

BARGAINING UPDATE



CAREWEST NURSING CARE

LOCAL 048 CHAPTERS 007, 008, 009, 016, 035, 037, 038, 039, 040, 041 - ALL STAFF

We are frustrated but moving forward

Your negotiating team met with Carewest on May 5 and 6 to continue bargaining. We made it clear we are frustrated and need a fair deal to recognize all the work we do. The discussions with their new spokesperson were constructive and we will keep pushing.

We signed off on:

- **Article 4** – Union Membership and Dues Deduction
- **Letter of Understanding 10** – Professional Regulations of Health Care Aides

We discussed:

- **Article 6** – No Discrimination/No Harassment
- **Article 8** – Probation
- **Article 9** – Seniority
- **Article 11** – Appointments Transfers and Promotions
- **Article 26** – Leaves of Absence: We specifically discussed personal leave.

- **(*New*) Article 42** – Critical Incident Management: We added this to ensure we get the support we need in critical and traumatic situations.
- **Letter of Understanding 1** – Mutual Agreement to Adjust FTEs
- **Letter of Understanding 4** – Leaves of Absence for Union Business
- **Letter of Understanding 9** – Booking Practice Review: We emphasized your concerns about how the employer is distributing overtime and discussed possible solutions.

Next bargaining dates

Stay tuned for when we have our next bargaining meetings.

Keep wearing red to show your support! Take selfies and group photos while wearing red and send them to photos@aupe.org to share on AUPE's social media. When we show our solidarity, it shows Carewest that bargaining matters to us.

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

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