

# BARGAINING UPDATE



## CHOICES IN COMMUNITY LIVING- LEGACY LODGE LOCAL 048 CHAPTER 020

### Bargaining continues

Your negotiating team met with the employer on Sept. 26 and 27 for bargaining.

We have signed off on the following articles for our new collective agreement:

- Article 4: Union Recognition - Employees now allowed to wear Union bracelets in addition to lapels. Employer now compelled to give a minimum of 7 days notice when they orientate new employees to allow us arrange for Union orientation.
- Article 11: Postings/Vacancies - Trial period language for new hires is now 3 months or 465 hours vs previous of 465 hours. Employer will provide feedback to unsuccessful candidates, interviewed or not interviewed, on the process.
- Article 12: Hours of Work - Specific language created for pick up shifts for under 48 hours, 2 days-5 days, and beyond 5 days.
- Article 19: Vacation - Vacation Planner allows for submission 3 times a year vs previous 2.

- Article 27: Discipline/Dismissal - Upon request details of investigation must now be provided prior to any investigation.
- Article 28: OHS - Cleaned up language to specify mgmt. representation must be out of scope. Previously some members in Acting positions were on the committee.

We have now shared our monetary proposals, which includes our proposed wage increases.

Our employer expressed some concerns and wanted more time to cost the proposals. They also suggested the possibility of using formal mediation to help reach an agreement.

We agreed to hold off on any mediation for now. We will send another update once we have determined our next steps.

Please contact a member of your negotiating team with any questions.

#### **AUPE NEGOTIATING TEAM - CHOICES IN COMMUNITY LIVING LEGACY LODGE**

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