



LOCAL 60 ALBERTA INNOVATES & INNOTECH INGOING BARGAINING PROPOSALS

Your negotiating team made the following proposed changes to articles in the collective-bargaining agreement.

- **14 Recruitment & Selection:** Addition of a minimum 10% increase for employees appointed to positions in a higher pay grade.
- **18 Overtime:** Addition of provision for overtime to be approved after the fact in situations where pre-authorized approval is not possible. Additional language to detail entitlements for attending training, courses, seminars, staff development and staff meetings.
- **19 Shift Differential and Weekend Premium:** Creating separate shift differentials for shifts between 3 p.m. and 11 p.m. (\$2.75 per hour); and for shifts between 11 p.m. and 7 a.m. (\$5.00 per hour). Expanding the hours eligible for weekend premium to between Friday at 3 p.m. and Monday at 7 a.m. (\$3.25 per hour).
- **20 Call Back/Standby Pay:** Addition of eight consecutive hours of rest before the commencement of the next shift when an employee is called back to work.
- **21 Acting Pay:** Increase to 10% when acting in a higher-level position.
- **22 Paid Holidays:** Inclusion of National Day for Truth and Reconciliation. Change to allow employees time off to attend a community-sponsored festival rather than parade.
- **23 Vacation Leave:** Increase vacation accrual rate and decrease the number of years of service required before the next increment.
- **24 Illness and Medical Leaves:** Employer to reimburse employees for medical certificates.
- **26 Parental, Maternity and Compassionate Care Leave:** Change domestic and/or sexual violence leave from 10 days without pay to 10 days with pay.
- **New Article X Personal Leave:** Addition of five personal leave days per calendar year for employees to attend to personal matters.
- **31 Respect in the Workplace:** Addition of timelines for the employer to commence and conclude investigations.

- **32 Benefit Program:** Increase Health Spending Account and Personal Spending Account to \$1,500 for full-time employees and \$1,275 for part-time employees.
- **34 Disciplinary Action:** Decrease length of time disciplinary record is on file from 24 to 18 months.
- **38 Mailing Notices:** Change to new AUPE address.
- **Letter of Understanding #4 re: Article 30 Separation Pay:** Renew with deletion of expiry date.

The following articles were signed off without changes.

Preamble

1 Interpretation

2 Application

3 Bargaining Agent

6 Union Dues

7 Employer-Union Relations

8 Attendance

10 Credit for Related Public Service

13 Job Evaluation

15 Probationary Period

17 Hours of Work

25 Bereavement Leave

27 Court Leave

28 Reservist Leave

29 Parking

33 Workers' Compensation Supplement

35 Grievance Procedure

36 Travel Expenses

Letter of Understand #1 – Contracting Out

Letter of Understand #2 – Workload

Letter of Understand #3 – Exclusions from the Bargaining Unit