

NEGOTIATIONS, NEGOTIATIONS, NEGOTIATIONS



City of Edmonton Contractual Unit

We have entered into Collective Bargaining with the City of Edmonton. The current Collective Agreement expired December 18, 2010; however, 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 bargaining continues. This bridging continues until the parties enter into a new Collective Agreement or until a legal strike or lockout takes place.

The Management Negotiating Team consists of Arlene Swendseid and Kent Sorockuk (Human Resources), Harry Oswin (Community Services), John Wilson (Planning and Development), Paul Szczepanski (Capital Construction), and Tim Cleveley (Office of the City Clerk).

Your Committee, Tamara Chivers, Chief Negotiator, Pierre Blanchette, James Rockey, Donna Stokowski, and I, met with Management to exchange proposals on March 23, 2011. The issues we brought forward on your behalf were solicited through the member survey, discussions with the Business Agents, review of other Collective Agreements and other relevant sources of information.

We met again on March 29th to discuss housekeeping issues from both proposals (clean-up of existing language). Furthermore, we have also resolved a number of items in “one-offs” (minor issues that are non-monetary). We have scheduled an additional seven full-day meetings to take place over the next two months where we will begin to discuss monetary items.

As negotiations proceed, we may need to come back to you to solicit more information and/or to obtain direction regarding particular issues. Your Negotiating Team will keep you informed of our progress through correspondence and reports at the monthly general meeting.

**CSU 52
Negotiating
Team:**
(left to right)
Therese Doucet,
James Rockey,
Donna Stokowski
and Pierre
Blanchette.



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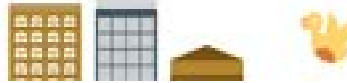
Civic Service Union 52

THE ADVOCATE





PROVIDING MORE



EPCOR Contractual Unit

Bargaining for the renewal of the CSU 52/ EPCOR Collective Agreement continued March 30 and 31st. During these dates, the parties maintained a focus on problem solving discussions around monetary issues which are of importance to the union and to the company.

Our last bargaining sessions were on April 11 and 12th.

The specific details of negotiations need to be held in confidence to protect the integrity of the bargaining process.

Collective bargaining is a sensitive process and when dialogue occurs away from the bargaining table it can jeopardize the success of negotiations.

Your committee is focused and diligent in representing your interests. We thank you for respecting the trust you have entered into by not pressing your negotiating committee with questions around issues of collective bargaining.

Shari Ash, EPCOR Chief Representative



Edmonton Public Library Contractual Unit

On February 17, 2011, we met at the bargaining table to exchange proposals.

We've had three productive meetings where we worked through our housekeeping items and began looking at some other proposals. The dialogue at the table is positive with both sides actively working for a mutually beneficial outcome.

At the last meeting, the Scheduling Review Committee gave their report. The need for this review arose from the previous round of bargaining. The Committee's recommendations included a Best Practices Guide. Both the Union and Management acknowledged the well-drafted, thorough report. This information will prove useful during our future discussions.

The Negotiating Committee has prepared a follow up survey to help clarify some issues that were raised in our initial survey and we shall be sending out more communiqués as negotiations progress.

Judith Basisty, Library Unit Representative



Capital Power Corporation Contractual Unit

The Capital Power Negotiations Team is meeting again on April 20th to hopefully finalize our negotiations preparations and set up some dates with Capital Power Corporation to begin negotiations. We are the last contractual unit to begin negotiations and have intentions of starting very shortly pending the availability of all parties involved.

Kevin Parry, Capital Power Corporation Unit Representative



You're Invited!
The 1st
Tuesday of the
month is an
open meeting
for all
members to
attend.
Stay informed
by getting the
information
first-hand at
these
meetings.



The Negotiation Process

By Shari Ash



Members in each of the five CSU 52 bargaining units elect a Committee to represent them.

Each Committee consists of:

- ⇒ Tamara Chivers, CSU 52 In-House Legal Counsel and Chief Spokesperson.
- ⇒ A Contractual Unit Representative
- ⇒ Members-at-large, from each bargaining unit, elected at a special election meeting.

The pre-negotiations process can take several months and significant personal time involvement. A committed and cohesive team is integral.

