

BARGAINING UPDATE



AGECARE WALDEN HEIGHTS – NURSING CARE LOCAL 084 CHAPTER 006

Multiple articles resolved and progress on outstanding items

Your negotiating team is pleased to report we resolved four outstanding Articles and made progress on several others over two productive days of bargaining. Along with minor changes to two articles before signing off, we also signed off the following two articles with the noted improvements:

Article 2 – Definitions: Improvements ensure that the employer cannot rely on a casual workforce for an extended period. Casuals can now only be used for absences of up to three months instead of six months. The definitions of temporary employees and casual employees are now aligned.

Article 9 – Seniority: Seniority lists will now be provided by classification.

New language also respects seniority for assigning additional shifts. For the first four hours of an absence, shifts will be assigned on a first-come, first-served (FCFS) basis, but after that, seniority will be respected. This is a significant step in addressing favouritism and preferential treatment by management. Other negotiated improvements include increasing the number of bulletin boards in the workplace, improving orientation

processes, and enhancing documentation for probationary employees.

Key issues are outstanding, and your negotiating team remains committed to achieving the improvements you deserve. Ongoing discussions involve vacation scheduling, hours of work, and ensuring all work is properly compensated, including the requirement to carry the phone during breaks. The employer is demonstrating willingness to work towards solutions to these concerns.

As non-monetary items near resolution, your negotiating team is prepared to address monetary items in the new year. We are determined to win the gains you deserve for your tireless efforts. AgeCare has previously demonstrated that they may rely on mediation or arbitration to settle monetary items, but we are committed to pushing forward regardless of their response.

The next negotiation meeting is scheduled for January 17. Please reach out to a member of your negotiating team if you have any questions or concerns before then.

AUPE NEGOTIATING TEAM - AGECARE - WALDEN HEIGHTS

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