

BARGAINING UPDATE



SAIT LOCAL 039 – NON-ACADEMIC STAFF

Mediator provides recommendations

Ratification vote scheduled for December 14

Following informal mediation, the mediator has provided recommendations that are unsurprising to both us and the employer. Though the recommendation may not include all of our asks, your negotiating team is recommending a YES vote on ratifying this agreement. **The tentative agreement is attached below for your review.**

TOWN HALL INFORMATION

Please join us at one of our two town halls where we will provide further context and information on the tentative agreement. We welcome any questions you may have and will provide answers during the meetings.

1. Tuesday, December 13, 2022 11:30 A.M. to 1:00 P.M.
 - a. In-person on site at SAIT in room NR112
Or virtually here.
1. Tuesday, December 13, 2022 6:00 P.M. to 7:30 P.M.
 - b. Virtual only here.

VOTING INFORMATION

Voting will be conducted through an online system. Voting will open on Wednesday, December 14 at 12:01 A.M. and end on Sunday, December 18. A link will be sent to all members through their SAIT email accounts.

HIGHLIGHTS

Salary increases:

- a. Effective July 1, 2020 – 0% percent to wage rates.
- b. Effective July 1, 2021 – 0% percent to wage rates.
- c. Effective July 1, 2022 – 0% percent to wage rates.
- d. Effective April 1, 2023 – 1.25% to wage rates for all positions.
- e. Effective December 1, 2023 – 1.5% to wage rates for all positions.

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

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Updates to time off not seen across the province:

- a. Conversion of two special leave days to two personal days. These can be used when conditions require an employee to be away from work for personal reasons. Though there is no increase in entitlement days, this change removes the rigid restrictions to have special leave days granted.
- b. An increase of one (1) bereavement day from three (3) to four (4) days.
- c. Although not enshrined in the collective agreement, we pushed to have January 2, 2023 as a paid day off as the faculty receives the day off. The employer has, surprisingly, agreed.

Other highlights:

- a. New lay-off article – lay-offs will be done by reverse seniority
- b. New language surrounding reclassification: *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 Employee Services.*
- c. New over and under payment language

Please reach out to your negotiating team with any questions.