

From the archives: Kingston Penitentiary, July 2003. Happy BBQ season!



NEGOTIATIONS 2011 NÉGOCIATIONS



Talks continue on Designated Paid Holidays

Article 26 - Designated Paid Holidays: During negotiations in Ottawa July 5, the union and the employer took stock of the situation relative to stats. We agreed to establish the precise value that designated paid holidays represent, as well as the number of hours of leave currently received by our members.

The employer demonstrated an openness of mind to settle the problem while taking correctional officers' reality in account. The exchange of ideas will allow us to work on solutions based to our realities. As some key members of their committee were unavailable for this session due to personal reasons, the parties agreed to continue discussions with additional figures in hand at our next bargaining session in September.

We spent the remainder of our time doing a complete review of demands that remain on the table.

We reached an agreement in principle on **Article 32 - Education Leave Without Pay and Career Development Leave.**

The employer withdrew its proposals on **Article 11 - Information, Article 24 - Call-Back Pay, and Article 46 - Medical Appointment for Pregnant Employees.** The parties

will renew these articles with no change (status quo).

Article 36 - Technological and Organizational Change - We presented a verbal counter-proposal. By limiting the definition of *organizational change* to those changes that would have a substantial impact on membership working conditions, our counter-proposal seeks to address the employer's concerns with respect to the broad application of our initial proposal. We provided good examples around our proposal to clarify our items for the employer. The employer thanked us for the clarification that they were seeking and committed to study our counter-proposal seriously.

The employer has still not provided its draft two-tier bargaining terms of reference. We reminded the employer that a meeting was supposed to transpire with all interested parties to discuss two-tiered bargaining parameters.

Although our bargaining session was brief, it was nonetheless quite productive. The union will take advantage of the summer period to work with the CSN labour relations department to further develop our monetary demands, which will be presented to the membership.

Next negotiating session: September 21, 22 and 23.