

BARGAINING UPDATE



GOOD SAMARITAN SOCIETY LOCAL 042 – CONTINUING CARE STAFF

Bargaining begins with quick wins

Your negotiating team met with the employer on March 5, 6, and 7 to begin bargaining. The first step was to exchange and discuss initial proposals. We signed off the following articles with no or minor changes:

- Article 2 - Application
- Article 3 - Definitions
- Article 5 - Union Recognition
 - o We improved Union Orientation language
- Article 6 - Union Membership
- Article 7 - Management Rights
- Article 8 - Respect in the Workplace
- Article 9 - Union Representation
- Article 10 - Layoff and Recall
- Article 16 - Retroactivity
- Article 17 - Handling Cash
- Article 20 - Transportation Allowance
- Article 21 - Uniforms
- Article 28 - Workers Compensation
- Article 29 - Sick Leave
- Article 30 - Volunteers
- Article 31 - Discipline and Termination
- Article 32 - Grievance Procedure
- Article 33 - Seniority
- Article 34 - Union Employer Relations
- Article 35 - Performance Appraisals
- Article 36 - Resignation
 - o We increased the time allowance before a position is considered abandoned
- Article 37 - Committee Participation

- Article 42 - Call Back
- Letter of Understanding (LOU) 2 - Organizational Change
- LOU 3 - Job Sharing
- LOU 4 - Severance
- LOU 5 - Local Authorities Pension Plan
- LOU 6 - Bargaining Unit Exclusions
- LOU 7 - Legal Indemnification
- LOU 8 - Employment Insurance Rebates
- LOU 9 - Retroactivity

We tentatively agreed to improvements to a couple more articles, but we did not sign off as we haven't started negotiating wages and benefits. These improvements are:

- Article 19 Probation
 - o We made updates to not include Orientation staff in regular staffing level count
- Article 23 Appointments/Vacancies
 - o We included language to provide feedback to internal applicants regarding job postings

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We will continue to keep you updated as negotiations move forward. Please reach out to a member of your negotiating team if you have any questions or concerns.

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