

BARGAINING UPDATE



TOUCHMARK AT WEDGEWOOD LOCAL 047 CHAPTER 034 – ALL STAFF

New tentative agreement reached!

Ratification vote will be held onsite July 13

Your negotiating team is pleased to report that a tentative agreement was reached on July 27. Thank you for your patience and support as your team pushed hard for this deal.

The next step in the process is to come out, cast your vote and have your voice heard. We are recommending members vote in favour of ratifying this agreement.

Voting Details

Date: Thursday, July 13
Times: 7 am to 11 am and 2 pm to 4 pm
Location: Onsite at Touchmark at Wedgewood in the Atrium

Tentative Agreement Highlights

Term: September 1, 2021 - August 31, 2024

Wage increases

- 1.5% increase for 2021
- 1.5% increase for 2022
- 2% increase for 2023

Benefit Improvements (within 60 days of ratification of the tentative agreement)

- Orthodontics increasing from \$2,000 to \$3,000
- Professional services fees increasing from \$500 to \$750

Additional improvements

- Changed the Health Spending Account to a Flexible Spending Account (meaning you can now spend it on non-health related items; refer to your list of eligible expenses) with an increase from \$350 to \$600.
- Negotiated five bereavement days, from four days, for immediate family. Please

- be advised that the employer must be notified when you expect to take bereavement days within a 60-day period.
- Employer contributions to RRSP increased to 6%
- Addition of National Truth and Reconciliation Day as a named holiday
- Licensed Practical Nurses will receive an additional day for educational purposes
- The employer will provide a performance review for probationary employees approximately halfway through the probationary period.

Language to address investigations

The agreement also states that if an investigation has not been concluded within 90 days, the employer will provide the union with an update on the progress of the investigation.

Also, employees who are complainants of or respondents to an allegation will be informed in person of the investigation's conclusions and general outcome (subject to applicable privacy legislation).

We also removed language in 'Resignation and Termination' that said if you terminated your employment and did not provide 14 days' notice, that you would receive vacation pay based on employment standards, not what the collective agreement provides for.

If you have any questions or feedback about this bargaining update, please contact a member of your negotiating team or AUPE resource staff.

AUPE NEGOTIATING TEAM – TOUCHMARK AT WEDGEWOOD

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