



## CEP LOCAL CULR-1 BARGAINING REPORT # 2

Tuesday, January 20<sup>th</sup>, 2009

On December 16, 2008 your CEP Bargaining Committee met with the Employer to review both parties' proposals.

### Employer position:

- Implement vacation scheduling that would include the unilateral cancellation of a member's vacation by the Employer for operational reasons.
- Centralize procedures that can infringe on a members right to self-direct their workday.
- Reduce North American vehicle selection for existing members.
- Introduce a transportation allowance for new hires working in headquarters or regional offices that would allow them to forfeit the current vehicle entitlements. Thereby, in our opinion, encouraging the use of non-fuel efficient and non-union made vehicles in exchange for a lesser benefit.
- Impose a \$2600.00 personal usage limit on 'Field Staff'.

The week of January 12, 2009, Unions - CEP and COPE, Local 225-CLC Unit met with the Employer to negotiate joint issues of interest:

- Health & Welfare and
- Pensions

(Note: CEP also revisited proposals discussed in December - the Employer maintained their position).

### Employer position on joint issues:

- Increase benefit cost sharing.
- Reduce entitlements for members on 'leaves' e.g. WCB and LTD.
- Create a two-tier collective agreement with respect to retiree benefits.
- Response to the Unions' pension proposal is pending a report from the actuary.

In addition to the above, another concern that affects both Unions is the Employer's introduction of the concept of 'active employees' to the collective agreement, which will have serious ramifications in particular, but not limited to, LTD and severance.

Wages will not be addressed by the Employer until there is a resolve to the joint issues of interest.

**CEP and COPE are united - concessions of this nature are unacceptable to either membership on issues of joint interest or otherwise.**

Both Unions gave the Employer several opportunities to abandon these concessions – *they refused*. At this juncture, both CEP and COPE believe the assistance of a Conciliator is necessary and have notified the Employer of their intent to file for Conciliation.

### **What is Conciliation?**

Conciliation is a process by which a trade union or an employer can ask the Ministry of Labour for help in resolving their differences so that they can reach a collective agreement. Either party may apply to the Ministry. If parties are in negotiations, conciliation is mandatory in the sense that the parties must use the government's conciliation services before they can get into a position to engage in a strike or lock-out.

→ Reference from the Ontario Ministry of Labour <http://www.labor.gov.on.ca>

In the interim, CEP, COPE and the Employer have agreed to continue to meet prior to Conciliation. We will keep you posted.

In solidarity,

Your Bargaining Committee:

Eddie Ste. Marie  
Kelly Hayes  
Orion Irvine  
Jeff Atkinson  
Mary Shortall  
Kim L. Beemer, CEP National Representative