

# BARGAINING UPDATE



## BETHANY OF CAMROSE ROSEHAVEN AND BETHANY LONG TERM CARE LOCAL 047 CHAPTER 002 - ALL STAFF

### Employer's insulting wage offer is out of touch with reality

*Please plan to attend urgent bargaining update meeting May 16*

Bethany of Camrose is trying to divide us. They will not agree to the raises we deserve, so we are taking steps to finish our Essential Services Agreement and apply for mediation.

#### Urgent Meeting May 16

Join our drop-in bargaining update meeting at the AUPE Camrose office (**Unit 25A, 6601 48 Avenue**) on May 16, 2025, 9:00 am – 4:00 pm.

Please join us for important conversations about our next steps in bargaining.

We need your participation to get the raises we are asking for!

#### How we got here

Your negotiating team was not surprised when Bethany proposed this insulting offer:

April 1, 2024 – 2%  
April 1, 2025 – 2%  
April 1, 2026 – 2%  
April 1, 2027 – 2%

Two per cent is not good enough. We deserve raises that help us keep up with the cost of living and reflects the value of the work we do.

Bethany also offered a yearly boot allowance and a \$50 referral bonus to encourage Health Care Aide recruitment.

#### We proposed a much better two-year deal:

April 1, 2024 – 25% wage increase  
April 1, 2025 – 10% wage increase

#### Cost of Living Market Adjustment (COLA)

for Licensed Practical Nurses and Health Care Aides to combat inflation and make sure wages keep up with the costs of living now and in the future.

#### Long Service Increases (compounded):

10 years – 2%  
15 years – 3%  
20 years – 4%  
25 years – 5%

Your negotiating team was clear. The employer's offer does not cut it, especially when they are offering us less than what they offered our registered nurse colleagues.

The employer is trying to divide us, but they won't win. We deserve respect. More than that, we deserve fair wages and a fair contract.

Please contact your negotiating team if you have any questions or concerns.

#### AUPE NEGOTIATING TEAM

**Sharene Spong**  
spong\_family@msn.com

**Graham Yourston**  
gramsy68@hotmail.com

**Colleen Schmidt**  
colleenschmidtwwf@gmail.com

**Michele Mitchell (Alternate)**  
michelejn4@gmail.com

**Kim Kelly (Alternate)**  
383coronet@gmail.com

**Josie Rodriguez (Alternate)**  
rodriguezjhozee@gmail.com

#### AUPE RESOURCE STAFF

**Chris Dickson** Negotiations  
c.dickson@aupe.org