

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

AUGUST 19, 2021

## AGECARE VALLEYVIEW

LOCAL: 048  
CHAPTER: 019

HCA's, LPN's & REC AIDES

## EMPLOYER TABLES UNFAIR SALARY OFFER

Your negotiating team went into our Aug. 17 bargaining meeting hopeful that we could reach a fair agreement with the employer after trimming our list of outstanding items in July. The Employer quickly dashed those hopes when they tabled a counter proposal that did not address the primary outstanding items.

While we agree in principle on Article 1 (Term of the Agreement), 12 (Hours of Work), 13 (Overtime), 16 (Shift Differential) and 26 (Workers' Compensation), we remain far apart on the Salary Grid and other articles, including:

Article 22 Named Holidays

Article 24 Employee Benefit Plans

Article 25 Sick Leave

Article 31 Layoff and Recall

Article 34 Health and Safety

Article 39 Retirement Savings

(New) Article 40 Practicum Student Trainer

In addition, Article 28 (Part-time Employees), Article 29 (Temporary Employees) and Article 30 (Casual Employee) still require changes to make them consistent with other parts of the collective agreement.

We couldn't agree on a salary grid because the employer wouldn't even consider a wage increase that keeps up with inflation. Their settlement offer contained a 0% salary increase for 2020, 0.75% lump sum payment in October 2021 (based on the previous 26 pay periods) and a 1.0% salary increase on the grid January 1, 2023. In contrast, your negotiations team tabled a monetary package that reflects the rising cost of living. It includes a lump sum payment for the period dating back to April 1, 2020

and a modest salary increase of 1% in 2021 and 1.5% in 2022. AgeCare rejected this reasonable proposal, and we were advised they would be seeking informal mediation to help us reach a settlement.

Your negotiations team knows what you deserve, and we will continue to fight for working conditions that support your wellbeing. But to do this we need your support. Don't settle for the breadcrumbs AgeCare is offering; our collective force is stronger than their stinginess, and we can overcome it if we work together. Please reach out to one of your negotiating team members if you have any questions.

### AGECARE VALLEYVIEW NEGOTIATING TEAM:

**Ruth MacDonald** ruthmacd@shaw.ca

**Mary Anne Janzen** tiger7@shaw.ca

**Dee Anna Wright** deewright.1984@gmail.com

### AUPE RESOURCE STAFF:

**Dale Perry** Negotiator  
d.perry@aupe.org

**Margaret Kapuwa** Organizer  
m.kapuwa@aupe.org or 403-903-0974

**Michelle Szalynski** Organizer  
m.szalynski@aupe.org or 403-634-8262

**Celia Shea** Communications  
c.shea@aupe.org or 403-903-0974



**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

C21221  
AULReP