



Local 002 Delegates at 2019 AUPE Convention



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By Membership Services Committee

Helpful Link

Training

<https://www.aupe.org/training>

Steward Contact

<http://local002.aupe.ca/Websites/aupeLocal002/images/2019-09%20Stewards.pdf>

Local 002 Facebook Page

<https://www.facebook.com/Local002aupe/>

Local 002 Website

<http://local002.aupe.ca/>

AUPE Website

<https://www.aupe.org/>

AUPE Member Discounts

<https://www.aupe.org/member-resources/discounts>

Greetings from Local 002 Chair

Sisters & Brothers, welcome to the AUPE Local 002 Newsletter! AUPE elected its Executive at the October AUPE Annual Convention. You can find information about the AUPE Executive at this link:

<https://www.aupe.org/about/contact>

You can find information about Local 002 Chapters and Committees at this link:

<http://local002.aupe.ca>

During these tumultuous times, it is very important that members keep informed about current news affecting your jobs and careers. If you have not already done so, please send your personal email address to AUPE by calling the AUPE Member Resource Centre at 1 (800) 232-728-4780, across Alberta or 780-930-3300 Edmonton.

Dennis Coulthard
Chair,
AUPE Local 002

Webmaster message

Local 002's Webmaster is looking for your help in updating [our website](#) and [our Facebook page](#). Do you have documents, photos, stories, or other information you would like to share with other Local 002 members? If so, please contact the Webmaster, Laurel Phillips, using [this form](#). The form can also be accessed at the bottom of Local 002's homepage.

Some suggestions include:

- a story about a positive interaction with the union
- photos from a rally or another AUPE event
- events to include on our calendar

The Webmaster is also available to help out our Chapters and Committee with any form or survey requests. Do you have a meeting coming up that you'd like an RSVP form for? How about a survey to evaluate the success of an event? [Contact the Webmaster](#) for assistance.

Don't forget to check out Local 002 on Facebook

<https://www.facebook.com/Local002aupe>



Provincial Executive (PE) Update

Before I proceed, I am thrilled to share with you that AUPE Executive have heard and responded to members' requests for current, accurate information and as of November 15, 2019. AUPE has now initiated the practice of sharing **Weekly Updates**, which will be sent out to all Provincial Executive members and Local Chairs.

The updates cover issues and concerns relevant to all members, including links to additional details, information on upcoming pickets and rallies; known job losses across the province; the latest labour news, including new GOA Bills and proposed legislation; GOA-initiated (biased) surveys; newly formed "Panels"; actions that will affect our pensions; etcetera.

With the agreement of Local 002 Executive, I have asked our web person, Laurel Phillips, to set up a new section on the Local 002 website that lists the **Weekly Updates**. The current and very first update covers the period of November 9 – 15, 2019 and contains a wealth of information for members.

The next PE meeting will take place on December 5 and 6, 2019 and the PE representative will soon be sharing copies of minutes, reports and all material brought to the PE. This meeting also sees the bi-annual updates by all Locals to the PE Strategic Plan and the PE Representative for our Local has contacted each Chapter Chair to ask them to forward updates on their member engagement events and successes, where they can gain the recognition they deserve for their hard work and outreach efforts.

Your Local Provincial Executive member is Emille Currie and you can contact her directly at: activist2018@gmail.com.

Greetings from Chapter 001

We've been busy with pizza information sessions to speak to Members about Bill 9 and the Mackinnon Report. Two sessions had over 100 Members with lots of great questions. We're also having a Christmas Party on December 8, 2019 with limited tickets available. Santa will be there with gifts and activities for the kids plus some Member updates from your Executive. Stay tuned for another Engagement Activity for adults in the New Year and pencil in March 11, 2019 for our very important Annual General Meeting. Any questions please send to bbakay@gmail.com for assistance.

Brendan
Local 001 Chair

Contact Local 002

Do you have a question or concern you would like to share with your Local 002 executive? Use this form to contact Local 002. http://shaw-fzwsh.formstack.com/forms/contact_local002

Please note that this website is managed by volunteers. Responses may take up to 10 business days.

If your message relates to an employment/union issue or is of an urgent nature, please contact the AUPE office at: <https://www.aupe.org/about/contact>

Local 002 Wellness and Personal Development Bursary

For details on how to apply and qualifying visit: <http://local002.aupe.ca/2019-bursary-opens>



Apply between Dec 1, 2019 and Jan 15, 2020 to submit your 2019 receipts.

