

CIVIC SERVICE UNION 52

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To: All Edmonton Public Library Members

From: Edmonton Public Library Negotiations Committee

Re: Negotiations Communiqué # 6

Negotiations Update

In Alberta, the Employer and the Union can apply to the Government for the services of a mediator to assist the parties in achieving a settlement. As some of you may be aware, the City of Edmonton and CSU 52 are currently in mediation and are trying to finalize a settlement.

As we also have the same benefit package as the City of Edmonton Unit, the outcome of the mediation is relevant to the Library and CSU 52. We are scheduling more dates with the Library for negotiations in January. We hope to know the outcome of the mediation with the City by that time.

We realize that this will be a disappointment for everyone hoping for a settlement before Christmas. We remind you that we are committed to achieving a fair and reasonable deal for you, the membership. We are working very hard to achieve this and achieve it as soon as possible.

We will continue to keep you updated.

Proposals

The Negotiating Committee has been receiving questions regarding the issues we've brought to the bargaining table and how we prioritized those issues.

From the results of the Negotiations Survey that was sent to all our members, we were able to identify the most relevant issues for our membership across the board. As well, we could see areas that may have been applicable to a specific group of people. We also received feedback from our Business Agents as to the types of concerns they've been addressing. Using these items, we were able to determine what proposals/issues we would be bringing to the table.

This is a list of some of the proposals that we prepared and brought forward for discussion:

1. Occupational Health and Safety which included ergonomic issues
2. Safety and Security in the workplace
3. Scheduling which included many different aspects

4. Premium pay (shift differential)
5. Personal and Family Leave
6. Job Security
7. Part-time Benefits
8. Sick Leave for Part-time Employees
9. Staff development and training
10. Wages

This list does not cover everything that we proposed nor does it include the proposals brought forward by Management.

According to our survey the 5 top priorities of our membership are:

1. Wages
2. Job security
3. Scheduling
4. Fringe benefits
5. Working conditions

With Interest Based Bargaining, both sides try to find solutions to the issues raised. Your Committee has researched all the issues we brought to the table and we have had detailed discussions with management about each proposal. Sometimes we are able to resolve an issue which does not involve adding language to the Collective Agreement. We may have a proposal regarding a topic and we are able to resolve the issue in the form of a reminder to Management or a communication to the membership, so the issue is addressed. Sometimes an issue involves a monetary value. Your Committee and management cost the monetary proposals so we can determine where funds that are available can be allocated.

In the end, we may not get everything that we've asked for but your Committee has done their homework and presented the best possible cases to make as many gains as possible.

We hope this information helps to answer the questions from the membership. Please send any further questions or concerns to the Union office at 780-448-8900 or info@csu52.org

Your Library Negotiating Committee,

Judith Basisty, Library Representative
Amanda Hall
Elton Raynor
Lloyd Litke
Tamara Chivers, Chief Negotiator