

## **EC Collective Bargaining – Update**

The EC bargaining committee continues to prepare for the bargaining table. Notice to bargain was communicated to the employer and to the Public Service Labour Relations Board on April 28, 2011. The parties will endeavour to meet and exchange proposals in June.

Most research has been completed, including the analysis of input provided by EC members with the bargaining input survey. While much of the survey information is sensitive and cannot be made public before the end of bargaining with the employer, the bargaining committee can share the following:

- o The rate of response was lower than with our previous survey, at 14% compared to just over 25%;
- o EC members chose arbitration over conciliation/strike as a dispute resolution process;
- o Questions regarding a collective bargaining fund were only for information purposes; the results will be reported to the National Executive Committee (NEC); the NEC will decide whether the issue is to be pursued. If the NEC chooses to do so, the matter will be put to the general membership for discussion, and, possibly thereafter a membership for a vote. Dues cannot increase without a general vote of the membership, even for a temporary period.
- o In general, the priorities of the membership have not changed: salary and leave (particularly annual and family related leave) top the list. There was surprisingly strong support for negotiating sabbatical leave into the collective agreement.
- o We cannot make the position of the EC membership on the matter of severance pay public, as this information will be presented to the employer only when it tables and opens discussion of a proposal. For the moment, all that the committee can say publicly is that the EC membership's position is more nuanced now than when the issue exploded on everyone in the fall of 2010. More details will be provided if a

tentative agreement is reached at the bargaining table.

- o Many EC members took the time to write to the committee with additional suggestions for the table, and recommendations regarding the questionnaire. These were all reviewed by the bargaining committee.

The EC bargaining committee wishes to thank all those who participated in the input process.

In most instances in the past, bargaining rounds have stretched over a period of 12 to 16 months. Updates will be posted.