

BARGAINING UPDATE



GOVERNMENT OF ALBERTA

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

GSBC update #30: Where Things Stand – Mediation, Why We Don't Yet Have a Tentative Agreement, and Upcoming Telephone Town Halls

We want to begin by expressing our sincere gratitude for your patience and unwavering support during this challenging time. Since the strong strike mandate was delivered on May 13th, we've returned to the bargaining table for 12 days of formal mediation with the employer.

We understand the frustration that comes with the lack of regular updates. Mediation is a fluid and often confidential process, where positions shift regularly as both sides work toward a settlement. Despite this complexity, we are committed to keeping you as informed as possible during these crucial final stages.

Our goal remains clear: to ensure every member understands what's been agreed to, what remains unresolved, and what we're still working toward. Thank you again for your trust and your commitment to each other. Your solidarity continues to guide us, whether this process leads to a negotiated settlement or requires us to consider further action.

Where We Stand on Monetary Issues

Pay increases are our number one goal and priority in this round of bargaining. This is the issue we are pushing the Employer the hardest on. There has been agreement in principle on other areas of improving the collective agreement; but pay increases need to be resolved before we finalize agreement in those other areas.

Union Proposal

Early in mediation, we made a meaningful shift in our monetary position. We proposed a four-year deal with general wage increases of 3% per year, consistent with pattern agreements across the province, including the recent settlement with the United Nurses of Alberta (UNA).

In addition, we proposed:

- A 0.5% increase to each step of the wage grid;
- All members advancing one step on the wage grid;
- The creation of a new top step with an additional 4% increase.

This structure mirrors the UNA settlement and would provide approximately a 20% increase over four years for most members.

We have also made other proposals to increase pay in addition to the base salary increases.

Although this shift did not immediately yield a tentative agreement, we've continued to work productively with mediator Rick Wilson. Some areas have been agreed to in principle, though not yet formally included in an employer offer.

We remain committed to reaching a resolution that is fair and sustainable—and one that our members can support.

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.ca

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

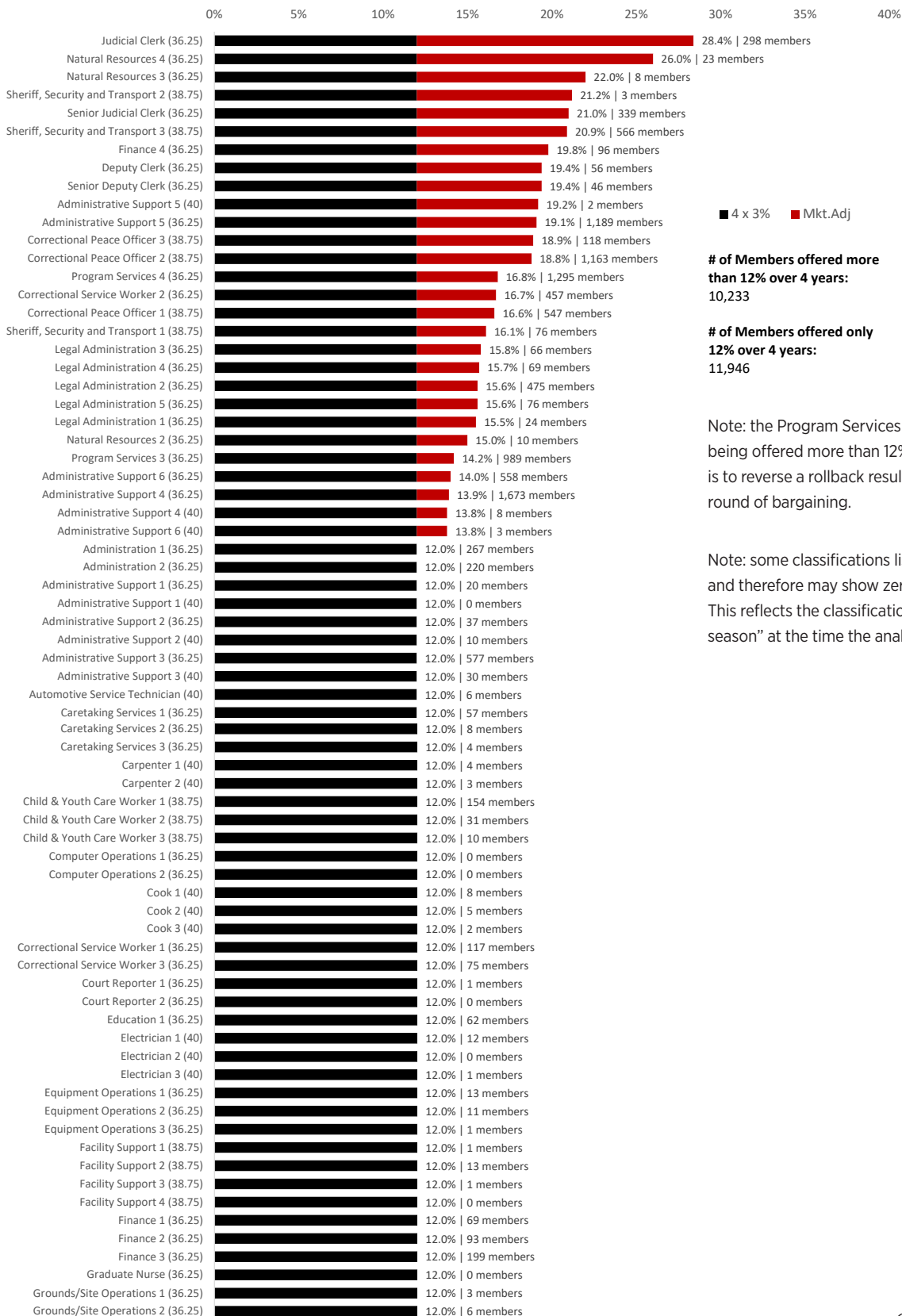
James Mitchell Negotiations
j.mitchell@aupe.org

