

BARGAINING UPDATE



EDGEMONT RETIREMENT RESIDENCE LOCAL 048 CHAPTER 015 - ALL STAFF

Employer stalls our progress

Your negotiating team met the employer On September 16, 17, and 18 to continue bargaining.

We are disappointed with the small progress we made, with the employer only agreeing to minor changes that won't improve working conditions.

For example, they refused to provide scheduled time for completing online training or to reduce workload when we are training new employees. Similarly, they would not agree to a reasonable timeline for vacation requests outside the annual vacation planner.

Our employer is showing we come last. They want to remove the requirement in our collective agreement that sufficient parking spaces be provided at no cost for all employees during their working hours. We do not intend to remove this obligation.

Further, despite inviting LPNs to suggest an alternate schedule that would be mutually beneficial, they refused a very reasonable proposal that would have added more benefit eligible lines.

We are prepared to begin bargaining for improved wages and benefits. We sent our proposal to the employer so they would also be prepared to continue negotiations

in November as scheduled. Instead, they canceled those meetings saying the will not be ready until the New Year.

When it comes to monetary compensation, our employer is also proposing numerous rollbacks to sick leave, holidays, overtime pay, over/under payment, and vacation. We remain committed to winning the improved wages and working conditions we deserve.

At the same time, the employer is pushing to finalize an Essential Services Agreement (ESA) that your negotiating team does not support. The ESA would severely reduce the impact of strike action. Their suggested staffing levels would mean a vast majority of us would have to keep working during a strike.

Join us for a Meet & Greet!

All members are encouraged to meet and connect with your negotiating team and AUPE representatives. Learn more about how we can fight for a fair contract and ask your important questions. Join us:

December 15
11:00 AM to 3:30 PM
Wellness Room

Please contact a member of your negotiating team with any questions or concerns.

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