

BARGAINING UPDATE



GOVERNMENT OF ALBERTA

LOCALS 001, 002, 003, 004, 005, 006, 009 & 012- ALL STAFF

GSBC update #18: Strike vote set for May 8 - 12; employer's offer explained

In Update #17 sent to you on Friday (April 18), your negotiating team committed to providing comprehensive details about the market adjustments proposed by the Government of Alberta (GOA).

Despite what the GOA has told you, it is important to note that these adjustments apply to only 36% of our members, not 70%. The table provided below compares the union's wage position with what the government has proposed.

We firmly believe that all members need substantial wage increases to counteract the high inflation we have endured in recent years.

While your Government Services Bargaining Committee (GSBC) has also identified some classifications that may require market adjustments, these adjustments must only be done after the application of a fair, equitable and comprehensive wage increase for all members. Any tactics aimed at dividing us are unjust and unacceptable.

We stand united as we prepare for our strike vote, scheduled to take place from May 8 - 12, following the telephone town-hall meetings on April 30 and May 1.

Employer's offer versus union's position

The Table X, and the summary in Table Y, below show the impact on each classification of the union and employer proposals. The union's position would result in all members seeing 10%, 6%, 4% and 4% increase to wages over the four-year term of the proposed collective agreement. As a result, by 2027, each members' wages would increase by the same amount of 24% (exclusive of compounding).

By contrast, the employer's proposal results in different impacts for different classifications. For two-thirds of the bargaining unit, the employer would not include any market adjustments, resulting in wage increases of only 11.5% (exclusive of compounding) over the next four years. This is less than half of the union's proposal.

For the other one-third of the bargaining unit, the employer has market adjustments ranging from 1.8% to 14% over four years depending on classification.

AUPE NEGOTIATING TEAM

Local 001

Kathleen Buss, GSBC Representative
quilterbuss@gmail.com

Local 002

Lorraine Ellis, GSBC Representative
ellis1950@shaw.ca

Local 003

Dax Lydiard, GSBC Representative
003bargaining@gmail.com

Local 004

Bowman Pringle, GSBC Representative
bowman.pringle@gmail.com

Local 005

Jeffrey Bleach, GSBC Representative
Bargaininglocal005@aupe.org

Local 006

Rob Poggemiller, GSBC Representative
poggrobe@hotmail.com

Local 009

Russell Clark, GSBC Representative
russell.clark@shaw.ca

Local 012

Richard Hansen, GSBC Representative
local012Bargaining@outlook.com

AUPE RESOURCE STAFF

James Mitchell Negotiations
j.mitchell@aupe.org

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Table X: Comparison of Union and Employer Negotiating Positions - Total Wage Change between 2023 and 2027.

Local	Classification	Hours	Members Affected	Union	Employer			Employer Position vs. Union Position
				Current Position (10%, 6%, 4%, 4%)	Market Adjustment	Wages (3%, 3%, 2.75%, 2.75%)	Current Position	
0001	Administrative Support 1	36.25	29	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Administrative Support 1	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Administrative Support 2	36.25	93	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Administrative Support 2	40	115	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Administrative Support 3	36.25	645	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Administrative Support 3	40	78	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Administrative Support 4	36.25	1,700	24.0%	1.9%	11.5%	13.4%	-10.6%
0001	Administrative Support 4	40	10	24.0%	1.9%	11.5%	13.4%	-10.6%
0001	Administrative Support 5	40	2	24.0%	7.2%	11.5%	18.7%	-5.3%
0001	Administrative Support 5	36.25	1,258	24.0%	7.1%	11.5%	18.6%	-5.4%
0001	Administrative Support 6	36.25	584	24.0%	1.9%	11.5%	13.4%	-10.6%
0001	Administrative Support 6	40	3	24.0%	1.8%	11.5%	13.3%	-10.7%
0001	Court Reporter 1	36.25	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Court Reporter 2	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Deputy Clerk	36.25	55	24.0%	7.3%	11.5%	18.8%	-5.2%
0001	Judicial Clerk	36.25	303	24.0%	12.3%	11.5%	23.8%	-0.2%
0001	Legal Administration 1	36.25	26	24.0%	3.5%	11.5%	15.0%	-9.0%
0001	Legal Administration 2	36.25	475	24.0%	3.6%	11.5%	15.1%	-8.9%
0001	Legal Administration 3	36.25	59	24.0%	3.7%	11.5%	15.2%	-8.8%
0001	Legal Administration 4	36.25	70	24.0%	3.6%	11.5%	15.1%	-8.9%
0001	Legal Administration 5	36.25	76	24.0%	3.6%	11.5%	15.1%	-8.9%
0001	Operational Services 1	36.25	4	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 1	40	2	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 2	36.25	57	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 2	40	11	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 3	36.25	51	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 3	40	20	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 4	36.25	20	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 4	40	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 5	36.25	8	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Operational Services 5	40	11	24.0%	0.0%	11.5%	11.5%	-12.5%
0001	Senior Deputy Clerk	36.25	49	24.0%	7.4%	11.5%	18.9%	-5.1%
0001	Senior Judicial Clerk	36.25	345	24.0%	7.2%	11.5%	18.7%	-5.3%
0002	Administration 1	36.25	258	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Administration 2	36.25	227	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Education 1	36.25	71	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Finance 1	36.25	68	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Finance 2	36.25	85	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Finance 3	36.25	205	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Finance 4	36.25	94	24.0%	7.6%	11.5%	19.1%	-4.9%
0002	Program Services 1	36.25	740	24.0%	0.0%	11.5%	11.5%	-12.5%

