

BARGAINING UPDATE



NAIT LOCAL 038 – NON-ACADEMIC STAFF

NAIT's wage offer is not good enough

Despite progress, NAIT falls predictably short with their wage offer

Your negotiating team met with the employer on Oct. 30 and 31, Nov. 5 and 6, and Nov. 15 for bargaining.

We most recently met as a team on February 11 to discuss where we are at with negotiations.

After our discussions at that meeting, we wanted to provide a full, comprehensive update and share our next steps moving forward.

Wage proposals

Our discussions were productive overall. However, NAIT presented the following monetary offer:

- **July 1, 2024** – 2%
- **July 1, 2025** – 2%
- **July 1, 2026** – 1.75%
- **July 1, 2027** – 1.75%

This is a disappointing offer, but we are not surprised.

Employers across the province have offered other AUPE members this exact offer. It is the same as the wages the Government of Alberta is offering AUPE members, which is not nearly enough to help us catch up with the rising costs of living.

NAIT's offer does not reflect the economic realities we are facing—and it does not respect the value of our labour nor our contributions to their success.

Your team is prepared to fight for better raises, but we need your support.

Other issues

NAIT wants to lower the number of vacation days we can bank as per Article 30. This is a significant rollback and we will insist the current Article 30 language stays in place.

We also signed off on the following articles during our meetings:

- **Article 11** Position Opportunities
- **Article 15** Hours of Work
- **Article 16** Modified or Averaging Agreements and
- **Article 42** Tools, Uniforms and Protective Equipment

Our next bargaining dates are not yet scheduled.

Show your solidarity!

Solidarity matters. Wear red at work to show your support! Even better, talk to your coworkers and coordinate a day where everyone wears red.

Please pick up your red shirts in room E103 if you have not already done so.

Take photos of you wearing red and send them to photos@aupe.org so we can share the solidarity on AUPE's social media.

We also encourage you to join pickets or rallies outside of our Local.

With more than 200,000 unionized Albertan workers currently in bargaining, we have an unprecedented opportunity to make ourselves heard. We are stronger together—a united voice is what we need achieve a successful round of bargaining.

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

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