

# BARGAINING UPDATE



## OLDS COLLEGE

### LOCAL 071 CHAPTER 002 – ALL NON-ACADEMIC STAFF

## Tentative agreement reached with Olds College

### In-person ratification vote scheduled for May 26, 2022

Bargaining with Olds College commenced in March, 2021 and continued for nine meeting days. While we had hoped to reach a tentative agreement in December, 2021, the Employer was determined to significantly roll back your benefits and sick time – concessions your negotiating team was not prepared to accept.

When we returned to the table on May 6, 2022, the Employer withdrew the rollbacks that they should never have proposed in the first place. We were able to bargain a tentative agreement that aligns with other post-secondary settlements achieved recently.

#### Monetary Highlights

Year 1: Effective July 1, 2020 - 0%

Year 2: Effective July 1, 2021 - 0%

Year 3: Effective July 1, 2022 - 0%

Year 4: Effective April 1, 2023 - 1.25%

Effective December 1, 2023 - 1.5% plus an additional 0.5% Subject to Gain Sharing Formula\*

\*Gain Sharing Formula:

Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 calendar year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective December 1, 2023.

"Average of All Private Forecasts for Alberta's Real GDP" for 2023 calendar year would be a simple average of Alberta's Real GDP for 2023 across the following independent forecasting institutions: Conference Board of Canada • Stokes Economics • BMO Capital markets • CIBC World Markets • Laurentian Bank • National Bank • RBC Royal Bank • Scotiabank • TD Bank.

The most recent publicly available forecast for Alberta's Real GDP for 2023 would be sourced from each institution at the time the pay-out determination would be made in February 2024.

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## Non-Monetary Highlights

For the most part, the collective agreement will remain status quo, with some minor language improvements throughout. Two significant changes are:

**Article 13 New:** When the Employer initiates a change in the Employee's regular scheduled hours of work, the employer shall normally provide a minimum of seven (7) calendar days advance notice to the Employee. This advance notice period may be reduced by mutual agreement. The advance notice period is not intended to apply to single occasions or in cases of emergency.

**Article 42 New - 42.08:** If it is determined that the Employee's position is to be reclassified to a higher classification, the assignment to the new classification shall be effective the date the application was submitted to Human Resources.

The Employer dug in on vacation carry over. Moving forward you will be able to carry over one full years vacation entitlement and ten additional vacation days.

Your negotiating team is planning to hold the in-person ratification vote May 26, 2022 (Location and time TBD) and hopes to organize a meeting over lunch sometime in the next couple of weeks so that you can ask and receive answers to any questions you may have about the proposed tentative agreement.

A draft tentative agreement and a spreadsheet highlighting the specific language changes will be emailed to the email address we have on file. If you need to update your information, please do so at [aupe.org/updateinfo](https://aupe.org/updateinfo) as soon as possible.

If you have any questions about this bargaining update, please contact a member of your negotiating team.