

BARGAINING UPDATE



OPTIMA ASPEN RIDGE LOCAL 047 CHAPTER 041 - ALL STAFF

Union files bad-faith bargaining complaint

Just as we were closing in on a deal, Optima suddenly lowered their monetary proposals. This is serious. AUPE has filed a bad-faith bargaining complaint with the Alberta Labour Relations Board (ALRB).

Compared to their March proposal, Optima's October proposal for LPNs was almost 9% lower, 6.5% lower for HCAs, and almost 5% lower for dishwashers.

They also backtracked on retroactive pay for 2024, claiming that a one-

time lump sum of \$1,000 for full-time and \$500 for part-time was good enough.

How much was it supposed to be? Retroactive pay in the previous proposal for full-time employees would be more than \$7,500 for Licensed Practical Nurses (LPNs), almost \$4,500 for Health Care3 Aides (HCAs) and about \$2,700 for dishwashers. (Please click the links below for a detailed comparison).

(Continued on page 2)

AUPE NEGOTIATING TEAM

Shelane Rogers
shelaner@hotmail.com

Esther Young
est1young@yahoo.com

Maria Torrefranca
miasoysheen@yahoo.com

AUPE RESOURCE STAFF

Merryn Edwards de la O Negotiations
m.edwardsdelao@aupe.org

BARGAINING UPDATE



How did we get here?

We have been bargaining since September 2024, in parallel with another Optima managed site in Edmonton, Wild Rose, which started bargaining in 2023.

At both bargaining tables, we discussed a new wage grid for nursing care employees that would bring in higher wages for senior employees, in addition to general wage increases. In February, Optima proposed these rates for Wild Rose, and in March, they also proposed them for Aspen Ridge.

While we were agreed in principle on nursing care wages, we were still pushing for better for our General Support Services (GSS) coworkers, who are paid the lowest and struggle to make ends meet.

We wanted all employees to be paid no less than a Red Deer living wage of \$18.90 per hour, Optima proposed increases of only 2% for non-nursing staff.

Instead of improving wages for GSS staff, Optima's Oct. 3 proposal backtracked on nursing care wages as well. At the same time, they also removed proposals to increase RRSP matching and to improve vacation for employees with 10 years of service.

Bad-faith bargaining

It is clear to us that Optima is not serious about bargaining. As a result, AUPE filed a bad-faith bargaining complaint on Nov. 19. We will keep you posted on the status of this complaint.

Optima's approach to Aspen Ridge is even more puzzling, given that they did not take the same approach at the Wild Rose site. In those negotiations, Optima is still prepared to increase nursing-care wages.

Bargaining is continuing and the union provided a counter proposal for GSS wages.

United we bargain

Now more than ever, it is important that we not allow Optima to succeed with these divide-and-conquer tactics. We **all** contribute to the quality of life for Aspen Ridge residents, and we **all** deserve respect and fair compensation.

Your negotiating team thanks members for your patience and continued support. We will keep you informed and encourage you to reach out with any questions or feedback.