

BARGAINING UPDATE



MONTEREY SENIORS VILLAGE LOCAL 048 CHAPTER 006 - ALL STAFF

Bargaining begins

Non-monetary proposals exchanged

Your negotiating team met with our employer on August 19 and 20 to exchange bargaining proposals.

Our meetings went well, and discussions were positive. We hope this is a sign our employer recognizes our hard work and that bargaining will be smoother than it has been in the past.

We began with non-monetary proposals and signed-off on several Articles and Letters of Understanding (LOUs).

Articles signed off:

Article 4 Union Recognition (Housekeeping)

Article 5 Membership/Dues (Status clarification and Housekeeping)

Article 6 Representation (Housekeeping)

Article 7 Definitions (Clarified definitions and reduced Temp positions from 24 months to 12 months)

Article 8 Grievance Procedure (Increase Grievance timelines from 7 to 10 days)

Article 9 Appointments/Vacancies (Include initial Shift Pattern on postings, increase from 5 days to 7 days for unsuccessful candidates to get feedback. Trial period for transfers or reclass increased from 4 weeks to 8)

Article 11 Seniority (Clean up on language for Master Rotation line selection)

Article 13 Hours of Work (Clean up on OT language regarding PT picking up extra shifts)

Article 24 Discipline/Dismissal (Reduced the time discipline is on file from 24 months to 18 and increased days absent from work before termination from 1 day to 3 days)

LOU 2 Med Allocation (Employer accepts all responsibility around all prescriptions and medicines)

LOU 4 Legal Indemnification

LOU 6 Line Selection

LOU 8 Scheduling Committee

LOU Pending Regulation of HCA's

Our next bargaining dates have not yet been scheduled.

Wear red to support your negotiating team. We must stand together to get what we deserve. Show the employer that we are united—wear red in solidarity!

Take photos of you and your coworkers wearing red to show off your solidarity, then send your photos to photos@aupe.org and we will post them on AUPE's social media.

Be sure to update your contact information at www.aupe.org/update-info if you are not receiving our bargaining updates or other union news.

Time for action rallies

Show your support — join the Time for Action rallies in **Edmonton, Calgary, and Red Deer** on **September 7th!**

Almost all our members are in bargaining, ranging from healthcare to provincial government services, to education, to boards and agencies, and to municipalities. Our 95,000 AUPE members have never had a better opportunity to stand together to fight for strong collective agreements.

We need to support each other in our collective struggles for better wages, job security, and working conditions. Show the employer that you can take collective action and rally!

If you have any questions or feedback about this bargaining update, please contact a member of your negotiating team.

AUPE NEGOTIATING TEAM - MONTEREY SENIORS VILLAGE

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