(Continued on page 2)

Employer Proposal

The employer's monetary position remains a significant barrier. Their approach centres on selective "market adjustments" for certain classifications, while the majority of members would receive only 3% increases per year—12% over four years.

We cannot support a proposal that treats members unequally. Inflation has affected everyone, and all members deserve fair treatment. The employer's current model divides our workforce and fails to provide meaningful wage increases for most classifications. It is a proposal we cannot, in good faith, bring forward for a ratification vote.



of Members offered more than 12% over 4 years: 10,233

of Members offered only 12% over 4 years: 11,946








Note: the Program Services 3 and 4 that are being offered more than 12% over four years is to reverse a rollback resulting from the last round of bargaining.

Note: some classifications listed are seasonal and therefore may show zero (0) members. This reflects the classification being "out of season" at the time the analysis was done.

(Continued on page 3)

Heavy Equipment Technician 1 (40)	<div></div>	12.0%	2 members
Heavy Equipment Technician 2 (40)	<div></div>	12.0%	1 members
Human Services Worker 1 (36.25)	<div></div>	12.0%	13 members
Human Services Worker 2 (36.25)	<div></div>	12.0%	2 members
Human Services Worker 3 (36.25)	<div></div>	12.0%	526 members
Human Services Worker 4 (36.25)	<div></div>	12.0%	125 members
Human Services Worker 5 (36.25)	<div></div>	12.0%	1,338 members
Human Services Worker 6 (36.25)	<div></div>	12.0%	366 members
Human Services Worker 7 (36.25)	<div></div>	12.0%	539 members
Individual Support 1 (38.75)	<div></div>	12.0%	71 members
Individual Support 2 (38.75)	<div></div>	12.0%	547 members
Information and Creative Technical Services 1 (36.25)	<div></div>	12.0%	12 members
Information and Creative Technical Services 2 (36.25)	<div></div>	12.0%	19 members
Information and Creative Technical Services 3 (36.25)	<div></div>	12.0%	41 members
Information and Creative Technical Services 4 (36.25)	<div></div>	12.0%	21 members
Information and Creative Technical Services 5 (36.25)	<div></div>	12.0%	40 members
Licensed Practical Nurse (36.25)	<div></div>	12.0%	0 members
Lookout (36.25)	<div></div>	12.0%	0 members
Maintenance Service Worker 1 (40)	<div></div>	12.0%	28 members
Maintenance Service Worker 2 (40)	<div></div>	12.0%	30 members
Maintenance Service Worker 3 (40)	<div></div>	12.0%	32 members
Maintenance Worker (40)	<div></div>	12.0%	0 members
Medical and Health 1 (36.25)	<div></div>	12.0%	5 members
Medical and Health 2 (36.25)	<div></div>	12.0%	50 members
Medical and Health 3 (36.25)	<div></div>	12.0%	10 members
Medical and Health 4 (36.25)	<div></div>	12.0%	44 members
Medical Support 1 (36.25)	<div></div>	12.0%	0 members
Meteorologist 1 (36.25)	<div></div>	12.0%	3 members
Meteorologist 2 (36.25)	<div></div>	12.0%	1 members
Natural Resources 1 (36.25)	<div></div>	12.0%	0 members
Natural Resources 5 (36.25)	<div></div>	12.0%	40 members
Natural Resources 6 (36.25)	<div></div>	12.0%	163 members
Natural Resources 7 (36.25)	<div></div>	12.0%	154 members
Natural Resources 8 (36.25)	<div></div>	12.0%	248 members
Natural Resources 9 (36.25)	<div></div>	12.0%	62 members
Natural Resources 9 Market Adjustment (36.25)	<div></div>	12.0%	29 members
Operational Services 1 (36.25)	<div></div>	12.0%	3 members
Operational Services 1 (40)	<div></div>	12.0%	2 members
Operational Services 2 (36.25)	<div></div>	12.0%	55 members
Operational Services 2 (40)	<div></div>	12.0%	4 members
Operational Services 3 (36.25)	<div></div>	12.0%	48 members
Operational Services 3 (40)	<div></div>	12.0%	11 members
