

## **TFEU Bargaining**

In going into bargaining, the Bargaining Committee has considered both the views of all those members who have completed surveys and considered where we have experienced issues or problems with specific clauses in the contract.

### **Survey:**

Two-thirds of members clearly stated that job security was of considerable importance, while an improvement to salary was a high priority for close to 40% of members. There were some members who were interested in benefit improvements but this was not a high priority for most members.

The general message from members in the survey was to aim for moderate improvements and to be receptive to an improved roll-over offer should one come with sufficient money attached.

The chart below identifies contract clauses where we aim to seek some improvements – these were identified partly in the survey and partly through an examination of grievances and other ‘issues arising’ during the year. Some of these are ‘housekeeping’ items which we think will be dealt with quite quickly while others may be more substantive in nature.

<b>Article #</b>
<b>Article 5 – Union Rights &amp; Activity</b>
<b>Article 8 – Rights Provisions</b>
<b>Article 10 – Grievance &amp; Arbitration</b>
<b>Article 11 – Discharge &amp; Discipline</b>
<b>Article 12 – Seniority</b>
<b>Article 13 – Performance Evaluation and Probation</b>
<b>Article 14 – Part-time, Casual and Term Employees</b>
<b>Article 17 – Transfer, Layoff and Recall</b>
<b>Article 18 – Organizational Change</b>
<b>Article 19 – Technological Change</b>

<b>Article #</b>
<b>Article 20 – Salary Determination</b>
<b>Article 22 – Hours of Work</b> <b>Ltrs of Understanding:</b>
<b>Article 25 – Holidays &amp; Holiday Pay</b>
<b>Article 45 – Retirement Benefits</b>
<b>Article 50 – Duration</b>
<b>Salary Increase</b>
<b>Work Life Balance</b>
<b>Wrongful Obedience</b>

The Bargaining team would appreciate your support for the following motion:

**That TFEU members endorse the approach articulated by the Bargaining Team at the TFEU AGM of May 31, 2012.**

**TFEU Bargaining Team: Charlie Naylor, Cory Anderson, Brad Veitch, Mary-Ellen Bullock, Dennis Shaw**