

Bargaining Update #9

December 17, 2019

Since our last update, we have met with the employer prepared to bargain in good faith on five occasions in November and two days during December. Negotiations will resume on January 10, 2020. Additional bargaining dates have been scheduled for January 17, 24 and 31, 2020.

During our collective bargaining session on December 4, 2019, the employer discussed their financial situation, specifically, decreases in government funding. Labour is NAIT's largest expense with 70% of their budget being allocated to AUPE, MAE and NASA wages and benefits. The employer brought forward their need to find \$12 million in savings over the next 6 months, which may be found through cuts to infrastructure as well as potential reductions in MAE, NASA and AUPE. NAIT has committed to submit a report to the government by the end of February 2020, addressing how they will address these budget challenges.

None of these items speak to your concerns or the improvements you're pushing for to keep providing NAIT students with quality education.

As of the last bargaining meeting on December 13, 2019, we have reached agreement in principle on proposals regarding Special Leave (Section 19). Specifically, the parties have agreed to incorporate the previous Letter of Understanding around utilizing bereavement leave when off on vacation.

Moreover, both parties have negotiated new provisions under Professional Development (Section 24) which have addressed some of your concerns. We are pleased to say there is an agreement in principle.

Both parties also agreed to new probationary language (Section 43) which we feel addresses your concerns over communication, consistency and transparent evaluations.

Minor agreed to in principle updates to the collective agreement includes changing the word Section to Article.

On December 13, 2019, we discussed Sections relating to workload, grievance procedure, just cause, vacation entitlement, probationary period and redundancy. In reference to your Workload concerns, some outstanding discussion items still to be addressed include:

- class sizes (number of students in class)
- impacts of different types and amounts of marking required in different courses
- impact of different amounts of course updating required for different courses

- number of unique and new deliveries
- concerns around substantive/specified credit given for course development
- lack of substantive/specified credit given for PD/skills upgrading
- lack of protection against unbalanced loading (semester, week, day)
- concern around the removal of CCPs such as what occurred within various School of Skilled Trades programs.

In regards to Wages and Benefits, financial items will be discussed once the parties can agree on other proposals dealing with Workload (Section 16) and certain types of employees under the Instructor classification.

Your bargaining team will provide you another update after the collective bargaining sessions in January 2020. Until then, we would like to wish all of you Happy Holidays, a Merry Christmas and have a Happy New Year!

Your, **NASA Bargaining Committee**

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Rhonda Betker
Bernie Budinski
Peter Kamstra
Christine Loo
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