

# BARGAINING UPDATE



## CAREWEST

LOCAL 048 CHAPTERS 007, 008, 009, 035, 037, 041 - GENERAL SUPPORT SERVICES

## We made good progress with Carewest in bargaining

Your negotiating team met with Carewest on May 8 for bargaining.

We made good progress at the bargaining table and updated three key Articles.

### Article 4 – Union Recognition

- Added “The Union will exercise its rights in a manner which is professional, fair and reasonable in the circumstances, and in accordance with the Collective Agreement.”

### Article 6 - Management Rights

- Added “The Employer will exercise its rights in a manner which is professional, fair and reasonable in the circumstances, and in accordance with the Collective Agreement.”

### Article 5 – Union Membership and Dues Deductions

- Added our right to wear union apparel, such as AUPE stickers and lanyards.

We also discussed Seniority. Several new units have joined AUPE in the last few years, and we want to ensure our seniority language accounts for these new members.

We then signed off on the following without changes:

- Article 3 – Change in Collective Agreement
- Article 7 – Safe and Respectful Workplace – No Discrimination
- Article 10 – Bulletin Boards
- Article 11 – Union Steward
- Article 12 – Grievance Procedure
- Article 14 – Salaries
- Article 15 – Paydays
- Article 20 – Pyramiding
- Article 29 – Pension Plan
- Article 35 – Resignation and Termination
- Article 39 – Retroactivity
- Article 41 – Performance Appraisal
- Article 42 – Dress Code

### **Wear red on June 16**

Our next bargaining meetings are June 16, 2025. Keep wearing red, especially on June 16, to show your solidarity!

Email photos of you and your colleagues wearing red to [photos@aupe.org](mailto:photos@aupe.org) so we can share our solidarity on the union’s social media pages.

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

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