

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

**AGECARE
VALLEYVIEW**

LOCAL: 048
CHAPTER: 019

HCA's, LPN's & REC AIDES

JUNE 3, 2021

BARGAINING RESUMES AND MOMENTUM BUILDS

After a long COVID-related delay, bargaining resumed last week. On May 27 and 28, your negotiating team and the employer made good progress on our collective agreement, agreeing to numerous articles and Letters of Understanding (LOUs), including:

- 5 Management Rights
- 15 Contracting-Out
- 17 Weekend Premium
- 19 Employee-Management Advisory Committee
- 20 Resignation and Termination
- 21 Transportation
- 33 Bulletin Board Space
- 35 Copies of the Collective Agreement
- 38 Dress Code

LOUs:

- Mutual Agreement to Adjust FTEs
- Extended Work Day language

We agreed to retain the current language for all the above items. For other articles, we've agreed to minor changes. These articles include:

- Purpose and Preamble
- 2 Definitions
- 3 Recognition
- 4 Union Membership and Dues Deduction.
- 6 Discrimination/ Harassment/ Bullying
- 8 Probationary Period
- 10 Performance Appraisals
- 11 Appointments, Transfers and Promotions
- 14 Salaries
- 15 Contracting-Out

- 18 Temporary Assignments
- 27 Leave of Absence
- 32 Discipline and Dismissal
- 36 Grievance Procedure

We're also inching closer to completing five more articles.

When we've completed all non-monetary items, we'll move to the monetary issues. While the employer has yet to table their proposals, we're seeking salary increases for all classifications of 2% in 2020, 2.5% 2021, and 2% 2022, as well as improvements to Health Benefits, including a Health Spending Account and Long Term Disability Plan.

If we keep working together and supporting our coworkers, we can make great gains in our next collective agreement. The more of us that push, the greater our momentum, and next month we'll work to cover more ground when we meet with the employer on July 8 and 9.

If you have any questions, please contact your negotiations team - we're here to keep you informed!

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