



NEGOTIATIONS 2011 NÉGOCIATIONS



Negotiations April 27-29, 2011

Steady progress

At the onset of this negotiation session, the union bargaining committee conveyed its profound dissatisfaction regarding the employer's failure to respond to our February 11, 2011, letter requesting a meeting with senior Treasury Board officials to discuss two-tiered bargaining. The employer informed us verbally that it intends to agree to discuss the following clauses in two-tiered format: 21.02 (b) ii, 21.08 and 21.10 (b). In the meantime, we continue to pursue our all negotiation items at the existing negotiating table.

The employer indicated that the federal election would have minimal impact on the negotiation process at this point. A change in government might have brought about a change in mandate.

Article 14.06 (Adjudication)

We requested that Treasury Board clarify that the UCCO-SACC-CSN member representatives receive leave with pay. The employer agreed to this request.

Pension Advisory Board

We informed the employer of the steps we have undertaken to make a presentation of our pension demands to the Public Service Pension Advisory Board. The employer asked to be kept updated on our progress at this forum.

Article 21 – Hours of Work and Overtime

We discussed Article 21 extensively. We agreed to clarify this article, as well as Article 34 and Appendix K, by including definitions of shift, shift schedule, and shift cycle. We tentatively agreed on language to allow the DD/NN (Day, Day/Night, Night) shift rotation for certain schedules. We worked toward text for compensatory leave (lieu time). Overall, we consider the discussions around Article

21 to have been productive. We will continue to work methodically through this article.

Article 26 – Designated Paid Holidays

We took the better part of a day to discuss the major issues we have around Designated Paid Holidays. We focused on problems created on both sides in the application of this article. We emphasized the importance of working together towards solutions to these issues. We believe there is interest to try and resolve our difficulties collectively.

At the next bargaining session, June 7-9, the parties have agreed to examine the resourcing formulas and statistics for designated paid holidays, with a view to developing novel methods to correct the issues that arise from the current circumstances. The bargaining committee wishes to thank the members of UCCO-SACC-CSN for their actions aimed at focussing attention on this important subject during this bargaining session.

Article 33 (Severance Pay)

The employer has come around to tabling its text which it qualified as the "big ugly elephant": its demand on Severance Pay. The proposed text is identical to that on which it has recently agreed on with another bargaining agent.

The week saw some frank discussions on significant items. On the other hand, the employer's severance pay demand and its continued failure to respond to our request for a meeting on two-tiered bargaining are both indicative of a lack of respect toward our members, and the bargaining process in general. Your continued support will greatly influence the momentum at the next bargaining session.

Next bargaining session: June 7, 8 and 9, 2011