

Collective Bargaining Update #14

Dear Members and Colleagues,

We would like to welcome everyone back from the Holidays and hope everyone has a Happy New Year!

We truly thank everyone for their patience during this long bargaining cycle – it feels like it's been going on far too long. We are doing everything within our power to be as efficient and productive with our time and see no reason why the parties cannot reach an agreement on the outstanding issues. Albeit, there are massive outstanding items requiring compromise on either side in order for us to reach a deal.

Going forward, if there are any specific questions you have, please send them to us and we will answer them in the next bargaining update for all to see; similar to a FAQ format. We hope that this will answer members' questions as they arise while allowing the answers to common questions to be distributed to all NASA members.

We met with the employer on January 21 and are scheduled to meet again on January 28, February 5 & 18, March 1 & 22.

We are moving to a more traditional type of bargaining in an attempt to communicate our position on several articles in a more efficient manner. Our hope is that this change will help to hasten the bargaining process.

Recently, the issue we have brought forward to the bargaining table is centered around credit vs noncredit instruction and what will be covered under the collective agreement. NASA's position is that **all** instructional work at NAIT be included in the collective agreement as we believe the work conducted in all areas is academic in nature. We acknowledge that there could be different terms and conditions for some of the nontraditional areas of instruction which currently run outside of the collective agreement.

We have communicated to you in a broad way on some of the items agreed to in principle. We really cannot go into too much detail about these changes, but we can endorse that the changes made thus far are of benefit to both NAIT and NASA.

Some of the proposals that still need to be negotiated in entirety or just need to address some details include:

- Wages
- Benefits
- Employee types/classifications
- Term of the new collective agreement
- Time off for association business
- Definitions
- Jurisdiction and Application

The membership has made it clear that there are impacts of the short and long term continuation of remote delivery. We are looking at these issues and understand the members' concerns. This issue has come up since the onset of bargaining. We understand there has been a recent survey relating to online

classes and we will be using that data to assist in formulating proposals which will positively affect the work members do.

NAIT and NASA will continue to operate under the same terms and conditions of the agreement that expired on June 30, 2019 until a new collective agreement can be ratified.

We again thank you for your engagement and fortitude throughout this process and please stay steadfast in solidarity as we are all stronger together operating as one.

Please send your comments and questions to any member of the Bargaining Team. Previous Bargaining Updates can be accessed on [NASA's website](#)

In Solidarity,

Your NASA Bargaining Team:

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