



## *Building pathways to the future*

**MEDIA RELEASE** –September 24, 2018

### **PUBLIC RELEASE ON BARGAINING WITH AUPE**

#### **LIVING WATERS CATHOLIC REGIONAL DIVISION NO. 42**

Living Waters Catholic Regional Division No. 42 (“Living Waters”) unfortunately has received notice today from AUPE that our AUPE support staff employees intend to commence strike action beginning this Friday September 28, 2018. Living Waters wishes to continue to bargain in good faith with the AUPE Bargaining Committee at the Collective Bargaining Table. However, given AUPE Bargaining Committee’s choice to leave the Bargaining Table and discontinue any further discussion, combined with the numerous public AUPE communications, media releases, and postings, Living Waters wishes to summarize its position with key facts so that its silence is not taken as agreement to the public communications that have been and are continuing to be made by AUPE.

Please consider the following:

1. Living Waters has continued to bargain in good faith with AUPE Representatives and was again doing so on June 7, 2018. The AUPE Bargaining Committee rejected the Board’s last offer and refused to participate in, or continue any further discussion at the Bargaining Table.
2. Bargaining to date has resulted in the successful resolution of almost all the issues raised by both parties. The primary issue AUPE communicated to the Board’s Committee was an unwillingness to accept Living Waters position on wage increases. AUPE chose to leave the bargaining table and not return for further discussion.
3. Living Waters last offer to the AUPE Bargaining Committee on wage increases was:
  - a. Year 1 (16/17) 0%.
  - b. Year 2 (17/18) 0%.
  - c. Year 3 (18/19) a one (1) time lump sum payment of Three Hundred Dollars (\$300.00) to all bargaining unit employees.
  - d. Year 4 (19/20) Wage reopener applied to other measures and not to include voluntary binding arbitration.
4. Attached are two (2) comparable analysis charts, illustrating many of the classifications and wage rates in our Collective Agreement. This analysis shows that Living Waters AUPE Support Staff members are very well paid in comparison to their same, or similar, positions in other

**Box 1949,  
4204 Kepler Street  
Whitecourt, AB T7S 1P6  
www.livingwaters.ab.ca**

**Tel (780) 778-5666  
Fax (780) 778-2727  
Toll Free 1-888-434-7348**

School Divisions. In fact, in almost all categories of all grids Living Waters' wages represent the highest, or nearly highest paid of all the comparables for their positions. Even taking into account the School Divisions that have reached agreements, including some modest increases, those resulting wages remain less than the current wages paid to Living Waters Support Staff. Further, the current wages of our Support Staff group exceed the average wage from the attached comparables, with Living Waters' wages being a minimum of approximately two percent (2%) ranging up to, and in excess of ten percent (10%) higher than even the average wage applicable to these positions.

5. As you are likely aware, Living Waters, as with all other Alberta School Divisions, is funded by the Provincial Government of Alberta. The Provincial Government has communicated to School Jurisdictions, including Living Waters its mandate that Labour agreements reflect the reality of our current economy and provincial funding. Living Waters' position is not intended to show a lack of respect or value for the work our AUPE support staff perform.
6. Living Waters understands that AUPE recently reached tentative agreement with the Province, subject to ratification, with its largest bargaining unit. Our understanding from recent media reports is this tentative agreement is consistent with the position that Living Waters has taken at our Bargaining Table. In fact, with Living Waters recent offer to provide a Three Hundred Dollar (\$300.00) lump sum in Year 3, the current position of Living Waters likely exceeds the tentative agreement Provincial AUPE representatives have reached with the Provincial Government for comparable years.
7. In summary, Living Waters truly appreciates and values its AUPE support staff. However, the reality is that current wages exceed those of comparable employees in neighboring comparable school divisions. In many cases current wages exceed comparables by substantial margins and in many cases the current wages without any adjustments to classifications represent the highest paid for those classifications amongst the comparables (see attachments). In addition, Living Waters has a mandate from the Provincial Government. With the likelihood of a tentative agreement between AUPE and the Provincial Government at zero percent (0%) as reported by the media, Living Waters believes it has already offered to do better, with its Three Hundred Dollar (\$300.00) lump sum offer in Year 3.

We trust that this information is helpful to understand why Living Waters maintains the position that it does at the Bargaining Table, and why Living Waters honestly believes that its offer is a fair and reasonable outcome at this time, particularly in the outlined circumstances.

Living Waters truly hopes and trusts that the AUPE Bargaining Committee will forego the strike action they are threatening and agree to return to the Bargaining Table to continue to bargain in good faith. It is Living Waters honest belief that it is unfortunate and disappointing, for all involved, that AUPE has chosen to commence strike action despite all of the circumstances and facts above, and to disrupt the education of our students.

Please direct all inquiries to Jo-Anne Lanctot, Superintendent, at (780) 778-5666 or by email to: [jo-anne.lanctot@livingwaters.ab.ca](mailto:jo-anne.lanctot@livingwaters.ab.ca).

