

BARGAINING QUESTIONS AND ANSWERS

1. **Is it true that GoA members have not seen a cost of living increase in the past few years?**
False. In fact, the negotiated increases for GOA members were actually greater than the cost of living (Alberta CPI) for 2015 and 2016.

2012	2013	2014	2015	2016
4%	Lump Sum	2%	2.25%	2.5%

2. **How is the Bargaining Committee establishing its opening position for the wage reopener?**
The Union is using facts and research to determine a proposal that looks at matching inflation and cost of living increases while also including a general increase. From the results of the pre-bargaining detailed survey sent out to all GOA members, and keeping in mind that member responses on the survey were probably based on the assumption that the term would be for 2 years, the average wage compensation noted by members as acceptable was just over 3% over the period of the contract.
3. **Is there a survey for the general (GoA) membership?**
See previous response.
4. **How much ground have we lost to inflation and other such costs since the last time we got a raise?**
The cost of living has increased around 4.5% over the past three years.
5. **Will membership be able to vote on any tentative wage settlement?**
If we reach an agreement at the table (highly unlikely), the members will be given the opportunity to vote on it. If the settlement is rejected, we would likely go back to the table or it would be referred to binding arbitration by the Employer and/or the Union.
6. **What happens if they reject the settlement? If they don't get to vote, why not?**
There is the possibility of holding a strike vote; but as soon as that happens it is almost guaranteed that the Employer would refer it to arbitration. The results of the arbitration are not subject to a vote and are final and binding on all parties.
7. **What percentage do you plan to ask as a wage reopener. Will it be retroactive?**
Our first meeting with the Employer, as noted in the Collective Agreement, (which you can find on Local 002's website at <http://local002.aupe.ca/>), is January 15, 2019, with a further meeting scheduled for January 22, 2019.

Until we officially exchange proposals with the Employer, we cannot reveal the exact settlement that we are negotiating. However, as soon as the Employer receives our proposal, we will be able to release that information.
8. **For our wage reopener, will we be requesting consideration for the time between expiration of our previous contract to whenever the new wage comes into effect?**
That is the general practice in wage negotiations; however, our members voted to accept 0% for the first two years of our agreement, so any settlement will have to be for the third year. (Elaborate).

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9. Can you please negotiate something in regards to inflation in our wage re-opener?

That is the plan. (Elaborate).

10. How does the wage reopener work?

On January 15, 2019 (as noted in the Collective Agreement), GSBC will meet with the Employer to exchange proposals. If the Employer does not provide a clear wage proposal, we will not be providing/revealing our ask until they are prepared to reciprocate.

11. What will AUPE go to the table with?

Again, once we have formally exchanged wage proposals from both parties, that initial information can be shared with members.

12. What are the chances of being forced to take zeros?

We cannot be forced to do anything that our members do not want. Any wage settlement has to be voted on by our members first. (Elaborate).

13. When precisely will we know the outcome of this process?

There are no set deadlines to a negotiation process, but hopefully, sooner than later.

14. Just want to know the process and estimated time for the wage negotiation in January?

See above. We are at the table on January 15th and January 22nd. We exchange proposals and there may be some negotiation with the Employer but if, as I suspect, we will be far apart, there is a good possibility that either party may file for arbitration, the results of which would be binding. (Elaborate on response to Q#6).

15. Did AUPE Leaders give themselves raises?

No. AUPE is a union of over 90,000 Albertans. These members are represented by eight elected leaders who come from the membership.

AUPE Executives can't give themselves raises. Their compensation is determined by AUPE members at Convention and any salary adjustments are tied to adjustments in the GOA contract, including the one you're voting on.

16. Did AUPE staff give themselves raises?

No. AUPE has unionized staff of roughly 200 people. Their compensation is determined through the same collective bargaining process that applies to all unionized workers in Alberta.

Collective bargaining resulted in compensation for AUPE staff that matched the same increases that GOA staff received from 2014 – 2017. These negotiations concluded in 2014 and had resulted in a five year deal for 2014 – 2018. The current staff collective agreement is publicly available. AUPE staff enter into negotiations again in 2019.

Please ensure that AUPE has your correct mailing address and contact information by going to www.aupe.org/update-me and updating your information.