

## Bargaining Update # 20

November 24, 2021

NASA will back at the bargaining table with NAIT beginning on December 2, 2021. In addition, we have scheduled two more dates to bargain: December 14 and 16, 2021.

We wanted to remind you that we have appointed four new members to fill outstanding vacancies on the bargaining committee. We also want to take this time to thank every member who gives up their valuable time to volunteer for the betterment of NASA members and their families. Our committee has been meeting regularly to continue our preparation and strategic discussions for our next rounds of negotiation meetings.

We appreciate your patience with this round of collective bargaining that has taken an unprecedented amount of time and reaffirm our commitment to obtaining a fair deal for NASA members.

### [NASA's Position on Wages and Wage Rollbacks](#)

NASA will continue to advocate for wage increases as the relevant economic data supports our position. With no signs of inflation decreasing, Alberta is experiencing a yearly inflation rate of 2.76%. Alberta has shown an average salary increase of 9% since 2016.

<https://economicdashboard.alberta.ca/AverageWeeklyEarnings>

Moreover, we do not have a mandate to negotiate rollbacks to the salary grid. NASA members have not had increases to our salary grid in over 5 years.

Back in March 2020 you went above and beyond to convert traditional face to face classroom into a virtual one pretty much overnight for NAIT and its students, not to mention the fact that most instructors are using a valuable portion of their homes as a classroom without adequate compensation. Inflationary pressures also erode what NASA members bring home to their families.

Watch your emails for another update after our first meeting with NAIT on December 2, 2021. It will also be posted on the NASA website: <https://www.naitacademicstaff.ca/bargaining-update>

The NASA Bargaining Team will continue to bargain in good faith, in order to reach a fair Collective Agreement for our members and their families.

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

### QUESTIONS FROM THE OCTOBER 2021 TOWN HALLS:

#### ***Are contract instructors included in the 10% cap?***

The 10% applies only to sessional instructors and not retirees or contract instructors. The current agreement states "The number of sessional staff members (headcount) will not be greater than ten percent (10%) of the salary staff members' headcount (full and part time)." (Section 3.02-f).

As of October 30, 2021 our headcount for credit courses/programs is 892 total instructors.

842 (73%) salaried (less those on leave who do not pay dues)

51 (6%) sessional (less retirees and those not paying dues)

177 (21%) contractor instructors

This means there are 27% sessional and contractor instructors already and growing. There is no limit on contractors currently, however: "Credit courses necessary for the operation of Programs may be purchased by the Institute by way of contracts, on an as needed basis." (Section 15.03)

### ***What changes can we anticipate regarding Sections 3, 37, and 53?***

#### **Section 3: Application**

We are working on a strategy to replace contractors with employees while limiting precarious/casual employment and ensuring fairness and representation for those teaching on a casual basis.

#### **Section 37: Intellectual Property and Copyright**

We are looking at adding new clauses that specify what belongs to the instructor and what belongs to NAIT. Our goals are to make sure that personal lecture materials and recordings will never be used without the instructor's permission.

#### **Section 53: Instructional Design and Delivery**

We are looking to strengthen the language around instructors having authority over course design and delivery.

### ***How does the bargaining committee collect input from the wider membership on their ideas?***

We did a [survey](#) at the beginning to direct our mandate. We have reached out informally to stakeholders throughout the process. All members are encouraged to continue contacting us with their ideas or concerns

In Solidarity,

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