Tylenol). 21.03(d) – New clause clarifying that once an Employee has advised they are sick, they are not required to keep working or report to work until they are better. 21.06 – Housekeeping changes. 21.07 – Amended clause to reduce the amount of notice required to be given to the employer to return to work following sick leave. 21.10 – Amended clause to clarify costs of obtaining a medical note are reimbursed only if the employee provides a receipt.
<b>22</b>	Workers Compensation	<i>No change</i>
<b>23</b>	Leave of Absence	23.01 – Amended clause to remove the requirement for “good and sufficient cause” in order for a request for leave of absence to be approved.

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		23.03 – Amended clause to state the Employer is not entitled to require a death certificate.
<b>24</b>	Union Representatives Leave	<i>No change</i>
<b>25</b>	Temporary Employees	25.01 – Housekeeping changes 25.02(b) – Amended for clarity.
<b>26</b>	Layoff/Recall Procedure	26.09 – Amended clause to clarify circumstances when an Employee is considered terminated following layoff.
<b>27</b>	Discipline and Dismissal	27.01 – Amended clause to clarify that “just cause” applies to discipline (not just dismissal). 27.02 – Housekeeping 27.04 – Delete clause to remove “opportunity to sign any written notice of discipline”.
<b>28</b>	OHS	28.03 – Housekeeping 28.04 – Amended clause to clarify where OHS minutes are posted.
<b>29</b>	EMAC	29.05 – New clause requiring minutes to be taken and approved by Employer and Union co-chairs prior to circulation, and then requiring them to be posted on the bulletin board. 29.06 – New clause on frequency of meetings.
<b>30</b>	Grievance Procedure	30.04 – Delete clause which provides commentary, but no rights or entitlements, on grievance timelines.
<b>31</b>	Professional Fees	31.01 – increase Professional Fee reimbursement to \$350.00.
<b>32</b>	Position	Title of Article changed to Job Descriptions and New Positions
<b>33</b>	Payment of Wages	<i>No change</i>

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<b>34</b>	In-Service Programs/Professional Development	34.04 – Amend clause to provide reimbursement of professional development to all licensed employees, not just LPNs.
<b>35</b>	RRSP	35.02 – Amend eligibility for RRSP contributions from 0.568 FTE to 0.50 FTE.
<b>36</b>	Short Staffing	<i>No change</i>
	Wage Grid	January 1, 2023 – 2.25% Date of Ratification – 1% January 1, 2024 – 1.75% January 1, 2025 – 2%
<b>LOU</b>	NDTR	New Letter of Understanding providing for recognition of National Day for Truth and Reconciliation.