

# BARGAINING UPDATE



## EMCON

### LOCAL 118 CHAPTER 024, 025, 027 - ALL STAFF

## Employer tries to justify their bad offer

Your negotiating team met the employer on May 15 to continue bargaining. Emcon once again directed blame for their low wage offer to the Government of Alberta (GOA).

The employer presented how the government calculates the Price Adjustment Factor (PAF) that they are using to justify the unacceptable wage increases they offered. Your team listened and gained a lot of valuable information but did not accept the PAF as a basis for our wage increases. Emcon's current wage offer is:

- April 1, 2025 – 2%
- April 1, 2026 – 2% or the PAF adjustment, whichever is higher
- April 1, 2027 – 2% or the PAF adjustment, whichever is higher

We made it clear that the current PAF calculation does not meet our needs and we will continue to fight for the wages we deserve.

The funding our employer receives for wages is partially based on the wage increases our fellow AUPE members employed by the Government of Alberta win in their negotiations. GOA funding to the employer is not confirmed until those negotiations are complete. Your negotiating team is keeping a close eye on how GOA bargaining is

progressing, and we encourage you to do the same. Now more than ever, we need to show support and solidarity to our fellow members.

Your negotiating team once again stood up against the employer's attempt to intimidate us through the memo sent to all employees. We have filed a bad faith bargaining complaint in response. We refuse to tolerate this unacceptable behaviour.

Upcoming meetings have not been set. We will continue negotiations once there is more certainty on the GOA funding the employer is expecting.

Please reach out to a member of your negotiating team with any questions or concerns.

### AUPE NEGOTIATING TEAM

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