

BARGAINING BULLETIN



No. 2

Compensation Employees' Union

#200 - 8120 Granville Avenue, Richmond, BC V6Y 1P3 604-278-4050 Fax 604-278-5002

Bargaining Bulletin No. 2 – November 17, 2008

PARTIES EXCHANGE BARGAINING PROPOSALS

Your Negotiation Team met with the employer on Nov. 12th and 13th and the parties exchanged bargaining proposals. To address membership issues, the CEU tabled a progressive package. The top priorities identified by the membership and included in the proposals were:

1. Employment security

We proposed an extension of the employment security provision.

2. Phased retirement opportunities

We are exploring language around the ability to reduce hours of work as a transition to retirement.

3. Wages and benefits

As discussed in the membership pre-bargaining meetings, wage and cost benefit items cannot be negotiated until 2010. We proposed the following language to address the wage and benefit reopener in 2010:

This agreement recognizes that there is a wage re-opener on April 1, 2010 concerning wages and benefits improvements in the Collective Agreement.

If an agreement cannot be reached by the parties, the right to strike or lockout is withheld, and either party may refer the dispute to arbitrator Vince Ready or an alternate arbitrator, agreed to by the parties, for a final and binding decision.

The parties agree the wage and benefit increases whether negotiated or arbitrated will be subject to the fiscal mandate of the government. It is further agreed that any increases in wages and benefits

whether negotiated or arbitrated will be the highest amounts available within that mandate.

In addition, we are also seeking benefit improvements through efficiency gains that could take effect prior to 2010.

4. Volume/workflow

5. Flexibility to deal with family issues

6. Recruitment and career progression



The Union tabled proposals on these three issues that would establish proactive problem solving approaches to each area. These proposals would engage the membership and their managers in identifying practical solutions to concerns that affect them.

We expect that a Top 100 employer will embrace these types of proposals as innovative methods to address issues the parties have struggled with over the years. These proposals would also help to create a desirable workplace that would support the recruitment and retention of new employees.

EMPLOYER PROPOSALS

The CEU Negotiation Team is currently reviewing the employer's proposals and is preparing a response.

TALKS CONTINUE

The parties have scheduled bargaining dates each week for the next two weeks. Further updates will be provided as bargaining progresses.

