

# Crossroads and Local 40 Union Contract Summary

**Union Committee is recommending YES Vote!**

## Duration

1-year agreement (May 11, 2023 to May 10, 2024)

## Wages

10% Wage Increase at Ratification

5% Wage Increase retroactive to May 11, 2023

Additional 5% Temporary Wage Increase retroactive to May 30<sup>th</sup>, 2023

If Lodge occupancy drops below 225 clients before Feb 28, 2024, members are guaranteed 10% wage increase until February 28, 2024, and a 7.5% increase beginning March 1, 2024 until May 1<sup>st</sup>, 2024

CLASSIFICATION	Current	Ratification (10%)
1 <sup>st</sup> Cook	\$25.45	\$28.00
2 <sup>nd</sup> Cook	\$24.19	\$26.61
Baker	\$25.45	\$28.00
Baker's Helper	\$22.31	\$24.54
Head General Help	\$22.31	\$24.54
General Help	\$21.17	\$23.29
Head Housekeeper	\$23.35	\$25.69
Housekeeper	\$21.17	\$23.29
Janitor	\$21.17	\$23.29
Guest Service Agent	\$23.35	\$25.69
Sous Chef	\$27.54	\$30.29
Breakfast Cook	\$25.45	\$28.00

NEW \$0.50 premium for Janitors when occupancy is above 300 clients and luggage is assigned

## **Rotations**

20/10 Rotations for all staff

5/2 Option for Local staff remains

## **Night Premium**

Increases to \$0.75 per hour at ratification

## **Housekeeping Workload**

Maximum 24 rooms on 10 hour shift for twice per week cleaning

Maximum 27 rooms on 10 hour shift for three times per week cleaning

Maximum 10 checkouts per day and no other rooms can be assigned

Union Committee and Management will meet within 10 days after ratification to create a new credit system.

## **NEW Kitchen Workload**

The Employer commits to one (1) kitchen staff for every 20-25 clients and a corresponding staffing chart. If management falls below the ratio for more than 4 days, they must distribute the missing staff wages among the working staff.

## **Seniority**

Probation period shortened to two rotations

New Language about how Overtime is scheduled by seniority

## **Dispatch**

New Language to ensure that laid off Local 40 members from other camps can get first opportunity for work at Crossroads

## **Bereavement Leave**

Increase Bereavement Leave from 3 days to 5 days