

# BARGAINING UPDATE



## SPECIAL AREAS BOARD LOCAL 118 CHAPTER 020 – ALL STAFF

### We have a tentative agreement!

Your negotiating team is happy to announce that we have reached a tentative agreement (TA).

#### Join us for a town hall

We will host a town hall to share further details about the TA and answer your important questions.

Monday, December 8

7:00 p.m.

Check your inbox for a link to join virtually.

The ratification vote will be in-person on December 11 and 12. Your negotiating team will be coming out to your worksite to collect your vote.

#### Highlights of the TA include:

- Four-year term from April 1, 2024 to March 31, 2028
- General wage increases:
  - April 1, 2024 – 3%
  - April 1, 2025 – 3%
  - April 1, 2026 – 3%
  - April 1, 2027 – 3%
- Market Adjustments of 5% effective January 1, 2026, for 18 specified classifications within the Agricultural Officer, Utility Officer, Transport Officer, Equipment Operator, Foreman, Automotive Mechanic, and Heavy Duty Mechanic series.

- Retroactive pay to April 1, 2024 provided to all members employed by SAB on the rate of ratification. To be paid no later than January 31, 2026.
- Increased flex spending account from \$900 to \$1200.
- Increased trailer allowance from \$800 to \$1250.
- Increased horse allowance from \$350 to \$750.
- Employer commitment to a good-faith review of how allowances for required PPE and/or required tools for purpose are applied throughout the entire organization. This begins to address our request for a tack/tool allowance for pasture employees, and the example the employer used of kitchen tools.
- National Day for Truth and Reconciliation to be recognized as a paid holiday. Agreement language to be amended as follows:
  - Article 29.01 (d) Any day proclaimed to be a holiday by:
    - (i) *The Government of the Province of Alberta;*
    - (ii) *The Government of Canada.*

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

#### AUPE NEGOTIATING TEAM

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