



Local Negotiations

Why negotiate? Because the national provisions provide a framework for work time arrangements (WTA) but leave it to the local parties to negotiate the terms. If the parties do not agree, the working conditions cannot be put forward otherwise they are illegal.

Why is it important to sign collective agreements? Because signed agreements are additional working conditions to the collective agreement. Individual agreements are not legal and have no force in law. In the event of a disagreement, we have NO recourse. Furthermore, collectively, we are stronger to negotiate better working conditions.

What are we currently negotiating? 12-hour schedules, Annex 8 (full time 4 days/week), Partial leaves for part-time employees, and part-time positions, among others.



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Attention – Attention -Attention

Annex 8 : 4 days / week

Historically, the Employer has offered this WTA in an emergency to address a staffing shortage. It has also offered this one, unilaterally and without the knowledge of the Union, with the only criterion being the will of the managers.

What you need to know:

- In 2018, **the Employer wanted to remove this WTA from all members;**
- In 2022, the Employer agrees to grant more **without any guarantee of maintaining the**
- **WTA beyond one year;**
- The Employer says that **those who already have it could have it taken away;**
- The Union wants to maintain the WTA for those who have it;
- The Union wants a guarantee of continued WTA;
- The Union wants the WTA to be offered by seniority.

If you have Annex 8 and want to keep it, or if you want to get it, talk to your manager!

Annex 6: 12-hour schedule

Many of you have this WTA and many of you want to get it.

What you need to know:

- The Employer refuses to provide us with the form that requires the 12-hour models to be listed;
- The Employer proposes new criteria:
 - Be required to change shifts in order to obtain the WTA;
 - If overtime is being worked on the unit, it is justified to refuse.

The Union continues to advocate for schedule stability. No form, no agreement. Finally, for the Union, **these criteria are unacceptable.**

Partial leaves without pay

As you know, a part-time employee now holds a position that involves a minimum of fourteen (14) shifts per twenty-eight (28) days (art. 1.03). In order to keep as many part-time employees as possible employed, the Union has agreed to negotiate, under certain conditions, to allow a part-time employee to benefit from a partial leave without pay.

To date, although the Union is negotiating in good faith, **the Employer refuses to provide the list of members covered by this agreement. In addition, the Employer is excluding the Union from the process of granting partial leaves without pay.**

This means that the Employer could unilaterally agree to individual agreements by favouring some employees over others. The Employer's proposal is unfair and discriminatory for the FIQ SPS CODIM.