

Hockey tournament  
at Treasury Board;  
Ottawa, September 29



# NEGOTIATIONS 2011 NÉGOCIATIONS



**NEGOTIATIONS OCTOBER 18-20**

## Productive talks with Treasury Board and CSC

Your bargaining committee spent October 18, 19 and 20 negotiating at two tables and pushed forward on some key issues. Here is an overview:

**Designated Paid Holidays** – We are close to an agreement in principle on designated paid holidays. We need to finalize some details at the global agreement table. Stay tuned on this subject, there are more details to come.

We counter-proposed language on **article 36 (Technological change)**, the employer promised to come back to us at the November bargaining session.

We reached an agreement-in-principle on **article 43 (Allowances)**. In particular, it will ensure that dog handlers are reimbursed for expenses related to the care of the dog. We also strengthened language around the uniform committee's mandate.

We made a counter-proposal to modify **article 45.08 (allowing an employee coming back from maternity leave to work part-time)** to allow any employee to have the option to work on a part-time basis. While the employer said there are some outstanding issues, they promised to examine the proposal and respond to us in November.

We discussed the **isolated post allowance** to address retention issues at institutions such as Port Cartier and Grande Cache. The employer indicated that they now had a better understanding of the problem. Later in the week the employer announced that the process to study this issue in depth would begin in December at the National Joint Council. We intend to be fully engaged on this issue at that table.

The employer's team agreed to drop a number of demands. However, they continue to maintain their demands on **article 33 (Severance)** and **article 31 (Sick leave)**. The employer indicated that severance is a big piece for them and direction to pursue it has come from higher up the ladder.

We touched briefly on two-tiered bargaining and the importance of getting these discussions underway. The employer agrees and understands clearly our position to engage all the parties in order to establish the terms of reference around this process. We are increasingly impatient for this meeting to occur.

We informed the employer that we may be able to table our monetary demands at the next session in November provided we receive a mandate from our members to move forward with our proposals.

We sat down for negotiations to renew the Global Agreement with the Commissioner of CSC. We had long and fruitful exchanges around vacation leave and made some progress. We will wait for CSC to make a counter-proposal.

We also discussed a number of issues around discipline and the protocols that are on the table from previous exchanges. The Commissioner indicated his willingness to resolve problems and suggested some possible solutions to address malicious inmate allegations against our members, one of many problems we continue to identify in the current discipline regime. We will continue talks in November around this important subject and we also plan on discussing our proposal regarding CO-IIIIs.

In the coming weeks your bargaining committee will be attending local general assemblies at your institution to discuss the progress of the negotiations, outstanding issues on the table and a proposal for monetary demands. It is important that you attend these assemblies and indicate to your committee if you are in favour of the proposition on monetary demands. We are confident you will endorse this proposal. Should you mandate us to proceed with the monetary proposals, we will then table this demand with the employer in November. We look forward to seeing you to discuss this important round of bargaining for members of UCCO-SACC-CSN.