

## LOCAL 5 – PREP MEETING MAY 30/05

In attendance: Mike Dempsey, Kimpton Bradford, Gerry Matthews, Rus Difiore, Rick Stewart, Chris Gillard, Valerie Milner, Terry Friedrich, Dave Hanna, Doug Knight. Guests: Mike Boyle, Ross Graham.

- Meeting called to order at 10:36 hrs
- ❑ Mike Dempsey summarized PREP.
- ❑ Mike Boyle reviewed PREP package, with discussion from Council.
- ❑ At approx. 13:00hrs, Doug K motioned to send out to Local 5 members vote to except Local 5 PREP. Seconded by Rick. Yes-2, No-6, 2 Abstain. Motion defeated. Carried to carry vote within Council.
- ❑ After more discussion, Rus motioned to ratify acceptance of PREP Sub 5 by Council with the condition to review F&W Tech salary increase. Seconded by Kim. M/S/C by Yes – 7, No – 2 and 1 abstained.
- ❑ Dave H motioned to carry F&W Tech positions as proposed. Kim Seconded. Local Chair will ask that F&W Tech positions to be reviewed by Quality Assurance Committee. Yes – Voted by All.

### LUNCH BREAK

❖ Meeting reconvened at 14:04hrs. Some members had other commitments.

Attendance in PM: Mike Dempsey, Jerry Matthews, Rus DiFiore, Rick Stewart, Chris Gillard, Valerie Milner,

Guest: Ross Graham

ISSUE: Shifting of permanent staff. Not being done according to the Master Agreement. Employees being asked to sign a waiver saying they agree to shift their work schedule. Not sure if the shifted staff are aware of weekend premium and or shift differential. DM Pickering is upset and demanding that FP staff be working weekends as part of their duties to avoid overtime. Staff are getting upset. The Union is looking at leaving the situation to be worked out in the local areas. Some FP Managers don't want to shift, some are on the fence, and some want it. Some FMA's are soliciting in-put from the staff. The Union position is to work a 5 & 2 according to the Master. If staff sign a waiver to shift from 5 & 2 to 10 & 4 or 15 & 6 then they can do so. What are the rights of the staff to refuse to shift?

- Perception of the DM seems to be that overtime is not being effectively managed.
- Some concern that the unionized staff are making more money than the managers.

There seems to be a mixed bag across the Province. The Union position is that if we follow the proper protocol with adequate notice, voluntary participation and a recognized start and end date for the shifting, there should be no problem. The situation has been brought to Don Harrison's attention and he is going to try to standardize the situation across the Province. Right now we are in an information gathering mode.

**ACTION ITEM:** Each rep. is to forward any concerns they hear of to Mike Dempsey, who will co-ordinate with Brian Randall.

**ACTION ITEM:** Reps. Are to try and ensure that all effected staff are aware of the weekend premium and shift differential provisions of the Master Agreement.

ISSUE: Negotiations Up-date. TA reached. Reviewed the 3.9, 3.0, and 3.0 wage settlement. The 3.9 is retroactive to September 1/04. If ratified, the retro. Pay will either be on the July salary cheque or a separate cheque as requested by the Negotiations Team. There are also improvements to the medical and dental coverage's. Vision care was complicated and would cost \$240.00 per year for a benefit worth \$250 per person in the family every two years without the ability to opt in and out. If the TA is ratified, the Union will explore the possibility for members of the General Service to access First Choice, which is available to Management. The cost of First Choice is \$1000.00 per year, more than is paid for the basic coverage. A concern was expressed about Blue Cross de-listing some drugs. This has to do with the coverage purchased and more information is required to determine the extent of the situation.

Ralph Klein is supporting the recommendation that the DM's and other senior managers receive a 27% wage increase as a recruitment and retention incentive. There is no evidence of a recruitment and retention problem as all recent DM vacancies were filled from within.

Fear is that the members will ultimately lose if the TA is not ratified. The negotiations will be sent to arbitration which will likely result in 2.7, 3.0, and 3.0, in line with other Union agreements. It will also result in the loss of the raise on any overtime worked this summer. Sub. 3 may not support the TA as their managers received an additional 13% wage increase.

Reviewed the issue of the 3 days off at Christmas. The time off would have reduced the TA by 1.2%, as the actual cost to the Government would be between 1.2 and 1.4%. Ballots are to be counted on June 28, with Rick Stewart to assist Doug Knight with the scrutinizing of the Local 005 ballots.

MOTION TO ADJURN – Jerry S Russ Carried. 15:02