

# BARGAINING UPDATE



## COVENANT HEALTH

**LOCAL 040 CHAPTERS 001, 002, 004-009 & LOCAL 046 CHAPTERS 005, 006, 007 NURSING CARE**

## Employer disrespects us as bargaining begins

Your negotiating team met with Covenant Health on April 8 and 9 to begin negotiations. While our first meetings went as expected, we felt the employer disrespected the members and the important work we do.

The employer’s disrespect for us is most clearly demonstrated by their need to control us. It is difficult to work together, let alone negotiate a fair contract, when Covenant Health wants to remove rights we currently have in our collective agreement.

Covenant Health’s need for control is also reflected in their opening proposals.

### Opening proposals

Your team is fighting for what members deserve, including compensation that reflects the rising cost of living and our ever-expanding scope of practice. We have proposed a two-year contract with the following wage increases:

**Effective April 1, 2024:** 25% plus cost-of-living increases

**Effective April 1, 2025:** 10% plus cost-of-living increases

We have also proposed additional Scope of Practice and Market Adjustment wage increases:

**Effective April 1, 2024:** 20% increase for Licensed Practical Nurses—including Renal Dialysis and Connect Care trainers—Operating Room Technicians and Orthopaedic Technicians, and Personal Support Coordinators.

**Effective April 1, 2024:** 15% increase for Health Care Aides, Mental Health Aides, Recreation Aides, and Psychiatric Aides, Mental Health Therapy Assistants, Drop-In Centre Supervisors, Community Health Representative and Mental Health Support Workers, Physiotherapy Assistants, Rehabilitation Attendants, Rehabilitation Care Workers, and Client Care Assistants.

Covenant Health’s proposals, on the other hand, are uninspired. They offered us the same four-year deal that most other health care workers are receiving, including the following wage adjustments:

**April 1, 2024:** 2%

**April 1, 2025:** 2%

**April 1, 2026:** 1.75%

**April 1, 2027:** 1.75%

These wage proposals fall far short of what we deserve and what we need to keep up with the costs of living. The only improvement the employer proposed is

*(Continued on page 2)*

### AUPE NEGOTIATING TEAM - COVENANT HEALTH NURSING CARE

#### Local 040

**Kathy Bandmann**

kbandmann@hotmail.com

#### Beverley Hill

bhill3095@gmail.com

#### Local 046

**Anita Henderson**

s69ahenderson@gmail.com

#### Derrek Luu

derrekluu@yahoo.ca

### AUPE RESOURCE STAFF

**Chris Dickson** Negotiator

c.dickson@aupe.org

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increasing Preceptor pay from 65 cents to \$1. Below is the list of rollbacks and disrespectful proposals the employer gave us:

- Cutting pay for Orthopaedic Technicians;
- Reducing the time between shifts from 15.5 hours to 15 hours;
- Losing floater days that you do not book off, which are currently paid-out if we do not take them;
- Removing 'bumping' from the layoff and recall processes;
- Restrict temporary staff from applying for new positions until their current contract expires, as well as extend temporary contracts from 12 months to 24 months, denying them the benefits and rights granted to permanent staff.
- No retroactive pay for former employees. This means if you leave Covenant Health before our new agreement is settled, the employer does not want to pay you the wage increases you would have earned while employed for the organization;
- Although the employer compensates us properly for the National Day for Truth and Reconciliation, they have no interest in honouring this day by including it in our list of Named Holidays.

Some of the employer's other proposals make it seem like the employer wants to diminish seniority rights throughout the collective agreement.

Your team was firm. We told the employer we will not accept any rollbacks. They were shocked. But we all work hard and deserve an agreement that reflects the value we bring to Covenant Health and the Albertans who depend on us. We deserve working conditions that get better, not worse.

Wear red on May 14

Our next bargaining meetings are scheduled for May 14. Be sure to wear red that day to support us! We are working hard to get the best agreement possible, and we greatly appreciate your solidarity.