Reams of information are reviewed from past negotiation settlements, previous survey results, past practice and from this, a survey is compiled and distributed to the membership.

The Committee meets and proceeds to determine, from the survey results, what issues to take to the bargaining table. This is accomplished by identifying key items of concern that were identified in the survey and consulting with the Business Agents.

We research such things as employment trends, best practices, monetary data, other negotiated Collective Agreements and recent settlements.

A Formal Notice and Response to Commence Collective Bargaining is released. First meetings are scheduled. Chief Spokespersons from each Committee deliver opening statements and proposals are exchanged.

We use an "Interest Based Bargaining" method in our negotiations. This method is founded on open communication, which identifies each party's issues; expands mutual interests and creates options capturing mutual and separate interests. This style of bargaining ensures that all proposals, interests and issues brought to the table are discussed openly. The parties then work together to find a mutually acceptable solution.

Bargaining may be scheduled in one-day or multiple-day sessions. (EPCOR is usually scheduled for two or three-day sessions as some of the Committee members travel from Calgary.) There will be times where the committees will caucus to discuss items brought forward, conduct an inquiry or perform detailed specific research.

The Committee keeps the membership informed through Communiqués.

Between bargaining dates, the committee continues to, primarily on their own time, diligently work on, research and prepare for upcoming sessions.

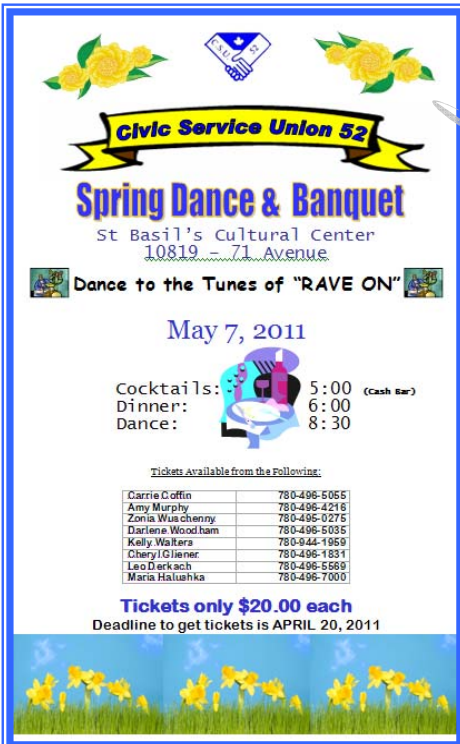
Once a mutual agreement has been reached, a meeting date is set for the members to attend where they will review the Memorandum of Agreement.

If the members accept the proposed changes to the Collective Agreement, the contract is then considered to be ratified.

The changes are made to the current Collective Agreement and posted.

Concluding Collective Agreement ratification, there may be occasions when the Negotiation Committee are required to meet to discuss left over business, discuss recommendations, and prepare suggestions for the next round of bargaining.





Civic Service Union 52

Spring Dance & Banquet

St Basil's Cultural Center
10819 - 71 Avenue

Dance to the Tunes of "RAVE ON"

May 7, 2011

Cocktails: 5:00 (Cash Bar)
Dinner: 6:00
Dance: 8:30

Tickets Available from the Following:

Carrie Coffin	780-496-5055
Amy Murphy	780-496-4216
Zonia Waschenry	780-496-0275
Darlene Woodham	780-496-5035
Kelly Walters	780-944-1959
Dheryl Giesner	780-496-1831
Leo Derkach	780-496-5569
Maria Halushka	780-496-7000

Tickets only \$20.00 each
Deadline to get tickets is APRIL 20, 2011

Good friends, Good food, Good times



Why we have a "Spring Banquet" ... Every year, the Union hosts a Spring Banquet for your enjoyment — a time for colleagues to socialize and enjoy a dinner and a dance.

























We always have a great band for dancing the night away preceded by a sumptuous meal. Those who have retired in the past year are fêted and gifted for their service to Edmonton's citizens. Don't you think it is time you came and shared the fun??

Get your tickets today!



