SEPTEMBER 20, 2022

C22298 AULReP

BARGAINING UPDATE

AUPE

CHINATOWN MULTILEVEL CARE FOUNDATION
LOCAL 047 CHAPTER 029 - NURSING CARE

Union Meetings Coming

Let's come together to make our voices heard

Join your negotiating team, chapter executive and other union representatives to inform yourself and show your solidarity so that we can be stronger together!

Union Meet and Greet: October 4, outside the workplace (9539 102A Ave NW) 1:30 -3:30 p.m. Come and meet your union representatives to inform yourself about bargaining and help mobilize for a better collective agreement.

Union Information Session: October 26, inside the worksite (room TBA) 1:30 - 3:30 p.m. Find out how you can protect your rights and work together to improve our working conditions.

This summer, members decided not to accept the employer's last offer because it does not compensate us properly for the cut in HCA hours that the employer is determined to push through.

Shortening HCA full shifts from 7.75 hours to 7.5 hours will mean that there would no longer be an overlap (except for LPNs) between shifts. We are concerned that this will leave residents vulnerable during shift-change. We are also concerned that those affected will see their income go down by more than three per cent.

Our employer has told us that they are determined to make this change, and if we don't accept it during bargaining that they would impose it through layoffs during the next contract. We told them that we would need to see significant improvements in other areas of our agreement to make up for the loss of paid hours, but they were unwilling to improve their last offer (see the chart below for details).

We are attempting to resolve the matter through informal mediation. If that doesn't work, it could be a long wait for an Essential Services Agreement, which is a prerequisite to moving to formal mediation and any other future steps. In the meantime, it is important that we come together to make our voices heard!

For more information, or to find out how you can get involved, please contact your negotiating team or AUPE resource staff. Their contact information is at the bottom of this update, below the chart.

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BARGAINING UPDATE

AUPE

Summary of Outstanding Bargaining Items

Issue	CMLCF Last Position	AUPE Last Position
Term	**date of ratification** to March 31, 2024	**October 1, 2018** to March 31, 2024
Wages	1.00% effective October 1, 2022; 1.00% effective October 1, 2023	**1.00% effective October 1, 2021;** 1.00% effective October 1, 2022; 1.00% effective October 1, 2023
Lump Sum	$1,250 to HCA (pro-rated) $1,500 to LPN (pro-rated)	**1% for 2021 calendar year** $1,250 to HCA (pro-rated) $1,500 to LPN (pro-rated)
Benefits	improved dental coverage Oct 1, 2023: basic coverage increases from 75% to 80%; new major coverage at 50%; annual maximum increases from $1,000 to **$2,000**; recall frequency reduced from 6 months to 9 months	**additional language describing LTD and dental benefits;** improved dental coverage **Jan 1, 2023**: basic coverage increases from 75% to 80%; new major coverage at 50%; **new ortho coverage at 50%;** **'usual and customary fee guide';** recall frequency reduced from 6 months to 9 months; annual maximum increases from $1,000 to **$3,000**; **ortho lifetime maximum of $3,000**
Shift Differential	evening shift $3.25; **night shift $4.00**	evening shift $3.25; **night shift $5.00**
Leaves	**increase special leave (use existing vacation, banked holiday, banked overtime or unpaid time) from 4 days to 5 days**	**replace special leave with 3 paid personal leave**