



NEGOTIATION REPORT 09

MAY 31 2024

Progress and Challenges in the Latest Negotiations Week

As we continue our efforts to secure a fair and beneficial contract for all members, we want to provide you with an update on the latest developments from this week's negotiations.

We began this week with some uncertainty and apprehension due to the return of the previous negotiator on the Employer side. However, he assured us that he is committed to maintaining the positive momentum established over the past three negotiation sessions. This commitment was a reassuring start, indicating a willingness to continue productive discussions.

Despite the positive outlook, the week started on a disappointing note. The Employer did not have an answer or proposal regarding our disciplinary proposals. While this was frustrating, they assured us that they have heard our rationale and are currently working on a proposal to share with the union. The current regime which does not adhere to the principles of natural justice needs reform and continues to be a priority for this round of negotiations.

Another critical issue we addressed was the importance of a harassment-free environment. While the CSC emphasized its significance, they were not open to finding solutions within the collective agreement to resolve harassment problems within CSC. The statistics on harassment and solutions speak for themselves. We took the opportunity to sensitize the Treasury Board to our unique reality. This remains a challenging area where we continue to push for meaningful changes.

We made progress by working on withdrawal packages for some of the last non-monetary modifications the Employer was trying to introduce. These changes would have been a step back in our conditions, and successfully negotiating their withdrawal was a significant achievement. We are now very close to concluding the negotiations on non-monetary proposals.

Our negotiating team has been working closely with CSN actuarial experts and economists considering the outcomes of other law agency negotiations, to finalize our monetary package. This comprehensive approach ensures that our proposals are well-informed and strategically sound.

We will resume negotiations on June 12 and 13. These sessions will be crucial as we move towards negotiating the key priorities, mandated by the membership. Your support and solidarity remain essential as we strive to secure the best possible working conditions for all members.

While this week presented some challenges, we are making steady progress. We appreciate your patience and support as we navigate these complex negotiations. Stay tuned for further updates and thank you for your continued commitment to our collective goals.

If you want more information about negotiation, here is the link to our website: <https://ucco-sacc-csn.ca/files/bargaining/>

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