

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

NOVEMBER 21, 2019

**CHARTWELL –
GRIESBACH,
HERITAGE VALLEY
AND WILD ROSE**

LOCAL: 047
CHAPTER: 054

ALL STAFF

BARGAINING CANCELLED AS UNION ADDRESSES SCHEDULE ISSUES

On Nov. 19 and 20 your bargaining team met with the employer to continue negotiations. Over the two days, we signed-off on three more partial articles, including:

- Definitions
- Term, copies and application of collective agreement
- Probation and seniority (definition of seniority not settled yet)

This brought us to the end of our agreed-to non-monetary proposals. Chartwell refused to table their monetary proposals though, leaving us no choice but to cancel our third meeting, which was scheduled today.

The employer knows we can't move forward in bargaining without this monetary package, so we decided to apply for first contract assistance with the Alberta Labour Relations Board (ALRB).

Through this process, an independent, third party mediator or arbitrator will come to the table, hear both our side and the employer's, and either propose recommendations on outstanding items or impose a collective agreement.

In either case, they will help move bargaining along and increase the chances of us achieving a collective agreement in a timelier manner.

SCHEDULES: ONE STEP FORWARD, ONE STEP BACK

Since bargaining started, Chartwell has dragged their feet. They've also broken promises.

As you know, we've been pushing hard for a new schedule that would increase hours.

You identified this as a top priority, after your hours at Griesbach and Heritage Valley were reduced when the employer took over operations. We voiced your concerns until they were heard. In

October we were pleased to see Chartwell make moves on this matter.

However, when their new schedules were revealed, it was clear Chartwell had broken their commitment to give you more hours: many of you would actually see a decrease in your hours.

This is not acceptable. We've made this very clear to them, and they've agreed to temporarily withdraw the new schedule to reassess it.

At this time, it's very important that you email your manager, and include your Membership Services Officer (MSO) Guy Quenneville (g.quenneville@aupe.org) in the message, to tell them if you would be working fewer hours under the new schedule than you are currently.

We've also updated the Unfair Labour Practice Complaint we filed to address these scheduling issues and ensure we're using every tool available to us to resolve them.

MOVING FORWARD: MOBILIZING MEETING AND OTHER MEMBER CONCERNS

Some of you also raised concerns about the new vacation process that we achieved in September. If you haven't seen this schedule posted yet, contact your manager and Guy in the message, to let them know.

Many of us have family overseas whom we don't get to see often and were hoping to visit in the coming year for a longer period of time. We came to an agreement that will allow us to do this - the employer should be honouring this agreement.

Continued on page 2



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AULReP

Tomorrow evening (Friday, Nov. 22) we're holding a mobilizing meeting:

AUPE HQ – Banff/Jasper (3rd floor)
10451 170 St.
4:30 pm

For anyone who can't make it out, we're holding a phone bank afterwards to keep you up to date.

It's crucial that we all stay informed and mobilized at this crucial phase of bargaining. Our union is using all of the tools available to get you the workplace protections you deserve, but right now our most powerful tool is solidarity. Continue to check aupe.org for more meetings and mobilizing events in the future.

If you have any questions please contact us.

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