

BARGAINING UPDATE



MEDICINE HAT COLLEGE LOCAL 071 CHAPTER 005 - NON-ACADEMIC STAFF

Productive start to bargaining Non-monetary articles signed; monetary discussions to come

Your negotiating team met with the employer on September 16 and 17 to exchange non-monetary proposals. Our proposal's main objective was to streamline and clarify the collective agreement language, as well as addressing specific issues identified through our surveys.

The employer has shown genuine interest in our proposals and the meetings have been productive, with both sides searching for equitable solutions to the proposals on the table. The employer has also expressed interest about the morale of the membership.

The negotiating team is encouraged by the overall tone of the meetings, but we know we have tough conversations ahead. We will begin our monetary discussions soon, which we expect will

be dictated by the Provincial Bargaining and Compensation Office (PBCO). We will be watching the larger bargaining tables carefully for PBCO interference in preparation for our monetary discussions.

The following articles have been signed-off with language enhancements or clarity:

Article 8 Probationary Period – language added about documenting probation at the midpoint and an additional review fifteen workdays prior to the period ending.

Article 14 Time off for Union Business – language added about facilitation and process to compensate the members.

Article 30 New or Altered Job Classifications – language added about

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AUPE NEGOTIATING TEAM - MEDICINE HAT COLLEGE

Brittany Gold
bachmier.brittany@gmail.com

Crystal Martens
cmartens84@gmail.com

Kimberly Dirk
kim.schnare@gmail.com

Dylan Seitz
dylan.seitz.6@gmail.com

AUPE RESOURCE STAFF

Christian Tetreault Negotiator
c.tetreault@aupe.org

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backdating new classifications to the date HR receives the signed request; as well as clarity on the process to submit a reclass.

Article 35 Job Opportunities – language added about including what information a job posting will contain.

We also signed-off the following articles with minor housekeeping adjustments or language clarifications:

Article 1 Definitions

Article 4 Employer-Union Relations

Article 6 Dues Check-off

Article 7 Wage Rates

Article 10 Overtime

Article 17 Maternity/Parental Leave

Article 21 Disciplinary Action

Article 28 Worker's Compensation Supplement

Article 29 Protection of Personal Garments

We currently are looking to schedule our next bargaining dates in November or early December.

Wear red on our upcoming bargaining dates to show your support. Show your solidarity by taking photos of you and your coworkers wearing red and sending them to photos@aupe.org; they will then be posted to AUPE's social media.

Please contact a member of your negotiating team if you have any questions or feedback about this bargaining update.