

# BARGAINING UPDATE



## CAPITALCARE LOCAL 049 – GENERAL SUPPORT SERVICES

### CapitalCare GSS: Progress on non-monetary negotiations

#### *Bargaining update for Local 049, CapitalCare General Support Services*

Your negotiating team met with the employer on Dec. 16 and 17 to continue bargaining for a new collective agreement. The discussions focused on non-monetary items, and we were able to make a good deal of progress. We signed off the following Articles and Letters of Understanding (LoU) without any changes to language:

- Article 3 – Changes in Collective Agreement
- Article 10 – Bulletin Board Space
- Article 12 – Employee – Management Advisory Committee
- Article 13 – Probation Period
- Article 15 – Paydays
- Article 20 – Pyramiding
- Article 39 – Copies of Collective Agreement
- LoU #5 – Portability of Seniority Between AUPE Bargaining Certificate Units

We also had productive conversations on the following items:

- **Union recognition**  
We reiterated and confirmed that the collective agreement supersedes employer policy and discussed how legislation works with the collective agreement

- **Respectful Workplace/No Harassment process**

We took steps to establish a process for violence in the workplace and providing education to members on the matter

- **Grievance procedure**

We clarified that step 1 is to speak to your immediate supervisor about concerns before filing a grievance

- **Workload appeal**

We discussed how cumbersome it is to file an appeal

- **Classification process**

We proposed new language for an updated process

#### **Wear red!**

Negotiations will continue in the new year with exact dates to be determined. We encourage all members to wear red on those bargaining dates to show the employer our solidarity in demanding the gains we deserve.

Snap a selfie of you and your coworkers in red and send it to [photos@aupe.org](mailto:photos@aupe.org) to share on AUPE's social media.

We will continue to keep you updated as negotiations progress. Please reach out to a member of your negotiating team with any questions or concerns.

#### **AUPE NEGOTIATING TEAM – CAPITAL CARE GROUP GSS**

**Tracey Courtepatte**  
[tlcourt@shaw.ca](mailto:tlcourt@shaw.ca)

**Maria Filasol**  
[filasolmaria@gmail.com](mailto:filasolmaria@gmail.com)

**Rhea Coughlan**  
[coughlanrheasteve@gmail.com](mailto:coughlanrheasteve@gmail.com)

**Tanja Brook**  
[tkbrook@shaw.ca](mailto:tkbrook@shaw.ca)

#### **AUPE RESOURCE STAFF**

**Chris Dickson** Negotiations  
[c.dickson@aupe.org](mailto:c.dickson@aupe.org)