

BARGAINING UPDATE



OPTIMA LIVING—HAWTHORNE LOCAL 048 CHAPTER 055 - ALL STAFF

Employer offers on wages is concerning

Optima has proposed a new offer. However, this offer is concerning with rollbacks that outweigh positives.

The new offer includes increased wages, but there is a big catch. Instead of just giving us wage increases, they want to take money out of other monetary items in the Collective Agreement.

For example, the employer currently covers 100% of benefits, but their proposal now includes a 50/50 cost split as outlined in the Golden Sands agreement. This shows Optima is happy to accept certain parts of the Golden Sands agreement so long as it's the employer who benefits.

They also want to roll back the stacking of shift differentials, which would be a big concession on our part.

The employer has employed significant delays and made insincere offers drawing out negotiations. These tactics appear designed to stall progress and undermine our efforts to secure a fair deal.

One can only imagine the legal fees their law firm is charging – funds that could be better spent settling the matter and providing fair compensation to AUPE members.

Your negotiating team shared our concerns with the employer's offer. Refusing the agreed-upon wages, shift differentials, and other entitlements is unacceptable.

The Memorandum of Agreement (MOA) outlines full implementation of the Golden Sands terms, but the employer has not honoured these terms. As a result, we have requested enhanced mediation or first contract arbitration to resolve these issues.

We stressed the severe impact of these delays on our members, many of whom are underpaid compared to their provincial counterparts. Our stance is clear: we expect a meaningful offer that aligns with the MOA. If necessary, we are prepared to pursue arbitration to ensure our members receive the fair compensation they deserve.

Finally, we must all ask a critical question: if the Golden Sands agreement is working in Lac La Biche, why would it not work at Hawthorne? Are the employees at Hawthorne worth less to the employer? This disparity must be addressed, and we will continue to advocate for fair treatment and equity for all members.

Please contact a member of your negotiating team for more information or if you have questions about this bargaining update.

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