



**Collective Bargaining
Exchange of Proposals
Clerical and Associated Employees**

October 5th , 2010



Overview: Demographics

Demographics

Status	# of employees	Ontario	Québec
Regular Full Time (RFT) <i>36 hours per week</i>	84	46	38
Regular Part Time (RPT) <i>2 – 5 days per week</i>	38	35	3
Temporary Part Time (TPT) <i>0 – 5 days per week.</i>	34	14	20
Summer Student	1	1	0
Total	157	96	61

Highlights

- Our Clerical Collective Agreement expires November 30, 2010
- There are 157 employees covered by this Agreement, as of September 30th, 2010
- The average age of our clerical employees is 41.6
- The average NCS of our clerical employees is 11.14 years
- 30 employees currently have 25 years or more NCS
- 8 employees are currently wage protected

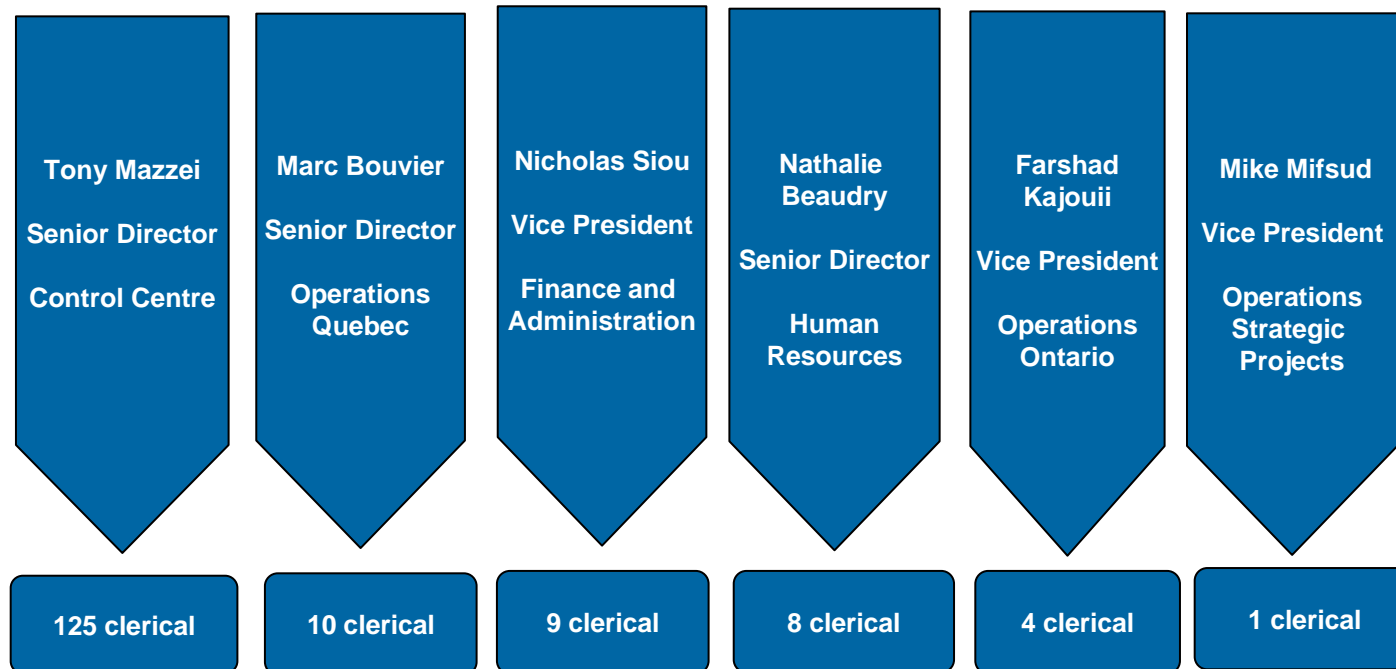
Demographic data as of September 30th2010

Clerical Occupations by Salary Group

	Associate A	Associate B	Associate C
Hourly rate	<ul style="list-style-type: none"> \$14.04 - \$26.70 	<ul style="list-style-type: none"> \$12.30 - \$24.04 	<ul style="list-style-type: none"> \$10.80 - \$21.12
Job Titles (No. of incumbents doing the job)	<ul style="list-style-type: none"> Senior Associate (15 employees) 	<ul style="list-style-type: none"> Control Centre Project Support (74 employees) Finance (4 employees) Human Resources (6 employees) Payroll (1 employee) IS/IT (1 employee) Quality (0 employees) Sales & Services (1 employee) Material (3 employees) 	<ul style="list-style-type: none"> Regional Support (7 employees) Administrative Support (45 employees)
Total Number Status	<ul style="list-style-type: none"> 15 14 Regular Full Time 1 Regular Part Time 	<ul style="list-style-type: none"> 90 57 Regular Full Time 17 Regular Part Time 15 Temporary Part Time 1 Student 	<ul style="list-style-type: none"> 52 13 Regular Full Time 20 Regular Part Time 19 Temporary Part Time

There are eleven different job titles under three classifications in the Clerical Collective Agreement

