

Union proposal 5.1- Language Job Classifications, Pay and Premiums

Date: March 5, 2021

The Union Proposes to remove the tier system in the following:

Schedule "A"

Job Classifications and Pay Scale

CLASSIFICATIONS	<i>June 18, 2017</i>
1st Cook	<b>\$30.55</b>
Journeyman Cook	<b>\$28.18</b>
Journeyman Baker	<b>\$28.18</b>
Non Journeyman Cook	<b>\$25.83</b>
Non Journeyman Baker	<b>\$25.83</b>
Cook or Baker Apprentice 3 <sup>rd</sup> yr	<b>\$24.33</b>
Cook or Baker Apprentice 2 <sup>nd</sup> yr	<b>\$23.79</b>
Cook or Baker Apprentice 1 <sup>st</sup> yr	<b>\$22.72</b>
Dining Room Coordinator (>1500 rooms)	<b>\$27.00</b>
Kitchen Worker	<b>\$23.79</b>
Housekeeping Coordinator	<b>\$27.00</b>
Housing/Retail Worker	<b>\$23.79</b>
*Front Desk Attendant	<b>\$24.04</b>
<i>*When not required to perform duties at the Front Desk, the employee shall perform duties in the HRW classification</i>	
Maintenance Worker	<b>\$26.89</b>

**~~The pay scale for employees hired after June 15<sup>th</sup>, 2017 shall be as follows:~~**

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<b><i>CLASSIFICATIONS</i></b>	<b><i>June 15, 2017</i></b>
<b><i>1st Cook</i></b>	<b><i>\$28.90</i></b>
<b><i>Journeyman Cook</i></b>	<b><i>\$26.66</i></b>
<b><i>Journeyman Baker</i></b>	<b><i>\$26.66</i></b>
<b><i>Non Journeyman Cook</i></b>	<b><i>\$24.44</i></b>
<b><i>Non Journeyman Baker</i></b>	<b><i>\$24.44</i></b>
<b><i>Cook or Baker Apprentice 3<sup>rd</sup> yr</i></b>	<b><i>\$23.00</i></b>
<b><i>Cook or Baker Apprentice 2<sup>nd</sup> yr</i></b>	<b><i>\$22.50</i></b>
<b><i>Cook or Baker Apprentice 1<sup>st</sup> yr</i></b>	<b><i>\$21.50</i></b>
<b><i>Dining Room Coordinator (&gt;1500 rooms)</i></b>	<b><i>\$24.50</i></b>
<b><i>Kitchen Worker</i></b>	<b><i>\$22.50</i></b>
<b><i>Housekeeping Coordinator</i></b>	<b><i>\$24.50</i></b>
<b><i>Housing/Retail Worker</i></b>	<b><i>\$22.50</i></b>
<b><i>*Front Desk Attendant</i></b>	<b><i>\$22.74</i></b>
<b><i>*When not required to perform duties at the Front Desk, the employee shall perform duties in the HRW classification</i></b>	
<b><i>Maintenance Worker</i></b>	<b><i>\$25.45</i></b>

**Article 11 – Vacations and Vacation Pay**

**11.1** Vacation pay shall be paid at the rate of six (6%) percent of the employee's gross wages.

For employees who have eight (8) or more years of service vacation pay shall be paid at the rate of eight (8%) percent of the employee's gross wages.

***For employees hired after June 15<sup>th</sup>, 2017:***

***Vacation pay shall be paid at the rate of four (4%) percent of the employee's gross wages.***

~~***For employees who have more than four (4) years of service, vacation pay shall be paid at the rate of six (6%) percent of the employee's gross wages and is paid on each pay day.***~~

- 11.2** Employees with a minimum of six (6) months and less than three (3) years of service shall be entitled to two (2) weeks of vacation time per year.

Employees with more than three (3) years and less than eight (8) years of service shall be entitled to three (3) weeks of vacation time per year.

Employees with more than eight (8) years of service shall be entitled to four (4) weeks of vacation time per year.

~~***For employees hired after June 15<sup>th</sup>, 2017:***~~

~~***Employees with a minimum of six (6) months and less than four (4) years of service shall be entitled to two (2) weeks of vacation time per year.***~~

~~***Employees with more than four (4) years of service shall be entitled to three (3) weeks of vacation time per year.***~~

- 12.2** Retirement Plan – The Company will contribute **three dollars and fifty (\$3.50) cents** per hour worked to an RRSP for eligible employees.

Employees over the age of seventy (70) will have their retirement contributions directed to a non-registered plan.

~~***The Retirement Plan for employees hired after May 3<sup>rd</sup>, 2017 shall be as follows:***~~

~~***Retirement Plan – Company administered voluntary matching RRSP plan. Upon the completion of three (3) months of employment employees will be eligible to participate in the plan. The Company will match employee contributions to a maximum of five (5%) percent of regular wages. The contributions will be deposited into an account in the employee's name. The plan will include the provision that employees will not be permitted to withdraw monies contributed to the RRSP except for programs recognized by the Canada Revenue Agency (i.e. New Home Buyer Program, Lifelong Learning Program) while employed by the Company.***~~

## **25.1 Transportation**

~~***Point of dispatch shall be Edmonton, Alberta. Transportation will be provided by the Company to and from Fort McMurray and the Lodges on regularly scheduled turnaround days. The Company shall provide to each employee a travel subsidy of three hundred and twenty-five (\$325.00) dollars per month while actively employed. For clarity, an employee is not actively employed while on Leave of Absence, Disability, Workers' Compensation, or any other leave. The travel subsidy for employees hired after June 15<sup>th</sup>, 2017 shall be two hundred (\$200.00) dollars per month while actively employed.***~~