

# BARGAINING UPDATE



## BOW VALLEY COLLEGE LOCAL 071 CHAPTER 011 - NON-ACADEMIC STAFF

### Mediator's Recommendations

We received the mediator's recommendations for settlement. Although we're not impressed by the settlements we have seen across the province, your negotiating committee stood strong and did not accept any rollbacks initially proposed by the employer at the beginning of bargaining. Your negotiating team is recommending this agreement for ratification by a YES vote from the membership.

#### Town Hall Information

Please join us at one of our two scheduled town halls where we will provide an overview of the changes and answer any questions you might have. The town halls will be held virtually at the following times and meeting invitations with the link to join will be sent to your Bow Valley College email.

- 1. Wednesday, November 16, 2022.**  
12:00 p.m. to 1:00 p.m.
- 2. Wednesday, November 16, 2022.**  
6:00 p.m. to 7:00 p.m.

#### Voting Information

Voting will be conducted through an online system. Online voting will open on Thursday, November 17, and end on Sunday, November 20, 2022. You will receive a link to vote to your Bow Valley College email.

We have Included in this update the tentative collective agreement with all of the tracked changes.

#### Highlights

Your proposed salary increases are identical to what we have seen throughout the province:

- 1. Effective July 1, 2020** - zero (0%) percent to wage rates.
- 2. Effective July 1, 2021** - zero (0%) percent to wage rates.
- 3. Effective July 1, 2022** - zero (0%) percent to wage rates.
- 4. Effective April 1, 2023** - one point two five percent (1.25%) to wage rates for all positions.
- 5. Effective December 1, 2023** - one point five percent (1.50%) to wage rates for all positions.

Plus, an additional 0.5% Subject to the Gain Sharing Formula

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## **Other monetary items not seen across the province:**

- Conversion of three special leave days to three personal days. These can be used when conditions require an employee to be away from work for personal reasons. No increase in days, but a removal of the rigid restrictions to have special leave days granted, and removal of the extenuating circumstances clause.
- The cost of any and all requested medical documentation by the employer shall be paid by the Employer. Currently, only additional documentation is paid by the employer, not the initial documentation.

## **Other Highlights:**

- All probationary employees will only serve a six-month probationary period. Previously some classifications had to serve a nine-month probationary period.
- A new letter of understanding outlining a process to address workload concerns.
- Project employees who are employed in the same position for sixty consecutive months will become a continuous employee without the requirement to go through the recruitment process.
- A new Position Abolishment article.
- If the Employer wants to make a permanent change to an employee's schedule, they must give twenty working days' notice.

Please feel free to reach out to your negotiating team with any questions.