## Settled School Jurisdiction Support Staff Hourly Wage Rate Comparisons (September 1, 2015)

School Jurisdiction	Secretary		Clerk/Typist		Teacher Assistant		Library Clerk	
	Min	Max	Min	Max	Min	Max	Min	Max
Living Waters	19.58	25.88 11 yrs	18.19	24.34 11 yrs	20.42	24.40 11 yrs	20.42	24.40 11 yrs
Grande Yellowhead	20.37	22.11 10 yrs	* no positions in Grande Yellowhead		20.18	22.01 10 yrs	19.91	21.75 10 yrs
Livingstone Range	18.35	21.83 6 yrs	17.17	20.46 6 yrs	16.56	18.90 6 yrs	18.41	19.75 6 yrs
Northern Gateway	17.34	23.05 7 yrs	17.34	23.05 7 yrs	16.17	20.58 7 yrs	17.10	22.59 7 yrs
Canadian Rockies	20.42	24.56 5 yrs	16.33	19.47 5 yrs	20.11	24.16 5 yrs	16.21	19.47 5 yrs
Average Rate per hour	19.21	23.49	17.26	21.83	18.69	22.01	18.41	21.59
LW above average \$/hour	0.37	2.39	0.93	2.51	1.73	2.39	2.01	2.81
% higher than average	1.93%	10.18%	5.39%	11.50%	9.26%	10.86%	10.92%	13.02%

\* no rate, or no named position

highest hourly rate for position

second highest rate for position

School Jurisdiction	(Settlement Percent)						
	2014	2015	2016	2018	2019	2020	
Living Waters (not settled)	2.00	1.00	*	*	*	*	17-Jun-15
Grande Yellowhead (settled)	0	2.00	1.00	*	*	*	16-Dec-15
Livingstone Range (settled)	0	2.00	0	*	*	*	29-May-17
Northern Gateway (settled)	1.00	2.00	0	1.50	1.75	2.00	04-Oct-17
Canadian Rockies (settled)	3.00	0	0	1.50	*	*	19-Jun-17

Settled School Jurisdiction Support Staff Hourly Wage Rate Comparisons (September 1, 2015)

School Jurisdiction	Financial Assistant		Secretary		Clerk/Typist		Teacher Assistant		Library Clerk		Custodian		Maintenance	
	Minimum	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Living Waters	20.43	26.77 11 yrs	19.58	25.88 11 yrs	18.19	24.34 11 yrs	20.42	24.40 11 yrs	20.42	24.40 11 yrs	17.17	21.68 11 yrs	22.67	30.65 11 yrs
Grande Yellowhead	22.32	24.14 10 yrs	20.37	22.11 10 yrs	no positions in Grande Yellowhead		20.18	22.01 10 yrs	19.91	21.75 10 yrs	Contract Custodians		26.40	29.03 10 yrs
Livingstone Range	19.58	23.18 6 yrs	18.35	21.83 6 yrs	17.17	20.46 6 yrs	16.56	18.90 6 yrs	18.41	19.75 6 yrs	16.88	20.25 6 yrs	32.60	32.60
Northern Gateway	no positions in Northern Gateway		17.34	23.05 7 yrs	17.34	23.05 7 yrs	16.17	20.58 7 yrs	17.10	22.59 7 yrs	Contract Custodians		29.73	33.68
Canadian Rockies	no positions exist in Canadian Rockies		20.42	24.56 5 yrs	16.33	19.47 5 yrs	20.11	24.16 5 yrs	16.21	19.47 5 yrs	20.02	23.01 3 steps	no positions in Canadian Rockies out of scope	
Average Rate per hour	20.77	24.70	19.21	23.49	17.26	21.83	18.69	22.01	18.41	21.59	18.02	21.65	27.85	31.49
LW above average \$/hour	-0.34	2.07	0.37	2.39	0.93	2.51	1.73	2.39	2.01	2.81	-0.85	0.03	-5.18	-0.84
% higher than average	-1.64%	8.38%	1.93%	10.18%	5.39%	11.50%	9.26%	10.86%	10.92%	13.02%	-4.72%	0.14%	18.60%	-2.67%

\* no rate, or no named position

highest hourly rate for position

second highest rate for position

School Jurisdiction	(Settlement Percent)								* TBD	Settled Date:
	2014	2015	2016	2017	2018	2019	2020			
Living Waters (not settled)	2.00	1.00	*	*	*	*	*	*	17-Jun-15	
Grande Yellowhead (settled)	0	2.00	1.00	1.00	*	*	*	*	16-Dec-15	
Livingstone Range (settled)	0	2.00	0	0	*	*	*	*	29-May-17	
Northern Gateway (settled)	1.00	2.00	0	0	1.50	1.75	2.00	*	04-Oct-17	
Canadian Rockies (settled)	3.00	0	0	0	1.50	*	*	*	19-Jun-17	
Black Gold (settled)	1.00	2.00	1.00	1.00	*	*	*	*	07-Mar-16	
Foothills (settled)	0	3.00	0	0	1.00	*	*	*	21-Nov-17	
Horizon (settled)	1.00	2.00	0	0	0	*	*	*	13-Feb-17	