



# Bargaining Update

EDMONTON  
PUBLIC LIBRARY

January 5, 2024

A New Year is here, and we are still without a contract.

You have likely heard the news about the City of Edmonton (CoE) mediation process, particularly pre-Christmas. At present, the City of Edmonton (Employer) and CSU 52 remain in mediation. The Union has countered the City's last offer and expects to hear from the City during the week of January 8<sup>th</sup>, which will determine the next steps. The City went directly to the membership with a "best and final offer"; the Union countered. For more information, see the [latest CoE bargaining update \(January 3, 2024\)](#).

The City's "best and final offer" included the following economic increases:

- 2021 - 0%
- 2022 - 1%
- 2023 - 2%
- 2024 - 2%
- 2025 - 2.25%

The CSU 52 CoE Bargaining Team proposed the following economic increases:

- 2021 - 1.5%
- 2022 - 1%
- 2023 - 2%
- 2024 - 3.75%
- 2025 - 3.75%

At EPL, we submitted a joint application (Employer/Union) for mediation on December 21<sup>st</sup>, Mediation Services appointed Klaus Opitral on January 3<sup>rd</sup>. The Library, Union, and Mediator will set dates for mediation. Our expectations are that the mediation process will proceed quicker for EPL than it did with the City.

We expect EPL to get the same monetary offer as the City's "best and final offer" which is noted above, however, we hope that a creative mediator might find a way forward for the parties.

In terms of process, mediation is required by law. After mediation, there is a two-week cooling off period after which either party can take job action (strike or lockout) after a 72-hour notice period.

If mediation is not successful, the Union will have to make some decisions. Regardless of what transpires, the membership will be consulted as to what those next steps will be.

Please stay tuned. In the meantime, we ask that you pass along this message to your colleagues who may not be receiving or reading our bargaining updates.

*Your EPL Bargaining Team,*

*Lori Jeffery-Heaney, Patrick Foss, Elton Raynor, Andrea Thompson-Dick, Joe Childs, Amanda Pickett*

## Key Messages

- **The wage increases are not good enough!** The current offer combined with the 0% increases in 2019 and 2020 results in an increase of only 3% over 5 years. Inflation over this same period is 16.37% (Bank of Canada Inflation Calculator). That means a 13.37% wage cut from 2018.
- Other Civic Unions did accept 0, 1, and 2% but some of them also got 1.5% in 2020. The Edmonton Police Association got a 7% wage increase over 3 years; the City is offering us 7.25% over 5 years.
- The Employer's offer of 2% in 2024 and 2.25% in 2025 is insulting. This is lower than what is currently being ratified by unionized employees in other municipalities in Alberta. Large organizations, such as the Government of Alberta, are starting to bargain in the new year. Given inflation, we expect to see higher negotiated settlements elsewhere than what the City is currently offering.
- We have been loud and clear in this round of negotiations that we will not accept 0% again. We have taken actions to show them, we have asked them to advocate for us, yet they have remained silent and are accepting what the City doles to us. Now is the time to take a stand!
- In 2020, we accepted a deal with 2 years at 0%. At that time, we were in uncertain times due to the pandemic. Much has changed over the last several years, particularly for those in Branch Services!
  - ▶ The economic situation in Alberta has changed dramatically – a decent wage increase is one way for ALL unionized members of EPL to benefit
  - ▶ We have had our voices squashed as management has removed ways for us to express our opinions and comments
  - ▶ Members feel that facets of the Leadership Promise are NOT being fulfilled
  - ▶ Days in Lieu are no longer linked to a weekend for those in Branch Services... in fact, you may not even get that time if circumstances dictate the operational need for you to be at work
  - ▶ The public service work of our members has changed a lot over the years; there are new service expectations and new risks that continue to evolve
  - ▶ Sundays became a standard day of work several years ago, and have now expanded to include Sunday mornings
  - ▶ Shift differential, the intended compensation for weekend and nights, has not increased in over 10 years and its buying power has been incredibly diminished
  - ▶ Scheduling is not meeting the expectations/intent of the Collective Agreement with respect to one-in-three Sundays and two consecutive days off
  - ▶ Staffing is lean – our part-time members continue to pick up shifts to ensure EPL service points are operational, some up to full-time hours, without reaping the rewards of benefits and accrued vacation

A stylized illustration of a person with short brown hair, wearing a red short-sleeved shirt and tan pants. The person is holding a black signpost that supports a white rectangular sign with the text "NO ZEROS!" in bold, red, sans-serif capital letters. The sign has a red circle with a diagonal slash over the letter 'O' in "NO".

**NO  
ZEROS!**

We are all proud to work at EPL, and we care about what we do. But, we have borne the price of being laid off during Covid, and subsequently taken two zeros in our last contract. It's time to stand our ground for a raise that doesn't include a zero and offsets the inflation measures that we are experiencing!