

BARGAINING UPDATE



AHS GENERAL SUPPORT SERVICES AUPE LOCALS 054, 056, 057, 058, 095 AND LAMONT HEALTH CARE CENTRE GSS

Tentative agreement finally reached

Your negotiating team and AHS met with the mediator on June 28 and 29

Your team is pleased to report we have reached a tentative agreement with the employer after they offered monetary improvements and improved job security during these meetings.

For now, here are the highlights of this new tentative agreement.

AGREEMENT HIGHLIGHTS

Four-year agreement ending March 31, 2024.

Wages:

- Year 1 - April 1, 2020 - 0.00%
- Year 2 - April 1, 2021- 0.00%
- Year 3 - September 1, 2022 - 1.25%
- Year 4 - April 1, 2023 - 2.0%

The employer has also offered Lump Sum Payments in recognition of your outstanding work throughout the COVID-19 pandemic.

- 1% Lump Sum — On the pay period after ratification, you will be issued a one-time premium payment of 1.0% of your Basic Rate of Pay for all hours actually worked between January

1, 2021 and December 31, 2021.

- \$1400 Lump Sum — In addition to Item 1 above, members employed with AHS on the date of ratification will be issued a one-time premium payment as follows:

- For Regular and Temporary Full-time Employees, a payment of \$1,400;
- For Regular Part-time, Temporary Part-time, and Casual Employees, a payment of \$1,400, pro-rated to all regular hours actually worked and paid at the Basic Rate of Pay between April 1, 2021 and March 31, 2022, to a maximum of 1.0 Full Time Equivalent.

AHS will stop contracting out jobs until March 30, 2024. Job security was one of the most important issues for us in bargaining. For the retail food members whose work is already in the final stages of contracting-out, AHS will provide a voluntary severance option to the most senior staff before they lay-off any lower seniority members.

No roll-backs! Thanks to your support and solidarity, your team successfully



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(Continued on page 2)

BARGAINING UPDATE



fought against proposals on red-circling, rollbacks to shift and weekend differential, and AHS's attempt to hire temporary staff for longer periods of time.

There are also significant improvements to benefits, including eye exam, physiotherapy, counselling, and massage therapy coverage. Non-monetary highlights include improvements to discipline and dismissal process, health and safety, and pension payments while on workers compensation leave.

Lamont Health Care Centre has successfully been incorporated into the AUPE AHS GSS collective agreement. There are some exceptions which will remain the same as they are in the Lamont Health Care Centre 2017 – 2020 collective agreement: Articles, 8, 10, 14, 23, 25, 27, 33, and Letters of Understanding 2 and 4.

UPCOMING TOWN HALLS

Your negotiating team is planning Telephone Town Halls to give you the chance to ask questions about this tentative agreement. We will share more information about these town halls soon.

AHS GSS Telephone Town Halls

Tuesday, July 26

- 6:00 p.m. — 7:30 p.m.

Wednesday, July 27

- 11:30 p.m. — 1:00 p.m. and 6:00 p.m. — 7:30 p.m.

Voting on this tentative agreement by mail

Every member will receive a ratification package by mail. Please ensure that we have your accurate address on file if you have recently moved.

Update your information at www.aupe.org/update-info

You will need your AUPE Member ID number to update your information. If you don't know it, please contact the Members Resource Centre at 1-800-232-7284.

Your negotiating team thanks you for your support and solidarity. The last few years of bargaining, combined with the pandemic, have been difficult for all of us. When AHS first tabled its insulting proposals, we told you we would never accept concessions or roll backs. We held true to our word. We are always stronger when we stand together.

Please contact your Local negotiating team representative or AUPE resource staff if you have any questions.