



Date: March 26th, 2019
To: All BCGEU Members at Valleyhaven Retirement Community
Re: Union Tables Monetary Demands

Bargaining with your Employer continued on Friday, March 22nd, and we are happy to report that most of the non-monetary proposals have been agreed.

There are still two important, outstanding issues that need to be resolved:

- the right to have a steward present at meetings with management; and
- selection criteria or how employees get placed into vacant positions.

Your Bargaining Committee is currently considering a counter proposal presented by your Employer on Friday, and we still hope to resolve these issues positively.

We then tabled our monetary demands, including: wage increases, better health & welfare benefits, sick days, more vacation, lifts to premiums and shift differential, improved special leaves, a pension plan. These are all areas of the collective agreement you asked us to bargain improvements to.

"We were very disappointed with their response," said Ashley Oesch, Bargaining Committee Chair. The Employer spoke about having only a small budget for total compensation for staff. Your Bargaining Committee is asking for improvements that need more than a small budget! We will settle for a fair and reasonable offer, but we need some significant improvements!

Bargaining will reconvene on April 4th and 5th when we expect to get a monetary proposal from your Employer.

In solidarity,

Ashley Oesch – Bargaining Committee Chair
Pamela Conroy – Bargaining Committee Member
Tina Vallier – Bargaining Committee Member
Linsay Buss – BCGEU Staff Representative, Negotiations

cc: Mahen Ramdharry, Executive Vice President, Health Services
Thom Yachnin, Director, Component 4
Marilyn McLean – Local 404 Chairperson
Anthony Davies – Area 04 Staff Representative