

BARGAINING UPDATE



REVERA EDMONTON RETIREMENT RESIDENCE LOCAL 048 CHAPTER 015 – ALL STAFF

Compulsory arbitration decision

Retroactive wage increases and important language improvements

As you know, our previous collective agreement expired December 31, 2018 and we commenced negotiations with the employer in May, 2019. After several meetings found us unable to reach a tentative agreement, we engaged in voluntary mediation in October, 2021.

After mediation failed to bring resolution to several outstanding items, independent arbitrator Ms. Mia Norrie was appointed as the one-member Compulsory Arbitration Board to settle the dispute in November, 2021.

Further negotiations were held on July 7, 2022 to try resolve the impasse, with no progress made. Ms. Norrie’s award, which settled outstanding items remaining in dispute, was issued on February 10, 2023, after she considered written submissions from both parties.

Scan the QR code on the right for the entire arbitration award.

Highlights

Term

The term of the agreement is January 1, 2019 to December 31, 2023.

Wage Increases

- Jan 1, 2019 two (2.0%) percent
- Jan 1, 2020 two (2%) percent

- Jan 1, 2021 one point seventy five (1.75%) percent
- Jan 1, 2022 one point seventy five (1.75%) percent
- Jan 1, 2023 one point two five (1.25%) percent

All payments shall be retroactive and made to employees within sixty (60) days of the award.

Shift Premiums

All premiums in Articles 16.01 and 16.03 are increased by \$0.25 cents per hour.

Sick Leave Carryover

As set out in Article 22, the Employer has agreed to honour the wording of the collective agreement. Going forward, employees will have the right to carry unused sick leave over to the following year without limitation. Scan the QR code on the right for the entire memorandum of agreement on sick leave.

Retirement Savings Plan

All employees in positions of zero point thirty-nine (0.39) FTE or greater will now be eligible to participate in the plan upon completion of probation.

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FULL ARBITRATION AWARD



MEMORANDUM OF AGREEMENT ON SICK LEAVE



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BARGAINING UPDATE



Signing Bonus

\$200 for Full Time employees; \$100 for Part Time

Life and Accidental Death & Dismemberment Insurance

Increase benefit to \$50,000 from \$30,000

Uniform Allowance

The Employer shall provide a uniform allowance for all employees who are required by the Employer to wear a uniform which shall be paid at the rate of eight cents (\$0.08) per hour worked, paid on a bi-weekly basis.

Before the effective date (within 60 days of the award), and to enable a smooth transition to the Uniform allowance, the employer will supply 1 more uniform to impacted employees as follows:

Dietary Aide - one apron and tie for all Dietary Aide.

HCA's and LPN's - one tunic and vest

Housekeepers - one tunic

Cooks - one jacket

There is also new, improved language preventing non-bargaining union work if it displaces any bargaining unit employees and an agreement that the Employer shall not unreasonably deny authorization for LPN's after the fact for overtime worked where such overtime arises as a result of unforeseeable circumstances in which it is impossible to obtain prior authorization.

In addition, when an Employee is assigned by their immediate supervisor to replace another Employee in a higher paid classification for a full or partial shift or longer, she shall be paid the Basic Rate of Pay for the classification in which the Employee is relieving, providing she is qualified to perform the substantive duties of the higher paid classification.

The road to renewing our collective agreement has been long and we want to thank all members for their patience and support as the process unfolded. With improvements to the language in the agreement, it is important that management be held to account in adhering to them. If you feel that the employer is not honouring the terms of the agreement please reach out to your Membership Services Officer by calling 1-800-232-7284.

Our Annual General Meeting will take place on March 13, 2023 in the Wellness Room on the 2nd Floor from 1:00 to 4:00 P.M. We hope to see you there.

If you have coworkers who do not receive our updates via email, please encourage them to update their contact information at: aupe.org/updateinfo.

Please do not hesitate to reach out to a member of your negotiating team or AUPE staff if you have any questions.