Operational Services 4 (36.25)	<div></div>	12.0%	18 members
Operational Services 4 (40)	<div></div>	12.0%	1 members
Operational Services 5 (36.25)	<div></div>	12.0%	8 members
Operational Services 5 (40)	<div></div>	12.0%	11 members
Painter - Spray (40)	<div></div>	12.0%	0 members
Painter and Decorator (40)	<div></div>	12.0%	0 members
Pharmacist (Medial and Health 3) (36.25)	<div></div>	12.0%	0 members
Plumber (40)	<div></div>	12.0%	9 members
Power Plant Engineer 3rd Class (40)	<div></div>	12.0%	2 members
Power Plant Engineer 4th Class (40)	<div></div>	12.0%	6 members
Power Plant Supervisor 3rd Class (40)	<div></div>	12.0%	2 members
Program Services 1 (36.25)	<div></div>	12.0%	559 members
Program Services 2 (36.25)	<div></div>	12.0%	576 members
Program Services 3 (36.25)	<div></div>	12.0%	986 members
Program Services 4 (36.25)	<div></div>	12.0%	1,225 members
Program Services 5 (36.25)	<div></div>	12.0%	197 members
Psychologist 1 / Clinician (36.25)	<div></div>	12.0%	0 members
Psychologist 2 (36.25)	<div></div>	12.0%	7 members
Psychology Assistant (36.25)	<div></div>	12.0%	0 members
Psychometrician (36.25)	<div></div>	12.0%	0 members
Rehabilitation 1 (38.75)	<div></div>	12.0%	9 members
Rehabilitation 2 (38.75)	<div></div>	12.0%	40 members
Rehabilitation 3 (38.75)	<div></div>	12.0%	10 members
Rehabilitation 4 (38.75)	<div></div>	12.0%	0 members
Rehabilitation 5 (38.75)	<div></div>	12.0%	0 members
Scientific 1 (36.25)	<div></div>	12.0%	8 members
Scientific 2 (36.25)	<div></div>	12.0%	30 members
Scientific 3 (36.25)	<div></div>	12.0%	53 members
Scientific 4 (36.25)	<div></div>	12.0%	43 members
Scientific 5 (36.25)	<div></div>	12.0%	5 members
Sheriff, Security and Transport 4 (38.75)	<div></div>	12.0%	78 members
Standards, Safety and Compliance 1 (36.25)	<div></div>	12.0%	1 members
Standards, Safety and Compliance 2 (36.25)	<div></div>	12.0%	3 members
Standards, Safety and Compliance 3 (36.25)	<div></div>	12.0%	0 members
Standards, Safety and Compliance 4 (36.25)	<div></div>	12.0%	42 members
Standards, Safety and Compliance 5 (36.25)	<div></div>	12.0%	141 members
Standards, Safety and Compliance 6 (36.25)	<div></div>	12.0%	104 members
Standards, Safety and Compliance 7 (36.25)	<div></div>	12.0%	13 members
Steamfitter / Pipefitter (40)	<div></div>	12.0%	0 members

(Continued on page 4)

Technologies 1 (36.25)		12.0% 2 members
Technologies 2 (36.25)		12.0% 10 members
Technologies 3 (36.25)		12.0% 75 members
Technologies 4 (36.25)		12.0% 232 members
Technologies 5 (36.25)		12.0% 190 members
Technologies 6 (36.25)		12.0% 312 members
Technologies 7 (36.25)		12.0% 122 members

What's Next

We know this process has tested your patience. We want to sincerely thank you for your incredible support—through rallies, lunch-and-learns, and direct engagement with your bargaining committee. Your efforts continue to send a powerful message at the table.

Our next scheduled mediation session is July 31st, and we remain hopeful that the employer will return to the table ready to conclude a deal. However, we also recognize that timelines will need to be established. If no resolution is found, we must be prepared to act on the strong strike mandate you provided.

Upcoming Telephone Town Halls

To keep communication open and accessible, we have scheduled telephone town halls on August 6th and 7th at 12:00 p.m. and 6:00 p.m. each day. These sessions will provide an opportunity for us to update you directly and discuss our path forward.

Please watch for notices and voice messages with more information on how to join.

Thank you again for standing together. We will continue doing everything we can to bring home a fair agreement.

In solidarity,

Your GSBC Bargaining Committee