

# 2019 CUPE 3761 Bargaining Conference – Principles Package

---

Proposals submitted were assessed by the Bargaining Committee and the following considerations were applied:

- Overall benefit to the membership
- Volume of members impacted
- Impact on overall bargaining unit (i.e. impact on workload)
- External influences and impact such as the economy, current environment
- Ongoing and current issues and concerns
- Financial implications of proposals

The goal of the Committee in this round of bargaining is to achieve a collective agreement that is beneficial to all members.

The Committee chose to theme proposals and have provided their assessment and recommendations for each category. Within each category you will find there have been principles and concepts identified. To be clear, the Committee's recommendation is open for discussion, amendment and ratification at the Bargaining Conference. Out of respect for the process, discussion of this package with the Committee will only take place at the Bargaining Conference.

**Please be mindful the intent is for this document and ensuing conversation to only shared with members of CUPE 3761. To enable effective bargaining processes, your Bargaining Committee would appreciate if folks could maintain confidentiality regarding this content and any discussions that occur at the Bargaining Conference.**

**PRINCIPLES**

| Theme/Category              | Article                          | Principles      | Notes  |  |
|-----------------------------|----------------------------------|-----------------|--|--|
| <b>Wages &amp; Benefits</b> |                                  |                 |  |  |
| <b>B</b>                    | <b>Improvement to Premiums</b>   | <b>6.06</b>     | Improvement to overtime premium                        | In keeping with the industry standard, an increase to the overtime premium from 1.5x to 2x and standardization across the classifications and in keeping with other collective agreements. |
| <b>B</b>                    |                                  | <b>6.06 (c)</b> | Improvement to Call Back pay                           | Changing from 3 hours at 1.5x to 3 hours at 2x regular rate of pay.  |
| <b>B</b>                    |                                  | <b>6.11 (b)</b> | Improvement to On Call rates for Relief Assignment     | Changing the language from \$5.00 per hour on call to their normal wage for all hours on call.   |
| <b>B</b>                    |                                  | <b>11.04</b>    | Improvement to pay when working on a Statutory Holiday | In addition to the pay they would otherwise receive for the Statutory Holiday, an increase in the overtime premium to 2x as opposed to 1.5x.   |
| <b>C</b>                    | <b>Improvement to Allowances</b> | <b>19.01</b>    | Improvement to per diem allowance                      | Restaurant prices continue to increase, and it can be difficult to access a healthy meal option within the limitations of the current per diem.  |

| Theme/Category | Article           | Principles  | Notes   |
|----------------|-------------------|---|---|
| C              | <b>19<br/>NEW</b> | Creating an in-province travel allowance for personal accommodations                      | Recognizing staff would like to stay with family where possible without feeling 'burdensome', addition of an allowance for personal accommodations would be beneficial. In addition, it would be a cost saving to the employer. |
| C              | <b>19<br/>NEW</b> | Creating an overnight per diem to cover the cost of incidentals and time away from family | Staff with assignments requiring travel to ensure members needs are being met should not be out of pocket for sundry expenses.  |
| C              | <b>19.07 (a)</b>  | Improvement to Package Policy amount  | Given rates are consistently increasing, an improvement would ensure folks are able to access an appropriate package policy.  |
| C              | <b>26.06</b>      | Enhancements to Extended Health Benefit Plan and Enhanced Dental                          | Improved health and dental benefits positively impact the overall health of individuals.  |
| C              | <b>31.01</b>      | Increase to Wellness Program  | The current Wellness Program is appreciated but the allocated amount does not reflect current membership or equipment costs. A healthy, active workforce is a productive workforce.   |

| Theme/Category  | Article                      | Principles   | Notes  |
|---|------------------------------|--|--|
| <b>Promoting Advancement and Professional Development</b> |                              |  |  |
| <b>B</b>  | <b>Promoting Advancement</b> | <b>12.03</b><br>For positions requiring higher qualifications, someone who has performed comparable work SHALL be appointed, whereas current language was MAY. | By supporting advancement within the workplace, we believe there would be improved workplace satisfaction. As such there would be positive impact and the potential for improved retention and succession planning.  |
| <b>B</b>  |                              | <b>NEW</b><br>Create the ability for staff to move or train for advancement.   | Ensuring folks have the ability to pursue opportunities that would allow advancement in their careers leads to increased job satisfaction, retention, succession planning.   |
| <b>B</b>  |                              | <b>12.05</b><br>Ensuring staff that who have the minimum "necessary" requirements to perform the job are available to advance in the organization.             | Trial period, mentorship, access to education. Recognition of the value of the skill set folks possess, not just completed education programing.   |
| <b>B</b>  |                              | <b>NEW</b><br>Creation of a committee to look at the development of a successor plan.  | Recognizing the value of long term, committed employees wanting to pursue new opportunities within their current workplace. Would positively impact job satisfaction, retention and even recruitment.  |
| <b>B</b>  |                              | <b>19</b><br>Improvement to education allowances and establishing equality between classifications.  | Currently a policy exists however there have been discrepancies noted in the amount of allocated funding. Furthermore, having an education allowance within the CBA would allow for the local to advocate on behalf of members who feel they have been denied funding. |

