

# BARGAINING UPDATE



## ALBERTA INNOVATES AND INNOTECH LOCAL 060 – ALL STAFF

### We have a new collective agreement

AUPE members at Alberta Innovates and InnoTech Alberta have voted to ratify a new collective agreement.

99% of participating members voted in favour of the agreement.

Your negotiating team wishes to thank you for your support and solidarity during this challenging round of bargaining.

#### **AUPE NEGOTIATING TEAM - ALBERTA INNOVATES AND INNOTECH**

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## Highlights of the collective 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.