



## Bargaining Summary June 4, 2020 NASA

### Synopsis

The Bargaining Team has been working hard over the past year to achieve a Collective Agreement with enhanced protections, better working conditions and wages & benefits for our members and their families, while preserving the quality of program delivery to our students. We have focused on areas such as:

- Protection from further redundancies
- Fair and reasonable workload
- Improved compensation and health benefits
- Expanded/flexible professional development (EPDA)
- Language promoting greater flexibility/professionalism for working conditions

Collective bargaining was put on hold in mid March due to the COVID-19 pandemic. We agreed to a pause until May 31, 2020. On May 5, 2020, we indicated to the employer our willingness to resume bargaining as soon as possible. When bargaining dates are set, they will be shared with membership.

### Recent Developments

Unfortunately, many NASA members have recently been lost to voluntary departure and redundancy cuts. While it may seem inevitable, and understandable, that there will be job losses due to a poor economy leading to low student enrollment, it is important to recognize that many of these redundancies occurred for other reasons. NAIT is rapidly implementing “transformational changes” within the Institute. In order to reduce operational expenses, NAIT has made choices that have negatively impacted NASA members. Some examples of this include:

- Replacement of permanent and sessional staff with lower-paid contract staff
- Increases to class size, including decreases to instructor: student ratios in labs and shops
- Removing Academic Upgrading from portfolios of NAIT programs and from NASA instructors
- Not giving CCP credit for certain days in the trades
- Replacement of NASA instructors with AUPE staff (instructional assistants and Ed Lab Techs)
- Not granting workload adjustments for additional development for remote instruction and extra work required due to less permanent staff and less support staff
- Introduction of online courses without appropriate workload parameters

The Bargaining Team has also realized that the COVID pandemic has brought issues to the forefront that are not currently addressed in our Collective Agreement, such as working remotely and intellectual property concerns.

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## Bargaining Progress – Accomplishments to date

We have come to agreement on several issues through the bargaining process. Areas of the Agreement where we have made progress include:

- EPDA funds (professional development)
- Legislative Updates/alignment with Alberta Labour Relations Code regarding No strike/No lockout clause for the duration of the Agreement
- Illness Leave
- Redundancy
- Annual Vacation
- Special Leave
- Grievance Procedure
- Probation Period

## Bargaining Issues – What we are asking for on the main issues

Although we have made some progress, a number of large issues remain, and we have been unable to reach agreement on these issues with the employer. We need language that provides protections on essential issues before we can conclude bargaining. These issues include:

### 1. Employee mix

- Protecting our members from further layoffs
- Ensuring maximum use of permanent full-time employment
- Preventing non-NASA members from delivering programming and replacing NASA members in classrooms, labs, shops, and online
- Eliminating the use of contractors and ensuring all instructors are covered by our Collective Agreement
- Preventing the piecemealing and outsourcing of any aspect of instructional duties

### 2. Workload

- Reducing workload for overworked members and ensuring workload is fair and equitable
- Firm limitations on class size and lab and shop instructor: student ratios
- Listing current programs and thresholds in the Collective Agreement
- Simpler, more understandable language around workload
- Protections for how workload is counted and assigned
- Online delivery

### 3. ESL Instructor Terms and Conditions

### 4. Wages & Benefits

### 5. Working Remotely (working from home)

We ask Membership to stand firm with us, your NASA Bargaining Team, until we obtain our goal of fair and equitable workload and preservation of full-time instructional jobs today and into the future.