

ALBERTA UNION OF PROVINCIAL EMPLOYEES

# BARGAINING UPDATE

DECEMBER 19, 2019

## LEGAL AID SOCIETY

LOCAL: 118  
CHAPTER: 018, 019  
ALL STAFF

## STAFF PREPARE FOR RALLY AFTER MEDIATION BEGINS

At the end of November our union met with Legal Aid Alberta (LAA) for a resolution conference to address our bad faith bargaining unfair complaint at the Alberta Labour Relations Board (ALRB).

At the conference, we mutually agreed to postpone hearings for the complaint while we try mediation, where we will have a third party assist in the bargaining process. On Dec. 4 and 5, we started mediation, and we were able to come to agreement in principle on most outstanding items.

However, one crucial sticking point remains: job security for the life of the collective agreement. LAA's reason for pushing back against this protection is that they're not done implementing their careless Redesign Program, which has already led to upheaval and increased staff turnaround since it started.

Right now this is the only key issue preventing us from moving forward toward an improved collective agreement.

### A Make-or-Break Issue

We will continue with mediation on Jan. 14. Although the Employer has indicated they are willing to move on other matters that would bring in some new protections and improvements to our collective agreement, without job security our whole livelihoods (and the quality of Alberta's Legal Aid Services) remain up in the air.

Your bargaining team pointed out to the employer that our membership costs them less than ten per cent of their total expenditures – the frontlines are not the place to look for more “efficiencies” and “streamlining opportunities,” as they call it.

### Making Noise

We'll be making this clear to the employer on Jan. 13, at our rally outside the Edmonton LAA offices with other union members who play a crucial role in the justice system, and ally organizations whose clients depend on our services:

**MONDAY, JAN. 13  
4:30 PM**

Outside the Legal Aid offices  
10320 102 Ave

Legal Aid is under attack. Alberta's justice system is in crisis. And we're not going to remain silent.

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