| Theme/Category                   |                                  | Article             | Principles  | Notes  |
|----------------------------------|----------------------------------|---------------------|---|--|
|                                  |                                  |                     |   |  |
| <b>C</b>                         | <b>Technological Change</b>      | <b>22.01</b>        | Recognition of the individuality of support needs during the introduction of new technology/equipment.  | Requests for additional education and support shall be offered to those who identify to the employer a need for additional support during the implementation of new systems, programs, assignments, etc. |
| <b>Workload</b>                  |                                  |                     |   |  |
| <b>B</b>                         | <b>Workload</b>                  | <b>6.12 (b)</b>     | That the Employer retain one casual staff in each classification in each office.<br><br>To strengthen language that allows Employees who terminate their employment the option to be offered casual work. | This would enable the employer to have adequate resources to address workload, temporary vacancies or LOAs. Temporary positions can be difficult to fill and there are associated costs and delays.      |
| <b>Transparent Communication</b> |                                  |                     |   |  |
| <b>C</b>                         | <b>Transparent Communication</b> | <b>6.13 (c)(ii)</b> | When a job share request is denied, that a written explanation be provided.   | To ensure members understand the rationale for the denial.   |
| <b>Leaves of Absence</b>         |                                  |                     |   |  |
| <b>B</b>                         | <b>Leaves of Absence</b>         | <b>10.01</b>        | Enhancing the vacation accrual "curve"  | Smoothing the vacation accrual curve. This would positively impact retention and recruitment by enabling staff to balance work and family.   |

| Theme/Category                 |                                | Article          | Principles   | Notes  |
|--------------------------------|--------------------------------|------------------|--|--|
| <b>B</b>                       |                                | <b>8.08</b>      | Improvement to Family Leave  | Family needs are a priority and must be seen as such. As with vacation accrual, this would positively impact retention and recruitment by better enabling staff to balance work and family.                                    |
| <b>Retention + Recruitment</b> |                                |                  |  |  |
| <b>C</b>                       | <b>Retention + Recruitment</b> | <b>30 NEW</b>    | That there be portability of benefits for coming from other SFL/CLC union affiliates (such as vacation increment).               | To ensure we recruit both new and experienced staff, recognition for benefits such as vacation is crucial. Currently some staff have experienced a significant 'rollback' in benefits by choosing to seek employment with SUN. |
| <b>C</b>                       |                                | <b>NEW</b>       | Collapsing the Executive Assistant and Office Assistant rates into an OA/EA that would equal the midpoint between the two rates. | Recognizing tasks previously assigned to EAs are now dispersed amongst OAs, there is value seen in improvement to the OA rates.  |
| <b>Staff Recognition</b>       |                                |                  |  |  |
| <b>B</b>                       | <b>Staff Recognition</b>       | <b>17.02 (a)</b> | Improving the retirement payout calculation so that more members would have access.  | Recruitment, and recognition of service.   |
| <b>B</b>                       |                                | <b>19 NEW</b>    | That the Employer pay the registration fees for any officer with a designation of expertise that can be used in their position.  | Having a professional designation is valuable to the employer and recognized as an asset by SUN members.   |

**COMMITTEE SEEKING DIRECTION**

|          | Theme / Category   | Article      | Principles   | Notes   |
|----------|--|--------------|--|---|
| <b>C</b> | <b>To include National Indigenous Peoples Day as a Statutory Holiday with pay.</b> | <b>11</b>    | In keeping with the intent of Reconciliation, there is merit to recognizing National Indigenous Peoples day                              | A means of demonstrating respect. There is a monetary cost associated with this proposal and it may impact floating stats. Also, consideration that in the near future it may be a Federally recognized statutory holiday.  |
| <b>B</b> | <b>Reclassification vs. New Position Creation</b>                                  | <b>13</b>    | What is the threshold between reclassification and creating a new position? What percent of duties must change to create a new position? | There have been a number of new positions created – both in and out of scope. Additionally, there have been some classifications not filled with that work assigned to new positions. We are seeking direction on this to see if the local would like to see this language discussed in bargaining. Is this a priority? |
| <b>C</b> | <b>Bi-weekly Pay Periods</b>   | <b>20.01</b> | To ensure folks receive all the pay they are entitled to in a timely manner  | While an advance is helpful it does not necessarily equate hours worked in the first part of the month.   |
| <b>B</b> | <b>Increase to Personal Property Damage</b>  | <b>28</b>    | To ensure sufficient coverage.   | Minimum increase suggested would be enough to cover SGI Deductible without a package policy, which is currently \$700.  |

