



## CEP LOCAL CULR-1 BARGAINING REPORT - #3

Wednesday, February 25, 2009

CEP, COPE and the Employer met on February 24<sup>th</sup> and 25<sup>th</sup> with the assistance of the Provincial Mediator, Jackie McVeigh.

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### **PRESIDENT OF THE CLC KEN GEORGETTI AND LABOUR UNIONS MOBILIZE FOR CHANGE**

Georgetti speaks out on the recession:

*"It's a crisis in the stagnating wages of the average worker. One of the lessons we learned from the great Depression is rising unemployment levels and the drive to reduce workers' wages contributed to a deeper and more entrenched downturn".*

*"...important to ensure this recession does not deepen..."*

*"Millions of older Canadians will retire into poverty, if they can afford to retire at all".*

*"...we need to remain prosperous..."*

***"We can do better for the hundreds of thousands of Canadians who have and who will lose their jobs because of what has happened to our economy. They did not cause the economic crisis... We can do more for them. We must do more for the..."***

As labour staff, we agree. In hard times it's our job to help. That means being prepared to work harder. Staff is motivated to do this. We understand. But...at their own bargaining table the CLC wants **CONCESSIONS**.

- CLC retracted Health & Welfare increases they offered mid-January citing possible reduction in per capita. Furthermore, they claim that they haven't received a per capita increase since 2002. This is true BUT the affiliates have currently paid \$5.1 million for the new CLC Headquarters.
- CLC adopts corporate language, by redefining employees as "*active employees*"; the Employer is putting an end to current LTD, Severance and Pension entitlements.
- Major reduction in Retiree Benefits.
- **Wage Proposal:**
  - **Year 1: 0%**, with a lump sum of \$500.00 subject to taxation because the Employer "*Does not believe in retroactivity*"
  - **Year 2: 1%**
  - **Year 3: 1%**

To justify their position, the Employer claimed that several affiliates were reducing per capita due to the decline in affiliate membership. When your Bargaining Committee canvassed some of these affiliates, we discovered that these Union Employers were still negotiating respectable wage and benefit increases without concessions. These Union Employers practiced "Mobilizing For Change".

February E-Board Report cited Employer surplus of \$2 million+.

CLC defines your work as “*predictable, generally falling within a 9-5 work pattern, with occasional weekend work*”, so they want:

- All sickness, accidents reported to the Employer within the first hour of the work day.
- Medical notes on a daily basis if the Employer believes there is an “*excessive use of sick leave*”. Employer does not define “excessive use”.
- Mandatory medical notes after five days of illness.
- Vacation scheduling that allows for changes to vacation only by mutual consent and gives the Employer the ability to cancel your vacation for “*operational reasons*”.

CLC, at the Bargaining Table acknowledged:

- That they “*do not manage effectively*”.
- That they permit certain individuals to “*cut private deals, allowing for excessive vacation carry over*”.
- Employees prefer “*less policies, people want to know what the rules are, that’s what the contract is for*”. Your Bargaining Committee agrees. However, creating additional contract language where the language now exists to address their current concerns does not make sense, especially when they admit they “*do not manage effectively*”.

**Your Bargaining Committee understands the current economic times before our members. We have asked for modest increases to wages and benefits without concessions.**

**What is most concerning is that the CLC cites financial losses that have NOT transpired. At a time when affiliates are losing members, these Labour leaders continue to negotiate respectable wage increases and benefits without concessions.**

**Why can’t the CLC?**

**Next Step:**

**Within the next few days you will receive a BALLOT in the mail from your Bargaining Committee seeking your support to take all actions necessary, up to and including, commencement of strike action to secure an agreement with this employer.**

***VOTE YES*, in support of your committee! Send a strong message to the Employer!**

**Your Bargaining Committee Member will be in contact with you.**

**CEP and COPE remain united in their efforts to secure a fair and respectful Collective Agreement without concessions.**

In solidarity,

Your Bargaining Committee

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