

HIGHLIGHTS OF THE ABSU / COPE TENTATIVE COLLECTIVE AGREEMENT:

The following is provided as a summary of the proposed collective agreement.

The Bargaining Committee is recommending acceptance of the proposed tentative agreement.

- Renewed collective agreement with expiry date of August 31, 2013.
- Package deal involving new collective agreement and enhancements under section 54 of the Labour Code.
- Blue circling remains in the collective agreement but will be suspended for all AO & IO as of Jan 1, 2012.
- Everyone currently blue circled is grandparented, and anyone who has been given options prior to Jan 1, 2012 is also grandparented. There are 44 members who are currently blue circled.
- The employer estimates that 27 positions can be bumped as they require no training.
- Bridging:
Time banks and severance can be used to bridge to key retirement milestones. These are qualifications for: 1) post retirement benefits 2) early retirement (reduced pensions) 3) unreduced pensions.

This can only be done to reach one of these milestones and not extend employment beyond that milestone.

The use of timebanks for bridging includes medical & dental benefits but not STD or LTD.

When using timebanks you will accrue vacation time but not RWWL days, the additional vacation accrued can be used to further bridge to milestone.

The severance can be used to bridge but does not include benefits.

- ABSU will pay out 3.5 million dollars to all members in good standing as of December 9, 2011.
- Employees with 2 years or more will receive \$3040.00. Employees with less than 2 years will receive \$2000.00.
- The committee was faced with trying to address the employees concern over blue circling in return for enhancements to the collective agreement.
- There are no wage increases or STIP for the duration of the contract.
- MOU 72 Tempworks will not be renewed.

- Improvements to language in articles:

1.04	1.07	1.08	1.11	1.13	3.05	3.06	8.03	8.05	9.01
9.04	14.11	18.01	19.02	19.06	20.01	20.03	27.01	MOU 58	

- Article 9.09 - Upon written presentation of the options, the employee shall have 5 full working days to select an option.

- Language moved from MOU'S into agreement:

1.05	MOU 30	1.10	MOU 54	2.07	MOU 2	4.01	MOU 1
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- Trade differentials and floor rate language removed from articles:

4.03	7.03	7.04	7.06
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- Deleted articles:

1.14	7.12	7.13
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- Deleted MOU's:

5	12	17	21	24	36	43	49	51	69
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- Renewed MOU's:

8	28	35	58	75	76
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- New MOU's: MOU x Alternative dispute resolution
MOU 44 New language for harassment

- Expedited Grievance Process
We have agreed upon an expedited grievance process for Article 9 process.

- Transfer to RRSP
This can be facilitated with the company without requiring specific language in the section 54 agreement. Employees have this right already under the Canada Revenue Agency

- Assigned Steward Resource
The Union has decided on a 3 person committee rather than booking off one job steward as proposed in the company's 22.11.2011