

MEMBER UPDATE



GOVERNMENT OF ALBERTA – ALL STAFF

GSBC FAQs: Answers about the new GOA collective agreement

This update affects all AUPE members working for the Government of Alberta

Bargaining with the Government of Alberta took time and perseverance. The agreement is in effect as of September 3, 2025, and its real impact starts now.

Your negotiating team knows you have questions about what it means for you. Here are answers to some of the most common questions members are asking.

Frequently Asked Questions (FAQs)

1. When will the new collective bargaining agreement be available?

The new collective agreement will be available once the negotiating teams have created, verified, and signed off on all the new wage tables. This should take approximately 30 days.

2. You said we'd get retro pay within 90 days of ratification. When is that?

Ratification happened on September 3, 2025, when voting closed and the majority voted yes. Eligible employees will receive their General Wage Increase (GWI), including retroactive payment, on the September 26 pay stub. Other monetary changes (such as market adjustments, grid restructuring, etc.) will appear on subsequent pay runs starting October 10, retroactive to September 3 where applicable.

3. Do we get the extra Personal Day starting this year (2025) and will it appear in our 1GX?

Yes, we get the extra day starting at ratification. This will appear in 1GX no later than September 26; however, with manager approval, employees can use the extra day as of September 14 and work directly with their manager to update it in 1GX once available.

4. Do we get the National Day for Truth and Reconciliation (NDTR) off at the end of this month (September 2025)?

Yes, we get the September 30th stat off, but in the collective agreement it is not called NDTR.

5. Will the retro pay come in one lump sum?

Current employees will get a lump sum payment for their GWI automatically added to their pay cheque on the September 26 pay stub.

6. Are past employees eligible for retro pay?

Employees who were active on April 1, 2024, and who have since terminated employment are eligible for retro pay (also in one lump sum), but they must submit a written request within 90 days of ratification to the Public Service Commission at psc.compensationsservices@gov.ab.ca.

(continued on page 2)

7. Does retro pay apply to overtime?

Retroactive payments of our GWI include all hours that we worked, including overtime hours and all approved paid leaves.

8. Do the increases affect Workers' Compensation (WCB) and Long-Term Disability Income (LTDI) payments?

The wage increase does not affect previous WCB and LTDI claims.

9. Who is eligible for the Long Service Pay Adjustment (LSPA) and how will it be applied?

Eligibility: Members (wage, temporary, permanent) who have achieved 20 years of continuous service, based on their public sector service date, will receive an extra 2% increase calculated on their bi-weekly salary, effective September 3, 2025.

Application: Eligible members can expect to see the 2% increase on their November 21 pay cheque. Members who reached 20 years of continuous service prior to September 3, 2025, will also receive their compensation retroactive to September 3, 2025.

10. Will the retro pay increases be applied to Pension (PSPP)?

PSPP is not included in the retro pay. The retroactive salary is part of regular compensation for employees and is therefore pensionable.

11. What is happening with Sub 6 NEW LOU #4 Child Intervention Practitioners?

We do not know. The LOU states, "The employer will endeavor to implement the new classification within four (4) months of ratification of the Collective Agreement with pay adjustments being applied retro-active to the date of ratification." We should hear more from the employer by January 3, 2026.