

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

NOVEMBER 25, 2019

**EMCON/CARILLION
CANADA INC.**

LOCAL: 118
CHAPTERS: 024, 025,
026, 027

ALL EMPLOYEES

BARGAINING BEGINS

On Nov. 20 and 21, your bargaining team met with Emcon to begin bargaining for our collective agreement.

Since our last scheduled bargaining dates in September, when the employer came to the table unprepared to start the negotiations process, all twelve of our bargaining team members continued to meet and fine-tune our proposals and strategy. Last week, we were prepared to exchange these ingoing proposals. The employer was not.

Instead, they discussed their financial situation, increases to company costs (such as paint and other materials) and the limitations imposed by their \$482-million contract with the Government of Alberta.

None of these items speak to your concerns or the improvements you're pushing for to keep Alberta's drivers and your coworkers safe.

HOLDING EMCON ACCOUNTABLE

The issues you identified in your bargaining surveys are too important to be sidelined like this. You're the caretakers of close to half of the province's highways; when you're not protected, Albertans aren't protected. As the driving force of Emcon's services in this province, you should have a say in your working conditions.

When we requested the information we need to ensure you're heard at the table so you can negotiate a fair and equitable collective agreement, Emcon refused to provide it. If they don't respond to our requests in writing, our union is prepared to file an unfair labour practice complaint to the Alberta Labour Relations Board (ALRB).

In the meantime, we plan on sharing a summary of your bargaining surveys with the employer. We spent the majority of the second bargaining day gathering your responses in order to do this. Your bargaining team has heard you, and we're going to ensure Emcon hears you too.

Emcon has informed us they will have ingoing proposals ready for our next bargaining dates, which are yet to be determined.

If you have any questions, please reach out.

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ARBITRATION AWARD HIGHLIGHTS

The Collective Agreement has a two-year term in effect from Nov. 1, 2017, to Oct. 31, 2019. Some highlights from the award are included below. You are encouraged to obtain a copy of the full Collective Agreement once booklets have been made available to you. If you have questions, please contact a member of your bargaining committee or one of the AUPE resource staff listed on the attached bargaining update.

MINIMUM STAFFING LEVELS (MOU #5)

The employer will maintain a Regular employee workforce as follows; West 56, East 108, South 51, the numbers include bridge crew (six employees) and mechanics (20 employees, including one mechanical labourer and three apprentices). This means a Regular employee in one of those positions can't be laid off. Should a protected employee leave a position a qualified Seasonal or Casual employee will fill it (this is not applicable if Carillion is not successful in a tendering process). If the business is sold, the Collective Agreement remains in full force and effect.

STANDBY PROVISIONS FOR REGULAR & SEASONAL EMPLOYEES

(Oct. 15 - Apr. 15)

The 3-hour & 5-hour formula has been changed to 4-hour & 4-hour employees who are required to standby on Saturday or Sunday shall be paid for at least 4 hours. Employees may request his or her Superintendent to exclude them from standby and such a request shall not be unreasonably withheld.

SHIFT AND WEEKEND PREMIUM

Shift premium and weekend premium was not awarded.

REPORTING PAY

Casual employees called to work shall be paid a minimum three hours' pay, if the employee is sent home before working a full shift.

SEASONAL EMPLOYEES

A Seasonal employee shall receive a letter of appointment stating his employment status and expected duration of employment and Superintendents Area.

The Employer shall convert two eligible Seasonal employees (those who have worked 2,080 hours within 39 pay periods) to Regular status annually and will determine with contract area and shop location the conversion shall take place in. The first shall be effective Aug. 1, 2018 and annually on Aug. 1 each subsequent year.

The Employer shall determine which contract area(s) and shop location(s) the conversion shall take place in. Employees converted under this article shall not increase the Minimum Staffing Levels as outlined in MOU #5. Regular employees are not eligible for a converted position as contemplated in this article.

RATES OF PAY

All employees shall be paid according to rates in Appendix 1 based on their job description.

The Market Uplift applies only to Fort McMurray, Hanging Stone, Wandering River, Slave Lake and Wabasca. Annual increases shall only apply to rates in Appendix 1, and not to the Market Uplift component of such rates.

Any employee whose actual current rate exceeds the applicable rate in Appendix 1 shall not see their rate reduced to conform to the job rate but shall not receive any annual increases until such time as the job rate equals or exceeds their rate, at which time their job rate shall match that in Appendix 1. These employees will be referred to as Red Circled.

The Employer may propose to the Union changes to the Market Uplift in some, or all, regions where it applies. In such cases, if a new Market Uplift rate is agreed, it shall be recorded in a Letter of Understanding. If no agreement can be reached the Employer may submit the matter to Arbitration, pursuant to Article 9.

Lead hand rates shall be \$1 per hour in addition to the job rated applicable to the person assigned lead hand duties.

Crew Leader rates shall be \$2 per hour in addition to the job rate applicable to the person assigned crew leader duties. Crew Leader positions apply in paving, gravel haul, spray patch, vegetation, reclamation and sanding mixing. Any Crew Leader whose actual crew leader rate exceeds the rate on Appendix 1 shall not see their rate reduced but shall not receive any annual increases until such time as the job rate and the Crew Leader rate equals or exceeds their actual rate, at which time their job rate shall match that set out in Appendix 1 plus Crew Leader rate.

Overtime rates apply to base job rates only for new hires. All current employees' OT rates include base rates plus market uplift where applicable.

ANNUAL INCREASES

All employees paid less than the grid scale are moved to the appropriate grid scale.

There will be a one-per cent (1%) increase to base rate job rates on Nov. 1, 2017, and a 1.5-per cent increase on Nov. 1, 2018. Increases apply only to base rates and not Market Uplift in applicable geographic areas.

All Red Circled employees shall receive a \$400 adjustment on Nov. 1, 2017, and a \$400 adjustment on Nov. 1, 2018, provided they are employed on that date.

All Regular and Seasonal employees shall be paid a retroactive lump sum payment of up to a maximum, prorated based on the ratio of actual hours worked (2016/2080 hours) and must have been an active employee from Jan. 1, 2017 to Oct. 31, 2017. Half of this payment will be made in the second pay period after Nov. 1, 2017 and the remaining half in the first pay period of 2018.