What's New from Chapter 002 – Edmonton and Area

Worksite Lunches – Chapter 002 is having a number of worksite lunch and learns. As members, you can contact the chair if you would like to help plan one at your worksite. This is a great way to learn about the details of bargaining, arbitration and legislative changes.

January 11, 2020 – We will be having a Chapter meeting at Solidarity Place. In the morning, Jake Evans, Member Relations, will be working with us on "Personal Strategies for Dealing with Conflict." In the afternoon, President Guy Smith and Local 002's Bargaining Chair, Emille Currie, will give us an update on Bargaining, Legislation and Mobilization. We can also discuss the upcoming round of negotiations. Members will have the opportunity to ask questions.



BONNIE DOON
BOWLING LANES

February 29, 2020 – Get ready for BOWLING! For the low price of \$15.00 members can get tickets to an evening of bowling at Bonnie Doon Lanes. Network with your work friends and other members while you play three games and enjoy pizza. Come out and have fun.

Marcia O'Connor
chapter002chair.local002@gmail.com

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64 members attended a worksite meeting at the Neil Crawford Centre



Bargaining Update

As you know Bill 9, the *Public Sector Wage Arbitration Deferral Act* delayed the arbitration process negotiated through our Collective Bargaining process, to deal with the issue only of wages and Local 003's CPO III's remuneration. The GoA won an appeal that allowed arbitration to be delayed until past October 31, 2019.

The arbitrator has confirmed dates of December 16 – 18, 2019 to complete the arbitration process that was close to completion before the enactment of Bill 9. It is likely that the GoA will ask to introduce "new and relevant" economic information based on the pronouncements of the MacKinnon report produced by the "Blue Ribbon panel." If the arbitrator allows additional information, she will also allow AUPE to present a response to that information.

Keep in mind that the arbitrator is NOT NEGOTIATING. In other words, each party can ONLY present economic and other related information that supports their platform for or against a wage settlement. Currently, economic evidence from reputed sources such as the Conference Board of Canada, StatsCan, various national banks and financial experts do not support a settlement of 0%. Alberta's economy is in fact, doing better than most other provinces and even to keep up with the cost of inflation over the past three years would require a settlement of over 6%. While we all know the GoA will fight against ANY PERCENTAGE ABOVE 0%, AUPE will of course, never support the government's arguments against any type of wage settlement.

The members are also aware of the Constitutional Challenge that was launched against Bill 9 by AUPE. However, since the intent of Bill 9 – to delay arbitration until after October 31, 2019 – has already been accomplished, any wage settlement that the arbitrator may award, would be applied right away and be retroactive to April 1, 2019. Of course, if this happens, we do expect retaliatory action by the UCP. What the Constitutional Challenge will accomplish, if it is determined that Bill 9 was indeed unconstitutional, is that it would severely jeopardize such tactics from being used by legislators in the future. As well, there is potential for some possible tactical and/or strategic advantages that may benefit unions, particularly AUPE members.

Please check out the Q&A section under Bargaining, which will introduce new updates with the date of the update so members are able to track changes or review the latest member's questions and responses to those questions. At this point, any old Q&A's will be retained on the website as the political environment and climate is changing so rapidly, it might be helpful to provide some historical context and ability to track progress, or lack thereof.

Roll-backs and Cut backs

The rhetoric about 2% to 5% roll backs is being spread by the UCP and has nothing to do with our current arbitration process. The arbitrator will NOT allow negotiation as the arbitration process is ONLY to determine on a wage settlement for the third year of our current Collective Agreement.



AUPE has posted several updates and information as have many of our allies such as the Alberta Federation of Labour, the Parkland Institution, other unions, national banks, the Conference Board of Canada, Statistics Canada and others, supporting evidence that there is no rationale to justify 0% as a wage settlement. In order just to keep up with the cost of living over the past three years would call for a settlement of over 6%!

It is true that there have been layoffs of wage staff and vacant positions are not being filled. What our members should know is that wage staff, temporary staff and 2850 hour wage staff have provisions under LOU's 3 and 4 that may apply to them in the event of a layoff.

Currently, Permanent full time and part-time member employees are protected from layoffs under 17 – Employment Security, until March 31, 2020.

