

# BARGAINING UPDATE



## CHARTWELL EMERALD HILLS LOCAL 047 CHAPTER 059 – ALL STAFF

### Chartwell Emerald Hills: Negotiations begin

#### Initial proposals exchanged

Bargaining began on September 12 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 4** Union Security, Recognition and Rights
- **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 13** Probationary Period
- **Article 14** Seniority
- **Article 15** Job Postings
- **Article 16** Classifications
- **Article 17** Orientation
- **Article 24** Workers Compensation
- **Article 26** Wages
- **Article 29** Casual Employees
- **LOU 1 Re:** Health Care Aides Designated as Health Professionals
- **LOU 2 Re:** Contracting Out
- **LOU 3 Re:** Extending Vacation with an Unpaid Leave of Absence

The following articles were signed off after making changes:

#### AUPE NEGOTIATING TEAM - CHARTWELL EMERALD HILLS

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- **Article 3** Management Rights
  - Change in referring to the facility as a residence.
- **Article 6** Union Representation
  - Removed duplicate language.
- **Article 12** Grievance Procedure
  - Increased timelines to allow parties to attempt to resolve or advance grievances.

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.

We also shared a proposal to provide free parking for staff. The employer recognized that there is a parking issue, particularly in winter when there are street parking bans, but they also denied this proposal.

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