



WORTH DOING!

Salary Arbitration Update

- The salary arbitration agreed to by teachers and the Teachers' Employer Bargaining Association (TEBA) through the 2018–20 central table settlement and then delayed by Bill 9 was held November 14 and 18, 2019.
- The Association was represented by legal counsel from Field Law LLP, Teacher Welfare staff officers and our staff economist (who was the Association's expert witness on the state of the Alberta economy and teacher salaries).
- We made our case for salary increases of three per cent in both the 2018/19 and 2019/20 school years and TEBA made their case for a salary rollback of two per cent effective the date of the arbitration decision.
- The Association vigorously countered TEBA's request for a rollback pointing to the language in Letter of Understanding 6 in the Mediator's Report which states as its first point: *The only matters subject to arbitration shall be general increases to the salary grids.*
- While the arbitration panel stated that they would try to issue their decision as expeditiously as possible, we are now entirely in their hands.
- It is not uncommon to wait two or more months for an arbitration decision and we do not expect to hear anything until mid-January at the earliest.
- As soon as we have the decision we will release it to teachers.

WORTH KNOWING!

Employment

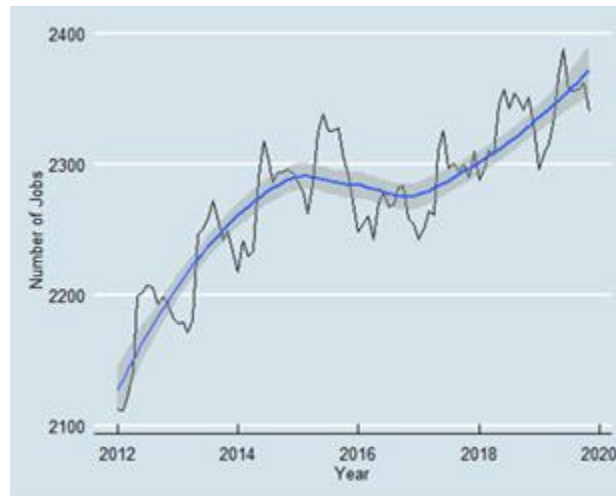
- Hardly a day goes by without unemployment data making headlines.
- In its simplest form, the unemployment rate is the number of people who are unemployed divided by the labour force.
- The labour force is made up of people who are employed and those who count as being unemployed (a person who is actively seeking work and is available for work).
- So why does this matter? The unemployment rate can go up even when there are more people working.

- If the number of people who count as unemployed increases by the same rate as the number of employed people, then even though more people are working, the unemployment rate remains unchanged.
- There is an increase in the number of people who count as being unemployed if people who had previously stopped looking for work start looking again or there is in-migration.

Woi

- In Alberta we have seen some pretty high unemployment rates since 2014 and it is easy to get caught up in the doom and gloom mood. However, when we look at employment,

measured in persons employed, the picture gets a bit brighter. The graph below shows us the number of jobs in Alberta since 2012.



Source: Statistics Canada Table #14-10-0019

- Yes, there is seasonal variation in the data. However, overall we are seeing a significant upward trend in the number of jobs.

WORTH SHARING!

- There are 44,200 more jobs in Alberta in November 2019 than there were in 2014 before oil prices collapsed