



NEGOTIATIONS 2011 NÉGOCIATIONS



Negotiations June 7 - 9

*Ottawa June 10, during the
Conservative policy convention*

Candid talks continue to move things forward

A positive tone dominated our discussions at the negotiating table June 7, 8 and 9. Among the topics discussed:

Two-tier Bargaining - The employer indicated its willingness to meet and discuss a protocol for two-tier bargaining. Although the employer did not agree with all of our original submissions, there was some openness around process. The parties intend to finalize the two-tier process framework before our next negotiation session, the first week of July. The employer also announced that Mr. Hyppolite, previously senior deputy commissioner at CSC, has been appointed as the new Assistant Deputy Minister of the Compensation and Labour Relations Sector of Treasury Board.

Article 21, Hours of Work and Overtime; Article 34, Modified Hours of Work; Appendix "K", Effective Scheduling - Both parties worked diligently to clarify and clean up language around these three articles,

namely clarifying shift definitions for consistency between the articles. Although some sections of these articles remain in abeyance, progress was made with some clauses and an agreement in principle was reached on Appendix "K" strengthening the approval process and solidifying one form of seniority for correctional officer schedules.

We continue to exchange on **compensatory leave (time in lieu of) - Article 21 (Hours of Work and Overtime)** with a good degree of openness and outlined some concerns around language tabled by the employer. The employer will revisit this language and come back to us on the issues we raised.

In addition to this we were able to agree in principle on **Article 43 (Allowances), 14.06, clarity on who attends adjudications with pay** and **Article 5, Precedence of Legislation** and the Collective agreement (ensuring that bulletins/policies don't take precedence over the CA).

We also proposed one form of overtime (time and three quarters) in order to simplify overtime protocols, reduce grievances and reduce administrative burdens. The employer was receptive to this idea and provided statistics on overtime.

Article 20, Grievance Procedure - The employer tabled language around article 20, Grievance procedure, in order to be more in line with the Public Service Labour Relations Act. Although supportive, we insisted with the employer that ICMS (informal conflict management system) remain separate from the grievance process. We sought clarity in some articles with wording changes and we will examine the article in its entirety to verify its consistency with changes to the law including the notion of group grievances.

Article 26, Designated Paid Holiday - We again had much open discussion with the employer on the problems with statutory holidays. The employer provided us with some valuable statistics to work from in terms of funding for DPHs. They also indicated there is more flexibility in resolving this issue, referring to it as a “thorn

in the side for both parties.” The employer welcomes any solutions we might table. We continue to explore possibilities with the numbers in terms of cost we were provided.

Article 29, Vacation Leave with pay - We continue to discuss the possibility of cashing out annual and carry-over leave following an opening tabled by the employer at the last session. We pointed out some concerns we have around the language tabled and will wait for employer to come back to us.

Article 31, Sick leave with pay - The employer refuses to consider our submission on the possibility of cashing out sick leave. Again we emphasized that “the stick” is no longer working and that both parties should have

an interest in trying to resolve some issues here even if it means stepping outside the box to find a workable solution for both parties. The employer says they hear us and will re-examine to see if there is anything that can be looked at here. We reject the employer’s proposal to return discretionary power to granting the additional 200 hours of sick leave back to management.

The employer also sought some clarity around our request to increase leave. We explained this was to balance out leave deficiencies following the introduction of the 40-hour workweek (8.5) day from the last signed agreement.

The employer indicated there is more flexibility in resolving the issue of designated paid holidays, referring to it a “thorn in the side for both parties,” and said they would welcome any solutions we might table.

Article 30.13, Family Related Leave - The employer continues to resist turning this leave into personal leave. We provided several more logical reasons as to why this proposal makes perfect sense including the administrative burden and continued management misinterpretations of the article.

Article 30.15, Court Leave - The employer dropped its submission and we continue to maintain ours.

We also discussed the following articles briefly: **8.06 (Leave for Union Business), 25 (Premiums), 35 (Part Time), 36 (Technical or Organizational change), 38 (harassment), 43.04 (Uniform Committee), 43.07 (Language Premium), 43.08 (Isolated Post Allowance), 49.07 (Acting Pay), Appendix E (CXIIIIs), Appendix N (Job Sharing).**

We remain optimistic with the current tone at the table.

Our next negotiation session will be the July 5-8.

Fall negotiation dates: September 21 - 23, October 18 - 20, November 22 - 24, December 13 - 15, 2011.

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