



# **CEP 6006 Clerical unit Negotiations 2010**

**Management Issues**

by

**Management Bargaining Team Committee**

**September 13, 2010**

# Management Issues

Issues	Business Rationale	Possible Affected Articles
Simplify grievance process	<ul style="list-style-type: none"> <li>Adapted to a small bargaining unit</li> <li>Streamline the process to allow more timely resolution</li> <li>Respect internal union structure</li> </ul>	Article 7
Redefining time off for union activities	<ul style="list-style-type: none"> <li>Make sure numbers of days are in correlation with the size of the bargaining unit</li> </ul>	Article 8
Increase flexibility and productivity	<ul style="list-style-type: none"> <li>Temporary assignment</li> <li>Workforce costs</li> <li>Recruitment process</li> <li>Workforce adjustment</li> </ul>	Articles 13, 17, 19, 20, 21 and 23
Schedule of work	<ul style="list-style-type: none"> <li>More flexibility to change scheduling to align with short delay request</li> </ul>	Article 21 and 22
Pay provision	<ul style="list-style-type: none"> <li>Addition of eligibility criteria for performance increment and bonus</li> <li><del>Increment</del> and bonus dependant of YPG performance</li> </ul>	Article 19
Moving from a seniority to a performance based environment for layoff provision	<ul style="list-style-type: none"> <li>Adaptable process to be found in regard of the business needs</li> <li>Diligent process to help minimize anguish and anxiety of the employees</li> <li>Creating a win-win situation for both parties</li> </ul>	Article 17
Overtime	<ul style="list-style-type: none"> <li>Make the group attractive to work overtime</li> </ul>	Article 23
Elimination of irrelevant letters of understanding	<ul style="list-style-type: none"> <li>Adapt collective agreement</li> <li>Up-date collective agreement</li> </ul>	Appendix B, C and D

