

# BARGAINING UPDATE



## BETHANY OF CAMROSE, ROSEHAVEN/LONG-TERM CARE, AND WETASKIWIN HOMECARE LOCAL 047 CHAPTERS 002 – ALL STAFF

### Members Vote to Accept New Agreement

AUPE members working for Bethany of Camrose, Rosehaven/Long-Term Care have ratified their new collective agreement.

With this vote, Wetaskiwin Homecare workers have officially joined Local 047 Chapter 002—Congratulations!

Below are the highlights of your new agreement.

**More information will be coming soon about how former members can apply for retroactive pay. If this applies to you, be sure to watch your inbox and check your Local's homepage at AUPE.org for regular updates.**

This four-year agreement includes the following wage increases:

- 2020 – 0%
- 2021 – 1%
- 2022 – 1.25%
- 2023 – 2%

Members who did not receive the \$2 per hour COVID top-up would receive a 1% lump sum for all hours worked during that period.

Eligibility for shift differentials and weekend premiums would change (in **bold**):

- **A.** For all Employees: two dollars and seventy-five (\$2.75) cents per hour for

working a shift where **each regularly scheduled hour worked between fifteen hundred (1500) hours and zero eight hundred (0800) hours provided that greater than two (2) hours are worked during this period.**

Homecare members would receive the following increases for shift differentials and weekend premiums:

Evening

- \$2.75 as of April 1 2023-2024

Nights

- \$2.75 for 2022-23
- \$3.00 for 2023-24

Weekends

- \$2.75 for 2022-23
- \$3.00 for 2023-24

Article 34, Leave of Absence: For bereavement leave, we have added step-son, step-daughter, mother-in-law, father-in-law, and grandchild to the definition of immediate family members.

Article 21, Overtime: Homecare members will have all overtime hours paid at double time instead of time and a half.

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Article 11, Discipline: We have added enforceable timelines for investigations as well as any discipline that may result from investigations.

Significant language improvement for employees on probation:

- “Employees will be kept advised of their progress during the probationary period. If there are deficiencies during the probationary period, the Employer shall provide written evaluation half way through the probation period to the Employee and provide the Employee an opportunity to correct them, prior to the completion of the probationary period.”

Additional language improvements include:

- OH&S language covering violence at work and working alone.
- Changes to Hours of Work which gives Homecare members the same Hours of Work language as community workers in our Alberta Health Services Nursing Care agreement.
- Regarding employee resignations, the new language states that: “An Employee who wishes to resign in good standing from the Employer shall give notice in writing at least fourteen (14) days before the date of resignation.”
- New language to add a Joint Task Force Committee.

Your negotiating team would like to thank every one of you for your support during bargaining. We are stronger together!

Please contact your negotiating team members if you have any questions. Make sure you receive the latest bargaining updates and union news by signing up at [www.aupe.org/update-info](http://www.aupe.org/update-info)