

BARGAINING UPDATE



TOWN OF COALDALE LOCAL 118 CHAPTER 001 – ALL STAFF

It's time to show our solidarity

Our employer has taken yet another step that disrespects us and our right to fair bargaining.

They want the Labour Board to force us to vote on their latest insulting offer, the same offer we reviewed at our last town hall. They now propose covering 100% of benefit costs, but only if we pay 100% of Long-Term Disability costs – which is no real improvement at all. And they still want us to take completely unacceptable rollbacks to overtime.

Employer's misleading wage claims continue

The employer continues to make inaccurate claims about their wage offer. They are inflating their numbers to mislead us into accepting a lowball offer. They insist that they are offering an average 8.5% wage increases in year one, but we know that is not true.

We know that we move up a step on the wage grid and get a wage increase every year. That is not part of negotiations, it is something we already have. They are including that step up in their calculation.

They are also including vacant positions in their calculation. If no one is actually working in those positions, who is benefiting from wage increases for those positions?

The employer has also excluded the eight employees they want to take 3.07% wage cuts from their calculation. Your negotiating team will not accept rollbacks.

It is very clear that the employer is trying to mislead us by claiming they are offering an average 8.5% in year one.

Our wage proposal

We have made a fair, reasonable, and meaningful wage proposal. It is:

- Jan. 1, 2025 – 4.25% + Cost of Living Adjustments (COLA)
- Jan. 1, 2026 – 5.5%
- Jan. 1, 2027 – 5.5%
- Long Service increase – 2% at 20 years of service
- Real Market Adjustments – Based on market data
- Living Wage Floor – No wages below Alberta's Living Wage of \$22.98/hour

Your negotiating team remains committed to fighting for the wages and working conditions we deserve.

It's time to show our solidarity and send a message to our employer, council, and the mayor. It is an election year for cities and towns across the province, and we want to turn up the pressure.

Just 3 years ago, councillors gave themselves raises over 30% and the mayor a raise over 40%. They pay 25 exempt employees six figure salaries. They can afford to pay us fairly!

Please reach out to a member of the negotiating team with any questions or concerns.

AUPE NEGOTIATING TEAM

Gerriane Timmerman
gerriane@gmail.com

Ryan Moman
ryanmoman@hotmail.com

Jesse Vander Heyden
j.vanderheyden88@gmail.com

AUPE RESOURCE STAFF

Christian Tetreault Negotiations
c.tetreault@aupe.org