



**Canadian Union
Of
Public Employees
Local 30**

Edmonton Civic Employees
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REVISED

August 9, 2017

Fort Saskatchewan Local 30 Members,

Re: CUPE LOCAL 30 / FORT SASKATCHEWAN BARGAINING UPDATE

On February 13th and 14th, your Bargaining Committee comprised of Lee Conforti, Kim Kuemper and Gur Dhaliwal, with Dan Todd/Mark Brzezowski (CUPE National) and Mike Scott (President, CUPE Local 30) met to develop the Union's bargaining proposals. Al Halaby was away sick at the time.

The Committee reviewed the results of the Bargaining Surveys; feedback was also given by you directly to the Bargaining Committee members at various times. We urge you to continue the dialogue with the Committee members before or after work or on your designated break times.

Additionally, the Committee identified a number of equity/fairness issues for certain categories of employees that we will be bringing forward in negotiations. Every round of bargaining we have tried to negotiate something extra for low-paid or precarious categories of employees, and this time we are focused on doing the same.

The proposals were presented to you for ratification on May 23rd and were approved unanimously. At that time, you had an opportunity to provide feedback and bring forward additional proposals. This process is fully democratic and we intend to take forward the proposals that are reflective of your wishes.

We also recognize that more information is needed on a number of issues, including pensions and Collective Agreement language. For example, several members requested that we bargain language that provided for first consideration of Internal Candidates in a job selection process to in order to encourage growth and development within the organization; however, this is already in the agreement. We will discuss these and other issues at the ratification meeting.

Exchange of Proposals July 6, 2017

On July 6th, the City provided their proposals and the Union Committee asked for clarification on a number of the proposals. We discussed some legislation changes for permanent part time and percentages they would accrue for 2018 and 2019 with no changes further than that, lots of questions from the Committee so we would have a good understanding what the City's proposal was all about. In turn, Al presented the Union proposals and the City had an opportunity to ask questions for clarification. The exchange and question period ended around 4:30 p.m. that afternoon with an agreement to start bargaining on July 24th, 25th and the 26th.

On July 24th, the City needed more time to review our proposal as they had not had a chance to get together before July 24th to review. The Committees would get back together again at around 10 a.m. Al provided a list of Union proposals that would be deleted or moved to the Working Relationship Committee Meetings to be resolved there.

In the afternoon of July 24th, the City announced their happiness with us moving some minor articles to be discussed at the WRC and suggested that we look at the contract article by article. After Lunch we returned to the table but quickly ran out of time, the City was happy as they had work backing up at the office.

On July 24th, 25th and 26th, bargaining continued and I believe that we have dealt with most of the changes to clauses and our next round will be getting down to the monetary items. Our next meeting was scheduled for August 21st in the morning and then again on September 13th and 18th.

On August 21, we had half a day to continue bargaining non-monetary items and we finally completed them on September 13, 2017. We begin bargaining all monetary items on September 18th; we do not believe we will be able to get through all the monetary items in the half day the City has provided. We do not have any further dates scheduled due to the election and the fact that City Council is no longer sitting until after the elections. We are well aware that during an election year and especially this close, the sitting council would not consider or vote on an MOA if we had one, they would leave that for the new council for a decision.

We thank you for your patience during this round of bargaining and we will make sure that bargaining during an election year will no longer happen, we will be considering this in the term of this contract. Should you have any questions, please contact one of the committee members.

In Solidarity,

Al Halaby – Business Agent, CUPE Local 30
Lee Conforti
Kim Kuemper
Gur Dhaliwal
Mike Scott – President, CUPE Local 30
Rick Ewashko – Treasurer, CUPE Local 30
Mark Brzezowski – CUPE National Rep

AH/sm Canadian Office and Professional Employees

Local 458 
