

BARGAINING UPDATE



SAINT ELIZABETH HEALTH SERVICES MILLRISE SENIORS VILLAGE LOCAL 048 CHAPTER 034 – ALL STAFF

Tentative agreement includes wage increases for all classifications

Ratification vote will be held onsite, October 31

Your negotiating team is pleased to report that we have achieved a tentative settlement with the employer. This has been a difficult round of bargaining in which our members were refused wage increases for many years. Despite these challenges, the agreement meets the Alberta Health Services pattern on monetary, and improvements have been made to shift premiums and to the language of the collective agreement.

A ratification vote will be held onsite on October 31. The exact times and room will be posted prior to the vote. The full tentative agreement will be emailed to members a few days prior to October 31. Members can update their contact information by scanning the QR code.

Some highlights of the tentative agreement are below.

Wage Schedule and Increment Steps

The following general wage increases for all classifications, including Certified Recreation Aide, are effective the first day of the first pay period that starts on or after:

- January 1, 2020 - no increase
- January 1, 2021 - 1.0% across the board
- January 1, 2022 - 1.25% across the board
- January 1, 2023 - 2.0% across the board
- January 1, 2024 - 2.0% across the board

- Retroactive wage increases for all hours worked will be issued for employees who continue to be employed on the date of ratification and on the date payments are payable.
- Payments will be issued on the first pay period occurring 60 days after the date of notice of ratification.

Other payments

COVID-19 response lump sum:

Members will receive a one-time payment in a lump sum at the rate of 1.0% of the basic rate of pay for all classifications for all hours actually worked in the 26 pay periods between January 1, 2021, and December 31, 2021.

General Support Services lump sum payment:

- GSS members will receive a one-time payment in a lump sum up to a maximum of \$1,400 per 1.0 FTE for full-time employees, for all hours actually worked and paid at the basic rate of pay in the 26 pay periods between January 1, 2021 and December 31, 2021.
- For part-time employees and casual employees, payment is pro-rated for all hours actually worked and paid at the basic rate of pay in the 26 pay periods between January 1, 2021, and December 31, 2021.

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UPDATE CONTACT
INFORMATION

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- Eligible classifications in the General Support Services group include the following:
 - Receptionist
 - Lead Reception
 - Servers
 - Cook
 - Cook's Helper/Dishwasher
 - Head Cook
 - Maintenance Worker
 - Laundry Aide
 - Housekeeper

For purposes of both one-time lump-sum payments, "regular hours actually worked" includes:

- annual vacation;
- leaves of absence for union business;
- other leaves of absence of 30 days or less;
- time on sick leave with pay;
- absences while receiving Workers' Compensation;
- educational leave up to 24 months; and
- leaves for maternity, parental, compassionate/terminal care, parents of a critically ill child, and death or disappearance of child.

Shift and Weekend Differentials

Effective on the first day of the first pay period occurring on or after January 1, 2024, shift premiums will increase to the following rates:

- Evening premium - \$2.25/hour
- Night premium - \$3.50/hour
- Weekend premium - \$2.50/hour

Effective on the first day of the first pay period occurring on or after July 1, 2024, shift premiums will increase to the following rates:

- Evening premium - \$2.40/hour
- Night premium - \$3.65/hour
- Weekend premium - \$2.65/hour

Letters of Understanding

#14 – COVID supplementary funding for Health Care Aides

The wage schedule for the basic rate of pay for Health Care Aides will be increased by \$2.00/hour, and the existing \$2.00/hour COVID supplement will be deleted. This is to take effect on the first day of the pay period occurring after the date of ratification.

Benefits

The annual benefit for the Flexible Spending Account will increase to \$800. The increase will take effect on the first day of the pay period occurring after January 1, 2024.

Paid Holidays

The National Day for Truth and Reconciliation (NDTR) is to be recognized as a paid holiday:

- Employees who work on the NDTR will be paid at their overtime rate, plus a payment for a day in lieu, to be paid out at their basic rate of pay for their regular scheduled shift.
- Employees not working on the NDTR will receive payment for the date recognized, to be paid out at their basic rate of pay for their average hours worked in the two consecutive pay periods immediately prior.

This change is retroactive, to take effect September 30, 2021. Retroactive payments will be made to eligible employees.

If you have any questions about this update, please reach out to a member of your negotiating team.