

BARGAINING UPDATE



COVENANT CARE LOCAL 040 – GSS AND NC AT ALL SITES

Covenant Care: Non-monetary negotiations begin

Significant progress made on addressing several articles

Your negotiating team is pleased to report that bargaining began surprisingly amicably on January 30, February 5, and February 6. As we discussed non-monetary proposals, we found that the employer agreed with us on which articles required adjustments or enhancements. Our proposal was focused on addressing site specific issues which the employer readily collaborated on, with an exchange of ideas and language, without proposing concessions. We were able to quickly agree on several articles.

Noteworthy achievements include:

- Article 6 – Discrimination and Harassment
 - Improved and signed off with the introduction of a timeline for investigations.
- Article 27 – Discipline and Dismissal
 - Addition of an 18-month sunset clause and employees under investigation will now be informed of particulars before interviews or meetings.

There were also minor enhancements to Article 10 – Performance Appraisals, Article 33 – EMAC, and Article 39 – Uniforms, with each becoming clearer. Progress was made on several other articles, and we expect they will be finalized when we continue negotiations on March 4 and 5.

A significant gain for maintenance workers was also achieved with an immediate Letter of Understanding (LOU) addressing on-call and call back pay. This addition, not covered in the current collective agreement, ensures fair compensation at \$3.00 per hour for call-backs and \$3.30 per hour for on-call duty, increasing to \$4.50 per hour on named holidays.

Though your negotiating team is proud of the quick resolution to several items, we anticipate more resistance in upcoming discussions and are prepared to stand firm in our demands.

We would also like to take this opportunity to welcome the newly organized members at Buffalo Grace in Lethbridge.

Please reach out to a member of your negotiating team with any questions or concerns.

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