

REPORT ON BARGAINING

Regina Housing Authority Bargaining Unit

June 2005

Your Negotiating Committee met with management on May 12 and June 8th, 2005. We exchanged proposal packages at the first meeting and met to discuss and clarify the proposals in the second meeting.

We have adjourned for the summer and will resume bargaining September 8th, 2005. We plan to hold a membership meeting in September so we can fully discuss the proposals package and hold a strategy planning session.

Some proposals from management match up well with our proposals but some proposals are diametrically opposed so we do not foresee an easy or quick path to a new collective agreement. Here are some examples that demonstrate the variances and similarities of the proposals. These proposals are not in verbatim form and are only included for illustrative purposes.

Proposal or Issue	Union	Management
Primary Assignment	Include Letter of Understanding into Collective Agreement and expand to include all classifications	LOU expired last contract and never renewed. Primary assignments to be assigned by management. Remove Definition from CBA.
Art. 6.4 Grievance procedure	The steward to inform Human Resources when absence from work.	Include employee notification to the employer when meeting with steward and change may to shall.
Article 11 Hours of Work	The proposals focus around reducing threshold for overtime to force the employer to incur overtime costs or to hire more staff.	The employer would like to see all positions included in averaging periods to reduce the overtime opportunities.

The employer's monetary offer was based on the government's mandate of 0, 1, 1% for a three year contract. The employer held firm to this offer in spite of teachers' 2,2,2% settlement and the additional salary increments for teachers and the Public Service/General Employment Sector of SGEU in May. We will discuss the wage offer in more detail at our September membership meeting. We hope to see you all there.

In solidarity
 Shawn Thorn
 Shelley Blackwell
 Art Mason

CEP 481 cm