

March 06, 2009

For information: email gtinfo@caw1016.ca, or visit <http://caw1016.ca>

Technological Change

Since the notification of Tech change on February 17th, there have been no meaningful discussions with the company on the development of an HR Plan. There are a lot of rumours and half truths making the rounds and in an effort to dispel any rumours and to ensure a single reliable source of official information we are creating a page on our website dedicated to this TSS issue. The page will include a link to FAQ's and a form for members to ask questions of their executive on this topic as well as information on the HR Plan as it becomes available.

I would like to remind all members, that if you are hearing information on Tech Change that causes you concern, please contact your Regional Rep or any other member of the executive to ensure that the information you are receiving is valid.

In order to create a complete and accurate email distribution list that will ensure that all TSS receive current information and updates, please send an email to president@caw1016.ca giving your name, your work location and or unit, your company email address and/or your preferred non Nav Canada email address if applicable.

Notice to Bargain

On Monday March 2nd your local served the employer with notice to bargain as per Section 49 of the Canada Labour Code. We also brought to management's attention the provisions of Section 50 (b) which prohibits an employer from altering the terms and conditions of employment currently in effect without the consent of the Union. The Local Executive will be meeting towards the end of March to prepare for Collective Bargaining. We urge you to submit any and all bargaining proposals to your Regional Reps as soon as possible, or you may submit your proposals on-line at www.caw1016.ca.

Classification Review

The Classification Review Committee met February 16 & 17 to finalize the results of the process. Unfortunately the committee could not reach a consensus on a banding solution. The banding will essentially determine the new pay grade levels of the plan. The monetary value of these levels will be established during bargaining. While all jobs except 2 have been evaluated, the committee cannot release results of the review process until banding has been completed. The committee is currently looking for available dates in March and April to complete the process.

ATOS Review

Management asked each unit for input into who would represent the workers. Shawn Wood and Christine Lizotte met with Larry Lachance early in the year to discuss who would be included. Involvement was limited to 4 participants plus a union representative. Christine was selected to represent the union and a delegate from the west (Marilee Clark), central (Jim Walker), Quebec (Pascal Levesque), and east (Brian Tibbo) regions were selected. Consideration was given to CAATS involvement and implementation stage.

The review process is now well under way. The entire team has met on two occasions to discuss the tasks performed by ATOS at the various sites, possible staffing solutions (from status quo to centralization) and the surrounding mitigating factors. This month the management team is travelling to each of the units to answer any questions the ATOS staff may have and to observe the duties at the sites. Once the site visits are complete the team will be meeting again in late March or early April. With the data compiled management will decide which proposal they will take forward to the board meeting in April.

CAW Family Education

Want a summer vacation where your accommodation, travel costs and meals are paid for? Would you like two weeks in a resort-like setting where qualified childcare staff provide programs and care for your children? Would you like to meet people from all across Canada, learn about the union and issues facing Canadian families?

Applications must be postmarked no later than March 26, 2009. Applications are available online at www.caw.ca/en/5519.htm

The dates for the three sessions are as follows:

Session 1 – Sunday, June 28 to Friday, July 10

Session 2 – (FRENCH language only) Sunday, July 12 to Friday July 24

Session 3 – Sunday July 26 to Friday, August 7