

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

CHINATOWN
CARE CENTRE

LOCAL: 047/029

DECEMBER 20, 2021

PROGRESS MADE AS BARGAINING RESUMES AT CHINATOWN CARE CENTRE RELATIONSHIP WITH NEW EMPLOYER HAS BEEN PRODUCTIVE

Bargaining for a new collective agreement with the Chinatown Care Centre in Edmonton has resumed after a long break due to the COVID-19 pandemic and a change in ownership and management.

Your negotiating team met with the employer On Dec. 8, 16 and 17 for the first time since talks were paused in May 2019.

The relationship with the new employer has been productive and progress was made on some non-monetary aspects including:

- **Article 8**, Probationary Period: If extending the probationary period, it must be in consultation with the union. The rules around orientation, performance reviews and termination (including grievances), were clarified;
- **Article 11**, Appointment, Transfer, and Promotions: Improvements to the job posting and hiring process. Internal applicants who are not selected for a position can request the reason they were not selected;
- **Article 27**, Leaves of Absence: Updates to non-monetary aspects, including provisions for maternity/parental and other leaves protected by employment standards. Also provisions for union leave;
- **Article 35**, Grievance Procedure: New language to emphasize that every effort will be made to resolve concerns at the lowest level. Also, clarification that the first step is a discussion with Clinical Leaders; a new timeline for the employer to respond to employee concerns within 10 days, prior to written grievance; and clarifications regarding arbitration;
- **Article 39**, Legal Indemnification: Clarification that employees performing their duties in good faith shall be covered under the employer's general liability insurance;

- **Article 3**, Union Recognition: Clarification of expectations for union meetings held at work and union orientations for new employees; and
- **Article 4**, Union Membership and Dues Deductions: Improved information about employees that the employer provides to the union, to help keep in contact and represent the members.
- **Article 5**, Management rights: Updated and clarified the language concerning management rights.

Bargaining will resume on March 10-11 and March 21-22, when we expect to complete talks on non-monetary items and begin to discuss compensation.

Please keep in touch with your negotiating team members and reach out to them if you have any questions or concerns.

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