

BARGAINING UPDATE



BETHANY CARE SOCIETY LOCAL 084 CHAPTERS 009-017, 030 – ALL STAFF

Bargaining update #5: Bethany Rotation update

The union and the employer have identified three locations with unacceptable rotations. Both parties have worked diligently and collaboratively to address these issues, scheduling meetings to facilitate better rotations for our members. A key milestone in this process is allowing members to vote on the proposed changes, setting a new precedent. The detailed report follows below.

Harvest Hills

We are pleased to announce that the votes have been tallied, and the HCA rotation is now posted. HCAs will select their lines on Oct. 3, 2025, with the new assignments taking effect on Jan. 9, 2026.

For LPNs, the new lines will be implemented on Nov. 28, 2025, following the employer's proposed rotation, which means there will be no additional posting of the rotation. Members will revert to the lines chosen at that time.

Update on Rotations at Didsbury

LPNs voted strongly in favor of the new rotation on Sept. 18, and we will now proceed as outlined in LOU #7 (line selection by seniority).

For HCAs, the situation is a bit more complex. On Sept. 15, both negotiators agreed to be involved in the upcoming meetings for the HCAs at Didsbury, as we were approaching an impasse. However, on Sept. 24, we were notified by the employer that they were reneging on that commitment and were instituting a new line with a few minor changes. They encouraged our committee to support this new line and allow members to vote on it, with selection by seniority.

The committee has decided to give members the opportunity to vote on this new line.

However, due to the employer's failure to meet our demands, the union will now pursue a minimum four-week rotation for the Didsbury hours of work at the bargaining table. If successful, this would drive a new rotation model.

While we are disappointed with the employer's last move, especially given the positive progress at other locations like Airdrie and Harvest Hills, we remain committed to improving conditions for our HCAs at Didsbury.

Airdrie

New lines were selected by seniority on Sept. 12th, following a process that included a survey of members to identify their needs and concerns, a vote on the proposed rotation, and finally the selection by seniority. The new lines will take effect on Dec. 12th.

Aspen Ridge

We are excited to announce that new members at Aspen Ridge will have a meeting on October 8th to review the survey results and identify important changes and concerns as we negotiate their first collective agreement. To clarify, Aspen Ridge will be included in the master agreement that has already been established for the other ten groups. We appreciate your patience and are looking forward to returning to the bargaining table. On October 8th, we will prepare specific proposals for Aspen Ridge. If you have any concerns or suggestions, please reach out to your bargaining committee or email James Mitchell, AUPE Union Representative - Negotiations directly.

BARGAINING UPDATE



Our Next Bargaining Dates

Your negotiating team has also confirmed the following bargaining dates with the employer.

Tuesday, October 14th
Wednesday, October 15th
Thursday, November 6th
Thursday, November 27th
Tuesday, December 2nd
Wednesday, December 3rd

Stay engaged in the bargaining process

Wear red to show support for your negotiating team! If you take any selfies or group photos while wearing red, send them to photos@aupe.org to post on AUPE's social media and spread solidarity. Let's show Bethany Care Society that bargaining matters to us.

Create a MyAUPE account

Sign up for MyAUPE at aupe.org/myaupe to stay up to date on bargaining and encourage your coworkers to do the same. Registering with your personal contact information ensures you never miss important union news.

AUPE NEGOTIATING TEAM - BETHANY CARE SOCIETY Chapter 009 Bethany Airdrie GSS

Eileen Booth
boothheileen@rocketmail.com

Chapter 009 Bethany Airdrie NC

Jill Thompson
jillt2@telus.net

Sabrina Edwards
edwardss@telus.net

Melissa Lechelt
lecheltm@shaw.ca

Chapter 010 Bethany Calgary GSS

Davinder Bhatti
dkaurbhatti@gmail.com

Fenny Encarnacion
fennyencarnacion18@gmail.com

Chapter 010 Bethany Calgary NC

Valerie Monkman
valerie.w.monkman@hotmail.com

Nardose Kinto
mediab24@yahoo.com

Mohammad Ul Alam
salam_ul_alam@yahoo.ca

Chapter 011 Bethany Harvest Hills NC

Sharon Hoben
shodgins@shaw.ca

Emily Weber
evkpacker@gmail.com

Chapter 012 Bethany Sylvan Lake NC

Nadine Frederick
fredericknadine@outlook.com

Melody Gillespie
mdgillespie.mg@gmail.com

Gail Beam
vgbeam@gmail.com

Chapter 013 Bethany Mount View Lodge NC

Maria Teresa McAllister
mtesbar@yahoo.com

Tammi Gudjonson
tgudjonson2014@gmail.com

Chapter 013 Bethany Sundre Seniors' Supportive Living NC

Jessica McAllister
jesy_mcallister@hotmail.com

Georgina Alm
gekesa67@gmail.com

Shaylene Doucette
shaylenedoucette@hotmail.com

Chapter 014 Bethany Didsbury NC

Tuesdae Johnston
teusdaes@hotmail.com

Jean Paul Almerol
jpalmorol14@gmail.com

Carrie Sears
crsears8203@gmail.com

Chapter 015 Bethany Collegeside NC

Ryan Lopez
tongol_rye@yahoo.com

Milady Laconsay
miladylaconsay@yahoo.ca

Topaz Phang
topaz_889@hotmail.com

Chapter 016 Bethany Riverview NC

Lamia Khorfan
lamia.khorfan@gmail.com

Regilda Ramos
gildapramos07@gmail.com

Catherine Van Tol
red0141@yahoo.com

Chapter 017 Bethany Cochrane NC

Tammy Clark
clarktammy971@gmail.com

Evaristo Estabillo
jojo_nrs2@yahoo.com

Chapter 030 Aspen Ridge Lodge Didsbury NC

Lindsay Scribner
l.raescribner@gmail.com

Christy Dingman
christy.dingman@gmail.com

Hope Elkins
hopepoole51@gmail.com

AUPE RESOURCE STAFF

James Mitchell Negotiations
j.mitchell@aupe.org