|          | Theme / Category   | Article           | Principles  | Notes   |
|----------|--|-------------------|---|---|
| <b>C</b> | <b>Unused Wellness portion to be automatically deposited into the Employee's pension/RRSP.</b> | <b>31.01</b>      | Not everyone accesses the wellness provision – this would enable individuals who don't utilize that provision to benefit.                                   | Equitable application of a provision within the CBA.  |
| <b>B</b> | <b>Percentage-based increase or dollars-based increase</b>                                     | <b>Wage Scale</b> | Proposal made to use a dollar-based wage increase which means regardless of classification or rate of pay, each member would get the same increase in wage. | This could decrease the pay gap between classifications but may also result in disparity in pay within classifications.   |
| <b>C</b> | <b>Creation of an In-Scope Lead LR Hand</b>  | <b>NEW</b>        | An in-scope Lead Hand for LR would provide some LR guidance as a “go-to” person, similar to the Nurse Research and Practice Advisor.                        | Out of necessity there are in scope duties being performed by OOS staff. Creation of a lead hand would allow for some fluidity of tasks when there are workload concerns in addition to providing support to the LR department. |



**CLEAR LANGUAGE / HOUSEKEEPING**

|          | Proposal  | Action to be taken  | Notes  |
|----------|---|---|--|
| <b>C</b> | <b>To make all CA language gender neutral (Article 4)</b>   | Proposal to make all pronoun references throughout the Collective Agreement gender neutral. (Article 4) | There is value in consistent application of gender-neutral language – demonstrates acceptance and inclusion.   |
| <b>B</b> | <b>Pension Plan Agreement (Article 8.06, Article 26.03)</b> | Add language regarding the Pension Plan Agreement throughout the CA as necessary.                       | As per the LOU signed regarding the pension plan, wherever the RRSP plan is referred to within the CBA reference must be made to the pension plan as well. |
| <b>C</b> | <b>Clarification of Language</b>                            | Union vs. Local   | To ensure clarity in the application of provisions within the CBA the current inconsistencies in language need to be addressed.                            |

**WITHDRAWN PRINCIPLES**

|   | Proposal  | Article  | Rationale   | Notes  |
|---|---|----------|---|--|
| B | To strengthen Contracting Out language.   | 5.15     | This was not seen as a high priority by the members.                                      | There are very limited occasions where the employer accesses this provision and it is typically to benefit our members – for example IT services in Saskatoon to ensure IT needs are addressed in a timely manner without adversely affecting our CUPE members, preparing of materials for SUN members upon request of the Regina OAs. |
| C | Friday off for LROs / Flex Hours for Officers   | 6.01 (a) | Majority of survey respondents expressed desire to have hours of work remain as they are. | Responses indicated to leave language as current.  |
| B | Strengthen Job Share language so that only the permanent incumbent may terminate the job share arrangement (not the Employer) | 6.13     | Not identified as a high priority by the members.   | There may be instances where the employer needs the ability to terminate the job share.  |
| C | That a written response be received within 10 days of submitting requests for leaves, vacations, etc.                         | 8        | This is currently not an issue according to our members.                                  | Folks have identified consistent and timely responses to leave requests as of late.  |
| B | Defining temporary vacancy  | 12       | Currently the vacancy language does not specify temporary vacancies                       | To support the local should there be a need to challenge the employer on filling a temporary vacancy. This would be in keeping with SUN-SAHO Language.   |

|   | Proposal   | Article  | Rationale  | Notes  |
|---|--|--|--|--|
| C | <b>Changing the referral process for challenging scope from the current LRB to Arbitration</b>   | <b>12.02<br/>13.03</b>                             | Both provisions must be addressed by the LRB – would not be reasonable to refer to arbitration.                        | Suggested as a means of expediting processes and obtaining a more favourable response.   |
| B | <b>That language be changed to ensure that SUN members who come to work for their union on a temporary basis should not suffer a loss in their pension and benefits.</b>                           | <b>21</b>  | CUPE 3761s agreement with management does not have the ability to control the content or application of SUN-SAHOs CBA. | The primary identified issue to be addressed is where a SUN member is taking union leave to work at SUN and therefore falls within the SUN-SAHO CBA. |
| C | <b>That an Employee who comes from SUN from another CA on a paid union leave to work in a temporary position in CUPE not lose monies as a result of the different pay grids and hours of work.</b> | <b>30</b>  | Currently unless the SUN member in question is an NP, wage parity has been addressed.                                  | Vacation accrual rates are addressed earlier in this package   |
| B | <b>Changes to the Education Policy</b>   | <b>Ed<br/>Admin<br/>Policy<br/>005-A-<br/>2009</b> | We lack the ability to bargain an employer policy.   | Education funding is addressed earlier in this package to make more consistent and evenly applied.   |
| C | <b>Social Program Contributions by the Employer</b>  | <b>NEW</b>   | Survey respondents did not identify this as a priority.  |  |