

BARGAINING UPDATE



CHARTWELL EMERALD HILLS LOCAL 047 CHAPTER 059 - ALL STAFF

Chartwell's monetary proposal unacceptable *Employer rejects remaining proposals*

Your negotiating team met with the employer on October 16.

Chartwell proposed a three-year contract that includes the following wage adjustments:

- **2024:** 1.25%
- **2025:** 1.5%
- **2026:** 1.5%

The employer also proposed a \$0.10/hour increase to shift differentials and weekend premiums for nursing care employees, and \$0.15/hour for all other classifications.

These proposals are unacceptable. A 4.5% wage increase over three years does not come close to addressing the cost-of-living challenges we face. We simply cannot accept a wage proposal which leaves us further behind during a time of rising inflation.

We did, however, have productive discussions on Article 30 Layoff and Recall. The proposed change provides the option to displace an employee in another classification if there are layoffs.

The employer rejected all our remaining proposals, which include:

Article 18: In-Service and Professional Development – For LPNs working 0.4 FTE or higher to be reimbursed for CLPNA registration up to \$350.

Article 19: Hours of Work – To allow for two weekends off in a four-week period.

Article 20: Overtime – Increase the rate of overtime from 1.5x to 2x the basic rate of pay.

Article 21: Named Holidays – Addition of September 30 National Day of Truth and Reconciliation as a named holiday and double-time for hours worked on a named holiday.

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AUPE NEGOTIATING TEAM - CHARTWELL EMERALD HILLS

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Article 22: Annual Vacation – Overall improvement to rate of vacation earned for each year worked.

Article 23: Sick Leave – Increase the rate of sick leave accrual from 3.75 to 7.5 hours every 162.5 hours worked, and for the full cost of medical certificates to be reimbursed.

Article 25: Leave of Absence – Introduction of three days of personal leave each year to attend to personal matters.

Article 27: Shift Differentials, Weekend Premium, and Pyramiding – Introduction of the same shift differentials and weekend premiums for all classifications, with improvements, and for eligible employees to receive both shift differential and weekend premium.

New Article: RRSP – Introduction of voluntary RRSP program with an employer match of up to 4% of the employee's contribution.

Next bargaining meetings

Our next bargaining dates have not yet been scheduled. Your negotiating team is determining our next steps before scheduling additional dates.

Wear your buttons to show your support for bargaining. Show your solidarity by taking photos of you and your coworkers wearing your buttons and sending them to photos@aupe.org; they will then be posted to AUPE's social media.

Please contact a member of your negotiating team if you have any questions or feedback about this bargaining update.