

EDMONTON CHINATOWN CARE CENTRE

BARGAINING SURVEY RESULTS SUMMARY

WHAT WE LEARNED

Our answers to the survey make it clear that we are struggling to make ends meet because of low pay and inadequate benefits. At the same time, we expressed concerns about being directed to do non-health care duties such as cleaning are impacting the quality of care they are able to provide to residents. Concerns about agency staff were also widespread. Short-staffing is also a top concern, especially on the evening shift.

Wages

85% of members said that wages are not keeping up with the cost of living. 62% said we cannot even cover our basic costs such as housing and food on the wages we earn at ECCC, and approximately half of us already have second jobs.

Members spoke about needing significant wage increases, and 100% said that we expect pay increases to follow the same increases that were agreed to between RNs and Alberta Health Services. Also, 96% of members said that they want guarantees that our wages will keep up with inflation in the future.

Here is what members said in their own words about wages:

- *Increased wages [are] good for everyone because of high cost of living nowadays.*
- *We are doing [the] same job as RNs do. Same duties and responsibilities. Why [is the] pay difference huge? We need raises.*
- *Since cost of living is growing faster than wages, we need a top up to get back on track.*
- *Our wage haven't changed for almost 10yrs, but living costs increase a lot.*

Workload

72% said that a stressful environment at work is damaging to our health (mental and/or physical), and workload concerns are a big part of that stress. Members focused on the overall short staffing (especially on the evening shift), as well as concerns regarding agency staff. Overall, 53% said that the conditions of work do not allow us to provide quality care to residents, and 42% said that the workload expectations are unreasonable.

- *Agency staff cannot cover the workload.*
- *Need more staff for evening shift. Extra LPN.*
- *We need extra staff for evening. When float is not there it gets busier.*
- *Need more staff in evening shifts as workload is very heavy.*
- *Shortage of staff in evening therefore residents do not get [the] care they deserve.*
- *Increase HCAs on evening and weekends as it is mentally and physically exhausting*
- *Workload getting heavier, need more staff on evening shift.*
- *[We need] more HCAs on evening and weekends in [the] morning so residents get proper care.*

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Health and RRSP Benefits

Top concerns members have with our health benefits include inadequate vision care, dental, and RRSP benefits, as well as for orthodontics and paramedical (such as massage/physiotherapy).

- *[Benefits] need to be adjusted since all health providers increase [their] cost.*

Health and Safety and Workplace Culture

Members are worried about how management is handling health and safety concerns, such as sick leave, especially for medical appointments. 45% said the sick note requirements were making it difficult to use sick leave.

52% said we had been insulted, injured or threatened by a resident, and nearly one third of members did not believe that management had responded appropriately to health and safety concerns.

- *Management [are] not being role models [for] having a healthy environment.*

TAKING ACTION

The majority of us said that we would take various kinds of action to help us achieve our bargaining priorities. For example, we will share union information, wear union buttons, sign petitions, attend rallies, or even vote in favour of strike action if the employer refuses to meet our bargaining priorities.