CSU 52 Photo Puzzle

Re-arrange these photo pieces to show a complete photo of a past union activity. The first piece has been done for you. Send your answer of the photo pieces, in the correct order to win a prize. Answers can be sent by e-mail to the union office. Photo courtesy of Winston Gereluk.

1. 	2. 	3. 	4. 	5. 	6. 
7. 	8. 	9. 	10. 	11. 	12. 
13. 	14. 	15. 	16. 	17. 	18. 
19. 	20. 	21. 	22. 	23. 	24. 

Meet your Shop Stewards

I am a Shop Steward and the Contractual Unit Representative at TELUS World of Science - Edmonton. I work a variety of jobs at the science centre, everything from performing science demonstrations that dazzle the eye and illuminate the mind to taking children on a journey through the galaxy when they come to sleep over in the planetarium.



I have been a Shop Steward for six months and, for the most part, it has been an enjoyable experience. I became a Shop Steward because I believe in the power of unity and solidarity, and I would like to expand my knowledge on how the labour movement is important to job security and the working conditions we have today. I enjoy orienteering exercises and Salsa dancing.



William Rutherford, TELUS World of Science—Edmonton

I am a Shop Steward at Stanley A. Milner Library with Information Services. I have been a Shop Steward for about 3 years. I think what the Union does is extremely important. As an organization, the support and benefits we all afford are there because of the Union. I want to support that and to help other employees as well. Something about myself — I hate bananas but I love banana bread! Is that random enough ;) ?



Christine Belley, Edmonton Public Library



I have been a Shop Steward since December 2010. The opportunity presented itself when two offices amalgamated. I now represent CSRs at the Animal Care and Control Centre as well as our Dispatchers. I would like to know more about the Union and how it functions. What may not be known about me is that I am a “Distinguished Toastmaster” and that I am also known as “**The Bra Lady**”! Editor’s note: ladies, you may want to talk to Judy about her business!



Judy Szpreglewski , Animal Control Service



Kevin Parry, Capital Power Corporation

Meet the Capital Power Corporation Union

I chose to become a Union Representative for Capital Power Corporation (CPC) because I felt that the CPC Union employees needed to have a voice at the Union table. I started by joining the Negotiations Team at the end of 2010 for the bargaining of the CPC Collective Agreement. Before the end of the second negotiations meeting, I was convinced that CPC needed a bigger voice in the Union so I decided to step up to the plate and give it a try.



CSU 52 Presents our 2nd Annual Photo Contest Theme: Children & Animals



All CSU 52 Members are invited to enter. Members can submit two photos (children and/or animals)

(Remember if you are using someone's picture, have their permission, as winning photos will be printed in The Advocate. Submitted pictures become property of CSU 52.)

Submit your original photo with a short description of when, where it was taken (and of course who took it).

DEADLINE – Monday August 29th, 2011

Photos may be e-mailed to info@csu52.org or originals mailed to 11305-95 Street/T5G 1L2.
Size of photos submitted should be: 1024x768 (minimum) and jpg file or 4"x6" original print.



Get to know . . . Your CSU 52 Parliamentarians -- present and past!

Jo-Ann Kolmes
Parliamentarian
2010-2011



What is the role of the parliamentarian?

The purpose of the parliamentarian is to assist as needed to help meetings proceed efficiently, effectively and fairly.

What do you like about your role?

Enjoyable aspects of the role include getting to know the members of CSU 52 and being able to help when needed as the members consider proposals and arrive at decisions. I am honored and very happy to have the opportunity to work with CSU in this role.

Where did you work previously?

I was a partner with the law firm of Chivers Carpenter, working primarily as a research lawyer helping prepare written legal arguments and resources for arbitrations, human rights cases and judicial reviews in the courts.

What do you do in your spare time?

My volunteer work includes being a board member with the Alberta Labour History Institute, participation in the International Labour Rights Committee of the Canadian Association of Labour Lawyers/Association Canadienne des Avocats du Mouvement Syndical and participation in LEAF (Women's Legal Education and Action Fund).



Wow! So what do you do for fun?

My more frivolous side is my love of world music (particularly tango, fado and Hawai'ian music) and I have bored many people with stories about guinea pigs and pet beetles (the family pets for many years).

Lanny Coulson, former CSU 52 Parliamentarian (Currently on assignment for Service Canada)

How long did you work as a parliamentarian for the union?

