

## **Collective Bargaining Update #8**

### **Living Waters Catholic Regional Division No. 42 & AUPE Local 071/012**

The first scheduled Mediation meeting between the Board's Collective Bargaining Committee and Support Staff representatives took place on Wednesday, November 1, 2017. The meeting was facilitated by a Mediator assigned from Alberta Mediation Services.

With the assistance of the Mediator, the parties continued to resolve as many outstanding/unresolved items, as possible. The efforts and cooperation of both parties resulted in the resolution of six (6) of the eleven (11) unresolved matters. At the conclusion of the meeting the following thirty-two (32) agreed-to and signed-off Articles/Clauses illustrate the productive results achieved:

- ✓ Preamble
- ✓ Article 1 – Definitions
- ✓ Article 2 – Application
- ✓ Article 2 – Probationary Period
- ✓ Article 4 – Union Jurisdiction and Recognition
- ✓ Article 5 – Union Membership and Dues
- ✓ Article 6 – Time off for Union Business
- ✓ Article 7 – Discipline
- ✓ Article 8 – Grievance Procedure/Arbitration
- ✓ Article 9 – Vacancies
- ✓ Article 10 – Maternity and Parental Leave
- ✓ Article 11 – Vacancies
- ✓ Article 12 – Leaves of Absence
- ✓ Article 13 – Named Holidays
- ✓ Article 14 – Sick Leave
- ✓ Article 17 – Health Spending Account (17.10.a-b)
- ✓ Article 19 – Lay-Offs and Recalls
- ✓ Article 20 – Classification
- ✓ Article 20 – Wages and Premiums (Transfer of Employee)
- ✓ Article 21 – RRSP Contribution
- ✓ Article 22 – Labour Management Committee
- ✓ Article 23 – Travel and Transportation
- ✓ Article 24 – Training and Professional Development
- ✓ Article 25 – Safety Apparel and Footwear
- ✓ Article 26 – Occupational Health and Safety
- ✓ NEW Article – No Discrimination
- ✓ NEW Article – Respect in the Workplace
- ✓ Letter of Understanding – Bi-Weekly Pay
- ✓ Letter of Understanding – Alberta Health Care Benefit
- ✓ Letter of Understanding #1 – (proposed HSA – withdrawn by AUPE)
- ✓ Removal of NEW AUPE proposed Letter of Understanding #1: Flexible Health Spending Account (FSA)

It was agreed that the following remain as outstanding and unresolved:

- Article 15 – Hours of Work and Overtime
- Article 27 – Duration/Term of Agreement
- Article 31 NEW AUPE – Workers’ Compensation
- Salary Schedule “A” – Grids
- NEW AUPE Proposed Letter of Understanding #2 – Employee Exemptions

As the majority of outstanding items are of a monetary/financial nature, the School Division continues to be unable to present any additional offers, other than those previously rejected and declared unacceptable by the AUPE Bargaining Committee. Either one of the monetary scenarios could have possibly resulted in the resolution and attaining of a Memorandum of Agreement between the parties.

Living Waters, along with all school jurisdictions in Alberta, face the reality of the implications for monetary Articles/Clauses in Collective Agreements between School Boards and their Employee groups. These directives are clearly outlined in the Memorandum of Agreement document between the Teachers’ Employer Bargaining Association (TEBA) and The Alberta Teachers’ Associations.

In the late afternoon, the AUPE Bargaining Committee expressed, via the Mediator that it was unlikely that future Mediation Meetings would result in the Parties coming to agreement of the remaining unresolved items. It was the decision of AUPE to conclude further discussions with the School Board’s Committee and have the Mediator “write-out” of the Mediation Process.

The Board’s Committee was informed that AUPE had not only chosen to cease discussions, but also of their intention to initiate the necessary procedures required to advance the Collective Bargaining process to potential strike action by the Support Staff employees.

At this point in time, the decisions and scheduling the AUPE Support Staff are planning are unavailable to the School Division. Such activities will be determined by AUPE and announced, when available.

The Living Waters Bargaining Committee continues to be committed to providing update information regarding the Collective Bargaining process.

If there are any questions, please contact:

Dana Kentner (Board Chair) ..... 780-778-5666  
 Jo-Anne Lanctot (Superintendent of Schools)..... 780-778-5666

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Dana Kentner, Board Chair

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Date

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Jo-Anne Lanctot, Superintendent

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Date