

PROPOSAL HIGHLIGHTS



Your AUPE Negotiating Team proposed the following changes:

- **Article 11 Grievance Procedure**
 - Exclusion of weekends and holidays for time limits to better facilitate the grievance process.
- **Article 13 Employee Performance Review**
 - Employee performance reviews to be conducted by out-of-scope supervisors.
- **Article 15 Hours of Work**
 - Increase notice of change in work schedules from seven to fourteen days, and to include a 45-day notice period of any change to a flexible or modified work week system.
- **Article 18A Christmas Closure**
 - Change references from “Christmas” to “December”. No change to the content of the Article.
- **Article 24 Job Opportunities**
 - First consideration for job opportunities to be given to internal candidates. Where skills, abilities, knowledge, experience and other related attributes are equal among internal candidates, seniority shall be the deciding factor.
- **Article 29 Conditions of Illness Entitlement**
 - Deletion of 29.05 as agreed to by Memorandum of Understanding signed in March 2024.
- **Article 37 Recognition of Service**
 - Inclusion of part-time service with an Alberta Provincial Government Department, Board, Agency, Corporation or Commission.
- **Article 42 Disciplinary Action/Purged Files**
 - Addition of 14-day time limit for completion of investigations. Reduction to the length of time disciplinary record remains on record from 30 months to 18 months.
- **Letter of Understanding re: Alternate Work Arrangements**
 - Renew LOU to maintain the Alternate Work Arrangements Committee.

AGLC proposed the following changes to the noted articles:

- **Article 1 Interpretation**
 - Deletion of the definition of “Spouse” as it is defined by legislation and not necessary to define in collective agreement.
- **Article 2 Application**
 - Change from “notwithstanding” to “unless otherwise specified” to simplify language.
- **Article 3 Jurisdiction**
 - Update list of excluded positions.
- **Article 7 Management Recognition**
 - Exclude the recognition of current and past practice.
- **Article 11 Grievance Procedure**
 - Allow for dispute resolution within grievance procedure. Slight change in language to advance grievance from Level 1 with written approval of the union. The employer would like to discuss a proposal for arbitrations to be heard by default before a single arbitrator instead of an arbitration board, unless otherwise agreed to by the parties.
- **Article 14 Attendance**
 - The waiver of time limits for reporting an absence to be subject to reasons acceptable to the employer. If the reason is not acceptable by the employer, the employee will be deducted pay for the hours absent. Change in language from “special circumstances” to “circumstances beyond their control”.
- **Article 15 Hours of Work**
 - The employer wishes to discuss the current application and propose changes as a result of those discussions. Deletion of language requiring mutual agreement by the majority of employees for a flexible or modified work week system.
- **Article 18 Paid Holidays**
 - Change references from “Christmas” to “December”. No change to the content of the Article.

(Continued on page 2)

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- **Article 18A Christmas Closure**
 - Change references from “Christmas” to “December”. No change to the content of the Article.
- **Article 22 Layoff and Recall**
 - The employer wishes to discuss the current application and propose changes as a result of those discussions.
- **Article 23 Position Abolishment**
 - The employer wishes to discuss the current application and propose changes as a result of those discussions.
- **Article 24 Job Opportunities**
 - Deletion of location of position from job postings. Increase the length of time a position may be filled under the same posting from 90 to 180 days.
- **Article 26 Special Leaves**
 - Gender neutral language changes. No change to the content of the Article.
- **Article 27 Illness Leave Benefits**
 - The employer wishes to discuss the current application and propose changes as a result of those discussions.
- **Article 28 Proof of Illness**
 - Include fitness to work assessment in addition to independent medical examination, as may be required.
- **Article 29 Conditions of Illness Entitlement**
 - Deletion of 29.05 as agreed to by Memorandum of Understanding signed in March 2024.
- **Article 45 Part-time Employees**
 - The employer wishes to discuss the current application and propose changes as a result of those discussions. Change to reflect that accumulated hours will be available to employees through employee self-service (Sphere).
- **New Article X No Strike/No Lockout**
 - Proposal of no strike/no lockout language that is in current legislation.
- **New Article X Overpayments**
 - Repayment plan of up to 10% per pay period in the event of an overpayment within six months of the last overpayment. If the employee is terminated, resigns or laid off before full repayment is made, the remainder of the overpayment shall be recovered from the employee’s final pay.
- **Letter of Understanding re: Alternate Work Arrangements**
 - Proposed deletion.
- **Letter of Understanding re: Benefits**
 - Proposed renewal.
- **Letter of Understanding re: Workload**
 - Proposed deletion.
- **New Letter of Understanding re: Alternative Dispute Resolution Process (ADRP)**
 - The parties may access the ADRP at any point in the grievance procedure. ADRP is voluntary and must be agreed to by both parties. The purpose of the ADRP is to have open, non-binding discussions in an attempt to reach a resolution agreeable to both parties. Discussions and proposed resolutions within the ADRP are made on a without prejudice basis.