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Local	Classification	Hours	Members Affected	Union	Employer			Employer Position vs. Union Position
				Current Position (10%, 6%, 4%, 4%)	Market Adjustment	Wages (3%, 3%, 2.75%, 2.75%)	Current Position	
0002	Program Services 2	36.25	674	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Program Services 3	36.25	890	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Program Services 3 MA	36.25	1,251	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Program Services 4	36.25	1,125	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Program Services 4 MA	36.25	1,572	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Program Services 5	36.25	202	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Psychometrician	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Scientific 1	36.25	7	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Scientific 2	36.25	30	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Scientific 3	36.25	57	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Scientific 4	36.25	43	24.0%	0.0%	11.5%	11.5%	-12.5%
0002	Scientific 5	36.25	6	24.0%	0.0%	11.5%	11.5%	-12.5%
0003	Correctional Peace Officer 1	38.75	606	24.0%	4.3%	11.5%	15.8%	-8.2%
0003	Correctional Peace Officer 2	38.75	1,152	24.0%	6.8%	11.5%	18.3%	-5.7%
0003	Correctional Peace Officer 3	38.75	117	24.0%	6.9%	11.5%	18.4%	-5.6%
0003	Correctional Service Worker 1	36.25	138	24.0%	0.0%	11.5%	11.5%	-12.5%
0003	Correctional Service Worker 2	36.25	455	24.0%	4.6%	11.5%	16.1%	-7.9%
0003	Correctional Service Worker 3	36.25	79	24.0%	0.0%	11.5%	11.5%	-12.5%
0003	Sheriff, Security and Transport 1	38.75	74	24.0%	4.1%	11.5%	15.6%	-8.4%
0003	Sheriff, Security and Transport 2	38.75	4	24.0%	6.7%	11.5%	18.2%	-5.8%
0003	Sheriff, Security and Transport 3	38.75	572	24.0%	6.7%	11.5%	18.2%	-5.8%
0003	Sheriff, Security and Transport 4	38.75	85	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Automotive Service Technician	40	6	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Carpenter 1	40	5	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Carpenter 2	40	2	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Cook 1	40	4	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Cook 2	40	6	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Cook 3	40	4	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Electrician 1	40	11	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Electrician 2	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Electrician 3	40	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Heavy Equipment Technician 1	40	2	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Heavy Equipment Technician 2	40	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Maintenance Service Worker 1	40	173	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Maintenance Service Worker 2	40	68	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Maintenance Service Worker 3	40	49	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Maintenance Worker	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Painter - Spray	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Painter and Decorator	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Plumber	40	8	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Power Plant Engineer 3rd Class	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Power Plant Engineer W4th Class	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%

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Local	Classification	Hours	Members Affected	Union	Employer			Employer Position vs. Union Position
				Current Position (10%, 6%, 4%, 4%)	Market Adjustment	Wages (3%, 3%, 2.75%, 2.75%)	Current Position	
0004	Power Plant Supervisor 3rd Class	40	2	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 1	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 2	36.25	3	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 3	36.25	4	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 4	36.25	42	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 5	36.25	164	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 6	36.25	111	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Stds, Safety and Compliance 7	36.25	12	24.0%	0.0%	11.5%	11.5%	-12.5%
0004	Steamfitter / Pipefitter	40	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Lookout	36.25	100	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Meteorologist 1	36.25	3	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Meteorologist 2	36.25	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 1	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 2	36.25	10	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 3	36.25	8	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 4	36.25	23	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Seasonal Wildfire Fighter Crew Member (NR2)	36.25	423	24.0%	3.0%	11.5%	14.5%	-9.5%
0005	Seasonal Wildfire Fighter Crew Leader (NR3)	36.25	272	24.0%	10.0%	11.5%	21.5%	-2.5%
0005	Seasonal Wildfire Fighter Crew Supervisor (NR4)	36.25	64	24.0%	14.0%	11.5%	25.5%	1.5%
0005	Natural Resources 5	36.25	67	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 6	36.25	138	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 7	36.25	189	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 8	36.25	278	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 9	36.25	60	24.0%	0.0%	11.5%	11.5%	-12.5%
0005	Natural Resources 9 MA	36.25	34	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Child & Youth Care Worker 1	38.75	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Child & Youth Care Worker 2	38.75	32	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Child & Youth Care Worker 3	38.75	11	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Graduate Nurse	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 1	36.25	11	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 2	36.25	2	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 3	36.25	560	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 4	36.25	123	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 5	36.25	1,361	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 6	36.25	349	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Human Services Worker 7	36.25	555	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Licensed Practical Nurse	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Medical and Health 1	36.25	5	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Medical and Health 2	36.25	46	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Medical and Health 3	36.25	14	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Medical and Health 4	36.25	60	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Medical Support 1	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%

