



CEP Bargaining Proposals for Expertech Clerical and Associated Employees

As Presented to Expertech Network Installation on Oct 5, 2010.

No Concessions.

Article 9 – Definitions

1. Any existing Regular Part Time employee with 5 or more years seniority to be reclassified to Regular Full Time in the same occupation and location (i.e. in place), (without job posting), effective upon signing.
2. Amend Article 9.01 (f) to increase the minimum hours of all Part Time employees (current minimum is 2 days per week at 7.5 hours per day) and to reflect that the Company has a higher obligation to Regular Part Time employees ahead of Temporary Part Time employees.
3. Amend Article 9.01 (d) to provide work completion and recall of Temporary Part Time employees by seniority.

Article 4 – Union Representation

Article 5 – Time Allowance

1. Modify these articles to improve the ability of the Union to represent employees.
2. Amend Article 5.03 to reflect Article 5.02 in Expertech Craft & Services.

Article 18 – Hours of Work

1. Provide a premium for those employees who are required to work in both English and French. (new)

Article 19 – Overtime

1. Amend Article 19.09 to increase the maximum number of hours allowed in the overtime bank from 72 hours to 108 hours.
2. Provide seniority rights in the assignment of overtime.

Article 20 – Holidays

1. Amend Article 20.14 (b) to ensure that employees can use a Day off with Pay for Family Day, at the request of an employee in Ontario.

Article 21 – Vacation

1. Improve vacation entitlement (milestones and/or weeks and removing asterisks).
2. Amend Article 21.08 to include that for the purpose of vacation selection, all employees reporting to the same immediate manager shall be considered a seniority unit and that a minimum of 35% of employees within a manager's group are able to take vacation at any time June through September.
3. Clarify that Article 21.13 – 21.16 provides the same pay in lieu of vacation as in the Expertech Craft & Services Collective Agreement.

Article 22 – Transfers

1. Improve Article 22 to include:
 - a definition of reassignment,
 - to provide that Associates who are moved as a result of a Company initiative are entitled to the Relocation Package and
 - to provide seniority rights for employees with regard to temporary and permanent reassignments and for temporary and permanent transfers.

Article 23 – Travel Time and Expenses

1. Update the provisions in this Article to reflect the current reality, e.g. mileage and per diems.
2. Amend Article 23.03 to reflect that where an employee is required to travel to another work location with the same locality, she shall be paid in accord with Article 23.02

during the first 30 days that the employee works in the new work location and where the employee is required to travel outside her locality, during the first 120 days that the employee works in the new location.

Article 24 – Job Posting

1. Amend Article 24.03 (a) (iii) such that a full time job will be posted when a Regular Part Time has worked 35 hours per week for 12 months.
2. Add that the Company must post openings prior to hiring Temporary employees.
3. Amend Article 24.04 (a) and (b) such that temporary upgrades of 6 months or longer are posted.
4. Amend Article 24.06, last paragraph, to include that Temporary employees are to be selected in the same order as RPTs and RFTs (in accord with 24.06 (a)), after RFTs and RPTS, and prior to any other person, and clarify that the 24 months subsequent to hiring or re-engagement does not prevent the Company from granting the “complete” job i.e. status, occupation and location to the Temporary employee if she is the successful candidate.
5. Amend Article 24.08 (f) to include that temporary or acting assignments to management do not extend beyond 6 months. Remove the last sentence of Article 24.08 (f) and replace with: The District into which the person is placed will forfeit a move for business needs as referred to in subsection 24.08 (d).
6. Company reorganizations that impact Associates be capped at once per two years for those impacted Associates. (new)

Article 25 – Sickness Absence

1. Amend Article 25.01 to provide 100% payment of sick days, for the full absence, prior to the 8th full calendar day of such absence.
2. Improve Benefits.
3. Clarify that Post Retirement Benefits are retained. Improve the Post Retirement benefits.

Article 34 – Bargaining Procedure

1. Amend Article 34 to include the same rights for simultaneous translation as found in Article 34.03 from Expertech C&S and insert the Charte de la Langue Francaise into the Collective Agreement.

Article 35 – Duration

1. To be negotiated.

Appendix A: List of Clerical and Associated Occupations

1. Upgrade all Associates in Salary Group C to Salary Group B.

Appendix C: Weekly and Hourly Rates of Pay

1. Significant and substantial wage increase for all Salary Groups.

Renew all Memorandums of Agreement (with the exception of the Memorandum of Agreement on Profit Sharing which is to be replaced with wage increases beyond the Union's proposal above under Appendix C) and include the following:

Memorandum of Agreement re Alternative Work Week Options

1. Amend to state that the scheduling option is the one selected by the employee.

Memorandum of Agreement on Cost of Living Allowance

1. Amend to reflect wages increases in new Collective Agreement and Consumer Price Index over the life of the new Collective Agreement.

Memorandum of Agreement on Seasonal Leave (new)

1. Add a Memorandum of Agreement on Seasonal Leave that will include additional options, e.g. 1 or 2 weeks leave in a year and that will remove restrictions on when an employee can take the time off.

Miscellaneous

1. All Memorandums of Agreement and Letters of Intent to be integrated into the appropriate sections of the Collective Agreement.
2. The Company must advise the Union and employees, in writing, of changes to Policy.

Oct 5, 2010

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