

# BARGAINING UPDATE



## ALBERTA GAMING LIQUOR AND CANNABIS COMMISSION LOCAL 050 - ALL STAFF

### Tentative Agreement Ratification Vote

### It's time to have your say; deadline for receipt of mail-in ballots is October 12

As you know, your negotiating team reached a tentative agreement with the employer last month and we are recommending members accept this proposal.

#### Ratification Vote

Packages are being mailed to every member for whom we have mailing addresses. In those packages, members will find a ballot and a return envelope. Ballots must be received at AUPE Headquarters **by 4:30 p.m. on October 12, 2022**. Your negotiating team will count the ballots on October 14, 2022 and the results will be announced thereafter.

If you have not received a ballot in the mail by September 12, 2022, please e-mail [ballotrequest@aupe.org](mailto:ballotrequest@aupe.org) so that we can ensure you get to vote.

#### Memorandum of Settlement

You can download a full copy of the Memorandum of Settlement here (subject to correction for typographical errors, formatting, etc.)



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## Frequently Asked Questions

**Q: Was a comparison of our wages made to industry averages?**

**A:** There is language in your collective agreement under the Classifications article. If you feel that you are not paid at a reasonable level, there is an internal process to address it. This is available to any person or group of people who feel they are not being paid on par to industry.

**Q: What was our wage increase proposal?**

**A:** Our ongoing proposal was 3%, 3%, 3%.

**Q: Why is this agreement in line with the Government of Alberta (GOA) agreement? We're not the GOA.**

**A:** The last several agreements have been in line with the GOA/GSBC agreements. In this case, the Government of Alberta provided strict direction to every employer, including AGLC, to fall within the bargaining mandate it set out.

**Q: Were increases to mileage and per diems discussed?**

**A:** These rates are not part of the collective agreement and are set by the Treasury Board. AUPE has been in discussions with them about the matter.

**Q: What happens if this tentative agreement is voted down?**

**A:** We'd return to the bargaining table with no guarantee that we might not end up with worse than what we've got now. We'd have to go to informal and formal mediation, and negotiate an essential services agreement, which is required before either side can move to a strike/lockout.

**Q: Why would we accept this offer, given high inflation and soaring cost of living?**

**A:** The proposals for this agreement were exchanged prior to COVID-19. Despite that, we did bring up the changes to the economy, cost-of-living, and interest rates. The employer was unwilling to move off of their mandate. We feel accepting this agreement and spending the next while organizing and building our strength so that we can do better in the next round is the best strategy.

**Q: We raised the issue of EDOs over a year ago and wonder why they didn't make it into the union's proposals?**

**A:** Our proposals are formed through the bargaining survey which was sent out to all members. Your negotiating team pushed hard to have this on the bargaining table, but the employer refused to negotiate on this issue. That doesn't mean this fight is over. Encourage your co-workers to make this a priority when the survey is sent out for the next round. Also be aware that the union is in constant discussions with the employer outside of bargaining the collective agreement.

**Q: Did we gain anything outside of pay raises in this agreement?**

**A:** At the very end, we got an agreement to develop a process to address workloads. As many of you have mentioned, you're often working for free because of workloads. We think it's key that we will have a process in place to address this critical issue. The employer had proposed reductions in benefits and protections for workers in the collective bargaining agreement. Your negotiating team held firm and succeeded in making the employer drop those proposals.