



Canadian Office & Professional
Employees Union

Bargaining

ICBC Bargaining Update #16: 2011 Bargaining Over, 2012 may require a Strike Vote

Friday, December 9, 2011

To: All COPE 378 Members at ICBC

Your bargaining committee met with ICBC on November 30th, December 1st, 6th and 7th to work on a new Collective Agreement.

Among the proposals discussed were:

- Maternity leave top up;
- Payout of banked TO days;
- Vacation sign up, including the waitlist proposal;
- Central Estimating Facility (CEF) hours of work;
- [Job evaluation](#), workload and;
- [Working remotely](#)

Though we had fulsome and detailed discussion on these proposals, we were not able to reach agreement on any of them.

Additionally – and after much heated argument – ICBC finally tabled further details for their Claims Hierarchy (M12) and tabled their [Workforce Transition \(M11/M12\)](#) proposal. ICBC proposal M11/M12: Workforce Transition only applies to the Claim Hierarchy changes. Any other changes or reorganizations during the term of a renewed agreement would be covered by Articles 8 (Layoff and Recall) and 9 (Technological and Procedural Change) of the Collective Agreement.

Our position is that the proposal is incomplete and unacceptable, and our [U85](#) and [U86](#) proposals remain on the table. The last day of bargaining concluded with your committee tabling wages and a term length for the agreement. The union proposal is a four year term with wage increases of 4%, 4%, 5% and 5% for 2010, 2011, 2012 and 2013 respectively. ICBC's last position was 0% for 2010 and 2011.

Throughout all of this, ICBC has continued to deny there is a workload problem and is intent on forcing their proposed Claims Hierarchy through.

The parties have concluded negotiations for 2011. Your bargaining committee will reconvene in the New Year and has asked ICBC for three bargaining dates in

Stay in touch with your Bargaining Committee. Email ICBCbargaining@cope378.ca with your comments or questions about Collective Agreement Bargaining.

Please make sure we have your most-up-to-date home and work contact information. Direct contact is the best way of ensuring you have the most current and accurate information about your union and your workplace. [Update your contact information with the union by clicking here.](#)

January.

It is now clear a strike mandate will likely be needed to force ICBC to negotiate on the issues you told us were important to you: wages, job security, benefit increases and workload.

We will come back to you in January if ICBC refuses to meet with us, or if they come to the table empty handed. However, no final decisions will be made without your consultation and any decision will be informed by what happens in January.

As we break for the year we want to thank everyone for your continued support with the many emails and feedback. We wish everyone a safe and happy holiday season.

Your bargaining committee,

Yasmin Carroll, Executive Board Member
Karin Cirez, Executive Board Member
Mike Ferguson, Executive Board Member
Joyce Galuska, Executive Board Member
Trevor Hansen, Executive Board Member
Jeff Gillies, COPE 378 Vice President
Jaime Zygmunt, Senior Union Representative

Canadian Office & Professional Employees Union

2nd floor, 4595 Canada Way Burnaby, BC, V5G 1J9

tel: 604 299 0378 **toll free:** 1 800 665 6838 **fax:** 604 299 8211

www.cope378.ca

email: cmcluskie@cope378.ca

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