

BARGAINING UPDATE



NORQUEST COLLEGE LOCAL 071 CHAPTER 010 - NON-ACADEMIC STAFF

Bargaining for wages begins

Employer's wage offer shows we still have a lot of work ahead

Your negotiating team met with NorQuest College on Sept. 8 and 9.

We had productive meetings and signed off on all remaining non-wage related articles on the first day.

The employer gave us their wage package on day two. While their proposal is far less than what we deserve, we did have some good conversations with NorQuest on where they might have room to move.

The employer offered 10% over four years:

- 2024: 3%
- 2025: 3%
- 2026: 2%
- 2027: 2%

Please watch your personal email for a survey from us on Oct. 1. This survey will be all about your monetary priorities. Our counteroffer will be based on the feedback you provide.

We signed off on the following:

- **Article 1** – Definitions: Added a Letter of Understanding (LOU) that provides the union with an annual workforce review. This LOU adds transparency around the use of casual and term workers.
- **Article 10** – Position Opportunities: The revised article includes timelines and requirements on the posting, and language that ensures qualified internal applicants are given preference over external applicants. Members are also now able to request feedback on an unsuccessful application.

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- **Article 33** - Respect in the Workplace: The employer will now provide a timeline on the expected conclusion of investigations. They will also provide regular investigation updates to the complainant and respondent.
- **NEW Article** - Policy Consultations: Requires the employer to consult with AUPE prior to finalizing policies that affect the terms and conditions of the collective agreement.

Next meeting

We have scheduled bargaining meetings for December 15-16.

Please remember to complete the monetary priority survey we send you in October. This information is crucial to our fight for the wages and benefits we deserve.

Sign up for MyAUPE

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



SCAN
to create
a MyAUPE
account