



Communication, Energy and Paperworkers Union of Canada

C.E.P. ONTARIO BARGAINING REPORT

You have probably seen the National report #29.

We wish to report our view.

The idea that seems to have escaped some metropolitan locals in Toronto & Montreal and perhaps the national was not to bargain better concessions but rather to enhance the collective agreement! These ideas are exclusive to themselves. When a report uses the term “particularly unacceptable” it mocks the reader of the document.

Below we will review the current offer in the view of our goal to enhance our collective agreement:

Wage increases- The company front end loaded the first year by taking it out of the last few years.

Lump sum- has been increased by \$10 *enough said.*

Reclassifications-24 more reclassifications - *sadly still not by seniority.*

Standby program- No where is it written that it is limited to 20% or limited to 4 weeks per year- *Shame!*

Article 24 [912process]- We will committee with the company and if we cannot come to an agreement then the company's demand in the 2nd offer will prevail. *So the company would not budge in bargaining but will give in at committee to which they have no commitment to agree.*

Fluctuations in work volumes - Has been reworded, our only concern is who will decide "more properly addressed"?

Weekend scheduling - *this and the standby program have a caveat excluding 30 year employees at the company's discretion!*

Vacation scheduling – has increased 2% by tier d- *an improvement-do the math*

In sourcing activities- *We still have the fear of potential Scabs and they are protected from article 11-it is the same memorandum as before!*

Banked Time- Up from 80 to 100 hours-*a little secret- if you read 18.05 a. we are already at 100 hours.*

Now what about our demands: Yes we did have demands,

PRB'S RESTORED - NO!

PAPPS RESTORED - NO!

SAVINGS PLAN RESTORED - NO!

RECLASSIFICATION PLAN FOR TPT & RPT - NO!

**IMPROVEMENT OF PER DIEMS, PREMIUMS &
DIFFERENTIALS - NO!
GROUP GRIEVANCES REMOVED – NO!
EMPLOYMENT FLOOR GUARANTEE - NO!
SCHEDULING BY SENORITY - NO!**

**YOU HAVE A CHOICE –TELL US TO GET OUR
ASSES BACK TO THE TABLE AND GET MORE,
WHICH HONESTLY MIGHT PUT THE COMPANY
IN A TOUGH SPOT AS THEY ARE EAGER TO GET
A CONTRACT FOR THEIR NEW MASTERS AND
WILL UNDOUBTEDLY ELICIT THREATS OF 72
HOURS LOCK OUT.**

**OR RESIGN YOURSELF THAT WE DESERVE
THESE CONCESSIONS AND ACCEPT THIS
OFFER.**

YOUR Ontario representatives,

Mike Smith, Kevin Richmond & Mike Douse