

BARGAINING UPDATE



COVENANT HEALTH LOCAL 040 - GENERAL SUPPORT SERVICES

Bargaining begins with Article and LOU agreements

Your negotiating team met with your employer on April 11 and 12 to discuss your new collective agreement. While we needed the employer to clarify some language in their proposals, we began discussing the issues most important to you.

Job security, work/life balance, job postings and promotions, and working short were just some of the key concerns you noted in our bargaining survey. We also discussed job transfers, as the employer wants to remove your right to return to your original position if you take on a temporary role.

We signed off on several non-monetary Articles and Letters of Understanding, which will not change in the new collective agreement:

- Article 4 - Application
- Article 6 - Management Rights
- Article 10 - Seniority
- Article 11 - Performance Appraisals
- Article 17 - Recognition of Previous Experience
- Article 18 - Pyramiding
- Article 31 - Time Off for Union Business
- Article 32 - Pension Plan
- Article 35 - Occupational Health and Safety
- Article 36 - Grievance Procedure
- Article 38 - Employee-Management Advisory Committee
- Article 39 - Uniforms

- Article 42 - Employee Insurance Premium Reductions
- Letter of Understanding #3 - Employment in Multiple Positions
- Letter of Understanding #5 - Additional Certifications for Tradespersons
- Letter of Understanding #6 - Education Bursaries and Return Service Agreements
- Letter of Understanding #8 - Optional Scheduling for Cooks, Cook Assistants, and Food Service Workers
- Letter of Understanding #10 - Alternate Dispute Resolution Process (ADRP)

We also agreed to delete Letter of Understanding #9 - Employees Currently Red Circled, as no members are circled.

Our next bargaining meetings are scheduled for May 15, June 3 and 4, and July 2 and 3. Show your support for your negotiating team and solidarity with your coworkers by wearing red on these days! If you take any selfies with your united coworkers, you can send them to photos@aupe.org to be shared on AUPE's social media.

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

AUPE NEGOTIATING TEAM - COVENANT HEALTH GSS

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