

BARGAINING UPDATE



CIVIDA LOCAL 118 CHAPTER 011 - ALL STAFF

Your team makes a lot of progress at the table

Bargaining with Civida resumed June 12 and 13.

Your negotiating team is happy with the tone at the bargaining table, but our conversations were difficult, with both sides working to find common ground.

We made significant progress, signing off on the following Articles and Letters of Understanding with changes or as current:

- Article 17: Seniority – current.
- Article 18: Recruitment, Selection & Appointments – current.
- Article 19: Layoff and Re-Employment - changed wording about severance to “separation payment.”
- Article 20: Position Abolishment - changed wording of “severance” to “separation payment” and added and additional week for every year of service, up to 13 years.
- Article 22: Hours of Work - changed the title of this Article to “Shift Differential”
- Article 42: Work Clothing and Allowances – \$200 for work boots annually.
- Article 44: Safety and Health - changed title to Health and Safety. Also added new language from OH&S legislation.
- Article 46: Respect in the Workplace – added new language from Human Rights legislation.
- Letter of Understanding 3: Job Security – current.
- Letter of Understanding 4: Contracting Out – current.
- Letter of Understanding 10: Custodian, Asset Management I, Maintenance Technician, Asset Management III, Plumber, Asset Management IV - The title of this LOU is changed to “Shift Differential” for the classifications listed.

Next meetings and monetary proposals

Our conversations at these meetings were productive, but your team knows the real challenge is yet to come.

Our next bargaining meetings are scheduled for August 5, 2025. We have also tentatively scheduled September 11 and 12.

We will begin bargaining for our raises, benefits, and other monetary proposals at these meetings. Your team is eager to keep the progressive conversations going when we get to these important issues.

Keep wearing red to support bargaining! The whole union is doing it, and it's a great way to build solidarity.

Email photos of you and your coworkers wearing red to photos@aupe.org to share on AUPE's social media.

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

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