

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

OCTOBER 21, 2021

**CHARTWELL  
EMERALD HILLS**

LOCAL: 047

CHAPTER: 059

**ALL STAFF**

## BARGAINING COMMENCES; INGOING PROPOSALS EXCHANGED

Thank you to everyone who completed the bargaining survey. Your input was vital for your negotiating team in preparing for bargaining, as is your continued feedback throughout this process. Negotiations are a marathon, not a sprint, so we also thank you for your continued patience as this process unfolds.

Your negotiating team and Chartwell's negotiators exchanged ingoing proposals for your first Collective Bargaining Agreement (CBA) on Oct. 4, 6 and 14th.

We raised your concerns about the serious issue of short-staffing, including the lack of clarity about procedures for staff absences and filling vacancies. We stressed to the employer that this matter was of upmost urgency and proposed a process for handling the issue in the interim, until a CBA is in place.

We suggested that the Employer hire a Scheduler and create a dedicated Manager on Duty (MOD) phone line that is either staffed or checked continuously. We also suggested that the MOD be responsible for filling vacancies, not bargaining unit members.

While Chartwell's negotiators did not express any immediate concerns about our proposal, Chartwell management will have to review it and respond. Your negotiating team will continue to impress upon the Employer how urgent it is for them to put some clear processes in place to address the matter of unexpected absences.

We reminded the Employer that it is up to union members to choose their representatives on the Occupational Health and Safety Committee and confirmed that we will be reaching out to those involved in the past to confirm their interest in participating.

We also discussed the issue of members' access to the parkade, given the Employer's position that spaces be prioritized for

residents. As winter approaches, we know this issue is top of mind for members, so will continue to raise the matter in discussions with the Employer.

We were able to sign off on the following non-monetary items:

Preamble (a general statement of the purpose for the agreement)

Article 5 - Dues (information about the collection of dues and exchange of information about members that allows the union to keep in touch with members - no dues will be deducted until a CBA is in place)

Art. 8 - EMAC (explains the purpose and function of the Employee Management Advisory Committee)

Art. 9 - Respect in the workplace/ No discrimination or Harassment (includes a clear process with a timeline for the employer to respond to complaints)

Article 12 - Grievance procedure (a key part of any collective agreement that outlines the process to resolves disputes and/or alleged violations)

As we noted above, negotiating a collective agreement can be a long process. We encourage you to keep in touch with your negotiating team and to use this time to get to know your union. AUPE has a number of educational courses available to you, free of charge. When required, your time off to attend is covered. Find out more here.

Our next bargaining dates are scheduled for Jan. 27 and 28, 2022. If you have any questions about this bargaining update, please contact a member of your committee.

*(Contact information on page 2)*



**Alberta Union of Provincial Employees**

10451 - 170 Street NW, Edmonton, AB T5P 4S7

T: 1-800-232-7284 F: (780) 930-3392

www.aupe.org

C21279  
AULReP

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

---

## **CHARTWELL EMERALD HILLS BARGAINING COMMITTEE:**

**Teresa Shesky** 780-240-6183 sa2197@hotmail.com

**Ashley StPierre** 226-787-4946 oxashleyxox@gmail.com

**Kayleigh McCaskill** 780-691-5808 kayleighmccaskill95@hotmail.com

## **ALTERNATES:**

**Whitney Rosborough** 780-860-4019 whitney\_rosborough1987@outlook.com

## **AUPE RESOURCE STAFF:**

**Merryn Edwards**, Negotiations – 780-952-1951 m.edwards@hotmail.com

**Guy Quenneville**, Membership Services Officer – 780-237-8253 g.quenneville@aupe.org

**Michelle Szalynski**, Organizing – 403-634-8262 m.szalynski@aupe.org

**Mimi Williams**, Communications – 780-240-3562 m.williams@aupe.org