

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

FEBRUARY 4, 2022

County of
Northern Lights

LOCAL: 118
CHAPTER: 010

ALL STAFF

Vote on tentative agreement Feb. 24 More details on the agreement—full package coming soon

As you have heard by now, the negotiations team at the County of Northern Lights has reached a tentative agreement with the employer. Before we get you the full tentative agreement—we expect it to be ready by next week—we have more details and some highlights.

The agreement would see a range of monetary and non-monetary improvements, which your negotiations team fought for at the bargaining table. Those improvements include:

- An ability to bank sick days, up to 36 total (three-year entitlement)
- An increase of two discretionary leave days—from one to three
- Truth and Reconciliation Day added to Named Holidays
- An increase of \$250 to the flex spending account—from \$1000 to \$1250
- Annual salary increases of:
 - 2022 – 1.75%
 - 2023 – 1.50%
 - 2024 – 0.75%
- Five-day public emergency leave (includes taking care of a family member)
- Two bereavement leave days if travel is more than 250kms
- A new weekend premium of \$3
- An increase of \$1 to the evening shift premium from \$1.75 - \$2.75

With these improvements, and more, your negotiations team is recommending that you **vote YES on the agreement**. The team believes that this is a fair deal for everyone.

Voting will take place on February 24, 2022. Your negotiations team is still working on the specifics of the vote, and we'll let you know where and how it will take place as soon as we have it all settled.

Keep an eye out in your email for further updates! If you know any co-workers who have not been receiving these updates, please tell them to reach out to the negotiations team so that we have their contact information. We want all AUPE members at the County of Northern Lights to be able to make an informed decision about our next collective agreement.

As always, don't hesitate to reach out to your negotiations team with any questions, comments, or feedback.

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