

ALBERTA UNION OF PROVINCIAL EMPLOYEES

BARGAINING UPDATE

APRIL 20, 2021

**EDMONTON
CATHOLIC SCHOOLS**

LOCAL: 071
CHAPTER: 013

ALL STAFF

BARGAINING PAUSED

Since our last update in December, your negotiating team has met with the Employer three times: Dec. 15, 2020, Feb. 2, 2021; and Mar. 26, 2021.

Despite restrictions on in-person meetings due to COVID-19, we have been bargaining with the employer virtually and have concluded bargaining many non-monetary items, as outlined below.

In March, your bargaining committee conducted a phone survey with light duty custodial members to get more information on their experiences/preferences with picking up additional hours, either on a short-term or long-term basis. Thank you to all the members who participated in that survey; your responses helped inform our approach at the bargaining table.

We have now gone as far as we can go in bargaining regarding the non-monetary items. There are a few non-monetary areas that are not agreed to yet, but these will need to be re-examined when we return to the table to talk about the monetary items.

The employer has not yet tabled its monetary proposals, citing uncertainty surrounding provincial funding. As such, we have no future bargaining dates scheduled but have asked the employer to keep us updated on their progress toward presenting their monetary proposals.

Have you signed the petition?

AUPE members at Edmonton Catholic Schools launched a petition to proactively call on our employer to recognize

the value of our work and negotiate accordingly. If you haven't done so yet, you can **sign the petition right here**. Please share the link with your co-workers, too!

If you have any questions or feedback, please contact your negotiating committee and/or AUPE staff.

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Please see next page updated Articles)



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AULRep

SIGNED OFF

Article 1: Definitions (housekeeping changes and changes related to Article 15 seniority for returning temporary staff - see below)

Article 2: Application (Specifying a gender-neutral collective agreement (e.g. he/her changed to they/the employee)

Article 4: Management Rights (no change)

Article 5: Union Dues and Check Off (the Employer will include more information about members, including the status of their positions [casual, temp, regular, FTE] and if they were newly hired)

Article 6: Time Off for Union Business (5 days' notice for requests and the employer may approve longer leaves and/or for a greater number of members than currently allowed)

Article 7: Discipline and Dismissal (disciplinary records will be deemed removed, instead of kept but not referenced; Employer will advise all Employees receiving discipline of their right to Union Representation)

Article 15: Seniority (returning temporary employees will now have their past service and seniority recognized, if returning within one year)

Article 16: Probation and Trial Period (housekeeping changes)

Article 17: Appointments, Vacancies and Promotions (updated to provide notice of job postings via the employer's website where members can sign up for automated email alerts, clarifying how successful applicants are announced, and preference for family members of Division employees for seasonal positions)

Article 18: Layoff, Recall and Severance (changing/clarifying recall process)

Article 20: Training, Professional Development and Education (no change)

Article 21: Grievance Procedure (housekeeping changes)

Article 26: Occupational Health and Safety (no change)

Article 27: Workers' Compensation (housekeeping changes)

Article 28: Apprenticeship (clarifies employee obligation to keep the employer informed throughout the training and certification process)

Article 29: Employment Insurance Premium Reduction or Rebate - no change

Article 30: No Discrimination (no change)

Article 31: Respect in the Workplace (no change)

Article 32: Joint Committee Liaison (no change)

Article 34: Duration and Notice (retitled and notice to bargain provisions updated. Partial sign off with term dates for contract outstanding)

OUTSTANDING

Article 3: Jurisdiction and Recognition (contracting out is one of the outstanding issues in this article)

Article 8: Hours of Work and Overtime (Union proposals regarding scheduling, including standby/callback and distribution of additional hours are outstanding but we have reached agreement in principle on a modified summer work week)

Article 9: Wages and Rates of Pay (Union proposals on foreman premium, process for establishing new classifications are outstanding. We have reached agreement in principle on reviewing/amending classifications as well as on the question of including Vacation and Sick Time accruals on pay stubs. This change is expected to roll out in the summer).

Article 10: Named Holidays (monetary)

Article 11: Vacations (monetary)

Article 12: Leave of Absence (partially signed off with ability to request leave with less than 2 weeks' notice or two days' notice for personal leave, ability to use unpaid leave for family illness (in addition to 1 day paid leave that is current) and/or use accrued sick time on a full or half day basis. The Union proposal to increase paid personal leave days is an outstanding monetary item.)

Article 13: Sick Leave (outstanding is the Union proposal to only ask for medical documentation when they provide a written reason for doing so. We also proposed paid quarantine leave, which is monetary)

Article 14: Medical Disability (outstanding is the amount of sick leave available to members before going on long term disability)

Article 19: Employee Benefits - monetary

Article 22: Maternity and Parental Leave - outstanding is the question of what happens to provisions for leaves contained in this article in the case of potential future legislative changes)

Article 23: Pension Plan and Retirement Savings (Union proposal to increase retirement bonus is an outstanding monetary item)

Article 24: Travel and Transportation (tied to proposed changes to Article 8 regarding callout/standby)

Article 25: Tools, Uniforms and Protective Apparel/Clothing (Union proposal to increase safety footwear allowance and expand to include apparel and prescription safety glasses is an outstanding monetary item)

Article 33: Union/Employer Relations (Union proposal for new employee union orientation is outstanding)

Salary Schedules/Wage Increases/Retroactivity (outstanding monetary items)

LOU Supplemental Vacation (Agreement in principle to move into Article 11 Vacations and delete "perfect attendance" extra days, but Union agreement to delete that entitlement is tied to improved vacation accrual)

NEW LOU Job Security - Union proposal

NEW LOU Workload Review Process - Union proposal

NEW LOU Pay Equity - Union proposal