

# BARGAINING UPDATE



## GOVERNMENT OF ALBERTA

LOCAL 001, 002, 003, 004, 005, 006, 009 & 012 – ALL STAFF

## GSBC Update #11 – GSBC appeals Umpires ESA ruling!

*Update for Locals 001, 002, 003, 004, 005, 006,  
009 & 012, Government of Alberta*

As reported in our update #10; it is agreed that the next steps in bargaining is formal mediation, which requires an Essential Services Agreement (ESA) to be in place. Please understand **we can not move to Formal mediation until the ESA agreement is completed** and filed with the Alberta Labour Relations Board (ALRB).

We would like to explain in more detail where we are at in the ESA process. The parties have had extensive discussions over the past 12 months regarding rules that have to be followed by the parties during a strike or lock-out and which of our classifications would be scheduled to work during a strike or lock-out. The ESA consists of two-parts, A and B.

Part B identifies which classifications would be deemed essential to go to work during a strike or lock-out.

The GSBC met with the ESA department reps on October 8 to review Part B, which is almost complete.

Part A outlines the rules the parties must follow during an interruption of work. The main outstanding issue for the GSBC was to challenge the Employer's position as to whether AUPE members can cross their own picket line. Which was referred to the Umpire for decision. **On October 8, the Umpire Deb Howes ruled that during a strike or lockout GoA AUPE members could cross their own picket line. To have this written into the ESA is totally unacceptable to your bargaining committee and AUPE members in general.** This ruling sets a very dangerous precedent for our Union now and in the future. The decision has been appealed to the ALRB.

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We will continue to endeavour to reach agreement with the employer as it relates to the inclusion of this wording in the ESA, the necessary appeal process will take time that will further delay the bargaining process. We will update on timelines once we receive direction from the Commissioner of the ALRB.

We understand our members would like see bargaining moving quicker, as would the GSBC. Your bargaining committee certainly feels like every roadblock possible is being thrown in front of us, but we will stay determined to bargain a solution that meet our members financial needs. We are confined by the Legislative processes in the province, and we are trying to move through the process as expeditiously as possible.