

BARGAINING UPDATE



CIVIDA LOCAL 118 CHAPTER 011 – ALL STAFF

Bargaining begins *Bargaining update for Local 118 Chapter 011, Civida*

Your negotiating team met the employer on Jan. 31 and Feb. 4 to begin bargaining.

Wage Proposals

Civida's wage offer is not good enough. The employer offered a three-year deal with the following wage adjustments:

- Year 1 - 2%
- Year 2 - 2%
- Year 3 - 1.75%

We know that the ever-rising cost of living and our tireless service mean we have earned much more. We have made it clear that this offer does not come close to meeting our needs. We are demanding a two-year deal with the following wage increases:

- Year 1 - 13%
- Year 2 - 7%

We are committed to fighting for the working conditions and wages we deserve. We will not back down until our demands are met.

Bargaining progress in other areas

Aside from wage proposals, we made some quick progress and signed off on the following Articles and Letter of Understanding (LOU) without making changes:

- Article 2 - Application
- Article 3 - Management Rights Clause
- Article 8 - Employer - Union Relations
- Article 13 - Notice of Resignation

- Article 14 - Human Resources Policies and Procedures
- Article 15 - Bulletin Boards
- Article 22 - Hours of Work
- Article 25 - Standby Duty
- Article 35 - Maternity / Parental / Adoption Leave
- Article 37 - Pension Plan
- Article 45 - Educational Leave
- Letter of Understanding #1 - RE: Article 22 - Hours of Work

We also had respectful conversations and made progress on the following Articles:

- Article 1 - Interpretation
- Article 4 - Union Membership and Dues Check-Off
- Article 5 - Union Recognition
- Article 6 - Employee Management Advisory Committee
- Article 7 - Union Stewards
- Article 9 - Personnel File Clearance
- Article 11 - Grievance Procedure
- Article 12 - Time-Off for Union Business
- Article 16 - Probationary Appointment

You can see our ingoing proposal and the employer's ingoing proposal online:



Wear red to show your support

We will continue bargaining with the employer on March 19, April 14, May 22 and 23, and June 12 and 13. Wear red on these days to show the employer that we are united! Send photos of you and your coworkers wearing red to photos@aupe.org to be posted on AUPE's social media.

Please reach out to a member of your negotiating team if you have any questions or concerns.

AUPE NEGOTIATING TEAM - CIVIDA

Lori Brown
whirley.girl@gmail.com

Tia Tamara Shupenia
tamaraleesh@gmail.com

Toni Bacchitta
sassy-boots@hotmail.com

Andrea Thorne (alt)
pandathorne@gmail.com

Tammy Mason (alt)
furioulyhappy07@gmail.com

Nicole Huber (alt)
nicoleahan@gmail.com

AUPE RESOURCE STAFF

Chris Dickson Negotiations
c.dickson@aupe.org