

Understanding Alpine's job offer

Below is a breakdown and comparison of what Alpine's job offer means and how this offer can be improved when you win your union at YVR. Feel free to reach out to an organizer if you still have any questions!

	Alpine offer	Alpine offer + Winning your union
1. Position	<ul style="list-style-type: none"> • "The role is subject to a probationary period of three (3) months." In other words, Alpine reserves the right to terminate you in this period without any reason. 	<ul style="list-style-type: none"> • When you win your union vote this week, Alpine will be legally required to recognize your years of service with Dexterra so you don't start as a probationary employee. With a union, you will also have job security and cannot be terminated without just cause.
2. Renumeration	<ul style="list-style-type: none"> • You will receive \$17.05 as the base rate and your payment will be reviewed every year in October. 	<ul style="list-style-type: none"> • With a union, workers have a seat at the table to determine their working conditions and will start bargaining from that base rate for guaranteed yearly wage increases & premiums. All this will also be protected on a legally binding contract.
3. Vacation Pay	<ul style="list-style-type: none"> • 4% on each pay cheque 	<ul style="list-style-type: none"> • Only with a union will your years of service from Dexterra be carried over. This means you may be eligible for more vacation under the ESA (6% on each pay cheque after 5 years of service). • During bargaining, we will also demand better vacation pay for more years of service.
4. Benefits	<ul style="list-style-type: none"> • If you work 20 hours a week you are eligible for the benefits BUT "Alpine reserves the rights to amend the terms of the Alpine Building Maintenance benefit plan." • Worker pays \$50/month in benefit premiums for a 70/30 benefit plan. It's also not clear if this cost includes family members too. 	<ul style="list-style-type: none"> • SEIU union members have won health benefits for ourselves and families where the Employer covers 100% of the premiums and responsible for 80% of the costs for a 80/20 benefit plan. • Through the unionized health benefit plan, Alpine cannot arbitrarily amend the terms of the benefits or pass any future costs onto the workers. We will have control over our benefit plan and be in a position to keep bargaining for more improvements.
5. Wellness Days	<ul style="list-style-type: none"> • Full time: 5 days/year • +20 hours: 2 days/year • -20 hours: 0 days/year 	<ul style="list-style-type: none"> • As union workers, we want all workers to have access to paid sick days. Not only do paid sick and personal days cover all union members in current collective agreements, but SEIU is part of the province-wide public campaign demanding 10 paid sick days for all workers. Learn more here: https://www.justiceforjanitors.ca/campaigns/10-paid-sick-days-in-bc/