

BARGAINING UPDATE



OPTIMA LIVING—HAWTHORNE LOCAL 048 CHAPTER 055 - ALL STAFF

Optima Living Hawthorne goes back on MOA and sends low-ball offer *Bargaining update for Local 048 Chapter 055, Optima Living—Hawthorne*

Your negotiating team met with the employer and a mediator on June 15 to bargain after many failed scheduling attempts. We had hoped to meet in May to give you updates sooner, but Optima cancelled at the last minute. After mediation, they offered to settle but sent us first a woefully low proposal, then a marginally better proposal not in line with the Memorandum of Agreement (MOA). Health-care aides are already barely making a living wage in Alberta, and we deserve better.

When Optima Living took over operation of the nursing care group, we signed the MOA saying no AUPE member would lose employment, and they suggested implementing the Golden Sands - Lac La Biche collective agreement and the outcome of that round of negotiations. Unfortunately, Optima's new lead negotiator was not given these details, and the employer has gone back on its promise to implement most monetary items of the MOA and what we had negotiated in July 2023.

The Golden Sands wage grid is much higher than what we are currently being paid. We made our position clear: the MOA must be implemented as we originally agreed.

We will be asking to have a third party arbitrate the MOA. We are sick of waiting and waiting for more low-ball offers and for Optima to find time to meet with us at the bargaining table. The only ones suffering are our members, and we are doing what we can to move things forward. Stay tuned for updates.

Please contact your negotiating team if you have any questions.

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