

REPORT ON BARGAINING

SIASST Professional Services Bargaining Unit

November 2006

Difficult Negotiations

We started bargaining with the employer on September 25, 2006. The employer set the stage for a difficult negotiating climate by stating that they will not be giving us a proposals package, now or in the future.

We met with the employer again October 16 and 17. Based on the employer's refusal to table their package with us, we did not table our entire proposals package but, as a sign of good faith bargaining, we tabled five complete articles. The employer tabled a Letter of Understanding (LOU) regarding a representative workforce and a discussion paper highlighting their priorities in this round of bargaining but again refused to table their entire proposals package.

At the end of this bargaining session, the Negotiating Committee called a meeting of the SIASST Professional Services Steering Group to get further direction. The Steering Group is the governing body for the bargaining process.

The Steering Group met with the Negotiating Committee on October 26. They indicated to us that they did not want us at the table without a complete package from the employer. Because articles in the collective agreement are interlinked and one article may affect many others, a complete proposals package from management is essential in order to resolve issues, have the ability to agree to any proposed language changes and bargain effectively. It is also not an effective use of our resources to be at the table discussing the employer's issues in the absence of a complete proposal package.

We next met with the employer on November 2 and 3. At our continued insistence, the employer tabled complete language for Article 2 (Scope) and Article 28 (Copies of the Agreement) and one clause in both Article 3 (Union Security) and Article 4 (Appointment and Selection). When reviewing the discussion paper management had given us on October 16, we note that they made numerous references to issues regarding the staffing process but had, in fact, only provided us with their intent to delete clause 4.20 (Non-appointment Dispute Process) completely.

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In response to management's clause-by-clause tabling of proposals, we again requested that the employer table an entire package so that we could truly begin the bargaining process. The employer responded that we should table our entire proposals package and then they would consider whether they would table their package.

We have indicated to management that we are prepared to bargain anytime, day or night, weekdays or weekends as soon as they give us the tools we need to bargain. However, until we see the employer's package, we must consider the significant cost to the membership to bargain a collective agreement. It costs approximately \$4,750 for two days of bargaining. If we are to achieve a collective agreement, this method of bargaining by the employer must change.

Membership meetings

The Negotiating Committee would like to consult with the membership to discuss our bargaining strategy and hear your ideas and suggestions. We will hold consultation meetings on:

November 20	Regina
November 21	Moose Jaw
November 22	Prince Albert
November 23	Saskatoon.

Watch for more information about times and locations. The Negotiating Committee will be on site all day at each campus to meet with members. We look forward to hearing from and meeting with all of you.

In solidarity

Tracey Kurtenbach	Chairperson
Debbie Lehner	Woodland Campus Chairperson
Terri Hamill	Wascana Campus Chairperson
Joan Popadynech	Kelsey Campus Chairperson
Shanna North	Palliser Campus Vice-Chairperson
SIASST Professional Services	Negotiating Committee