

BARGAINING UPDATE



TOWN OF COALDALE LOCAL 118/001 - ALL STAFF

Tentative agreement reached with Town of Coaldale

Draft deal includes monetary and non-monetary gains

As you know, we reached a tentative agreement for a new collective agreement with the Town of Coaldale. We are excited to report the details of the vote and monetary enhancements below.

You will be able to vote on the deal on February 16 between the hours of 10 a.m. and 2 p.m. in Council Chambers at the main town office. Before that vote takes place, we will send you a copy of the draft collective agreement and a document that highlights the changes from the previous agreement.

The draft agreement has monetary and non-monetary gains including:

- Job Security for the life of the collective agreement for all Full-time and Part-time members;
- An increase to receive a fourth week of vacation after two years (previously after eight years) and a fifth week after 10 years (previously after fourteen);
- An increase of \$400 to the health-spending account from \$600 to \$1,000;
- Salary increases:
 - 2022 – 1.0% retroactive;
 - 2023 – 1.5%; and
 - 2024 – 1.5%.
- Sick time to include usage for a sick family member;
- Implemented on January 1, 2023, an opportunity for a payout of unused sick time as follows:
 - Employees that have taken four (4) sick days or less in that calendar year will receive the equivalent of fifty percent (50%) of their unused sick benefits;
 - Employees that have taken more than four (4) and less than or equal to seven (7) sick days in the calendar year will receive the equivalent of twenty-five percent (25%) of their unused sick benefits; and
 - Employees with more than seven (7) sick days in the calendar year will not receive any benefit for their unused sick benefit.

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- Five-day public emergency leave (includes taking care of a family member);
- An increase of two bereavement leave days from three to five;
- A new weekend premium of \$2 per hour;
- An increase of 50 cents to the shift differential from \$1.50 - \$2 per hour; and
- Standby pay increased from \$45 to \$60 (weekdays), \$75 to \$90 (weekends), and \$90 - \$125 (statutory holidays).

In order to come to a tentative agreement that brings these gains, there were also some concessions, including:

- As of January 1, 2023:
 - 15 sick days is reduced to 12 sick days; and
 - Pay for Statutory Holidays cut to 2.5 times regular pay from three times regular pay.

Your negotiating team is pleased that we were able to reach a tentative agreement this quickly and is recommending you vote to accept. Stay tuned to your email and the website for the draft agreement.

If you have questions, please contact the negotiating team.