

# BARGAINING UPDATE

AUGUST 16, 2021

## CHARTWELL EMERALD HILLS

LOCAL: 047  
CHAPTER: 059

**ALL STAFF**

## EMPLOYER REINSTITUTES STEP INCREASES

Since our last bargaining update, your negotiating team has been meeting to review your responses to the bargaining survey. We wish to extend our sincere thanks to those of you who took the time to indicate your priorities in these negotiations. The survey results will guide us in developing the proposals we present to the employer.

As you know, your union had to file a formal complaint with the Alberta Labour Relations Board (ALRB) when the employer refused to honour step increases. We are happy to report that the employer has seen the light and agreed to honour your scheduled step increases according to the grid below, retroactive to the date they should have been implemented.

If you are not being paid at the rate you should be or did not receive the full amount of retroactive pay, please let both your manager and your Membership Services Officer (MSO) know so that we can resolve any situation where you are not being paid what you deserve as quickly as possible.

Thank you to the members who brought this matter to our attention. It's a great example of how union membership goes both ways: your union can only respond to the information you share. Please continue to bring any concerns you may have to the attention of your bargaining committee.

Position	Step	Rate of Pay (2019)
Receptionist	Start	\$16.30
	Probation – 480 hours	\$17.35
	Year 1 – 1,950 hours	\$18.35
HCA	Start	\$19.40
	Probation – 480 hours	\$20.90
	Year 1 – 1,950 hours Year 2 – 3,900 hours	\$21.95 \$22.95
LPN	Start	\$26.50
	Probation – 480 hours	\$28.05
	Year 1 – 1,950 hours Year 2 – 3,900 hours	\$30.10 \$32.15
Cooks	Start	\$19.50
	Probation – 480 hours	\$20.50
	Year 1 – 1,950 hours	\$21.00
Server	Start	\$15.80
	Probation – 480 hours	\$16.30
	Year 1 – 1,950 hours	\$16.85
Dishwasher	Start	\$15.30
	Probation – 480 hours	\$15.55
	Year 1 – 1,950 hours	\$15.80
Maintenance Aide	Start	\$21.00
	Probation – 480 hours	\$21.75
	Year 1 – 1,950 hours	\$22.50
Activity Aide	Start	\$18.35
	Probation – 480 hours	\$19.65
	Year 1 – 1,950 hours	\$21.40
Housekeeping	Start	\$16.50
	Probation – 480 hours	\$17.50
	Year 1 – 1,950 hours	\$18.00

*(Please see next page for contact information)*



ALBERTA UNION OF PROVINCIAL EMPLOYEES

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