

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

DECEMBER 17, 2021

COVENANT HEALTH
ST. THERESE VILLA

LOCAL: 040
CHAPTER: 011
ALL STAFF

Majority of non-monetary items signed off.

Progress in negotiations has been slow because of COVID-related delays, but we are now on the right track to getting the collective agreement you deserve. We're pleased to report we've signed off on most of our non-monetary items.

Since September, 2021, we've met with the employer four times. Below are the signed-off articles:

Articles with improvements and amendments:

Article 2 – Definitions (addition of Chapter Chair)
Article 3 – Recognition
Article 6 – Respectful Workplace
Article 8 – Probationary Period
Article 9 – Seniority
Article 12 – Hours of Work
Article 22 – Sick Leave
Article 29 – Health and Safety
Article 24 – Leave of Absence
Article 28 – Bulletin Board Space (Addition of an information binder on each floor)

The most significant improvements we made to our non-monetary language is contained in the Health and Safety article, which now includes a Workplace Violence Protection clause. Workplace violence is a serious problem in healthcare, and you made it clear that fixing this epidemic is one of your top priorities. Thanks to your determination, we've secured language that takes significant steps towards tackling this issue in the industry.

Articles with current language:

Preamble Article 4 – Union Membership and Dues Checkoff
Article 5 – Management Rights
Article 10 – Performance Appraisals

Article 21 – Benefit Plan
Article 23 – Workers' Compensation ATTACHMENT #1
Article 25 – Pension Plan
Article 30 – Copies of the Collective Agreement
Article 32 – EMAC
Article 35 – Employment Insurance Premium Reduction
LOU 1 - Uniforms and Protective Apparel for Maintenance Employees
LOU 2 – Severance
LOU 5 – Workload Appeal Process

Most of our conversations at the latest meetings, on Dec. 13 & 14, revolved around current language in the collective agreement. While we have several existing protections that are very solid, the employer has not always followed them to a T. We brought these concerns to the employer and discussed how they are currently applying provisions in our collective agreement – specifically, provisions that are supposed to ensure extra shifts are offered by seniority and staff are paid for missed breaks. There have also been several reports of members getting bypassed for work opportunities.

The employer listened to our concerns and showed a genuine willingness to improve. They've also suggested they might compensate employees who were overlooked for work opportunities; we're going to keep advocating for a fair outcome.

On other non-monetary matters we've reached an impasse, so the plan is to address monetary items at our next meetings scheduled in March 2022. If you have any questions or concerns before then, please reach out to us!

(Contact information on page 2)



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