

Hello brothers and sisters!

AUPE and AU were scheduled to begin collective bargaining on September 21 and September 22nd. Due to personal matters from AU's negotiation lawyer, the September 21st meeting was cancelled. On September 22, both AUPE and AU exchanged their non-monetary proposals. However, AU's ongoing proposal did include some monetary substances including:

Paid Holidays:

- Removal of summer stat;
- Removal of additional leave day;
- Removal of three paid "float" days in between Christmas and New Year's.

Course Allowance:

- Repayment of the course(s) where the Employee withdraws or does not complete;
- In the case where an Employee resigns within two years of them or the Employee's spouse or dependents of completing a program, the Employee will be required to refund a portion of the program tuition on a pro-rated basis.

Position Reduction:

- Severance pay change from **1 month's salary for each year of continuous service to a maximum of 12 months** to **1 month's salary for each year of continuous service to a maximum of 6 months.**

While AU has not disclosed their salary proposal, we anticipate it will fall in line with other post-secondary institutions which are roll backs.

Other items of significance that AU proposed that were non-monetary were:

Hours of work:

- Changes to employee's daily shift (start and end times) can be changed with 24 hour notice from your supervisor.

Letters of Understanding

- Removal of "Contracting Out".

The following dates have been scheduled for future bargaining with AU:

Monday, December 6, 2021

Monday, January 10, 2022

Monday, January 17, 2022

Please send any feedback and questions to your bargaining team.

In Solidarity!