

BARGAINING UPDATE



EDMONTON CATHOLIC SCHOOLS LOCAL 071 CHAPTER 013 - ALL STAFF

A long wait for a disrespectful offer ECSD proposes 2.25% wage increase over four years, with no retro pay

At meetings on April 4 and May 24, Edmonton Catholic Schools' approach to monetary negotiations with custodial and trades employees amounted to a slap in the face for workers who have shown dedication throughout the pandemic and who are pinched by fast rising costs of living.

The employer was cryptic in their comments about the amount they have set aside for monetary improvements, demanding your negotiating team remove all proposals for improvements besides wages (such as benefits and vacation). They were also unwilling to discuss improving their wage offer to match trends in public sector settlements.

The first increase they propose of one per cent would not come until June 2023, so there would be no retroactive pay for all the period of the pandemic when we have faced risks to keep schools running. Under the Division's proposal, the second increase of 1.25 per cent would come March 1, 2024. For example, a light duty custodian would see an average yearly increase of only \$0.13 or \$0.14 for a custodian over four years.

They have also refused to consider benefit improvements, dismissing them as too costly. When asked to provide a breakdown of the actual costs for improvements to dental, vision and spending account coverage, they acknowledged they had the information but refused to provide it.

They also want to delete the supplemental vacation for "perfect attendance," without making any improvements to vacation entitlements.

It is clear to your negotiating team that our employer is not serious about trying to reach a deal for a fair contract. They have repeatedly delayed monetary bargaining. Back in early April, they committed to returning to bargaining with an improved offer, only to come back nearly two months later with no meaningful improvements in their position.

Members are facing historic inflation and your negotiating team expects the employer to present a monetary offer more in line with what government and other education sector workers have received in settlements recently.

We will be applying for mediation, in the hopes that a neutral third-party mediator can help us reach a fair contract. However, if the Division persists in undervaluing us, it will take all of us together to stand up and demand better.

We need your support to show the Division that we will not tolerate these disrespectful delays, refusals to share financial information, and underrating of our important work.

Please get in touch with your negotiating team or AUPE resource staff with any questions, concerns or feedback you may have.

AUPE NEGOTIATING TEAM - EDMONTON CATHOLIC SCHOOLS

Cameron Reirson (Chair)

cam.reirsonaupe@gmail.com or
780-218-1105 (cell)

Daniel Gibbons

dgib@live.ca or
780-265-5721 (cell)

Kai Sharnber

gkaischarnberg@yahoo.ca or
780-604-2800 (cell)

Dave Turner

turnerelli.md@gmail.com or
780-999-4646 (cell)

Kevin Quinn

kevinquinnbargaining@shaw.ca or
780-298-8816 (cell)

AUPE RESOURCE STAFF

Merryn Edwards Negotiations

m.edwards@aupe.org or
780-952-1951 (cell)

Farid Iskandar Organizing

f.iskandar@aupe.org

Mimi Williams Communications

m.williams@aupe.org