

BARGAINING UPDATE



BOW VALLEY COLLEGE LOCAL 071 CHAPTER 011 - NON-ACADEMIC STAFF

Your negotiating team makes good progress

Bargaining update for Local 071 Chapter 011, Bow Valley College

Your negotiating team met with the employer on October 1, 2, and 3. Bow Valley listened to our proposals, and we had constructive discussions. While we cannot guarantee how future meetings will go, we are optimistic.

We are ready to sign off on these Articles with only minor changes and clarifications:

- **Article 9** – Time off for Union Business (added that the employer shall not unreasonably deny it)
- **Article 35** – Occupational Health and Safety (removed mention that you cannot grieve the results of an investigation and added that the employer cannot discipline committee members for being part of the committee).

We signed off on the following Articles with minor housekeeping changes:

- **Article 8** – Employer-Union Relations
- **Article 19** – Workers' Compensation Supplement
- **Article 26** – General Illness

- **Article 34** – Employment Insurance Rebate
- **Article 43** – Seniority

We agreed to not change these Articles:

- **Article 2** – Terms of Employment
- **Article 4** – Management Recognition
- **Article 7** – Union Membership and Dues Check-Off
- **Article 11** – Attendance
- **Article 12** – Acting Incumbency
- **Article 16** – Call-Back Pay
- **Article 17** – Reporting Pay
- **Article 21** – Subsistence and Travel
- **Article 28B** – Public Service Pension Plan (PPSP)
- **Article 33** – Court Leave
- **Article 38** – Safety Equipment
- **Article 39** – Access to this Agreement

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We discussed the following:

- **Article 42 – Job Opportunities:** Prioritizing internal applicants over external hires.
- **Flexible Hours of Work System:** Emphasizing the need for the employer to keep things consistent across departments.
- **Hybrid Work Model:** Advocating for each member to have at least one day of remote work.
- **Promotions and Pay for Higher Classifications:** Seeking improvements to the process and better compensation.
- **Respectful and Inclusive Workplace:** Proposing firm timelines for the employer to complete an investigation.
- **New Concepts:** Introducing voluntary retirement (before the abolishment step), a method to bridge employment and retirement, job security while the collective agreement is active, and employee-funded leave options.

Wear red Jan. 15 and 16

Our next meeting dates with the employer are scheduled for January 15 and 16, 2025.

Let's show our managers and senior leadership that we are united in our fight by wearing red! If you have photos of you and your coworkers wearing red, share them with us at photos@aupe.org.

If you have any questions, please contact a member of your negotiating team.