

BARGAINING UPDATE



CAREWEST NURSING CARE

LOCAL 48 CHAPTERS 007, 008, 009, 016, 035, 037, 038, 039, 040 & 041

Making progress at the table with employer's new bargaining team

Your negotiating team met with the new employer bargaining committee who came prepared to negotiate.

We were able to agree on changes and sign off on several items in the collective agreement and will be discussing monetary proposals at our next bargaining meetings set for February 9, 10, 2026.

We have signed off on a **new Preamble** as well as the following articles and LOUs:

Article 3 – Recognition

- Access to the employer's premises with prior permission.
- The reciprocal right to exercise our rights in a process that is professional, fair and reasonable in the circumstances, as well as in accordance with the Collective Agreement.

Article 5 – Management Rights

- Include a member's right to exercise our rights in a professional, fair and reasonable manner given the circumstances, in accordance with the Collective Agreement.

Article 6 – Safe and Respectful Workplace

- Post policy on the employer's internal website.

Article 8 – Probationary Period

- Increase from two shifts of patient/resident care to four shifts.
- Request for additional orientation will not be unreasonably denied.
- Increase from 30 minutes to 45 minutes for AUPE orientation.

Article 9 – Seniority

- Changed to date of hire with the employer.

AUPE NEGOTIATING TEAM

June St.Lewis

ladyjune2011@gmail.com

Debbie Reykdal

dreykdal15@gmail.com

Noralyn Umbrero

noralynumbrero@yahoo.com

Sarita D'Souza

creetu66@gmail.com

Christina Sefton

chrissefton50@gmail.com

Stephen Maangi

stevema82@gmail.com

Zulfikar Kurji

zulkurji@hotmail.com

Kathleen Schwengler

kat.schwengler@gmail.com

Anthony Tshimanga

anthonyzongolat@mail.com

Marilyn Van Sertima

mvansertima@hotmail.com

AUPE RESOURCE STAFF

Chris Dickson Negotiations

c.dickson@aupe.org

(Continued on page 2)

BARGAINING UPDATE



Article 11 – Appointments, Transfers and Promotions

- Addition of reference to Duty to Accommodate.

Article 19 -Resignation and Termination

- Changed the reference from hours to days

Article 32 – Discipline and Dismissal

- The employer will disclose the nature of the concern or complaint.
- Disciplinary action will be taken within 20 days of the date the employer first becomes aware of the occurrence of the act.
- Discipline on personnel file will reduce from two years to 18 months

We also did some housekeeping under the Letter of Understanding #1 - Mutual Agreement to Adjust Full Time Equivalents.

We also deleted Letter of Understanding #3 - Hours of Work

Keep wearing red to show your support!

Take selfies and group photos while wearing red and send them to photos@aupe.org to share on AUPE's social media. When we show our solidarity, it shows Carewest that bargaining matters to us.

Sign up for MyAUPE

You will need your account to participate in our future votes, such as a contract ratification vote or a possible strike vote. Visit aupe.org/user/register to create your account today.

Please contact a member of your negotiating team if you have any questions.