

**April 1, 2022**

**Summary of Changes in Proposed New NAIT/NASA Collective Agreement**

**June 30, 2019 to June 30, 2024**

**Summary Highlights:**

- **Wage increase (no rollback!)**
- **Improvements to paramedical benefits and wellness account**
- **New workload model with embedded thresholds beginning September 2023**
- **EPDA improvements**
- **Clarified redundancy process and improvement for recall**
- **Cap on contractors/casual work as part of new employee model**
- **Additional grid vacation for C&IS/Librarians**
- **Flexibility on Reading Week vacation days**
- **Remembrance Day as statutory holiday and future holidays**
- **Language updating and improvement throughout**

**Overview of Agreement being Presented for Ratification**

Please note: "Sections" changed to "Articles," and numbers of Articles will be updated in new agreement.

**Wages:**

In accordance with the mandate letters received province-wide:

- April 1, 2023: 1.25%
- December 1, 2023: 1.5%
- December 1, 2023: additional 0.5% (contingent on GDP)

New casual salary grid in Appendix.

**Preamble:** Moved language from Article 3 regarding work life balance to the preamble.

**Article 1 Definitions:** Updated and added new definitions as referenced throughout the Collective Agreement.

**Article 2 Jurisdiction:** Added Curriculum and Instruction Specialists.

**Article 3 Application:**

New model with different names:

Old 2016-2019 CA Terms	New 2019-2024 CA Terms
Salary Staff Members	Continuing
Sessionals	Temporary
Contractors	Casual

Ratio in 2016-19 Collective Agreement lists 90 Salary: 10 Sessional with unlimited contracting (currently at approx. 25%). This has been replaced with a ratio that covers all three employee types.

At least 67% of hours to be taught by Continuing staff: 33% of hours to be taught Temporary and Casual employees. This is to be phased in over two years (71% in 2023) with no loss of current permanent staff.

Provision for Temporary (sessional) employees for transitioning to Continuing (permanent) category, after three (3) years.

**Letter of Intent for Article 3:** That no permanent staff will be displaced/made redundant, and that casual staff type will replace contractor type employees.

**Letter of Understanding Article 3:** Principles for vendor/contractor hiring for credit program needs.

**Article 4 Effective Date and Term of Agreement:** Added language regarding no lockout by the Institute and no strike by the Association during the term of the Collective Agreement.

Term of the proposed agreement will run July 1, 2019 to June 30, 2024.

**Article 7 Association Membership:** Housekeeping updates.

**Article 9 Consultation:** Consequential amendments relating to Articles 3 and 16.

**Article 10 Institute-Association Relations:** Housekeeping updates.

**Letter of Understanding Article 10:** NAIT and NASA to discuss entering into a tenant agreement.

**Article 15 Work Schedule (Renamed to Hours of Work):** Added recognition of flexible/professional work hours, with 7.25 hours per day and 36.25 hours per week staying in the agreement.

**Article 16 Instructor Workload:** New instructor workload model that provides harmonized embedded threshold numbers for diploma/certificates, degrees, apprenticeship and blended programs.

Category of Instruction	Effective 2023-24
<b>Apprenticeship</b>	685
<b>Diploma/Certificate</b>	585
<b>Applied Degree (BAIST)</b>	515
<b>Degree</b>	449

Assignable workload hours take into account professional duties/responsibilities of instructors. Revised overload formula to 3 times hourly rate.

Classroom Contact Period (CCP) renamed to Scheduled Instruction Hour (SIH). Scheduled SIHs will no longer be provided to the instructor who is absent, when away for five (5) days or less. The substitute instructor will receive the SIHs.

**Article 16 Appendix:** Updated list of program thresholds

**Article 17 Paid Holidays:** Confirmed Remembrance Day as a paid holiday. Requests to work during Reading Week to be approved based on operational feasibility and extended timeframe for using Reading Days in lieu. Added language regarding fall break.

**Article 18 Annual Vacation:** Annual vacation may be reimbursed if staff member is hospitalized during vacation. Added Curriculum & Instruction Specialist to Librarian vacation entitlement, with additional week after fifteen (15) years in that entitlement.

**Article 19 Special Leave:** Staff member may access special leave during vacation for the purposes of bereavement.

**Article 22 Maternity & Parental Leave:** Updated article to align with provincial legislation and included language regarding the Supplementary Employment Benefit Plan.

**Article 23 Illness Leave:** Added notice period to return to work from leave. Removed clause regarding self-inflicted injury.

**Article 24 Professional Development:** Expanded the scope of EPDA eligible expenses. Defined Educational Resource and expanded use of funds to pay for professional fees and union non-working dues. Allowed for additional accrual, not to exceed \$3200.00 and pro-rated for new and part time employees. To be put into effect July 1, 2022.

**Letter of Understanding EPDA Administrative Process:** Parties will meet to discuss a more efficient and streamlined process for both NASA and NAIT.

**Article 27 Benefits Administration (renamed to Group Benefits Plan):** Language clarified and reorganized. Paramedical coverage level increased from 80% to 100% with increased annual maximum. Health spending account increased from \$650 to \$750. These changes to be effective July 1, 2022.

**Article 28 Long Term Disability (renamed to Long Term Disability Insurance Plan):** Housekeeping updates

**Article 29 Health Plan Benefits (renamed to Business Travel Coverage):** NAIT extended medical benefits plan moved to Article 27 Group Benefits.

**Article 31 Dental Plan:** Moved to Article 27 Group Benefits

**Article 32 Group Insurance:** Housekeeping updates, to reflect current practice.

**Article 36 Tuition (renamed to NAIT Tuition Benefit):** Language updated to reflect current practice.

**Article 43 Probationary Period:** Mandatory written performance evaluations during probation. Reduced probationary period and extensions to probationary period will be permitted only for approved leaves greater than one month, excluding vacation.

**Article 46 Redundancy:** Clarification to the process when redundancy occurs, and to language regarding exemptions from redundancy. Recall rights and process language added.

**Article 48 Grievance Procedure:** Elimination of nominees for arbitration. Extended timeframes from 10 to 15 working days for filing and managing grievances. Housekeeping updates to align with Alberta Labour Relations Code.

**Article 49 Negotiations and Dispute Resolution (renamed to Collective Bargaining):** Language changed to align with Alberta Labour Relations Code.

**Article 51 Health & Safety Committee:** Language updated to reflect the establishment of a Joint Workplace Health and Safety committee, as per the Alberta Occupational Health and Safety Act.

**Article 53 Instructor Design and Delivery:** Instructional staff not responsible for actions of instructional assistants, rather IAs work under instructor guidance and report to a non-NASA supervisor.

**Article XX Seniority (new article):** Created a definition of NASA seniority, when it applies, obligation for NAIT to provide a seniority list and for NASA to identify any corrections within 30 days, requirement for those with the same seniority date to be assigned a ranking.

**LOU Seniority:** Obligates parties to establish a tie breaking process. Tie Breaking Process for existing staff members.