

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

**COVENANT CARE
FOYER LACOMBE**

LOCAL: 040
CHAPTER: 015

ANC & GSS

MAY 27, 2021

BARGAINING IS ADVANCING AND WE'RE NEARING THE FINISH LINE NEXT BARGAINING DATE IS JUNE 9, EMPLOYER WILL RESPOND TO MONETARY PROPOSAL

After delays caused by COVID-19, your negotiations committee will be meeting with the employer for the ninth and hopefully final time on June 9. Throughout this process the Employer has been willing to engage in constructive conversation when discussing our proposals.

We created our list of proposed changes through interaction with members, consultation with our Membership Services Officer (MSO), current Covenant Care collective agreements, and through a survey of the full membership, which has provided us with direction for our first Collective Agreement.

Currently we have agreed to all the following non-monetary articles:

- Article 2 – Definitions
- Article 3 – Recognition
- Article 4 – Union Membership Dues and Deductions
- Article 5 – Management Rights
- Article 6 – Respectful Workplace
- Article 7 – Inservice, Orientation
- Article 9 – Seniority
- Article 10 – Personnel Files
- Article 11 – Appointments, Promotions, Transfers
- Article 14 – Payment of Wages
- Article 16 – Staffing Agencies
- Article 24 – Workers Compensation

- Article 27 – Bulletin Board Space
- Article 28 – OH&S
- Article 30 – Copies of the CA
- Article 31 – Grievance Procedure
- Article 32 – Employee & Management Committee
- Article 34 – Resignation
- Article 35 – Union Stewards
- Article 37 – Lockers
- LOU1 – Mutual Agreements to adjust FTEs
- LOU2 – Legal Indemnification
- LOU3 – Workload Concerns
- LOU4 – Vaccinations

The monetary articles are still outstanding. We have proposed modest increases to wages, shift premium, weekend premium, and other compensation. We are also looking for improvements in named holidays, benefit plans, sick leave, and vacation entitlements.

Our union family at St. Teresa Place have been bargaining diligently for a first collective agreement and recently went to contract mediation. Your bargaining committee and the employer agreed to await the outcome of their mediation before we move forward. The report and recommendations from that mediator will give us a lot of information on how to

(Please see page 2 for contact information)



Alberta Union of Provincial Employees
10451 - 170 Street NW, Edmonton, AB T5P 4S7
T: 1-800-232-7284 F: (780) 930-3392
www.aupe.org

C21152
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proceed—and if we do end up at mediation ourselves, it should provide us with a good indication of what to expect.

Your bargaining committee just received the mediator's report for St. Teresa Place, and have not yet had the opportunity to review in its entirety to see the mediator's recommendations. We will be reviewing them before our meeting on June 9, while we await the employer's response to our monetary proposal.

We are ready for challenges as we move through this process. With your help, we will continue to fight for a fair collective agreement. And together, we will win.

To get to a fair deal, we need effective ways of communicating with you. Create your own personal MyAUPE account on www.aupe.org to receive all bargaining news and important union updates. You'll also need a MyAUPE account to participate in this year's annual general meetings and elections, so sign up to get more involved in our union.

Contact your bargaining committee with any questions, concerns, or feedback.

FOYER LACOMBE NEGOTIATING TEAM MEMBERS:

Laurel Morrill laurelmorrill@icloud.com or 780-237-1573 (c)

Finuela Barnachea cherubpong@yahoo.ca or 780-566-1297 (c)

Ravinder Sodhi sodhimail@yahoo.com or 780-695-9176 (c)

ALTERNATIVES

Nancy Alexander snalexander04@yahoo.ca or 780-974-9608 (c)

Elizabeth Nichols nicholre@shaw.ca or 780-218-4348 (c)

AUPE RESOURCE STAFF:

Christian Tetreault Negotiator
c.tetreault@aupe.org

Dave Malka Organizer
d.malka@aupe.org or 780-231-1800

Jon Milton Communications
j.milton@aupe.org