

BARGAINING UPDATE



UNIVERSITY OF CALGARY - ALL STAFF LOCAL 052

University of Calgary Update #3: Monetary proposals exchanged

Your negotiating team is fighting for wage increases

We met with the employer again on May 1 and 2. Both we and the employer have now tabled our full, comprehensive monetary packages.

The employer offered a four-year Collective Agreement with the following wage increases:

Year 1: 2%
Year 2: 2%
Year 3: 1.75%
Year 4: 1.75%

However, our position is a three-year Collective Agreement with the following wage increases:

Year 1: 13%*
Year 2: 6.50%*
Year 3: 6.50 %*

**We are also proposing a cost-of-living formula, which is insurance against inflation.*

Your negotiating team also demanded job security language improvements — we know this is a key priority for members.

Below you will find two charts that show what U of C members would have received in the last four years if our cost-of-living adjustment (COLA) proposal had been in place. The plan would be for members to receive lump-sum payments at the end of each year, the size of which depend on the Consumer Price Index.

Year	Annual Salary				CPI %
	\$40,000.00	\$50,000.00	\$60,000.00	\$70,000.00	
2020	\$447.24	\$559.05	\$670.86	\$782.67	1.1%
2021	\$1,271.60	\$1,589.50	\$1,907.39	\$2,225.29	3.2%
2022	\$2,572.00	\$3,215.00	\$3,858.00	\$4,501.00	6.4%
2023	\$1,309.00	\$1,636.25	\$1,963.50	\$2,290.75	3.3%
Total	\$5,599.84	\$6,999.80	\$8,399.76	\$9,799.72	

Source: Statistics Canada - Table:18-10-0005-01

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The second chart supports our need for a substantial wage increases. Years of little or no increases means we have lost major purchasing power because of inflation.

Inflation vs. University of Calgary Wage Settlements

The table below shows the cumulative growth in both inflation in Alberta (as measured by the Consumer Price Index) and wage settlements for AUPE members of the University of Calgary bargaining unit. Between 2016 and 2024, while the price of goods and services in Alberta has increased almost 25%, wages for AUPE members at the University of Calgary have increased only 5%. As such, members are 20% less well off than they were in 2016.

	2017	2018	2019	2020	2021	2022	2023	2024
Cumulative Inflation (CPI) Growth	1.6%	4.0%	5.8%	7.0%	10.4%	17.5%	21.4%	24.4%
Cumulative Wage Growth (UofC)	2.3%	2.3%	2.3%	2.3%	2.3%	2.3%	5.1%	5.1%
Gap (Percentage Points)	-0.7 p.p.	1.7 p.p.	3.6 p.p.	4.8 p.p.	8.2 p.p.	15.3 p.p.	16.3 p.p.	19.3 p.p.

Note: Based the Government of Alberta's CPI projections outlined in Budget 2024, Inflation in 2025 and 2026 will continue to erode our wage purchasing power by an additional 5.5%. Source: CPI (2016-2023) - Statistics Canada: Table 18-10-0005-01 | CPI (2024) Budget 2024 | UofC - Alberta Mediation Services

The Bank of Canada is predicting an inflation rate of close to 3% for the first half of 2024 and says the path back to 2% will be gradual. Inflation in Canada started to spike three years ago, reaching as high as 8.1% in June 2022.

According to Statistics Canada, the Alberta inflation rate in January was 3.4%, higher than the national rate of 2.9%

We all know how hard it has been to keep up, to put food on our tables while grocery prices soared, to pay rent or mortgages as the cost of shelter hit staggering heights.

We're scrambling to pay our bills and our employer wants us to fall further behind with raises less than the current inflation rate, while doing nothing to address the last few years. That's why your team is fighting for substantial wage increases.

Urgent Bargaining Town Halls

AUPE's Time for Action bargaining town halls are happening throughout June and all members are invited.

Please visit the **[town hall website](#)** for details on the town hall nearest you.



You will also receive email invitations, shareable posters, and timely reminders to ensure everyone has the chance to attend. All AUPE members are encouraged to join these urgent town halls.

Future bargaining dates:

- May 22nd and 23rd
- June 12th and 13th
- We are canvassing more dates

Support your negotiating team by wearing red on bargaining days. Worker power comes from collective action so it's vital the employer can see we are united in the fight for a fair collective agreement. Let's work together to make sure the employer feels the pressure at the table and help our negotiating team deliver results!

Don't forget to send photos of you and your coworkers wearing red to photos@aupe.org so the union can share them on social media.

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

Read U of C bargaining update [#1 here](#)

Read U of C bargaining update [#2 here](#)