

## Bargaining Update

During the opening round of bargaining, we soon began to realize that the company was unwilling to offer us the same gains that had been offered to other bargaining groups and it was becoming clear that they had very little respect for our collective agreement and our members in general. Discussions the following week yielded very little progress and we appeared to have reached an impasse on several significant matters such as; employment security; tech change; work ownership (students doing TSS work); sick leave payouts and pensions. It was hoped that the bargaining team would be able to meet over the summer to discuss the options on how best to move forward, but we were not able to do so.

Last week the executive met to discuss options, and because an MOA would severely limit our ability to have an effective job action, your executive voted unanimously in favour of a Mediation/Arbitration process where the decision would be binding on both parties. This process is scheduled for October in Ottawa. The company and the Union have agreed to use Richard I. Hornung, Q.C to handle the mediation/arbitration. His resume is available on his company website at <http://www.disputesolutions.ca/richard.htm> .

If there are any questions about this process, please contact your Regional Rep.

## TSS Update

In a meeting last Tuesday, Rudy Kellar mentioned that he expected the first TSS surplus letters to go out just in time for Christmas. He also stated that this would not be a country wide move but would be a phased in approach going centre by centre until managements targets are reached. The union has been pressing management for an official update on this initiative for quite some time and Rudy did mention that we might see one in the next few weeks.

The rumour that TSS will have to compete for their jobs after the staff reductions take place is based on a statement made by John Reid in a presentation earlier this year. At this point the new job description has not been written, nor has it been classified. Any discussion on TSS layoff policy/procedure is purely speculation at this point.

## Classification Review

There have been no meetings with the company to discuss Classification. We are waiting for the appointment of a third party and will advise you as soon as new information is available.

## **ATOS Staff Reductions**

As you may know, during the summer management began the first of what appears to be two rounds of ATOS layoffs. The first round of 24 surplus letters was delivered at all ACC's except Edmonton. All ATOS supervisors and some ATOS were targeted for January 23 release dates. So far one term and one permanent employee have been released while 4 permanent employees have already taken the DIP. Round two of the ATOS cuts, which will include Edmonton, is expected in the New Year and will mean the loss of another 20 positions. It is hoped that the Human Resources Plan will accommodate those displaced by these cuts