

BARGAINING UPDATE



ALBERTA PENSION SERVICES CORP. LOCAL 118 CHAPTER 113 - ALL STAFF

Tentative agreement reached

Your negotiating team has reached a tentative agreement with the employer after many delays and long days of bargaining.

Your team successfully bargained for significant language improvements and modest monetary increases.

We will hold a virtual town hall meeting at 12:00 p.m. on June 9 to share more information and answer your questions about the tentative agreement.

Voting on the agreement will take place electronically on June 13 and 15 using the safe and secure program Election Buddy.

Stay tuned for more information about the tentative agreement, virtual town hall meeting, and Election Buddy. Your team will send you this information to your work email.

Agreement Highlights

This four-year tentative agreement includes:

Salaries

January 1, 2021 – 0% increase

January 1, 2022 – 0% increase

January 1, 2023 – 1.25% increase

January 1, 2024 – 1.5% increase plus an additional 0.5% Gain Share Formula, if applicable

Health Benefits

- (iii) Paramedical Coverage Core
 - A. \$50.00 increased to \$65.00 per visit, to a maximum of \$1000.00 for all practitioners except psychologists.
 - B. \$70.00 increased to \$80.00 per visit, to a maximum of \$1000.00 for psychologists.
- (iv) Paramedical Coverage Opt Up
 - A. \$65.00 increased to \$80.00 per visit, to a maximum of \$1000.00 for all Practitioners except Psychologists.

Other improvements

A new **Letter of Understanding** that strengthens employment security will remain in effect until Dec 31, 2022.

A new **Letter of Understanding** for Voluntary Severance.

Article 1: Better protections for Temporary Workers in Term Positions, as well as a new avenue for becoming permanent:

- “The status of a Term Employee who works more than eighteen (18) consecutive months on a project or term certain position will be changed to that of a Permanent Employee.”

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AUPE NEGOTIATING TEAM - ALBERTA PENSION SERVICES CORP.

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Article 12: Improved flexibility for hours of work:

- “Should an Employee wish to change their scheduled start and end times, they can do so with approval of the Employer, providing there are no operational barriers, and no additional cost to the Employer.”

Article 18: Improved language regarding sick notes and the use of independent medical reviews.

Article 26: Added language to ensure injured members can return to work. This was extremely important because the Government of Alberta removed those protections for workers across the province.

Article 27: More robust health and safety language. We also included language to protect employees who exercise their right to refuse unsafe work.

A **new Letter of Intent** (outside the collective agreement) which ensures members have paid leave for Sept. 30, 2022, for the National Day of Truth and Reconciliation. This will be reviewed on an annual basis going forward.

Your negotiating team feels this is the best agreement we can achieve for this round of bargaining and recommends members vote to accept this tentative agreement.

Don't miss any future bargaining updates. Make sure AUPE has your up-to-date contact information by visiting www.aupe.org/update-info

Please contact your Local negotiating team representative or AUPE resource staff if you have any questions.