

BARGAINING UPDATE



BLOOM LIMITED PARTNERSHIP (JASPER PLACE, MILLER CROSSING, SOUTH TERRACE) LOCAL 047 CHAPTER 003, 004, 048 – LPNs and HCAs

Employer's offer is beyond disrespectful

Your negotiating team met the employer on May 20 and 21 for bargaining

We hoped they would be reasonable, but we were incredibly disappointed. It is clear that our employer is not interested in making fair, meaningful improvements to our wages and working conditions. These meetings are the latest example of their disrespect for the important work we do.

The employer did not even bother to read our latest proposal, instead referring back to our first proposal. How do they expect to make any progress in negotiations if they can't even do the bare minimum to prepare?

We were even more disappointed when the employer outright refused to discuss individual proposals. They insisted on discussing all of them at once.

We all know that this severely limits our ability to bargain. Their approach is completely unreasonable.

We've attached the employer's insulting proposals here. The wage offer is:

- 2022 – 0%
- 2023 – 0%
- 2024 – 0%
- 2025 – 1%
- An additional step in the HCA grid 1% above the current last step

This offer is so far below what we will accept that we do not even see the point in continuing negotiating as we are. We need to move forward with formal mediation in the hopes that we can make progress there.

Before formal mediation can begin, we need to complete our Essential Services Agreement (ESA). Your input is a critical part of building our ESA. AUPE's ESA Department staff will host consultations at our worksites in the coming days. We will notify you when those sessions are scheduled and available. Please keep an eye on your email inboxes.

We are committed to fighting for the wages and working conditions we deserve. We won't back down, but this is all our fight and we can't do it alone. Our support and solidarity as a collective group is key in winning the improvements we need.

Reach out to a member of your negotiating team with any questions or concerns and expect to hear from a co-worker soon to talk about how we can fight for what we deserve.

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