

# LABOUR RELATIONS UPDATE

By Jarret Serediak, NASA LRD

Welcome back everyone!

My virtual office is extremely busy dealing with the normal business of the Association including a variety of member concerns including, new and ongoing grievances and arbitrations, workload, and the upcoming bargaining sessions which both sides are attempting to schedule dates for the near future.

**COVID:** The current health crisis with the COVID-19 Pandemic has made for a challenging beginning to the new Academic year as NASA navigates through the employer's Vaccine Mandate and we support individual members concerns. We have heard a wide range of covid related concerns including safety, attendance, accommodation and employment status. As a result of discussions with NAIT representatives, and in consultation with myself and our legal counsel, our new President Shauna MacDonald has been providing you with updates on the ever-changing impacts of the pandemic and how they affect you each week. As we all understand communication is ultra-important especially in times like these, NASA will provide membership with new information as we receive it.

It is imperative for our members to fully understand NAIT's current Vaccine Mandate. We encourage all members to please continue to reach out to NASA whenever you have concerns or questions.

**BARGAINING:** NASA's Bargaining Team has met several times this year as we prepare to meet with NAIT and continue negotiations over the outstanding proposals still on the table. Bargaining has taken an unprecedented amount of time and the bargaining team remains committed to obtaining a fair deal for NASA members. The bargaining team will not bring forward an agreement for ratification that does not serve your best interests. We ask that you remain patient and recognize that the time delay represents not a lapse in our efforts or dedication, but rather is a reflection of our unwavering commitment to ensuring a fair Collective Agreement for NASA.

We look forward to resuming our sessions with the NAIT's Bargaining Team later this month to continue negotiating in good faith and will provide a more comprehensive update to all of you after our first meeting. Just a reminder that our current Collective Agreement remains in effect until a new one is ratified by members.

Please reach out to anyone on the bargaining committee if you have any inquiries.

## ACTIVITY REPORT

### July 2021

- Arbitration Prep - w/Legal x2
- Arbitration Hearings - 3 days

### August 2021

- Meeting re: Student Complaint
- Termination

### September 2021

- ESL Prep & Meeting - w/Legal x6
- ESL Arbitration Hearing - 4 Days
- NASA Office Meeting – x2
- NASA Table Officer Meeting
- NASA Executive Meeting - x 2
- RWP Interview - x2
- RWP Step 3 Response follow up
- Bargaining Team – x2
- Meeting re: Student Complaint
- Meet with J. Edmunds re: ongoing matters
- Member meetings re: timetabling, workload, travel, instructor duties – x3

- Meeting w/NAIT re: distributed work policy - x3
- Meeting w/NAIT re: Covid vaccination/rapid testing policy
- Meeting w/Legal re: Covid vaccination/rapid testing policy
- Meeting w/Legal re: ongoing grievances
- Filed two grievances at Step 3
- Meeting with HR re: Duty to Accommodate

### October 1-12, 2021

- Meeting w/ACIFA NAC (Negotiations Advisory Committee)
- Meeting w/Legal re: Covid vaccination/rapid testing policy – x2
- Termination
- Meeting with A. Brown, SAIT
- Member meetings
- Bargaining Team meeting