

BARGAINING UPDATE



OUR PARENTS' HOME LOCAL 047 CHAPTER 061 - ALL STAFF

Significant progress over two days

Your negotiating team met the employer on May 26 and 27 to begin bargaining.

Negotiations began with a positive tone and we made quick progress on several items, including two Letters of Agreement (LOAs) that take effect immediately. The full LOAs were emailed to you. The highlights of the two LOAs are:

- LPN Working Hours
 - o Shifts are extended by 15 minutes so reporting/endorsement overlapping with incoming shifts is paid.
- Scheduled Training
 - o Training is to be scheduled and paid on a separate shift and not completed during "downtime" during a regular shift.

We also agreed on several other improvements. These improvements are:

- Clarifying notice to bargain, better access to member contact information, and reduced costs for union time offs.
- Matching our shift cycle to our pay period.
- Clarifying the process for time off requests outside the annual vacation planner.
- Clarifying seniority for line picking and picking up shifts.
- Receiving the seniority list three times a year instead of twice a year.
- Receiving notice when new employees are hired so we can provide union orientation.
- Recognizing prior work experience to determine starting wages. Current employees will also have their prior work experience recognized and be paid retroactively.

- Underpayments to be reimbursed on a separate cheque within five days of notification.
- Overpayments reimbursement to be capped at 5% per pay period unless mutually agreed to.
- Employees temporarily working in higher paid classifications to be paid at the higher rate for the time worked.
- Employees permanently moving to a new classification do not have to start at the bottom of the pay grid.

Our next discussions will be on workload when training new employees and how long discipline stays on our files.

All other items not related to wages and benefits were renewed as current.

We are ready to begin bargaining for wages and benefits. We are committed to fighting for the raises we deserve and that keep up with the skyrocketing cost of living, and have already made it clear to the employer that significant wage improvements are our priority. Even the employer knows their opening offer is insufficient. Their unacceptable wage proposal is only a 1% increase a year for three years.

We will get back to the bargaining table from July 28 to 31.

Please contact a member of your negotiating team with any questions or concerns.

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