

BARGAINING UPDATE



NORQUEST COLLEGE LOCAL 071 CHAPTER 010 – ALL STAFF

Be cautious of new staffing programs *A potential budget crisis led NorQuest to offer new retirement and hours-reduction programs*

Norquest College recently approached your negotiating team with a unique proposal. They presented two new Memorandums of Agreement, or MOAs, that we agreed to sign on Feb. 4.

These MOAs are meant to prevent job losses because of funding cuts. They create two new programs for members who wish to retire early or reduce their hours.

The programs are called:

- Voluntary Early Retirement Incentive Program (ERIP)
- Voluntary FTE Reduction Program

Both programs are completely voluntary and could benefit some members. However, your negotiating team also has serious concerns about the programs.

NorQuest College is holding sessions on these programs from Feb. 6 to 14.

Choosing to access these programs is something you must carefully consider. Members should attend Norquest’s sessions and ask for clarity before making your decision.

Concerns about the Early Retirement Incentive Program (ERIP)

Taking the Early Retirement Incentive Program could give you a *significantly lower* payout than the separation allowance

outlined in Article 40.06 of the collective agreement.

For example, you could take the ERIP and receive a modest payout. However, if you had stayed employed but lost your job because your position was cut, you would likely receive even more money than if you voluntarily retired early.

The employer has indicated that they would apply whichever payout is higher. Meaning that if you apply for the ERIP but your position is slated to be eliminated, the employer will honour Article 40.06 and pay out the separation allowance.

The problem is we don’t know which positions could be eliminated in the future and need to trust that the employer will follow through on this commitment.

Concerns about the FTE Reductions Program

The FTE Reduction Program (Full Time Equivalent) would let you move from a 1.0 FTE to a 0.8 or 0.5 FTE. In other words, going from a full-time to a part-time position.

This could be a good option for some members, but ***this change is permanent.***

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If you move to a 0.5 FTE from a 1.0 FTE, you would **not** be able to go back to working full-time unless you successfully apply and get hired for a vacant 1.0 FTE position.

This is a one-way move. Accessing the FTE Reduction Program essentially eliminates the full-time position.

Please consider all your options before applying for the FTE Reduction Program.

A race to make a decision

We are also concerned about timelines for both programs.

The program application period will open on Feb. 6 and close on Feb. 20. This means members only have 14 days to make a huge, potentially life-changing decision.

Once again, we encourage members to carefully consider their options and think about how taking either program would impact your future.

Your negotiating team will discuss these issues when we next meet with the employer. We believe the employer has a duty to minimize the impact any budget cuts have on AUPE members.

Our next bargaining dates with the Employer are scheduled for Feb. 24-25.

If you have any questions or feedback about this bargaining update, please contact a member of your negotiating team.