

BARGAINING UPDATE



ALBERTA INNOVATES AND INNOTECH LOCAL 060 – ALL STAFF

Vote on our tentative agreement NOW!

Voting on our tentative agreement (TA) is now open!

You should have received an email from **Election Buddy** earlier today.
Simply click the link in the email to cast your vote!

**If you did not receive the email from Election Buddy, please contact the
Member Resource Centre at 1-800-232-7284.**

Voting closes at 11:45 p.m. on Friday, November 28.

Don't miss your chance to participate in this critical vote.

AUPE NEGOTIATING TEAM - ALBERTA INNOVATES AND INNOTECH

Sean Watt
Sdwatt@telus.net

Brittany Orfino
b.bayl@hotmail.com

Erin Sand
sand_erin@yahoo.ca

Melanie Zachoda
zachodam@gmail.com

AUPE RESOURCE STAFF

Prisca Ryan Negotiations
p.ryan@aupe.org

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Highlights of the tentative agreement include:

- Agreement term from October 1, 2024 to September 30, 2028
- General salary increases:
 - October 1, 2024 – 3%
 - October 1, 2025 – 3%
 - October 1, 2026 – 3%
 - October 1, 2027 – 3%
- Retroactive pay to be paid to all active employees within 60 days of ratification
- Article 14 – Recruitment & Selection
 - Added a minimum 4% wage increase when an employee is appointed to a higher positions
- Article 18 – Overtime
 - Changed language from “pre-authorized” to “authorized” so that authorization can be provided after the shift in certain situations
 - Included language for training
- Article 19 – Shift Differential and Weekend Premium
 - Increased the 15:00 to 23:00 premium from \$2.25 to \$2.75
 - Added new night shift of 23:00 to 07:00 with a premium of \$5.00
 - Increased the weekend premium from \$2.25 to \$3.25
 - Expanded the hours of work eligible for premiums
- Article 22 – Paid Holidays
 - Added any days declared to be a holiday by the provincial or federal governments, including the National Day for Truth and Reconciliation
- Article 23 – Vacation Leave
 - Increase vacation accrual rates at 6 years of service (from 8 years) and 15 years (from 16 years).
- Article 24 – Illness and Medical Leaves
 - Added reimbursement for medical notes up to \$50
- Article 26 – Parental, Maternity, Domestic, and Compassionate Care Leave
 - Added 5 days of paid domestic violence leave
- Article 32 – Benefit Program
 - Increased Flex Spending Account from \$930 to \$1200
 - Removed medical note requirement for massage therapy
- New Article – Personal Leave
 - Added 1 personal leave day per year
- Letter of Understanding – Article 30 – Separation Pay
 - Added requirement for employer to provide 60 days of notice to employees in the event of a general workforce reduction for a period of one year
- Letter of Understanding – Long Service Increment
 - Added a 2% wage increase for all employees with 20 years of service or more

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