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Local	Classification	Hours	Members Affected	Union	Employer			Employer Position vs. Union Position
				Current Position (10%, 6%, 4%, 4%)	Market Adjustment	Wages (3%, 3%, 2.75%, 2.75%)	Current Position	
0006	Pharmacist (Medical and Health 3)	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Psychologist 1 / Clinician	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Psychologist 2	36.25	6	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Psychology Assistant	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Rehabilitation 1	38.75	9	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Rehabilitation 2	38.75	43	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Rehabilitation 3	38.75	10	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Rehabilitation 4	38.75	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0006	Rehabilitation 5	38.75	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0009	Facility Support 1	38.75	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0009	Facility Support 2	38.75	10	24.0%	0.0%	11.5%	11.5%	-12.5%
0009	Facility Support 3	38.75	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0009	Facility Support 4	38.75	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0009	Individual Support 1	38.75	79	24.0%	0.0%	11.5%	11.5%	-12.5%
0009	Individual Support 2	38.75	539	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Caretaking Services 1	36.25	73	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Caretaking Services 2	36.25	9	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Caretaking Services 3	36.25	4	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Computer Operations 1	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Computer Operations 2	36.25	0	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Equipment Operations 1	36.25	14	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Equipment Operations 2	36.25	11	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Equipment Operations 3	36.25	1	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Grounds/Site Operations 1	36.25	17	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Grounds/Site Operations 2	36.25	6	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	ICT Services 1	36.25	15	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	ICT Services 2	36.25	21	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	ICT Services 3	36.25	41	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	ICT Services 4	36.25	23	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	ICT Services 5	36.25	39	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 1	36.25	2	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 2	36.25	17	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 3	36.25	100	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 4	36.25	243	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 5	36.25	191	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 6	36.25	322	24.0%	0.0%	11.5%	11.5%	-12.5%
0012	Technologies 7	36.25	128	24.0%	0.0%	11.5%	11.5%	-12.5%
Total Members								24,500
Total Receiving a Market Adjustment								8,747
% of Members Receiving a Market Adjustment								36%

Source: AUPE Research

Note(s): Does not include PS3/PS4 removal of Two-Tiering. Employee count taken from Payroll Run 15 (2024) to include the peak workforce during wildfire season. Market Adjustments differ slightly within each classification (within 0.5%) dependent on member's step. We present a weighted average here to reflect the impact to the average member. Data is presented without exclusive of the effects of compounding.

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Table Y: Impact Summary

	Count	% of Bargaining Unit
Number of members moving to new pay grade due to market adjustments	8,089	33.0%
Estimated NR2, NR3, NR4 members receiving salary modifiers	658	2.7%
PS3 / PS4 Reversal of salary rollbacks from last negotiations	2,823	11.5%
Members not receiving any wage adjustment in addition to the 11.5%	12,930	52.8%
Total	24,500	100%

Source: AUPE Research

Note(s): Employee count taken from Payroll Run 15 (2024) to include the peak workforce during wildfire season.

We have power

All members employed by the GOA have experienced the same rates of inflation. All of us face the same struggle to pay our bills, to feed and shelter our families. All of us face the same staff shortages and resulting toxic workplaces.

We need a collective agreement that works for all of us. We will not allow our employer to divide us. When we stick together and act as one, we have power.

Important telephone town halls

We will be holding telephone town halls at noon and 6 p.m. on Wednesday, April 30, and Thursday, May 1.

These will include an update on bargaining and a discussion about a strike vote. It is imperative that you attend at least one of these town halls. We will let you know soon how to take part in the town halls.

Strike vote

The strike vote will take place from May 8 – 12. We will explain the voting process closer to the date.

It is critical that we get a strong vote in favour of striking to give us the mandate and leverage to reach a fair settlement.

Read GSBC bargaining update #1 [here](#).

Read GSBC bargaining update #2 [here](#).

Read GSBC bargaining update #3 [here](#).

Read GSBC bargaining update #4 [here](#).

Read GSBC bargaining update #5 [here](#).

Read GSBC bargaining update #6 [here](#).

Read GSBC bargaining update #7 [here](#).

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Please contact a member of your negotiating team if you have any questions.