

## Bargaining Update #19

June 30, 2021

As we continue to find solutions to the challenges before us, we ask every member of NASA to be patient as we navigate through the remaining bargaining items. We will continue to negotiate in good faith, in the fall, in pursuit of a fair deal for NASA's membership. We will provide any new bargaining dates once we confirm them with the employer.

We have agreed on several non-monetary articles, however, other important items are still on the table. Our current Collective Agreement will remain in effect until new agreement is ratified.

**EMPLOYEE TYPE:** This is an item that NAIT brought forward to deal with the multitude of issues caused by contractors, (both NASA and non-NASA members) teaching at NAIT. In principle, the Bargaining Team is not opposed to the creation of a new employee type and have presented several counter proposals that are fair and reasonable. The protection of our members, both full time instructors, and sessional instructors looking to become full time instructors, are at the forefront in every proposal.

**INTELLECTUAL PROPERTY:** This is a high priority item that includes copyright and patents. Developing language that is clear, easily understood and *aligns with all legislation* is of the utmost importance especially with emerging technologies, programming and mandatory scholarly activity within the Degree programs. The proposal NASA has put on the table is fair and reasonable for NASA members.

**JURISDICTION** is a very important item that is still on the table as it covers not only who belongs to our Association but describes what rights the members have. The NAIT Board of Governors has designated ESL as academic staff and employees and we continue to negotiate terms and conditions for ESL instructors, and for micro-credential and academic upgrading instructors.

**COMPENSATION:** The mandate provided to NASA's Bargaining Team does not include roll-backs or market grid adjustments. NASA members have communicated this concern loud and clear and **deserve a fair and reasonable increase to their compensation.**

Ensure that you take the time (well-deserved!) to recharge over the summer.

If you have any questions, please do not hesitate to get in touch with anyone on NASA's bargaining team.

In solidarity,

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