

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

MILLRISE SENIOR'S VILLAGE

LOCAL 048
CHAPTER 034

ALL STAFF

MAY 18, 2021

PROPOSALS EXCHANGED AT MILLRISE WELL-BEING SERVICES EMPLOYER HAS STILL NOT TABLED A MONETARY PACKAGE

The past few months have been very busy for your bargaining committee at Millrise Well Being Services.

Back on January 25, we received notification that AHS was ending its contract with Millrise Senior's Village, and would be assigning that contract to AgeCare. On January 27, your bargaining committee wrote to the employer to seek clarity on the issue. We met virtually with the CEO and Director of Human Resources at Retirement Concepts on February 8 to discuss issues of job security and the future of the operation.

The employer requested that we adjourn the collective bargaining scheduled for February 9, 10, 23, and 24. The parties adjourned February 9 and 10, but conducted virtual bargaining on February 24. Your bargaining committee exchanged ongoing proposals with the employer.

On March 24 your bargaining committee met again with the employer to continue bargaining. We asked the employer to table a monetary proposal, and the employer committed doing so by May 5. Despite that commitment, the employer has not yet done so.

The parties met again on May 5 and 6. We reviewed the various employer documents and the employer proposals addressing:

- Article 2 - Employer contact information
- Article 3 - The designation of HCAs as health care professionals

- Article 5 - Member electronic contact information
- Article 9 - Trial period language
- Article 13 - Pick up shifts and seniority
- Article 14 - Pay statement information
- Article 22 - Annual vacation earning entitlements
- Article 23 - Named holiday pay for part-time and casual employees.

We made clear to the employer that we will not accept any rollbacks in our next collective agreement. The employer wants to roll back annual vacation earning entitlements for part-time employees and the payment of named holiday pay for part-time and casual employees.

On May 6, your bargaining committee told the employer we expect a complete package of proposals, including a monetary package addressing all compensation items.

We reminded the employer that this round of bargaining is about the renewal of a first collective agreement settled with an enhanced mediator's report and recommendations. During the negotiations for that first collective agreement, your bargaining committee compromised so that we could reach a fair deal.

We expect a renewed collective agreement which matches the basic standards enjoyed by workers in continuing care in Calgary.

On May 6, your bargaining committee tabled, again, a proposal document in a reasonable attempt to move



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forward towards a renewed collective agreement. We advised the employer we have reached a final position on several items in dispute.

We expect the employer to counter our proposal with a complete response to your bargaining committee's proposals. Our next meetings are scheduled for June 21 and 22.

Solidarity is our greatest power

The only thing that can prevent the employer from undermining our bargaining committee's demands is for us to stand together in solidarity.

Winning a fair contract will only happen if we all get involved. If we're going to win, we need to talk to our co-workers and make sure that we stand united behind our bargaining committee.

That support means that if the employer pushes us to the wall, we have the support of our co-workers, and our 90,000 AUPE brothers and sisters across Alberta behind us. That solidarity is the most effective tool we have to win a fair contract.

Your bargaining committee wants to hear from you! Reach out to the committee if you have any feedback, questions, or comments.

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