



BARGAINING UPDATE

COMMUNIQUE #2

October 14, 2015

Dear Sisters and Brothers:

Further to our correspondence of October 6, 2015 in which we informed you that the Bargaining Committee received another package via email from the employer, our last face to face meeting with the employer was September 2, 2015 when we received the 4-year deal which was an insult to COPE 491.

Since then the Bargaining Committee has been hard at work coming up with a package that is fair to our members and that we believe is achievable. We have narrowed our package down significantly since our initial package.

We, along with CSU, have pushed the employer to withdraw their proposal to restructure our pension plan into a jointly-sponsored plan (JSPP). This would have meant sharing liability for funding and solvency deficits. We agreed to withdraw our pension proposals to stop the employer from demanding this concession. We protected our pension plan.

What is outstanding?

Temporary Employees – COPE is asking for improved language regarding break in service for our temporary employees. CUPE has not made an offer.

Work of the Bargaining Unit – COPE is asking for improved language to provide job security. CUPE has not made an offer.

Negotiating Committee – COPE has proposed an additional member to the committee to recognize the current composition of the committee. CUPE has not made an offer.

Leave for Union Activities – CUPE is proposing a concession charging full costs of union leave to the Union.

Regular Weekly Hours – COPE has proposed improved language regarding summer hours. CUPE has not made an offer.

Benefits – CUPE proposed some improvements to vision care, hearing aid and dental coverage for implants. COPE proposes additional coverage to the employer's proposal to reflect the current cost of these benefits.

LTD Benefits – COPE proposes an increase to the LTD benefit to 84.7% with the goal to keep the benefit at 75% of gross salary plus 9.7% for pension contributions. CUPE has not made an offer.

Harassment – COPE proposes an extensive Harassment Policy. CUPE has agreed to a small portion of it. Still outstanding is the investigation process and attempt to resolve.

Inclement Weather – COPE proposes improved language. CUPE has not made an offer.

Letters of Expectation – COPE proposes language. CUPE has not made an offer.

Temporary Replacement During Employees Absence – COPE proposes language. CUPE has not made an offer.

Professional Development & Training – COPE proposes improved language. CUPE has not made an offer.

Wages – CUPE proposes 1.5% in each year of a two-year collective agreement. COPE proposes 2% in each of the two years.

Where are we at?

The Bargaining Committee tabled a counter proposal with the employer and are awaiting a response. We are ready to meet with the employer and have asked for a face to face meeting but we have not been offered any additional dates. Contrary to rumors that are circulating, our representative is not on vacation for 3 weeks and we have not refused nor would we refuse any dates from the Employer. We are ready and able to bargain with the Employer and would take a partial committee if need be. The bargaining committee has been working hard via conference call and email.

We have a conciliator on hold if need be and have a 92% strike vote. We are committed to doing everything possible to reach a fair deal for our members. We need the employer to step up and work with us.

We are in contact with CSU regarding their job action and will update you as information becomes available to us and will continue to send updates to you via your personal email provided to us.

The COPE 491 Bargaining Committee thanks you for continued support and solidarity.

In solidarity,

COPE 491 Bargaining Committee

/cope491