

BARGAINING UPDATE



UNIVERSITY OF CALGARY LOCAL 052 – SUPPORT STAFF

Significant progress over the past month

Your negotiating team has continued discussions with the employer to fight for a fair collective agreement.

As we reported in our [last bargaining update](#), we met the employer on October 16. At this meeting we presented a comprehensive proposal for wages and benefits. Highlights of our proposal include:

- A four-year agreement
- 3% wage increases each year
- 2% long service increment for members with over 20 years of service
- Adjustments to the wage grid

Following the survey you filled out to share your concerns about AI, we presented our findings to the employer on October 16. Thank you for taking the time to share your important feedback.

We received an initial response to our proposal on November 6. They did agree to 3% wage increases each year, a win for members. However, they refused to adjust the wage grid, which we know is a priority. It should not take workers eighteen years to reach the top of the grid. We were willing to work with

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the employer and counteroffered increasing the gap between steps to 4% and reducing the number of steps, a significant benefit to members. The employer side-stepped, proposing an unnecessary third-party review of the wage grid. We know where the issue lies and are committed to fighting for a fair solution, including the employers unacceptable proposed increases to our benefits premiums.

We met with our fellow workers in the education sector on November 8 to discuss our shared issues and how we can support one another. We agreed that post-secondary workers deserve the same consideration as other sectors across the province. We are prepared to stand and fight in solidarity for that consideration.

Your negotiating team continued bargaining with the employer on November 10. We confirmed that 12% wage increases over the four-year term is the baseline for continuing wage negotiations. We are committed to bolstering the base increase either through an improved wage grid or targeted market adjustment to keep your wages competitive. We are also continuing to fight for a living wage for all members.

We remain hopeful that we will reach a fair agreement over the course of mediation. We have requested dates from the employer to continue negotiations and to provide clarifications they requested. However, we are continuing to complete our Essential Services Agreement (ESA). If mediation fails, we will prepared to take a strike vote if needed.

Join us for important town halls

We are preparing to host two town halls to hear your feedback and answer your questions. The town halls will be on December 1 and 2.

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