



CRPEG Q&As

Q. #	Question	Answer
1.	<p>Theme: Why focus on the MSA?</p> <ul style="list-style-type: none"> • Why were negotiations not continuing during the Canadian Industrial Relations Board (CIRB) process? • Why not meet with the company to continue negotiating rather than discussing an agreement on the MSA? Reaching an agreement would make the MSA unnecessary. • Why is getting the Essential Services agreement and CIRB decision so important for CRPEG at this point? 	<p>Contract negotiation and MSA processes have been occurring in parallel. The negotiating team met with the employer in 2015 February for negotiations: CRPEG agreed that with the recent announcement by government, the pension issue would not be discussed further, but the employer made no acknowledgement of the significance of the move.</p> <p>The MSA process did not affect the negotiations process; in fact, very little time has been spent on addressing the MSA to date.</p> <p>Because of the impasse between CRPEG and CNL, the next step with regard to the process was to settle the MSA. The parties met on 2015 May 1st to negotiate the MSA. An agreement was reached</p> <p>Once the MSA has been signed we will be in position to vote on whether job action is appropriate.</p>
2.	<p>Why is getting the Essential Services agreement and CIRB decision so important for CRPEG at this point when every other union on site has settled their outstanding contract negotiations?</p>	<p>It may seem like everyone else has a contract already, but in fact, only the following groups have settled:</p> <p>CUPE / PWU (2 years), USW Local 7806, IUOE Local 772, USW 1568 (CRTT) (3 years), USW 4096 (404 and 896), IAM.</p> <p>The following groups have not settled:</p> <p>CRPEG, Allied Council, CRNSOA, IAFF-F4, IAFF-F160, WPEG, WTEG, SPEA-SE, SPEA-TT, UA 254.</p>

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3.	Is the union planning to have another strike vote?	If job action is necessary to reach a fair and reasonable settlement, then there will be another strike vote.
4.	Theme: Outstanding Contract Issues <ul style="list-style-type: none"> • What are the areas of the company's offer that are still holding up the acceptance of the offer by the union? • What are the outstanding issues? Based on the initial meeting I attended, other than the pension issue, there was not a lot of difference on the other contract issues. • What are the outstanding issues that are preventing us from settling and getting our raises from last year? 	Your negotiating team's main focus continue to be those that were expressed by the membership: <ul style="list-style-type: none"> • Compensation, • Benefits (excluding the pension issue), • Job Security, and • Career Progression. The negotiating team based the priorities on the previous surveys, contact with members, and recent developments.
5.	Is the union still pushing for pension language in the new contract even with the parliamentary decision?	In an effort to reach a settlement, this was removed in our 2015 February 25 th proposal to CNL.
6.	So now what are the expectations in regards to our contract negotiations? Will we be ready to approach an agreement soon?	CRPEG has remained in contact with the company, but have not met face-to-face since 2015 February 25 th . ***UPDATE: CRPEG met with the company on May 1 st to address the MSA, time was also spent in discussion on the Contract. Further negotiation dates have not been scheduled yet.
7.	Theme: How will GOCO affect negotiations? <ul style="list-style-type: none"> • I am particularly concerned about the fact that the GOCO contract is coming and will find a union without current agreement. • What are the repercussions of the negotiations slipping into the GOCO operating period? 	As per the RFP, the employer's bargaining agent will remain CNL through share transfer. PIPSC/CRPEG has successor rights under the Canada Labour Code, which means that while we are still in negotiations, the terms and conditions of our last contract remain in place.



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8.	<p>Theme: Scale and Retroactivity</p> <ul style="list-style-type: none"> • I'm just curious about raises and what our chances are of receiving back pay (similar to the last time the contract was up). Is it looking like raises will be similar to the last contract? • Should we be without an agreement after July 1st, wouldn't there be an increased risk of not getting retroactive pay for last year? 	<p>Raises and retroactivity are always part of the negotiations and are included as an item in this round of negotiations. In all past agreements, retroactivity awarded to members on strength as of ratification-date has been part of the agreement.</p>
9.	<p>What qualifies for C&PD training?</p>	<p>Please refer to the recent CRPEG bulletin on C&PD which contains a link to the powerpoint presentation. Also, feel free to approach any CRPEG steward with your specific questions about C&PD .</p>
10.	<p>Theme: What is currently "on-the-table" in terms of contract proposals?</p> <ul style="list-style-type: none"> • What is the offer that CNL currently has presented to CRPEG? • Is there a contract proposal submitted by the company? If yes, then why has this not been submitted to the members? 	<p>As Dr. Walker pointed out at the last All-Staff, the negotiation process is confidential.</p> <p>The process is a continuous exchange of either whole or partial proposals. Disclosing too much about what is exchanged during the process could hinder the free and open communication that should occur during negotiations. Presently, the company's proposal does not align with the membership priorities. Once a tentative agreement is reached, the negotiation team will present it to the membership.</p> <p>A discussion of the current positions (Employer and Union) will be presented to the membership at a General Meeting on Wednesday, 2015 May 13th.</p>



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11.	Why is it taking so long to negotiate the contract?	<p>It is taking the normal amount of time based on previous negotiations. The past 6 contracts have taken an average of 12 months to negotiate from date of expiry of the previous contract, with a maximum of 18 months and a minimum of 5 months.</p> <p>2011 – signed 2012 July 25 – 12 months 2006 – signed 2006 Dec 1 – 5 months 2003 – signed 2004 June 7 – 11 months 2000 – signed 2001 Sep 20 – 15 months 1997 – signed 1998 Dec 14 – 18 months 1995 – signed 1996 Mar 04 – 8 months</p>