

BARGAINING UPDATE



PARK PLACE NEWPORT HARBOUR LOCAL 048 CHAPTER 014

Waiting for our ESA before going to mediation

Bargaining update for Local 048 Chapter 014, Park Place Newport Harbour

Our negotiating team met with the employer on July 16, 17, and 18 to exchange non-monetary proposals. We met again on August 13, 14, and 15 for monetary proposals. We signed off on many Articles in July, but did not make progress once we started discussing money.

The employer's proposals were better than we expected, but ultimately fell short. We stood firm on our proposals, which are similar to what our colleagues at Alberta Health Services are fighting for. We are critical workers, and we know what we are worth.

We can begin mediation once we have our Essential Services Agreement (ESA). Stay tuned for more updates, including our next meeting dates.

Offer summary

The employer proposed:

- Increase overtime wages to double time
- Increase evening shift differentials from \$2.75 to \$3.00;
- Increase weekend shift differentials from \$3.20 to \$3.50;
- Increase night shift differentials from \$4.75 to \$5.00;
- A new LPN charge pay of \$1.25;

- A Health Spending Account increase from \$300 to \$400;
- Decrease the number of annual vacation days we receive based on years of service;
- Increase professional fees covered from \$300 to \$350;
- Wage increases of only 2% per year from 2024-2027.

The items we signed off on, with changes, include:

- Article 2 – Definitions: Housekeeping changes.
- Article 3 – Recognition: Approval for AUPE staff to visit on-site.
- Article 6 – Discrimination and Harassment: Improved language and a 60 day time limit to complete an investigation.
- Article 7 – Probation/Orientation: Employer must explicitly notify AUPE of new hires so we can arrange an intro to the union presentation.
- Article 8 – Seniority: If you are unable to contact the employer about missing work, it will now be three days (instead of just two) before your position is considered abandoned and you are terminated.
- Article 9 – Union Representation: Minor housekeeping changes.

- Article 10 – Vacancies/Promotions: Housekeeping changes.
- Article 11 – Grievance Procedure: Clarified our right to arbitration if we are not satisfied with mediation.
- Article 12 – Discipline/Dismissal: Employer must share documentation with AUPE.
- Article 13 – Performance Reviews: Employer shall complete one for each employee every two years.
- Article 14 – Hours of Work: Housekeeping changes.
- Article 18 – Hourly Rates of Pay: If employees are underpaid, payments must be resolved within five days.
- Article 24 – Sick Leave: Employer must fully cover the cost of any medical documents they request.

Please contact your negotiating team if you have any questions.

**AUPE NEGOTIATING TEAM –
PARK PLACE NEWPORT HARBOUR**

Heidi Abangan
heidiabangan@yahoo.com

Kanchana Crozier
kanchana.crozier@gmail.com

Sandra Corredor
sandycorre@gmail.com

AUPE RESOURCE STAFF

Kate Robinson Negotiations
k.robinson@aupe.org