

# BARGAINING UPDATE



## CHARTWELL WESCOTT LOCAL 047 CHAPTER 062 – ALL STAFF

### Chartwell Wescott: Negotiations underway

#### Initial proposals exchanged

Negotiations began on September 5 and 6 when your negotiating team exchanged our proposals with Chartwell. We signed off the following Articles and Letters of Understanding with no changes:

- **Preamble**
- **Article 1** Definitions
- **Article 5** Dues Deductions
- **Article 7** Workplace Privacy
- **Article 8** Employer-Union Relations
- **Article 9** Respectful Workplace – No Discrimination or Harassment
- **Article 10** Health and Safety
- **Article 11** Job Performance
- **Article 14** Probationary Period
- **Article 15** Seniority
- **Article 16** Job Postings
- **Article 17** Classifications
- **Article 18** Orientation
- **Article 25** Workers Compensation
- **Article 27** Wages
- **LOU 1 Re:** Contracting Out
- **LOU 2 Re:** Extending Vacation with an Unpaid Leave of Absence
- **LOU 3 Re:** Joint Health and Safety Committee

The following articles were signed off after making changes:

- **Article 3** Management Rights
  - Change in referring to the facility as a residence.

#### AUPE NEGOTIATING TEAM - CHARTWELL WESCOTT

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- **Article 4** Union Security, Recognition and Rights
  - A typographic error was corrected.
- **Article 6** Union Representation
  - Removed duplicate language.

We also suggested two important changes that Chartwell did not agree to:

- Including investigation timelines in the disciplinary process;
- Reducing the length of time discipline remains on your employee file from 24 months to 18 months.

Chartwell will respond to our monetary proposals when negotiations continue in October. Please reach out to a member of your negotiating team with any questions or concerns.