

UNIVERSITY OF LETHBRIDGE

BARGAINING UPDATE

Summary of the outstanding items, Feb. 8, 2022.

Articles & LOUs Open	Local 53 proposal	University Proposal
Article 1	The Parties have agreement on changes to the name of some employee types (continuing and recurring term) but remain apart on the inclusion of Trust employees.	Status Quo on Trust employees to remain excluded from the benefits and protections of the collective agreement.
Article 14	Revised to include terms of employment in one place in the agreement. The Parties have agreement in Principle on this Article.	Parties have agreement in Principle on this Article, but not signed off.
Article 15	Revised to better reflect the processes in place for classification review. Parties have agreement in Principle on this Article.	Parties have agreement in Principle on this Article, but not signed off.
Article 16	The Local has proposed all employees except security be moved to a 35 hour per week and 7 hour per day work schedule.	Minor changes that do not substantively change entitlements in the Article (housekeeping).
Article 17	When an employee is required to report to work from home outside of their normal hours, they will be paid overtime rates for hours worked and time spent travelling.	Minor changes that do not substantively change entitlements in the Article (housekeeping).
Article 26	New personal leave clause to provide 5 days of personal leave and delete the prescriptive leave provisions (moving, disaster, birth, administration of estate and citizenship).	Current agreement.
Article 28	Inclusion of the National Day for Truth and Reconciliation in Clause 28.01.	Current agreement.
Article 31	Improved options for employee who are on recall, should an employee elect to take recall and not severance at the end of the recall period they would still be entitle to 25% of the original severance.	Has indicated an interest in discussion but has not provided any specific language for consideration by the Union.
Article 33	Reduce the waiting period to be paid incumbency pay. Paid when doing higher level position after 1 day.	Current agreement.
Article 40	Improvements to prescription drug coverage 70%, increase dental caps to \$2500 basic, \$2500 major and \$4000 orthodontic. Also increase the HWSA to \$1500 over the life of the agreement.	Restructuring of the Article and want to discuss an increase in the Employee cost share based on usage and inflation.
Article 45	A more robust OH&S Article that details the responsibilities of the Joint Worksite Committee and captures parts of the Act in place prior to the UCP re-write (watering down).	Current agreement.
Article 48	<p><i>Salary Schedule Changes.</i> <i>July 1, 2020 2%</i> <i>July 1, 2021 2%</i></p> <p>Note: the term of the agreement was moved to Article 6 and remains to be determined.</p>	<p><i>Salary Schedule Changes.</i> <i>July 1, 2020 0%</i> <i>April 1, 2023 1.25%</i> <i>July 1, 2021 0%</i> <i>December 1, 2023 1.5%</i> <i>July 1 2022 0%</i> <i>0.5% retroactive to Dec. 1, 2023 based on a Gain Share formula tied to Alberta GDP.</i></p>
New Article 55 Workload	Introduction of a formal process to deal with workload issues. Given the erosion of the bargaining unit this was a membership concern.	Do not feel there is a need for language in the agreement to address workloads.
Appendix 2	Current agreement.	Interested in updating this list to reflect the current organizational transformation.
Schedule "A"	Updating this list to reflect the current classifications and grade levels.	Updating this list to reflect the current classifications and grade levels. Remove class code and hours per day.
Schedule "B"	Salary ranges to reflect salary proposals in Article 48.	Salary ranges to reflect salary proposals in Article 48 and reserve the right to table language.
LOU 12 Hour shifts for Security Representatives	Remove transitional language from the LOU put in place during the term of the agreement and maintain the terms and conditions.	Looking to amend some terms and conditions in the current LOU (remove shift start times).
New LOU Employment Security	Job protection for all regular and sessional employees for the life of the collective agreement.	Not interested in providing employment security need the flexibility to cut more positions to balance the budget.