

BARGAINING UPDATE



CHANTELLE MANAGEMENT - EDITH CAVELL CARE CENTRE LOCAL 084 CHAPTER 024 - ALL STAFF

Employer's attacks undermine negotiations

Your negotiating team met the employer on June 5 and 6 to begin bargaining.

We expected to negotiate issues not related to wages and benefits... but the employer blindsided us with rollbacks to our wages and benefits.

Edith Cavell's proposed rollbacks include:

- Lower reporting pay
- Lower overtime rates
- Smaller flex spending account
- Less sick time and sick time benefits
- Fewer hours between shifts
- No more banked overtime for time off in lieu

We will never accept these rollbacks. Your team is committed to fight for and win the wages and benefits we deserve.

We also highlighted the employer's terrible track record over the past 10 years, with some GSS workers only receiving \$1.59 in wage increases.

In an absolutely shameful move, the employer has also terminated both members of your negotiating team.

We know that this is to scare us and stop us from fighting for what we deserve.

We have filed grievances to fight the terminations, and both Shari and Amber continue to sit at the negotiating table.

Despite all this drama, we signed off the following Articles and Letters of Understanding as current or with minor changes:

- Article 5 - Union recognition (with minor language improvements)
- Article 6 - Union Membership
- Article 8 - Respectful Workplace (with significant improvements around investigation process)
- Article 10 - Layoff and Recall (minor language changes)
- Article 11 - In Service
- Article 14 - Overtime (with minor language changes)
- Article 21 - Letter of Agreement
- Letter of Agreement #1 - Contracting Out (was renewed)
- Letter of Agreement #3 - Mutual Agreement for FTE's (was renewed)

We are tentatively scheduled to resume negotiations in September.

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

AUPE NEGOTIATING TEAM - CHANTELLE MANAGEMENT - EDITH CAVELL CARE CENTRE

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