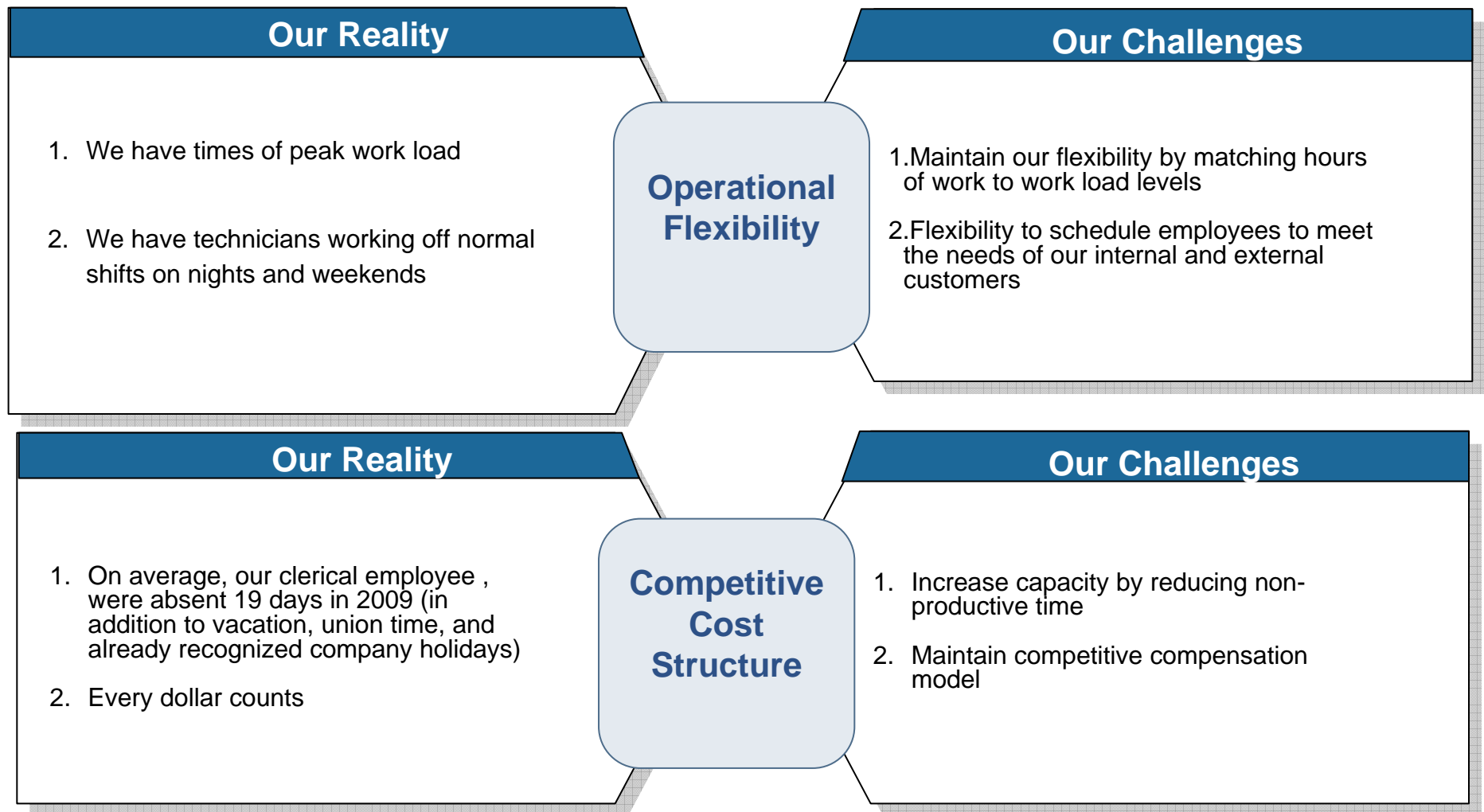
Clerical Employees in the Organization





Challenges Ahead

Our Bargaining Objectives





Bargaining Objectives



Maintain Operational Flexibility

Operational Flexibility

- Article 1: Recognition and Scope
 - Discuss the inclusion of new occupations in the Collective Agreement
- Article 3.03: Deduction of Regular Dues
 - Change wording of article
- Article 9.01: Definitions
 - Change language around probationary employees
- Article 20.07: Holidays
 - Change language to align to Craft
- Article 22.02: Temporary Transfers
 - Change language



Maintain Cost Competitiveness

Cost Competitiveness

- Article 17.06: Wage Administration
 - Discuss promotional pay treatment
- Article 18: Hours of Work
 - Discuss productive time on the job
- Article 19.09: Overtime
 - Discuss provisions of language



Administrative Changes

Administrative Changes

- Update
 - Article 35.03: Duration
 - Attachment A: Layoff Allowance Plan
- Remove
 - Memorandum of Agreement: Benefits
 - Memorandum of Agreement: Joint Appeal Committee (Job Titles)
 - Memorandum of Agreement: Job Posting Procedure (Arbitrability)
 - Memorandum of Agreement: Profit Sharing
 - Memorandum of Agreement: Pension (Former Nortel Employees)
 - Memorandum of Agreement: Job Posting Procedure (Interim Administrative Procedure)
 - Memorandum of Agreement: Merger of Collective Agreements