

BARGAINING UPDATE



EMCON

LOCAL 118 CHAPTER 024, 025, 027 - ALL STAFF

Employer makes unacceptable wage offer

Your negotiating team met the employer on October 15 and 16 for bargaining.

We arrived ready to fight for the improvements we deserve. We responded to the employer's proposal with a comprehensive package. We focused on significant wage increases, improved benefits, overtime payment, cell phone cost reimbursement, and shift premiums.

Rather than responding to the entire package, the employer's counter only contained wages.

Your team reviewed the new wage offer and responded with what we felt was a fair compromise that still compensated us fairly for our work. The employer's rebuttal did not meet our needs.

The employer was clear – their latest unacceptable wage offer was their last and final offer. We are not willing to accept it, so we will apply for formal mediation. We will continue to update you as mediation begins.

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You can see both our position and the employer's position here:

	Emcon position	AUPE position
PAF Grievance	Union must withdraw the policy grievance on the PAF wage increase issue from last round of bargaining.	Currently scheduled for arbitration.
Term	5-year term, expiring in March 31, 2029	3.5-year term expiring March 31, 2028
Wage Increases	April 1, 2025 – 5% April 1, 2026 – 3 % April 1, 2027 - 3% April 1, 2028 - 3% April 1, 2029 – 3%	November 1, 2024 – 5% April 1, 2025 – 4% April 1, 2026 – 4% April 1, 2027 – 4%
Retro pay	Paid back to April 2025, and only to employees who are on staff as of the date of ratification.	Paid back to November 1, 2024, and to all employees on staff as of November 1, 2024.
Overtime	Current language – overtime starts after 10 hours worked.	Overtime starts after 8 hours worked.
Vision	Increase to \$400.00/2 years \$100 for eye exams once per year	Increase to \$400.00/2 years \$100 for eye exams once per year
Boot Allowance	Every twelve (12) months up to a maximum of \$125 for Regular, Seasonal HSA, and Seasonal Employees who have worked 75% or more in the previous 12 months; bridge crew, spray patch operator, or on an asphalt/paving crew shall receive a maximum of \$250 annually upon supply of receipts for work boots.	Every twelve (12) months up to a maximum of \$200 for Regular, Seasonal HSA, and Seasonal Employees who have worked 75% or more in the previous 12 months; bridge crew, spray patch operator, or on an asphalt/paving crew shall receive a maximum of \$350 annually upon supply of receipts for work boots.
Cell phone reimbursement	\$20/Month	\$40/month
Class 1 Premium	\$1.50/hour	\$1.50/hour
Grader and Excavator Operator Premium	\$1.50/hour	\$1.50/hour Add Backhoe Operator
Add Backhoe Operator		
Lead Hand Premium	\$1.50/hour	\$1.50/hour
Crew Lead (Mobile crew Paving and Spray Patch) Premium	\$1.50/hour	\$1.50/hour for all Crew Leads

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