

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

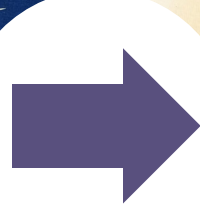
JULY 29, 2021

EXTENDICARE CANADA

Cedars Villa, Fairmont Park,
Hillcrest, Holyrood, Michener
Hill, Athabasca, Eaux Claires,
Mayerthorpe

Locals 047/005, 006, 021, 023,
045 and 048/005, 012, 013

ALL STAFF



EXTENDICARE TABLES -4% WAGE ROLLBACK AS BARGAINING BEGINS AGAIN

This week, your AUPE Negotiating Team met with Extendicare for the first time since December 2019, before the pandemic put negotiations on hold. We had hoped and that the employer would recognize all of our hard work during the COVID-19 pandemic with a fair and improved collective agreement.

Instead, Extendicare has decided to treat us like health-care zeroes rather than health-care heroes. In fact, zeroes would be an improvement over the -4% wage rollback Extendicare wants us to take!

Extendicare seems to be following Alberta Health Services' lead with this -4% rollback. They are proposing a four-year

collective agreement with zero wage increases for 2018, 2019, 2020, and finally the -4% for 2021.

A -4% rollback would be devastating. All Albertans are hurting because of the economic recession and the pandemic. It doesn't make any sense to punish us further, especially those of us who are single parents or whose spouses are struggling to find work themselves.

It makes even less sense when you consider Extendicare has the money to keep paying its shareholders tens of millions of dollars! They even used COVID money from the Canadian government to pay their dividends.

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AULReP

When you look at it all, Extencare's -4% rollback is a slap in the face.

More horrible proposals

Extencare's horrible package of proposals don't stop there.

Extencare only wants to pay us 85% of our hourly wage when we take sick time.

They want to reduce their contributions to our Group Benefits Plan:

- Reduce Extended Health contribution from 75% to 50%
- Introduce per visit cap of \$50
- Reduce Dental contribution from 75% to 50%
- Reduce our Health Spending Account to \$200 per year

Extencare also wants to reduce contributions to our RRSPs.

Your AUPE Negotiating Team will not agree to these rollbacks. We all work far too hard and deserve so much more than these insulting proposals. We will continue working hard to secure a fair deal at the bargaining table.

Stay tuned for further updates from your Negotiating Team, including information on action we can take to show we reject Extencare's proposals.

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