



November 21, 2016

BARGAINING COMMUNIQUE #3

Your COPE Local 491 Bargaining Committee met with the Employer Monday morning November 21, 2016 to exchange proposals.

The Employer presented a minimal proposal package containing housekeeping items.

COPE's bargaining package includes the following priorities:

- Temporary Employee language
- Communication
- Job Postings
- Reclassification for Statistical Clerk-Typists and Clerk Typists
- Compassionate Care Family Leave
- Employment Equity Committee
- Staff Development
- Dental Coverage for Alberta employees

The Union's proposal package will be posted to the COPE 491 website.

Pensions are at the top of both the Employer and Union's discussion list. The settlors (CUPE, COPE and CSU) will be working together to discuss solvency funding issues. Currently CUPE, COPE and CSU are waiting to hear from the Ontario Ministry of Finance about what options are available to us for dealing with the solvency deficiency. We will explore all options to protect the interests of COPE members and their pension plan. Once the Ministry has advised the settlors about what options are available, COPE will inform members about the process going forward and provide background and education. Any changes to the pension plan must be ratified by COPE members.

Future Bargaining dates have not yet been determined.

In solidarity,

Karen Carle, Karina Sheardown, Heather Dillabaugh, Julie Fenton, Steve Smith, Karri Patterson
COPE 491 Bargaining Committee