

BARGAINING UPDATE



RIVER RIDGE LOCAL 047 CHAPTER 052 – ALL STAFF

Low wages and heavy workloads are big concerns

Bargaining update for Local 047 Chapter 052

You spoke. We listened.

Thanks to all members at River Ridge who completed our bargaining survey. The survey results were clear:

- We're struggling to make ends meet because of low pay and low benefits.
- Short-staffing and heavy workloads are creating health and safety concerns.

Wages

- 76% of us said wages aren't enough to keep up with the rising cost of living.
- 43% struggle to pay for basics including housing and food.
- 48% have taken extra jobs to make ends meet.
- 67% said wages don't reflect the value of our work and our workload.
- 100% say wages should rise when inflation does – also known as a Cost Of Living Adjustment (COLA).

Workload

- 65% said that the stressful environment at work is damaging mental and/or physical health. Short staffing is common and many of us cannot take breaks.
- 61% said you were forced to do work that is not in your job classification, such as Health-Care Aides (HCAs) doing recreation activities.

Working conditions

- 65% said management is not approachable or respectful. You said some managers were guilty of bullying, verbal aggression and condescending speech – sometimes in front of residents, families and visitors.
- Abuse from residents is not addressed, leaving you feeling unprotected. Some of you said you were not allowed to keep bottles of water with you, and you had to go to the break room in the basement to get a drink.

Taking action

- Most of us are willing to take action to support our negotiating team, including wearing union buttons, signing petitions, attending rallies and voting to strike if necessary.

What's next?

Your negotiating team will turn your survey responses into bargaining proposals. You have told us what's important to you – now it's time to fight for it.

Group grievance

We have also filed a group grievance about the incorrect accrual of vacations. The employer did not respond to our requests to choose an arbitrator, so one will be appointed.

Attend your AGM

Please attend our Annual General Meeting, from 2 p.m. – 4 p.m. on April 28, the same day as the federal election. This will be an online meeting. Watch your emails for details on how to join.

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

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