

# BARGAINING UPDATE



## UNIVERSITY OF CALGARY LOCAL 052 – SUPPORT STAFF

### University of Calgary Update #9: Employer causes big delays in bargaining *U of C has dug in their heels, delaying mediation and our Essential Services Agreement*

Your negotiating team met with the University of Calgary on April 2 and 3 to continue informal mediation.

The employer countered our remaining key demands, including vacations, contracting out, and hybrid/remote work arrangements. Their counter-offer removed most of the improvements we proposed to these articles. We refused to sign off on these articles.

Your team feels that we have exhausted our options at informal mediation. We told the mediator that we will not return to informal mediation.

We will file for formal mediation once our Essential Service Agreement (ESA) is finalized. We will present our wage proposals at formal mediation.

#### ESA update

We must complete our Essential Services Agreement (ESA) before we can move on to the next step in bargaining, which is formal mediation. Unfortunately, the University of Calgary has used a variety of tactics to delay the ESA process.

They have only shared a small number of their total proposals, so we are still waiting for the rest.

Even worse, the proposals they have made are invalid. Your team has had to spend a lot of time arguing against these proposals to ensure our ESA is acceptable. If we cannot agree on the ESA, an Umpire may need to decide which positions are essential—causing further delay.

#### ESA feedback

We need your help to hold the employer accountable. Watch your inbox for an email about essential service work in the coming weeks. Please respond to this email if your job could be considered an essential service.

Essential services are defined as jobs that are necessary to protect the life, health, and safety of the public. Your feedback will help to ensure the ESA only includes positions that are required by law.

Please contact us at [essentialservices@aupe.org](mailto:essentialservices@aupe.org) if you have any questions or concerns.

#### Sign up for MyAUPE

Keep informed—create an account at [www.aupe.org/myaupe](http://www.aupe.org/myaupe). Signing up ensures you never miss an update!

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

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