**Bargaining Update # 22**

**January 11, 2022**

The Bargaining Team met with the Employer on December 14, 2021. At this meeting, the Bargaining Team received counter proposals from the employer on Intellectual Property, Instructional Design and Delivery and consolidating language for Group Benefits.

To support the bargaining process, NAIT and NASA have both agreed to try informal mediation. We have made a commitment to select a mediator by January 14, 2022 to support in the continuation of negotiating several large outstanding issues including: Section 2 - Jurisdiction, 3 - Application, 7 – Association Membership, 10 – Institute-Association Relations, 12 – Time Off for Association Business and Wages/Salary Schedules.

NASA disagrees with several details provided in the NAIT bargaining update provided on December 17, 2021. We reject the implication made by NAIT that the NASA bargaining team has not “come to the table prepared to have discussions, review proposals, provide timely counterproposals, and offer up adequate time to bargain.” Our team has been working hard to set bargaining dates and prepare proposals. Although bargaining did not happen over the summer of 2021, this was by mutual agreement with NAIT. After the summer NAIT informed NASA they did not have any availability to bargain until the end of October 2021. Despite tough schedules to work around, we eventually found two dates that worked for both teams.

The 6.5 hours offered by NASA to NAIT for 2022 is to allow for bargaining after hours, as Section 12 continues to be contentious. We believe this is the best way to move forward and disagree with NAIT’s statement that the time is “not conducive or reasonable.”

The NASA bargaining team and the larger bargaining committee has met nine times over the fall 2021 semester to continue working on proposals, five of which have been provided to NAIT during the two fall bargaining sessions. Other outstanding proposals are awaiting information we have requested from NAIT, which we have not yet received.

NASA remains committed to bargaining with NAIT management in the best interests of its members and also in the best interests of NAIT. We are hopeful that moving to voluntary mediation process with NAIT will assist in the development of a new collective agreement.

We encourage members with questions about the collective bargaining process to contact anyone on the bargaining committee and we will be happy to talk to you either individually or in groups.

In Solidarity,

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