A new round of Negotiations will be commencing sometime in January 2020 and there will be priorities determined based on membership feedback. However, members have already experienced the UCP's disregard for the collective bargaining process that is so integral to continuing the provision of public services that all Albertans count on; services provided by our members. So, it is highly probable that the UCP will try and legislate cutbacks, roll backs, and/or anti-strike legislation that ignores Supreme Court decisions regarding ESA's (Essential Services Agreements). While some of the most outrageous challenges to democracy and collective bargaining rights may not hold up in the courts, it is clear that the UCP are also trying to buy time that will enable them to decimate the public services, unions and the jobs and wages that support our members and Albertans across the province.

Further Updates

- Please continually check the **Bargaining Q&A Updates** section on the Local 002 website, at: <http://local002.aupe.ca/bargaining-qa>. The updates will have the date attached to them from October 2019 on, so that you can check either the latest update or go back in time to review earlier updates.
- Please review the newest initiative through AUPE – the **Weekly Updates** provided to PE representatives and Local Chairs, which our web operator will post weekly on the Local 002 website as well in the very near future.
- **Very Importantly, please check the AUPE FIGHTBACK page at:**

<https://www.aupe.org/news-and-publications/campaigns/fight-back-aupe>





Occupational Health and Safety

The GoA Respectful Workplace Policy and Issue Resolution Process has been updated to meet the requirements of the updated occupational health and safety legislation; can find more information via the Public Service Commission (PSC) website:

<http://www.psc.alberta.ca/Practitioners/Doclist866.cfm>

The New Respectful Workplace Policy and Issue Resolution Process states:

All complaints will be dealt with promptly and in a confidential manner. An investigation may be initiated when the allegations, if proven, could constitute a violation of the Respectful Workplace Policy, and there is sufficient information upon which to base an investigation. Please review the Respectful Workplace Policy and Guidelines for more information.

Joint Work Site Health and Safety Committees (JWSHSC) and Reps

Challenges still exist with the formation of these committees. Some areas are up and running, others are in progress of being established, yet still more have no representatives whatsoever or one person.

No experience is necessary to sit on these committees and there is free training available for all committee members that is completed on the employer's time per the legislation. The initial training is a 2 hour (or less) video orientation to committees in Alberta that is provided via the Canadian Centre on Occupational Health and Safety (CCOHS) and can be found here:

<https://www.ccohs.ca/distributors/alberta/>

For those unsure of what the next steps are:

1- Not on a Committee but are interested?

Local 2 members who were not able to attend a chapter meeting but would like to be involved as either a Rep or be a part of a committee at their work site need to contact their AUPE Chapter Chair and express this interest. If the work site has vacancies their name may be added (and ranked where appropriate). If the committee is full/a rep is in place the Chapter will advise the member and recommend they put their name forth at the next AGM, however there are many vacancies so please reach out.

2- Members have been elected/nominated but employer not quite ready?

If your employer is ready to begin having JWSHSC meetings please have the manager contact their respective PSC Health and Safety Sector consultant. The consultant will contact OHS Division at AUPE to obtain the acclaimed/approved names at that work site (as there may be more than one Local).

3- If workers are ready and employer is not?

If the members/workers are mobilized to begin meeting as a JWSHSC but the employer is not willing or attempting to circumvent the process (choose union members) please contact the AUPE OHS division (Erez; e.raz@aupe.org) as they will pursue what options are available to have the committee become active and have the employer follow the legislation.

More information has not been forthcoming as we had hoped (summer newsletter) and pursuing an update on this process will occur in near future. However what we do know is PSC has developed Terms of References and are attempting to form committees in different areas as the managers request them struck.

Member Retirement Package

AUPE retirement pins, a plaque and a letter from the President may be made available for presentation to retiring members. Retiring members or component officers can request them by completing the AUPE Retirement Plaque Request form.

https://aupe.formstack.com/forms/retirement_package

Health and Wellness Benefits Plan For Retiring Members

Alberta Blue Cross has introduced an individual benefit plan that is available to employees once they have lost coverage under an employer-sponsored plan. Employees who currently have Alberta Blue Cross employer-sponsored group coverage either through health or dental plans or a health spending will receive preferred pricing should they chose to purchase this new plan after leaving the public service.

To learn more visit the link below:

<http://www.psc.alberta.ca/Practitioners/?file=benefits/retiree/BlueCross-RetireeBenefitPlan&cf=2>

