



EXPERTECH
CLERICAL AND ASSOCIATED EMPLOYEES
BARGAINING BULLETIN # 5

November 9th, 2010

The Union and the Company met together on November 8th and 9th, 2010.

One of the Union's objectives in this round of bargaining is to improve basic rights for Associates in several important areas including permanent transfers and vacation scheduling.

We have met now on eight days and the Union is receiving a limited response from the Company with regard to your proposals. The Company appears to be relying on its needs for "flexibility" to deny many of the Union's proposals.

The overall picture of your bargaining unit, as per the figures that the Company provided, shows that regular full time employment is 53.5% (84 people) and part time employment is 46% (72 people)!

This part timing is flexibility carried to the extreme!! It's out of balance!

The Union has told the Company that this amount of part-timing is excessive and needs to be seriously and positively addressed, along with the needs of all Associates to have their seniority respected on the job.

This week as well the Union reminded the Company that employees do not enter bargaining to go backwards, that they enter bargaining to go forwards.

The next negotiations meetings will be November 18th and 19th. The Union has requested that the Company provide further information during those two days with regard to the Company's general overview and specific plans for this bargaining unit in the foreseeable future. This information should assist the parties to reach a Collective Agreement and address issues that are important to the members.

Your CEP Bargaining Committee,

Stephanie Brownlee
Louise Singer
Janice McClelland, National Representative
Alain Portelance, National Representative

Note: CEP National Representative Maureen Dawson is assisting the Union Bargaining Committee as a resource person.

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