

Outline of Proposals Tabled October 27, 2014

Local 77 Bargaining Committee Outline of Proposals Tabled October 27, 2014

Time off for Union Leaves

- 7.08 Simplify language and remove 10 and 90 day restrictions
- 10.03 ensure seniority and service accumulate during these leaves

Information Concerning Employees

- 9.01 State reason for termination
- 9.04 NEW – provide Local President with copies of appointment letters

Seniority and Service

- 10.01 NEW – add definition of service
- 10.03(b) Ensure service and seniority accumulate for pregnancy, parental and union leaves
- 10.03 (c) Change necessary to increase redeployment/recall from 12 to 24 months (see also 11.06)
- 10.04 (c) Increase redeployment rights for employees on illness/sick leave (from 30 to 48 months)
- 10.04 (d) Increase redeployment/recall for laid off members on recall (see also 11.06)

Lay-off, Redeployment, Recall and Severance Pay

Organizational Change

- 11.03 (b)(c) NEW – displacement rights and process for Union/Employer review
- 11.06 Increase redeployment from 12 to 24 months (also see changed in 10.03 & 10.04)
- 11.08 Change so laid off employee is considered for all vacant positions. Change to 11.08 by removing “comparable” and removing last sentence of 11.10.
- 11.10 If more than one employee on the re-employment list, most senior gets the position rather than a competition as in 26.05. Also remove “appropriate” and last sentence so employee is considered for all vacant positions.
- 11.12 Increase access to term and temporary positions. Ensure employee has the right to refuse temporary, term and positions outside employee’s specified area and that these rights apply elsewhere in Article 11.
- 11.15 Increase access to severance pay (remove 3 year limitation) and increase amount
- 13.01 (b) NEW – Ensures Union advised of other actions or re-organizational change not included in 13.01 (a) and specifies how these ought to be handled.

Employees on LTD and returning to work

- 10.04 (c) Currently the position of an employee on LTD is only held for them for 12 months.
- 35.07 Change to 24 months to be consistent with other agreements and the LTD plan of the
- 35.08 first 24 months of LTD being “disabled from own occupation”
- 35.09 To ensure language is consistent with Articles 11.07 to 11.12

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Job Posting

- 26.06 Remove restriction on probationary employees
- 26.08 Ensure during trial period employee can go back to their former position
- 26.10 NEW Permit employee to accept a term position and their job being held for their return

Job Evaluation

- 27.08 Ensure Reps on JEC access to SDS
- 27.10 Union right to refer to third party if chairperson breaks tie, limit hearing time, and sharing of costs between Un and Er

Hours of Work

- 28.02 Ensure Employer doesn't change work week or hours of work to avoid overtime
- 28.05 Add title in order to avoid confusion over this article
- 28.06 Ensure employee gets notice for change in work week

Medical/Dental Appointments

- 30.01 NEW –13 hours per year for employee medical/dental appointments
- 30.01 Renumber to 30.02 - Changes for the inclusion of new 30.01
- 30.02 Renumber to 30.03 – if employee is charged a fee will be reimbursed

Shift & Weekend Premiums

- 32.02 Increase shift premium from \$1.50 to \$1.75
- 32.07 NEW – weekend premium of \$1.50 per hour

Call in and Standby

- 33.01 (e) (f) NEW – ensure employees have rest period before next scheduled shift
- 33.03 Housekeeping change

Article 35 – Sick Leave

- 35.03 NEW – Sick leave can be used for medical treatments or therapy
- 35.03 Remove restricted sick leave for those over 65 (renumbering of article)
- 35.07-35.09 To increase rights for employees on LTD and removing duplicate language

Article 36 – Leaves of Absence

- 36.02 Expand bereavement leave
- 36.03 Expand entitlement for illness of other relative residing with employee and ability to use family illness for family medical appointments

Article 37 – Pregnancy, Parental and Adoption Leaves

- 37.06-37.12 Reorganize Article so that provisions applicable to Parental leave are together, and ensure that language does not discriminate on the basis of sex or sexual orientation

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Appendix "C" Changes necessary for renumbering Article 37.

Annual Vacation Leave

- 39.01 Modification to language to support continuation of service and seniority during Pregnancy and Parental Leaves. Also ensure employees notified of their vacation entitlements annually.
- 39.04 Employee may take vacation in 1 hour increments
- 39.05 change from need to be hospitalized to being sick
- 39.07 increased vacation

Tuition Waiver

- 40.04 Ensure employee will be reimbursed for continuing education/extended learning courses taken at Dal whether job related or not.

Grievance & Arbitration Procedure

- 42.03 Increase timeline for employee to file a grievance from 10 to 15 days
- 43.02 Housekeeping change 41.06 to 42.06

Classifications & Wage Proposal

- Appendix "B" "Key to Appendix B" changed as per Union's proposal on classification categories
- Appendix "B" Wage Proposal for a 3 year collective agreement

Memorandum of Agreements

- Re-sign all MOA except for Pension Plan, IT Committee, Hours of Work and Lump Sum Payment which will not be re-signed
- Update MOA with applicable dates