

BARGAINING UPDATE



SALVATION ARMY GRACE MANOR LOCAL 047 CHAPTER 020 – ALL STAFF

Tentative agreement reached

Negotiating team recommends yes ratification vote

Your negotiating team is pleased to announce that we were able to reach a tentative agreement (TA) with our employer on Wednesday, October 19.

While the agreement does not bring in wage increases equal to the rising costs of living, the team felt it was the best agreement that we could achieve at this time without the potential for a labour dispute (strike/lockout) and/or long delays required for an Essential Services Agreement (ESA).

Your team is recommending that members vote in favour of ratifying the TA, which brings in monetary as well as non-monetary improvements. Highlights of the agreement are included below, and you can also view the entire TA as well for more details.

Members will be voting on this TA on **Tuesday, November 22 in the board room at the worksite** on the following times:

Tuesday, November 22

Drop-in Voting Times:

7:15 A.M. - 8:00 A.M.

1:00 P.M. - 4:00 P.M.

Members can drop in to vote any time during these time slots, but we are encouraging everyone to attend a brief information session prior to voting.

Two information sessions are scheduled for Nov. 22: 7:15 – 7:45 A.M.

For night shift to attend after signing out and short shift day nursing staff who may attend on work time after signing in.

2:30 – 3:00 P.M.

For evening shift to attend prior to signing in and all other staff on days shift (nursing, housekeeping, dietary, maintenance, admin/reception) who may attend on work time/prior to signing out.

Members not on shift on Nov. 22 can attend the drop in voting and/or information session time most convenient for them.

If you would like more information, please feel free to get in touch with your negotiating team members and/or AUPE resource staff.

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Tentative Agreement Highlights

- 3-year term from Oct. 1, 2022 to Sept. 30, 2025 with 1.25% increases in each of three years and increase to weekend premium (\$3.25 up from \$3 currently). The first wage increase as well as the weekend premium increase are retroactive to Oct. 1, 2022.
- A new \$70 uniform allowance for all staff required to wear uniforms (excludes admin/reception, recreation, and maintenance, although the employer will continue to provide work boots). This allowance may be carried over for one year, to use a maximum of \$140 every two years.
- Increases in 2024 and 2025 to our Health and Wellness Spending Account, bringing it up to \$600/year up from \$500. Expenses from employee family members will also be eligible for reimbursement.

Non-monetary improvements include:

- commitment to provide a private break room
- assigned lockers for senior staff
- cultural sensitivity training with an anti-racist component for all management and staff
- better scheduling of training, with the option to request hands-on training and/or to complete training on paid time at home if it cannot be scheduled during your regular workdays
- provisions to have managers support staff involved in addressing disrespectful behaviour from residents/families/ etc.
- better process for investigating potential discipline fairly and for distinguishing between disciplinary and non-disciplinary documentation
- fair process for distributing pick up and/or overtime hours
- two consecutive days off after working five days straight
- improved vacation scheduling timetable
- confirmation of National Day for Truth and Reconciliation as a paid holiday