



# Bargaining Continues...

Communiqué #4 –Civic Unit

August 2006

*"The institution of collective bargaining is tremendously flexible. Thoughtful, purposeful collective bargaining can produce several solutions, of more or less convenience, to most problems." ~ Alberta Labour Relations Board*

As you know from the last update, a broad number of proposals were identified, and all relevant proposals went to the table for discussion. The message we sent to the City was clear- there has been widespread concern among our membership about working conditions. However, you need to keep in mind that it is not always possible to achieve exactly every proposal or everything asked for in a proposal. Bargaining means that we may achieve other results or solutions to an issue or problem.

Negotiations for a new Collective Agreement commenced on November 28, 2005, and in total we have met for 18 days of bargaining. The last full day of bargaining with the City of Edmonton was on June 26. We are facing a July and August break as many members from both management and union teams are off for the summer.

To date, your Negotiating Team has resolved a good portion our non-monetary issues in a positive manner. For example, we resolved specific interests proposed such as; parking issues at City Hall for custodial workers, stab vests for Park Rangers, driver abstracts, and bargaining unit names, addresses and phone numbers, classification concepts. Prior to the summer break we were working on key monetary proposals, and there is more work to be done by your committee on this document.

Continued discussion on leaves with pay on union business, recall disputes, classification review process, traffic infractions and GPS monitoring, and the mileage policy.

The interests of the Waste Collection employees garnered our attention on February 15<sup>th</sup> and May 16<sup>th</sup> with unsafe work conditions issues, and overweight & oversize cans.

The Committee returned to the bargaining table on the 31<sup>st</sup> of May to sign amendments on the discipline clauses, provisional and temporary employee status, and seniority.

The Committees did discuss interests such as promotions, selection process, and no contracting out language, but the City and the Union are far apart on what would resolve these items.

Finally, your Negotiation Team has enforced the message at every opportunity that the economy has changed, costs are higher, and City of Edmonton wages need to be competitive.

An amicable and positional nature between the committees continues and we look forward to the continuation of bargaining on September 6<sup>th</sup>, 11<sup>th</sup>, 13<sup>th</sup>, 18<sup>th</sup>, 20<sup>th</sup>.

***YOUR NEGOTIATION TEAM IS:***

***SANDY MCALEAR***

***RICHARD COLWELL***

***NEIL KETLER***

***ROB KUZIW***

***DENNIS MOL***

***ALF HRYCIW***

***RUDI HAAK***

***AL HALABY***

***KIRK OATES***

***TERRY JARDINE***

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