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# THE UNION MAID

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NSUPE Local 16 - Conway Workshop Association

July 3, 2009

## Negotiations - Slooooooow

Very slow, very frustrating! That's really the only way to describe negotiations this year. Despite the efforts both the union and management have made over the last four years to build a respectful and responsible relationship, the CWA negotiating team insists on treating the union and employees as the enemy.

We are continuing to try to work through it despite CWA's continuing threats of prematurely calling off negotiations and going to conciliation. We are booked to meet again on August 4<sup>th</sup> and 5<sup>th</sup>. We remain hopeful that common sense will prevail.

In the meantime, we want to inform members and to make preparations for all eventualities. Part of this edition of the *Union Maid* is an outline of NSUPE's strike support for members if that is what you think is necessary to win a reasonable contract.

In addition, NSUPE Treasurer Steve Poirier is attending the meeting July 3<sup>rd</sup> to advise members of NSUPE's financial ability to support you whatever you decide.

## Issues

Here are some of the issues at the negotiating table:

- CWA wants to **separate** Residential Counsellors from Vocational Instructors by, for instance, not allowing one to work at the other's job. (Yes, they do now, apparently, have different titles.)
- CWA is trying to **limit** the certification order to Residential Counsellors and Vocational Instructors.

- CWA wants **probationary employees** out of the union and wants to be able to fire them without any right to complain.
- CWA wants to increase the number of things for which you can be **automatically fired** without the right to complain.
- CWA wants you to give one month's notice if you **quit**.
- If you are allowed to work across **classifications** CWA wants you to work 48 hours/week in each (total 96 hours) before you get overtime.
- You are responsible to advise CWA if a shift will put you into **overtime**. If you do not, then you will be paid at straight time.
- CWA wants you to cover its **financial liability** if you use your car for CWA purposes and have an accident.
- CWA has offered to **increase vacation** for full time employees only, to 160 hours after 10 years. However, if you have not scheduled your vacation by October 1<sup>st</sup>, **CWA wants to schedule** it for you.
- CWA has offered an option of staying with the present amount of **special leave** OR having **sick leave** of 12 days/year accumulated up to 60 days plus 3 days **bereavement leave**.
- CWA says that if, for some reason you cannot work at CWA (sickness, injury) then you cannot work at your **second job** either, even if you are medically able to do so.
- CWA wants to be able to require a **medical certificate** and to send you to its doctor any time you are sick.
- CWA wants the **contract to roll over** (no wage increase) if there is an error in giving notice to negotiate.
- CWA is offering **shift differential** for Residential Counsellors only.
- **More details at the meeting and in future issues of the *Union Maid*.**