

CIVIC SERVICE UNION 52

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Reference No: 40-4Communique.October2011

To: All Edmonton Public Library Members

From: Edmonton Public Library Negotiations Committee

Re: Negotiations Communiqué # 4

Negotiation Meetings

The Library Negotiating Committee met with Management once in July, once in August and one full day in September. The Committee met for a couple of days in August for further research and preparation. To accommodate vacations for both Management and the Union, we had a brief hiatus over the summer.

Proposals

To date, we've discussed most of our non-monetary proposals and we have found agreement on some proposals. In September we presented all our monetary proposals. We will be meeting in October to discuss all monetary items and any outstanding non-monetary items.

Benefits

As we receive the same benefit package as the City of Edmonton, a member of our committee, Amanda Hall, has again met with the CSU 52 City of Edmonton Negotiations Committee to discuss the Health & Welfare Benefit items in our Collective Agreement. They worked through prioritizing our proposals.

There was also a joint negotiating meeting held to discuss benefits. In attendance were:

- representatives of the management Negotiations Committees for the City and the Chief Spokesperson for the Library Negotiations Committee,
- representatives from the City's benefits department,
- CSU 52 City of Edmonton Negotiations Committee,
- CUPE 30 (Canadian Union of Public Employees) Negotiations Committee,
- Amanda Hall, and
- Chris Morris, the Union's benefit consultant, who has provided valuable advice and input into our benefits package.

Scheduling Best Practices

A joint release was emailed to all Edmonton Public Library employees regarding Best Practices for Scheduling. The purpose of the release was to update staff of the report prepared by the Scheduling Review Committee. This Committee was made up of Management and Union representatives to address issues of scheduling and to look at ways to unify scheduling procedures throughout the service points. This resulted in a set of Best Practices Recommendations. Meetings are being scheduled for managers, assistant managers, schedulers, and union representatives to consider the best way to implement the recommendations. As this is a major area of concern to our members, the Union will be closely monitoring this process.

Confidentially

The specific details of negotiations will be held in confidence until a Memorandum of Agreement is reached or further direction is required from the membership. Collective bargaining is a sensitive process and when dialogue occurs away from the bargaining table it can jeopardize the success of negotiations.

To ensure consistency of the information shared we will be issuing regular updates. Please respect this by NOT asking your bargaining team members about collective bargaining.

Please direct any questions or concerns to the Union office at 780-448-8900 or info@csu52.org or to Judith Basisty, Library Representative.

Your Library Negotiating Committee,

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