I'm not sure if I can put an exact date on it but I believe it was around 1990 that I first started attending meetings and providing training to the members.

What did you like best or enjoy about your role as parliamentarian?

I'd like to think that I have made a difference. When I started with CSU 52, it was not unusual for meetings to last over 3 hours. A number of factors contributed to this - overly ambitious agendas, lack of knowledge of procedures and a confusing set of bylaws. Over the years, meeting times have been reduced to generally 60-90 minutes and information exchanged/decisions usually made in a timely and procedurally-correct manner. I can only hope that my influence has been part of this change.

Is there anything we, as members, could do to make the job of parliamentarian easier?

Become familiar with the Union's bylaws and policies and Bourinot's Rules of Order. Of course, if everyone became too knowledgeable, you wouldn't need me!

Any advice for the future of the union?

With new leadership always comes the challenge of not forgetting the gains that have been made in the past. Remember that the new President will be on a fairly steep learning curve, so remember to be patient and forgiving.

What would you like to share with us about yourself?

I have two children, gained as I say "by acquisition". They're now adults and my step-daughter has a 5-year old girl. We're not empty-nesters though as we have a 17 year old tabby by the name of Montague and a 2 year old Boxer-Border Collie cross named Cybil.

Any personal likes and/or interests?

We sold our house in Edmonton a few years back and relocated to Canmore to take advantage of the many outdoor activities which we enjoy — hiking, biking, cross-country skiing and snowshoeing. I'm also an avid reader of science fiction and history. I dabble in genealogy, gardening and cooking.





From the desk of Darren Chivers —

First, I would like to thank everyone for their support. The calls of support and encouragement have been wonderful and very much appreciated.

One of my priorities is to get out and meet with people from all of CSU 52's bargaining units. Watch for me! I will be attending Labour/Management Committee meetings and will be accompanying the Business Agents for some of their activities. I'm hoping to get to as many of our sites as possible before we get into the summer season.

Since assuming the role of CSU 52 President, I've had the opportunity to attend many functions and meetings on behalf of the Union. At these functions, I've met with Senior Management for both the City of Edmonton and Edmonton Public Library. As a representative of our Union, it is important to build and foster relationships with Management within all of CSU 52's Contractual Units. In order to continue building these relationships, meetings will soon be set up with Senior Management at EPCOR, Capital Power Corporation and the TELUS World of Science—Edmonton.

The office has had some changes over the last few months -- we welcomed **Barbara Surdykowski** as our new Business Agent, hired **Michal Guzowski** as the temporary Office Administrator and hired **Rachel Duma** for the temporary Administrative Support II position. It's good to be back at a full staff complement.

Collective bargaining is underway at EPCOR, the Edmonton Public Library and the City of Edmonton. The Union's Bargaining Committees will be sending out updates of their progress as things move forward. We will commence bargaining with Capital Power Corporation in the near future.

On January 28th, the Coalition Union Presidents re-signed the **Working Relationship Agreement (WRA)** with the City's Senior Management Team. The WRA is an important, but not binding, document that outlines a set of principles and guidelines of how we should conduct business. The Coalition Presidents debated the subject at great length, but ultimately, with promises from Senior Management to re-train and re-affirm the agreement with their Managers regarding the importance of the WRA and what it represents, we agreed to sign it. Our hope is that our future dealings with the City will be conducted in the spirit of the WRA.

In the state of Wisconsin, USA, the rights of workers, specifically public sector workers, are under attack. The right of unionized workers to bargain collectively has been taken away and similar moves are planned in other states south of the border. We need to stand together, in solidarity, to protect our bargaining rights and ensure that they are not eroded.

Enjoy the warmer weather.

"In the state of Wisconsin, USA, the rights of workers, specifically public sector workers, are under attack. ... We need to stand together, in solidarity, to protect our bargaining rights and ensure that they are not eroded."
Darren Chivers



Civic Service Union 52

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Union Info

We're on the web!
www.csu52.org



Public Relations Committee

Darlene Woodham (Chair)

Amanda Hall (Secretary)

James Paull (Treasurer)

Shari Ash

Lavonne Hailes