

Bargaining CONNECT

Bargaining 101: Your GTAA bargaining committee explains

There have been no further developments in the bargaining process; the committee has received notice from the GTAA that they are ready to resume negotiations. We will advise you of the dates once they have been confirmed.

We'd like to thank *you*, the membership, for your interaction and involvement. Your support and understanding of the issues is critical and ultimately, the key to our success at the table.

Sometimes the language used when communicating complex issues can be confusing. Therefore, we would like to take this opportunity to explain some of the terms in the bargaining process.

From surveys to ratification: bargaining starts and ends with our members

Members raise the individual and collective issues which help to form proposals. The bargaining committee researches and develops the proposals that ultimately form the bargaining mandate. The employer creates their own proposals based on their contractual requirements and fiscal agenda. On the first day of negotiations, the union and the employer exchange proposals and active bargaining begins.

Proposals are split into two categories: non-monetary and monetary

Non-monetary proposals are items that will not cost the employer any money. Scheduling, language interpretations and definitions, discrimination, harassment, seniority and union representation in meetings, are just some examples.

Monetary proposals encompass items that carry a cost to the employer, for example: wages, pension plans, shift premiums, standby premiums, overtime, vacation and sick leave credits, etc.

Typically, non-monetary items are brought to the bargaining table first and any items that have a cost attached to it are negotiated last.

Ratification of tentative agreement

When all non-monetary and monetary items are agreed to by both parties, a tentative agreement is reached and brought to the membership for ratification. The agreement must be ratified by the membership to become final.

A CAW contract highlight report summarizing all of the negotiated changes to the collective agreement is prepared. Ratification meetings are held as soon as possible; contract highlights are presented and discussed in detail. The tentative agreement (*which includes non-monetary and monetary items*) is then voted on by the membership.

Until the tentative agreement is ratified, the terms and the conditions of the current collective agreement remain in place as they are written. The current GTAA collective agreement expires on July 31, 2013.

Once again we would like to thank you for coming forward with your questions; we value your feedback. If you have any further questions or concerns please contact a committee member.

Please make sure you have subscribed to **e-news** for up to the minute information.

In solidarity,

Your GTAA Bargaining Committee,

Scott Bowers – Bargaining Representative
Lana Delic-Bridger – Bargaining Representative
Tim Haxhijaj – Bargaining Representative
Antonios Kourteridis – Bargaining Representative
Pauline Leloudas – Bargaining Representative
Ata Ugursoy – Bargaining Chairperson
Ashley Watkins – CAW Local 2002 Executive Assistant
Jamie Ross – CAW Local 2002 President
Shane Wark – CAW National Representative