



**Proposed Amendments  
For the Collective Agreement**

**Between**

**Saskatchewan Telecommunications**

**And**

**The Communications, Energy and Paperworkers  
Union of Canada**

December 17, 2009

## **Section 1 – General**

### **Article 2 – Union Recognition and Security**

1. CEP wishes to negotiate a clear definition of bargaining unit work.
2. CEP wishes to negotiate language which provides that employees outside the bargaining unit shall not perform work that would normally be performed by in-scope employees.

### **Article 3 – Discrimination & Harassment**

3. CEP wishes to negotiate a definition and prohibition of personal harassment, bullying and abuse of authority in the workplace.

### **Article 6 – Leave of Absence**

4. CEP wishes to increase top-up for maternity leave and expand this top-up to include paternity and adoption leave.
5. CEP wishes to negotiate improvements to leave of absence provisions to include family care.
6. CEP wishes to negotiate a deferred salary/prepaid leave of absence program.

### **Article 7 – Grievances**

7. CEP wishes to negotiate language that provides full-disclosure in all steps of the pre-grievance and grievance process, for all grievances.
8. CEP wishes to negotiate expedited grievance resolution processes.

### **Article 10 – Promotions, Vacancies and Transfers**

9. CEP wishes to negotiate a penalty for the Company if appointments are made later than 21 days.
10. CEP wishes to negotiate a removal of the one-year lateral/lower bidding restriction on job appointments.

11. CEP wishes to negotiate language which provides that the assignment of work in relief or high volume workload circumstances is based on senior volunteer/junior non-volunteer rules.
12. CEP wishes to negotiate improvements to Article 10 Clause 10 such that employees are paid at the higher rate of the new wage band at the commencement of performing the duties of the higher position.
13. CEP wishes to negotiate language on EJVs that provides an interview for applicants and prohibits the Company from filling entrance jobs from outside the bargaining unit when internal qualified applications are received.
14. CEP wishes to negotiate rules that provide training opportunities based on seniority.

#### **Article 11 – Transfers and Travel Expense**

15. CEP wishes to negotiate inclusion of all travel time (door to door) for air travel.
16. CEP wishes to negotiate incidental expenses when working away from headquarters.
17. CEP wishes to negotiate a compensation allowance for employees required to use a personal vehicle for Company business.
18. CEP wishes to negotiate an increase in compensation for home board and lodging.

#### **Article 14 – Disciplinary Action**

19. CEP wishes to negotiate language that automatically removes letters of discipline after 18 months.
20. CEP wishes to negotiate language that provides the Company will inform employees of their right to have a union representative present during all meetings with management and security, including but not limited to, meetings placing an employee on a Performance Improvement Plan.

#### **Article 18 – Annual Vacations**

21. CEP wishes to negotiate improvements to annual vacation entitlements.

22. CEP wishes to negotiate rules with respect to approval of vacation special requests.
23. CEP wishes to negotiate rules on vacation wheels for clerical and operator services.
24. CEP wishes to amend the language in Article 18 Clause 8(ii) that refers to being hospitalized while on vacation to include illness.

#### **Article 20 – Differentials**

25. CEP wishes to amend the language to allow stacking of differentials.
26. CEP wishes to negotiate automatic increases to differentials on an annual basis.
27. CEP wishes to negotiate successive Saturday language for all employees.

#### **Article 21 – Overtime**

28. CEP wishes to negotiate a change to Article 21 Clause 3 such that six hours of rest is increased to eight hours of rest and, the phrase “outside the home” is removed.

#### **Article 22 – Pensions**

29. CEP wishes to change the effective date for annual indexing adjustments from April 1 to February 1. (Old Plan)
30. CEP wishes to increase the employer’s contribution to PEPP, and provide equal compensation for Old Plan members.
31. CEP wishes to negotiate a phased-in retirement program.

#### **Article 24 – Sick Leave**

32. CEP wishes to negotiate rules respecting the provision of medical certificates.
33. CEP wishes to negotiate Bereavement Leave entitlements that are distinct from the current allotment of 12 casual sick leave days.
34. CEP wishes to remove Article 24 Clause 3(iv) that provides for examination by the Company Doctor.

35. CEP wishes to negotiate language which recognizes long distance in-province travel time while accessing bereavement leave.
36. CEP wishes to negotiate language that provides for the use of vacation leave when employees have expended casual sick leave entitlements.
37. CEP wishes to negotiate rules respecting wages and benefits during a quarantine order.

## **Section 2 – Craft**

38. CEP wishes to negotiate core courses for CSTs and, rules for accessing these courses.

## **Section 3 – Operator Services**

### **Article 1 – Hours of Work**

39. CEP wishes to remove the phrase “on average” from Article 1 Clause 1.

## **Section 5 – Systems Staff**

40. CEP wishes to negotiate an internal movement process for Programmer Analysts.

## **Section 6 – Wage Schedules**

41. CEP wishes to negotiate that the current market adjustment for system staff is permanently integrated with wage rates.
42. CEP wishes to negotiate guidelines for an on-going wage evaluation system that addresses market adjustments.
43. CEP wishes to negotiate a substantial wage increase applied as a percentage with a COLA clause, for all employees.

## **Appendix I**

44. CEP wishes to negotiate language with regards to permanent part-time employees and the amount of hours worked.
45. CEP wishes to negotiate guidelines respecting the issue of part-time employees working full time hours.
46. CEP wishes to remove retail stores from the CRC formula and, negotiate a separate formula governing retail stores.
47. CEP wishes to negotiate changes to availability agreements with regards to scheduled shifts and call in requirements.

## **Appendix VII**

48. CEP wishes to negotiate an increase for boot allowance.

## **Appendix XVIII + Article 27**

49. CEP wishes to extend health and dental benefits to Retirees.
50. CEP wishes to negotiate increased funding for the medical plan.
51. CEP wishes to amend the Extended Medical Plan reimbursement rate for part-time employees returning from leave.
52. CEP wishes to negotiate retroactive health benefits for the first six months of employment.

## **Miscellaneous**

53. CEP wishes to negotiate employee discounts on SaskTel products and services.
54. CEP wishes to negotiate a variable hours of work program.
55. CEP wishes to negotiate rules for the pay-out of retirement gratuities earned prior to 2005.
56. CEP wishes to negotiate procedures governing expressions of interest.
57. CEP wishes to negotiate a clothing allowance for CSTs.

58. CEP wishes to discuss subsidized daycare.
59. CEP wishes to discuss employees' rights to honor a picket line.
60. CEP wishes to negotiate subsidized bus passes.
61. CEP wishes to negotiate voluntary participation in the CEP Humanity Fund.
62. CEP wishes to negotiate that no employee in operator services or the CSC will be required to work more than 6 consecutive days.

### **Housekeeping**

63. Add duty to accommodate to the Collective Agreement.
64. Recognition of LOU and MOA not in the Collective Agreement.
65. Yearly benefit statement for full time job share incumbents.
66. Renew all Letters of Agreement and incorporate in Collective Bargaining Agreement.

The union reserves the right to add, amend or delete from this list of proposals.