

May 17, 2001
Communiqué No. 2

TC/TSB Negotiations

During April 23-27, your negotiating team met with Treasury Board and departmental management representatives to continue bargaining towards a new collective agreement. We are not there yet as several contentious issues were discussed during the week. While the atmosphere remains professional and constructive, there were several discussions where both sides strongly expressed opposing points of view and resolution was not achieved. When a clear impasse was reached on an issue, the group decided to put it aside temporarily and continue with other proposals.

Agreement has been tentatively achieved in several areas including improvements to parental and maternity leave, disciplinary and aviation investigation procedures, and post negotiation briefings. A number of issues such as hours of work, professional currency program, form of payment for overtime etc. were discussed but remain unresolved. We have presented all but a few of our proposals and we anticipate that the remainder will be addressed during our next session.

As a result of meetings with Treasury Board management in January of this year, it was agreed to conduct a joint analysis of employment trends (R&R) and wages in the aviation marketplace. The joint committee, consisting of representatives from Treasury Board, Transport Canada, TSB, and the CFPA, reviewed economic forecasts, employee turnover rates, training costs, vacancies, recruitment efforts, personnel licensing trends, and most importantly it was agreed by the committee to update the marketplace wage survey contained in the 1998 Price Waterhouse Coopers report. The joint committee reviewed all of the above data and produced a consensus report that was agreed to by all parties. This information was used by your negotiating committee in developing a comprehensive wage proposal taking into account all of the above factors. The results of our efforts confirm that there exists a wide disparity between our salaries and a fair market comparison. The resulting wage proposal submitted to management is an attempt to narrow the wage gap. We anticipate that we will receive a response to our proposal during the next round of meetings.

Concerning the way ahead, we should remember that working conditions remain frozen and employees cannot take any work action until we are in a legal position to strike.

Our aim is to reach a negotiated settlement at the bargaining table; however, if we find that we cannot settle on a new agreement, we can then make submission to the PSSRB to request the appointment of a conciliator. If after conducting sessions with the conciliator, the two sides are unable to reach an agreement, the conciliator will file a confidential report with the PSSRB and the parties may request the establishment of a Conciliation Board. The board consists of a bargaining agent nominee, an employer's nominee, and mutually agreed/appointed Chairperson. If after meeting with the board the parties remain unable to reach a settlement, the board will submit a public report to the PSSRB with their recommendations. Any work action that would constitute a strike is prohibited until seven days after the Conciliation Board has submitted its report.

Your negotiating team is all set to meet with Treasury Board and management representatives again during June 5 - 8, 2001. I encourage you to seek out your negotiating team members and stay in touch with what is happening.

There has been no agreement reached with Treasury Board regarding designations. Treasury Board maintains that there was no requirement to file a list before notice day, and that their previous list (from 1998) remains valid. While we have challenged their position, it appears that this may be a more complex issue than first envisaged. We had previously written to the departments challenging previous designation lists and we are meeting with them to see if new agreements can be reached. We will send out information to you as soon as agreement is established.

Nav Canada Negotiations

Nav Canada negotiations will begin in the fall and we will begin preparations for those talks in the near future. Nav Canada members should review their situations and provide comments to your representative aimed at creating a list of contract proposals. We will also be requiring some volunteers to assist with the work involved with the upcoming preparation and negotiations. Please contact your representative and let him know you are willing to help.