

# BARGAINING UPDATE



## UNIVERSITY OF LETHBRIDGE LOCAL 053 - ALL STAFF

### University of Lethbridge: Bargaining begins *Support your team by wearing red on July 24 to 26*

Your negotiating team is getting ready for the largest round of bargaining this province has seen, but we need your help to send a message to the employer.

Your team met on July 2 and 3 to prepare our proposals. These are based on what you told us in the bargaining survey that was completed in early May.

We will present those proposals when bargaining begins on July 24 to 26. That's where we need you to help us.

Please wear red to work on July 24 to 26. If your workplace rules prevent you from wearing red clothing, there are other ways you can help. Wear red shoes or red shoelaces, wear a red wristband, carry a red coffee mug, wear a red hair band, wear a red lanyard.

We want the employer to see red wherever they go on campus on the days we are bargaining. This is a simple but effective tool to show them that we are united, we are determined and we are serious about getting a good collective agreement.

#### Cost of living

We all know how much more expensive everything has become, particularly basic necessities including food and shelter.

If we'd had some protection against inflation in our collective agreement, we wouldn't have been hit so hard by those massive increases in the cost of living. That's why one of our proposals is to have that protection in the next agreement.

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#### AUPE NEGOTIATING TEAM - UNIVERSITY OF LETHBRIDGE

**Jacob Cameron**  
chairlocal053@aupe.ca

**Susan Roulston**  
vicechairlocal053@aupe.ca

**Tammy Paskuski**  
pereplocal053@aupe.ca

**Greg Moore**  
greg.moore2@uleth.ca

#### AUPE RESOURCE STAFF

**James Mitchell** Negotiator  
j.mitchell@aupe.org

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The chart below shows what you 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 (CPI). These lumps sum payments give you protection from inflation.

| 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%  |
| <b>Total</b> | <b>\$5,599.84</b> | <b>\$6,999.80</b> | <b>\$8,399.76</b> | <b>\$9,799.72</b> |       |

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

## Remember to update your personal info with AUPE

During the negotiations process, we will be sending regular bargaining updates to your personal email address. Please encourage your colleagues to review and update their personal information at <https://www.aupe.org/update-info>.

The key to your negotiating team's success in this found of bargaining is the full and active participation of every member.

Remember – we are not alone. There are 82,000 AUPE members in bargaining now. We're all in this together. We need to support members in other bargaining units, in other sectors and in other regions – and they will support us