

CIVIC SERVICE UNION 52

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TO: All CSU 52 CPC Members

FROM: Your Negotiations Committee:
Kevin Parry, Contractual Unit Representative
Janet Letawske
Audrey Tosh, Business Agent
Tamara Chivers, Chief Negotiator

RE: **Capital Power Corporation Negotiations**

We would like to thank you for taking the time to complete the survey we sent to you.

In order to prepare for collective bargaining, the Committee meets and begins the process of determining what issues to take to the bargaining table. This is accomplished in a number of ways: firstly, a survey is sent out to all members to identify key items of concern; then the Business Agents in the office are canvassed regarding grievances and disputes that have arisen during the last term of the agreement; the information from the last round of collective bargaining is reviewed; and finally a great deal of research is done on trends, best practices and monetary data in order to assist the team. We are in the final stages of preparing for bargaining.

We are using an "Interest-Based Bargaining" method in our negotiations. This style of bargaining ensures that all of the issues/proposals that are brought to the table are discussed openly. Then the parties attempt to find a mutually acceptable solution. We will be scheduling a joint Interest-Based Bargaining training session with CPC in the near future.

The current Collective Agreement expired December 18, 2010; however, this Collective Agreement still remains in effect. The Alberta Labour Relations Code automatically extends the terms of the Collective Agreement that would otherwise expire. This is referred to as "bridging". All of the Collective Agreement's terms and conditions apply while in negotiations. Bridging continues until the parties enter into a new Collective Agreement or until a legal strike or lockout takes place.

Please note that if you leave the employ of CPC before a new contract is negotiated, you may be eligible to apply for retroactive pay in accordance with the Collective Agreement after the new agreement is reached. We recommend you stay informed on negotiations by visiting the CSU 52 website (www.csu52.org).

Your Negotiations Committee will continue to send out communiqués to keep you up-to-date. We may also be contacting you again for further information or direction.