



NEGOTIATIONS 2011 NÉGOCIATIONS



Bargaining Session February 8 and 9:

Some Progress?

Two-tiered Negotiations: The union received official written confirmation that CSC and Treasury Board wish to engage in a two-tiered form of bargaining as recognized in the law. The employer has proposed the following articles for discussion at this table:

- Article 21.10 b) – Assignment of Overtime Work
- Article 43.06 – Allowances for employees who accept to be Emergency Response Team members
- Appendix “C” – Overtime Meal Allowance
- Appendix “D” – Inmate Escorts

We agree with the employer’s proposals and will be submitting to CSC and Treasury Board four articles of our own for discussion at this table. They include:

- Article 17 – Discipline
- Article 21 – Hours of Work and Overtime
- Article 26 – Designated Paid Holidays
- Article 31 – Sick leave with pay

We also believe we should not be limited to these articles as the negotiations may make it necessary to discuss other articles that may be linked to our proposals. We still must agree on subjects to be discussed and procedures. This will require more dialogue with CSC and Treasury Board to agree on how to proceed.

The employer made counter proposals on Article 14, Leave With or Without Pay for Union Business, Article 29, Vacation Leave with Pay, Article 32, Education Leave Without Pay and Career Development Leave, and Article 43, Allowances.

We believe that we have an agreement in principle on Article 14.12 (e), but more discussion is needed around Article 14. The employer showed no opening to our proposal around 14.06 (d) to ensure that when a member is on leave or a day off that coincides with adjudication or mediation session that it can be postponed to another date despite the fact that every other party involved in such a session is compensated accordingly. In fact, the employer spokesperson stated, “Life is sometimes not fair.” We wonder if this spokesperson would say the same to all the others involved in this process if he were not compensated for his time.

The employer has shown an opening to the proposal to allow members to cash out excess annual leave credits (Article 29). But we need to examine a possible counter proposal in view of the employer’s tight restrictions around their proposal.

We believe we may have an agreement in principle on Article 43.03, Clothing Allowance, but will need to verify that the language is concrete.

We are also verifying some details around the employer’s proposal on Article 32 and are hopeful we can reach an agreement in principle here as well.

The next bargaining session will take place March 8, 9 and 10.

*Securing our Future
National Bargaining Committee,
UCCO-SACC-CSN*