

BARGAINING UPDATE



MVSH MOUNT VIEW LODGE OLDS LOCAL 084 CHAPTER 013 - ALL STAFF

New agreement offers wage increases and Covid appreciation monies

Thanks to our members for their continued support during negotiations

Your negotiating team is pleased that members working for Mount View Lodge Olds voted to ratify the new tentative agreement on June 20. Well-deserved wage increases for members were our highest priority for this round. Although the employer continually pushed back on our monetary demands, your negotiating team was able to bring the employer’s offer up to more than double what it was in December 2022.

The new agreement also secures Covid appreciation monies which include 1% on all hours worked in 2021 and \$1000.00 pro-rated for hours worked between July 1, 2021 and June 30, 2022.

Thank you for voting!

More details about the new agreement are below.

Term: Contract will expire December 31, 2025

Wage increases:

- January 1, 2022 – 1% (retroactive)
- January 1, 2023 – 1% (retroactive)
- July 1, 2023 – 0.5%
- July 1, 2023 – 3% (by means of a new 4th step grid)

- January 1, 2024 – 2%
- January 1, 2025 – 2%

Workers can also expect Covid appreciation monies which will be paid out as a lump sum of 1% for all hours worked between January 1, 2021 and December 1, 2021. Additionally, a \$1000.00 lump sum will be pro-rated for all regular hours worked at the basic rate of pay between July 1, 2021 and June 30, 2022.

Lump sum hours worked includes:

- (a) Annual vacation
- (b) Leaves of absence for Union business
- (b) Other leaves of absence 30 days or less
- (c) Time on sick leave with pay
- (d) Absences while receiving Workers’ Compensation
- (e) Educational leave up to 24 months
- (f) Maternity, Parental, Compassionate/ Terminal Care, parents of Critically Ill Child and Death or Disappearance of Child Leaves

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Shift premium increases (effective date of ratification):

- Evening shift differential will increase from \$2.75 to \$2.85
- Night shift differential will increase from \$3.50 to \$3.65
- Weekend shift differential will increase from \$2.50 to \$2.60
- Premium for training new employees will increase from \$1.00 to \$1.50

Six overage employees frozen by the previous agreement will receive:

- January 1, 2022 – 1% lump sum based on 2021 hours worked.
- January 1, 2023 – 1% lump sum based on 2022 hours worked.
- July 1, 2023 – 0.5 lump sum based on Jan1/23 to June 30/23 hours worked.
- January 1, 2024 – 2% lump sum based on July 1/23 to Dec 31/23 hours worked
- January 1, 2025 – 2% lump sum based on 2024 hours worked.

New Letter of Understanding (LOU) regarding Scheduling Committee

A Scheduling Committee will be comprised of two union reps selected by AUPE and two management reps selected by the employer.

The parties will establish the scheduling committee to:

- Solicit employee input by classification with respect to potential changes to the master rotation.
- Generate potential alternate master rotations.
- Develop and implement new master rotations with mutual agreement with the employer.

New LOU regarding cook's hours

Employees working in the classifications of Cook/Evening Cook, Baker, and Food Services and Dietary will have their hours of work combined for the purpose of step increases.

Language improvements:

- Language added which identifies a worker's rights to a safe and secure working environment while working alone.
- Language added to increase confidentiality as it relates to the sharing of personal health information.
- Other minor language improvements.

Please contact a member of your negotiating team or AUPE resource staff if you have any questions.