

BARGAINING UPDATE



BETHANY CARE SOCIETY

LOCAL 084 CHAPTERS 009, 010, 011, 012, 013, 014, 015, 016, 017 – NURSING CARE & GENERAL SUPPORT SERVICES

Six years of bargaining is drawing to a close

Ratification dates will be announced soon

Your negotiating teams are pleased to report that on September 1 we signed a tentative agreement with the employer that matches the Alberta Health Services monetary pattern on percentage wage increases and Covid lump sum payments.

On September 27, we will meet with the employer again to review any outstanding non-monetary concerns, including key items relating to seniority, temporary workers' vacation and special leave.

Throughout the informal mediation process, we have had the assistance of provincial mediator, Mia Norrie. The parties have agreed that the mediator will write recommendations for any articles which remain outstanding after the final bargaining session has concluded.

We will receive the mediator's written recommendations no later than October 25, after which we will set dates for ratification.

Late last year, members agreed to the employer's request to consolidate Bethany's various nursing care agreements into one master agreement, and its general support services agreements into another master agreement. However, for most of these groups, bargaining first started in 2017.

Among the individual agreements, seven -- Airdrie, Calgary, Cochrane, Collegside, Didsbury, Harvest Hills, Sylvan lake -- are renewal agreements and three -- Riverview, Mountview Lodge, Sundre Supportive living -- are first agreements. These first agreements benefited additionally, as they inherited the strong language of the more mature agreements with which they are now merged. The first agreements will include retroactive pay back to the date of certification.

More highlights from the tentative agreement are below.

Nursing Care

Wage increases

- October 1, 2021 – 1% general wage increase *retroactive
- September 1, 2022 – 1.25% general wage increase *retroactive
- Effective April 1, 2023 – 2% general wage increase

Covid premium

- NC workers will receive a lump sum of 1% for all hours worked in 2021

At the date of ratification, the NC agreement will match AHS basic hourly wage rates.

(Continued on page 2)

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BARGAINING UPDATE



Wage grid alignment

NC workers will not suffer a reduction in their basic rate of pay as a result of the implementation of the new salary schedule. This applies to:

- Health care aides, occupational therapy aides and recreation assistants at Step 6;
- LPNs at Airdrie and Cochrane worksites at steps 2, 3, 4 and 5;
- LPNs at Airdrie and Cochrane worksites at Step 6, unless the employee qualifies to move to Step 8.

An Employee whose basic rate of pay exceeds the basic rate of pay for the wage step of their classification as of the date of ratification will have their basic rate of pay maintained until they receive an increment to the next wage step, or they transfer to a new classification.

General Support Services

Wage increases

- April 1, 2019 – 1% general wage increase. *retroactive
- September 1, 2022 – 1.25% general wage increase. *retroactive
- Effective April 1, 2023 – 2% general wage increase

Covid premium

- GSS workers will receive a lump sum of 1% for all hours worked in 2021, plus a \$1400 lump sum pro-rated to FTE for 2021.

Wage grid alignment

Rates for Calgary and Airdrie worksites will align in the consolidated GSS agreement, effective the date of ratification, by providing the following adjustments:

- Bethany Airdrie – Clerk / Receptionist and Rehabilitation Aide Step 2 increases by \$0.54 per hour to \$19.92
- Bethany Calgary – Maintenance Worker I Step 1 increases by \$0.01 to \$18.39

More information about ratification is coming soon. Thank you to the members for your support and engagement throughout this lengthy process. If you have any questions about this update, please contact a member of the negotiating team.

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