

## Bargaining Update #16

### May 4, 2021

The NASA Bargaining Team met with the employer on May 3 and 4, 2021. Both teams exchanged monetary proposals.

We have signed off on the Preamble, Tuition Benefit, and Maternity and Parental Leave sections and continue to work on other non-monetary items.

### NASA Perspective

Our salaries have not increased since July 2016. The membership is long overdue for an increase in wages to at least keep up with the rate of inflation. Remember, AUPE was recently awarded a 1% retroactive increase. (Click [HERE](#) to read the award.)

### NASA Members Step Up

Our members stepped up to the challenges of remote teaching during an unprecedented time, going above and beyond their normal instructor role, and making personal sacrifices for the benefit of their students and NAIT.

### NAIT's Monetary Proposal

Now, NAIT is proposing a five-year Collective Agreement term with a 5.5% salary **reduction** on the salary grid, and:

- **-3%** in 2020/21,
- **0%** in 2021/22,
- **0%** in 2022/23

NAIT's proposal is very disappointing and does nothing to foster Institute-Association relations or the economic well-being of our members and their families. Furthermore, it is not warranted due to NAIT's financial position.

### NAIT's Financial Position

NAIT's Annual Report of June 30, 2020, states a cash and investment position at **\$255 Million**. NAIT's financial presentation to the NASA Bargaining Team on May 3, 2021, indicated they are projecting a surplus in each of the next three years: 2021-22: **\$100,000**, 2022-23: **\$598,000**, 2023-2024: **\$30,499,000**. It was verbally indicated to us that these projections were based on 0% increase to NASA salaries.

### Joint Responsibility?

NAIT suggests that NASA has a joint responsibility to balance or provide a surplus of reserves for NAIT's budget. NASA believes that because we have no input into how they run their business, that NASA does not share any responsibility for their financial position.

### **NASA's Monetary Proposal**

NASA's membership has declined from 1254 to 897 members during the last four years and we believe that they should be reinvesting in their staff. To that end, NASA has put forward a proposal for an increase of **2.5%, 2.5%, 2%** and **2%** to salaries over four years.

### **Next Steps**

Your Bargaining Team needs your continuing support more than ever. We believe what we have proposed is reasonable and respectful of the work you do. We will continue working to bargain in good faith to negotiate a fair deal for our members.

Thank you for your patience as we continue this challenging process. Look for our next update later this month.

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

In solidarity,

**Jarret Serediak** ([jarrets@nait.ca](mailto:jarrets@nait.ca))

**Bernie Budinski** ([bernieb@nait.ca](mailto:bernieb@nait.ca))

**Katherine St. Laurent** ([katherines@nait.ca](mailto:katherines@nait.ca))

**Christine Loo** ([christinel@nait.ca](mailto:christinel@nait.ca))

**Peter Kamstra** ([pkamstra@nait.ca](mailto:pkamstra@nait.ca))

**Keep up to date by visiting the NASA Website's [Bargaining Update](#) page.**