

BARGAINING UPDATE



CAPITAL CARE LOCAL 049 – NURSING CARE

Bargaining begins

Employers initial proposals fall far short of expectations

Your negotiating team met with the employer to begin bargaining on October 3 and 4.

The employer's proposals, most of which were rollbacks and concessions to your rights in the collective agreement, are not acceptable. The employer requested eliminating the right to union representation language in a couple of areas of the collective agreement. They also proposed changes to working hours that would affect your work life balance--which is an issue that was identified as important in the bargaining survey results.

We asked the employer to recognize your value and compensate you fairly for your contributions to the healthcare system. Their proposals do not reflect this request.

Capital Care proposed these wage adjustments:

Date of ratification or July 1, 2024, whichever is later 2%, which means no retro pay

July 1, 2025: 2%

July 1, 2026: 1.75%

July 1, 2027: 1.75 %

In practice, this means they are trying to

avoid paying you raises owed for time worked since July 1, 2024.

On the other hand, our proposals address the financial burden we are all facing. We proposed market adjustments and wage increases that would have Capital Care give us the compensation we deserve.

We proposed these wage increases:

July 1, 2025: 25%

July 1, 2026: 10%

Our proposals also address working short, which was another area of concern identified in the bargaining survey. The proposal added monetary penalties to the employer when staff are forced to work short.

Next bargaining meetings

The next bargaining dates have not yet been scheduled.

Wear red to show your support. Show your solidarity by taking photos of you and your coworkers wearing red and sending them to photos@aupe.org; they will then be posted to AUPE's social media.

Please contact a member of your negotiating team if you have any questions or feedback about this bargaining update.

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