

BARGAINING UPDATE



CAREWEST GSS

LOCAL 048 CHAPTER 007-010, 016, 035 – ALL STAFF

Your negotiating team would like to provide an update on where we're at in negotiations/informal mediation.

We met with the mediator, Mia Norrie, and the employer on Jan. 23 and Feb. 26. At this time, we feel the parties are getting closer to a tentative agreement, but we still have key issues that need to be resolved. Our next mediation dates are set for March 29.

There will be an annual general meeting coming up soon, which means there will be an opportunity to bring on more members to the negotiating team – we hope you will consider joining the team! We'd like to say thank you to our chairperson Leopoldo Marrero and Amanda Rousseau for their ongoing efforts.

Listed below are the employer's last monetary proposal and our current proposal. As you can see, we are relatively close, but a few key issues are still outstanding such as recognizing our demands to improve the flex spending account.

Carewest monetary proposals

The employer proposes the following improvements to the salary schedule for basic rates of pay, effective the dates specified, for all classifications covered by the collective agreement:

July 1, 2020: 0%

July 1, 2021: 0%

December 1, 2022: 1.25%

July 1, 2023: 2%

Retroactive amounts paid within 90 days of ratification.

New letter of understanding (LOU) – recognition of services offered during COVID-19 pandemic

- 1% lump sum on hours worked Jan. 1, 2021 - Dec. 31, 2021
- \$1,400 lump sum pro-rated to full-time equivalent (FTE) for all regular hours actually worked and paid at basic rate of pay between July 1, 2021 and June 30, 2022, to a maximum of 1.0 FTE

Paid within 90 days of ratification.

Our monetary proposals (effective dates):

July 1, 2020: No increase to each rate of pay in the salary schedule

July 1, 2021: No increase to each rate of pay in the salary schedule

Jan. 1, 2022: Increase each rate of pay in the salary schedule by 1.25% above 2021 rates of pay.

July 1, 2023: Increase each rate of pay in the salary schedule by 2% above 2022 rates of pay.

Lump sum payments – recognition for services rendered during the COVID-19 response

Two per cent lump sum: On the pay period following the date of ratification, each employee shall be issued a one-time premium payment of 2% of basic rate of pay for all hours actually worked between Jan. 1, 2021 and Dec. 31, 2021.

\$1,400 lump sum: Employees employed with Carewest on the date of ratification, shall be issued a one-time premium payment (paid within 30 days of ratification).

For regular and temporary employees, a payment of \$1,400, pro-rated by FTE (the FTE on date of ratification).

For casual employees, a payment of \$1,400, pro-rated to all regular hours actually worked between Jan. 1, 2020 and June 30, 2022 to a maximum of 1.0 FTE.

“Regular hours actually worked” includes:

- Annual vacation
- Leaves of absence for Union business;
- Other leaves of absence thirty (30) days or less;
- Time on sick leave with pay;
- Absences while receiving Workers' Compensation;
- Educational leave up to 24 months; and
- Maternity, Parental, Compassionate/Terminal Care, parents of Critically Ill Child and Death or Disappearance of Child Leaves.

If you have any questions or feedback about this bargaining update, please feel free to contact a member of your negotiating team.

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