

# **REPORT ON BARGAINING**

## **Citizen's All Bargaining Unit**

**October 2006**

The Negotiating Committee met with management on September 26 & 27 to continue bargaining a new collective bargaining agreement (CBA). Our negotiations have stalled and we are concerned that the employer's first monetary offer contains a number of take-aways. We would like to report our concerns.

### **Vacation (Article 15.03)**

Management proposes to remove all current language and replace it with language from the *Labour Standards Act*. This means that it will take longer to accumulate vacation leave which we believe is a major take-away for most members. Some members will not be affected immediately but **will** be affected in the near future while other members will lose five days of vacation immediately.

### **Sick Leave (Article 16.01)**

Management proposes to delete the current article and replace it with language that places restrictions on accessing sick leave and changes the purposes for which an employee can use sick leave. Management also wants the power to instruct an employee to go home and charge this time to an employee's sick leave.

### **Proof of Illness (Article 16.05)**

The employer wants the ability to request a medical certificate for any absence because of illness. We propose to keep the current language, common to many CBAs, of providing a medical certificate after three consecutive days of illness.

### **Bereavement Leave (Article 17.01)**

Management wants all bereavement leave charged against an employee's sick time. If an employee does not have any sick leave, the bereavement leave would have to be taken as a leave without pay. We believe this is another take-away as our current CBA specifies that a bereavement leave will not be charged to sick leave.

### **Residential Care Provider (Residential Supervisors) Article 12.01**

Management wants to add the provision that Residential Care Providers (working 24 hours) shall report to work at 9:00 a.m. on the first day of their rotation and shall be permitted to take 45 minutes off with pay during that shift provided they leave the pager with another Residential Care Provider (working 24 hours) who is on active duty.

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**Pay increases  
Classification**

**Per cent increase**

Residential Supervisors	4.3% (because minimum wage is going up)
Client Care Providers	1%
Program Activity Supervisors	1%
Supportive Living Program workers	1%

To be eligible to move to the next step in the pay scale, an employee must have worked the required number of active working days, must have completed all required training and certifications, and must keep them up-to-date. Our concern on the latter requirement is that the employer often controls whether employees are able to keep their certification up-to-date (through granting time off to attend courses).

**Grievances**

In order to conclude a new CBA, management wants all grievances to be withdrawn or closed. They stated to us that the current grievances are not affordable and they do not have the money to settle them. To rectify their concerns, they feel the best approach would be for all grievances to be withdrawn. We strongly disagree.

**Summary**

The Negotiating Committee has reviewed all of management's proposals. We do not agree with their changes and we see many of them as major take-aways for all members. We believe the wage offer is not realistic or acceptable. Although the employer insists the current collective agreement is extremely rich and they claim they cannot pay for all the benefits in the current CBA, they can afford to hire a lawyer from one of the highest-priced law firms in the province, MacPherson, Leslie and Tyerson, to sit with them at the table. We have not officially responded to some of their proposals; however, we made our feelings known that their contract offer is unacceptable.

If you have any questions about or comments on any of these items, please contact a member of the Negotiating Committee.

In solidarity

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