

BARGAINING UPDATE



ALBERTA UNIVERSITY OF THE ARTS LOCAL 071 CHAPTER 006 - NON-ACADEMIC STAFF

Tentative agreement reached

Your negotiating team has reached a tentative agreement with the Alberta University of the Arts.

We were close to an agreement on May 16, but the employer added a new demand after monetary proposals had already been exchanged.

We stood firm and said that we expected this new demand to be withdrawn and on May 20 it was taken off the table.

You will soon be emailed a full draft of the collective agreement and a document highlighting the changes from the previous agreement.

A meeting will be held from noon to 1 p.m. on June 15 to discuss the tentative agreement. Members of your negotiating team will be there to answer questions.

In-person voting on the agreement will take place immediately after that, from 1 p.m. to 3 p.m. Meeting details will be forthcoming.

This agreement mirrors what has been signed off at several other post-secondary institutions.

There are no rollbacks and increased flexibility in usage of your lifestyle spending account. More details to follow.

Wage increases are:

- Year 1:** Effective July 1, 2020 - 0%
- Year 2:** Effective July 1, 2021 - 0%
- Year 3:** Effective July 1, 2022 - 0%
- Year 4:** Effective April 1, 2023 → 1.25%
- Effective December 1, 2023** - 1.5%

Plus additional 0.5% subject to gain-sharing formula*

***Gain-sharing formula:**

Alberta's 20-year average (2000-2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar Year is at or above 2.7% as of February of 2024, then an additional 0.5% will be added to wages retroactively effective December 1, 2023.

"Average of All Private Forecasts for Alberta's Real GDP" for 2023 Calendar

Year would be a simple average of Alberta's Real GDP for 2023 across the following independent forecasting institutions: • Conference Board of Canada • Stokes Economics • BMO Capital markets • CIBC World Markets • Laurentian Bank • National Bank • RBC Royal Bank • Scotiabank • TD Bank.

The most recent publicly available forecast for Alberta's Real GDP for 2023 would be sourced from each institution at the time the pay-out determination would be made in February 2024.

If you have questions, please reach out to members of your negotiating team.

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