All members are also encouraged to wear red on April 11 and 12 to support our Covenant Health General Support Services colleagues. Send your 'wear red' pictures to [photos@aupe.org](mailto:photos@aupe.org) to be shared on the union's social media pages.

Please contact a member of your negotiating team if you have any questions.

# HOW TO CREATE YOUR MyAUPE ACCOUNT

**Welcome to AUPE!** We encourage all of our members to create a MyAUPE account on our website at [www.aupe.org](http://www.aupe.org)

Creating a MyAUPE account will allow you easier access to your Collective Bargaining Agreement(s) as well as Local-specific documents, news, and updates.

You will need your 6-digit AUPE member ID number (available on your AUPE member card) to create a MyAUPE account. If you do not have an AUPE member card or do not know your member ID number, you can use the member ID lookup tool or contact the AUPE Member Resource Centre at 1-800-232-7284 between the hours of 8:30 am and 4:30 pm, Monday to Friday.

## Step 1

Go to [www.aupe.org](http://www.aupe.org)

## Step 2

Click on **“Create your MyAUPE account.”**

## Step 3

Enter the requested information, then click **“Create MyAUPE account.”**

## Step 4

### Confirm your account

Check your email for the confirmation email and click the verification link within that email to activate your account.

## Step 5

### Welcome to AUPE!

Once you have activated your account, you will receive another email welcoming you to the MyAUPE platform. From now on, you will be able to login to your MyAUPE account with your member ID or email address and the password you set.

The screenshot shows the AUPE website homepage. At the top right, there is a search bar and a 'Sign in' button. Below the navigation bar, the main heading reads 'WELCOME TO THE Alberta Union of Provincial Employees'. To the right of this heading, there is a prompt: 'Please create an account with your member ID and sign in to access MyAUPE.' Below this prompt are two buttons: 'Create your MyAUPE account' (highlighted in red) and 'Sign in'. A link 'Learn more about AUPE' is also visible.

The screenshot shows the 'Create your account' form. At the top, there is a link: 'Don't know your AUPE member ID number? Use the member ID lookup tool to look it up.' The form contains the following fields:

- Member ID (6 digits)\***: Please provide your member ID number. (Text input field)
- Personal Email\***: Please do not use your work email for your MyAUPE union account. (Text input field)
- Validation method\***: We require either your postal code or your last name to validate your member information. (Radio buttons for 'Postal Code' and 'Last Name')
- Create a password\***: Must be a minimum of 8 characters. (Text input field)
- Verify password\***: (Text input field)

At the bottom, there is a checkbox for 'By creating an account, you agree to AUPE's Privacy & Legal Statement and Terms of use.' and a red 'Create MyAUPE account' button.

## Step 3a

Click here if you don't have your member ID number.

**Looking for your AUPE member ID number?** You can use the tool below to provide some personal information so that the tool can find your record in AUPE's membership database. If the tool successfully matches all of the personal information you provide with a member record, you will receive an email to the personal email address you provided with your AUPE member ID number.

In some circumstances, the tool will not be able to fully match all of the personal information provided with a member record. We apologize for the inconvenience, but in those situations you can [fill out this form](#) or call **1-800-232-7284** to contact our **Member Resource Centre** to request your member ID number.

If you think the personal information we have on file for you needs to be updated, you can [fill out this form](#) and can also use it to request that a member ID card be mailed to you.

### AUPE Member ID Search block

The screenshot shows the 'AUPE Member ID Search block' form. It contains the following fields:

- First name\***: (Text input field)
- Last name\***: (Text input field)
- Home postal code\***: Please enter your home postal code. (Text input field)
- Personal email address\***: Please do not use your work email for your MyAUPE union account. (Text input field)

At the bottom, there is a red 'Submit' button.

## Step 3b

Fill out the four fields shown, click submit and your member number will be sent to your inbox.

Go back to step 3 to create your MyAUPE account.