

IN THE MATTER OF The Labour Relations Code and a dispute between

The Good Samaritan Society

and

Alberta Union of Provincial Employees

Mediator's Recommendations for Terms of Settlement

Background

The collective agreement between the parties expired on June 30, 2017. The parties have been bargaining for a renewal collective agreement but have been unable to settle the dispute in bargaining.

I was appointed as Mediator on June 8, 2023, under section 64 of the Labour Relations Code. I met with the parties on July 10 and 25, 2023.

They discussed all the circumstances surrounding the various issues that would influence a successful ratification by them. They discussed in detail all the items in the respective proposal that arose during negotiation or that might facilitate a settlement. They shared information on the factors impacting their dispute. All parties have strongly advocated their respective interests while jointly recognizing the desire to reach terms that both sides could ratify.

As a result of the information provided to me in the mediation, it was determined that I would write mediator's recommendations. I believe releasing mediator's recommendations is the next step to take to assist these parties in moving towards a collective agreement.

I compared the terms and conditions of comparative settlements in the Health Care and Social Assistance sector. I assessed the parties' positions and agreed items and determined that the enclosed recommendations, along with the agreed items, comprise an appropriate package for settlement of all outstanding issues between the parties. These recommendations represent, in my opinion, the best indication of a possible settlement of the terms for a collective agreement.

I hope that both negotiating committees and their respective constituents and principals give serious consideration to these recommendations as a basis for bringing closure to this dispute and settlement of all outstanding issues.

Agreed Items and Items Not Within Recommendations

The recommendations below deal with the outstanding items between the parties.

The parties resolved other items during bargaining. All previously agreed to items will form part of this recommendation.

If an outstanding proposal was to amend the collective agreement but is not in this recommendation, the collective agreement will remain unchanged. If an outstanding proposal was to add to or delete from the collective agreement but is not in this recommendation, the collective agreement will remain unchanged.

Recommendations

I make the recommendations on the following outstanding item.

Salary Grid

There was a significant discussion on salary grid, with each party presenting their position and rationale. Based on that discussion, I recommend that the following wage increases apply:

Effective October 1, 2021	1.25%
Effective October 1, 2022	1.25%
Effective October 1, 2023	1.25%
Effective January 1, 2024	0.5%

Ratification by the Parties

It is understood that the Recommendations are subject to ratification by the parties.

I request that each party advise me, in writing, on or before **September 28, 2023**, if you accept or reject the Recommendations. If this deadline is unworkable due to scheduling issues, then please request an extension in writing, with a copy to the other party.

If both parties accept the Recommendations then the Collective Agreement will be amended accordingly. If the Recommendations are rejected then you may return to the bargaining table alone, with the Mediator, or exercise any other statutory rights you may have.

I remain available to assist you at any point in the process.



Paulette DeKolver
Mediator

August 28, 2023