



**MANAGEMENT BARGAINING  
PROPOSALS  
SUBMITTED TO THE CEP**

## COMPANY PROPOSALS 2009

1. The Company wishes to discuss ways of improving the grievance process.
2. The Company wishes to discuss averaging agreements for all classifications and ensure that the averaging periods allow business operations to be managed successfully.
3. The Company wishes to discuss the establishment of a shifting trial within the Customer Support Centre.
4. The Company wishes to discuss the temporary employee provisions in Section 1, Article 29.
5. The Company wishes to discuss vacation entitlements:
  - a) Granting in first year
  - b) Accrual of vacation
6. The Company wishes to discuss mutually agreed vacation schemes as set out in Section 1, Article 18, Clause 7.
7. The Company wishes to discuss Appendix XXIV and the balancing of vacation wheels.
8. The Company wishes to discuss the expansion of hours of work in a number of classifications and work environments.
9. The Company wishes to discuss a common work week for all employees.
10. The Company wishes to discuss the hours of work provisions in Operator Services.
11. The Company wishes to discuss the living expense provisions in Section 1, Article 11, Clause 6(iii).
12. The Company wishes to discuss tracking sick leave and vacation in 15-minute increments.
13. The Company wishes to review all existing Memorandums of Agreement and Letters of Understanding to ensure relevance to today's business environment.
14. The Company wishes to discuss Northern Allowance rates outlined in Appendix XIII.
15. The Company wishes to review the use of part-time employees to allow the Company to better manage customer service during peak workload periods.
16. The Company wishes to discuss the application of Appendix I and Appendix II, specifically to ensure part-time employees in the Stores are available to work when required.

**COMPANY PROPOSALS 2009  
(CONTINUED)**

17. The Company wishes to discuss the day-off provisions of the Collective Agreement in order to increase productive work time.
18. The Company wishes to discuss flexible work arrangements:
19. The Company wishes to discuss Craft classifications.
20. The Company wishes to discuss the removal of Section 2, Article 2 Craft Movement language.
21. The Company wishes to discuss the removal of language pertaining to Video Display Terminals.
  - Appendix VIII
  - Section 3 language related to VDT's
22. The Company wishes to discuss the implementation of an apparel program for employees working in SaskTel Stores.
23. The Company wishes to discuss the union leave provisions in Section 1, Article 6, Clause 1(i)(a) & (b).
24. The Company wishes to discuss shift differentials.
25. The Company wishes to discuss restriction of wage progression in cases of poor performance.
26. The Company wishes to discuss the Sick Leave Regulations in Section 1, Article 24.
27. The Company wishes to discuss the modification and expansion of Incentive Plans to encompass additional classifications.
28. The Company wishes to discuss the implementation of a Short-Term Incentive Plan for in-scope employees.
29. The Company wishes to discuss an incentive for technical support employees who attain and maintain specific technical certifications.
30. The Company wishes to discuss housekeeping items involving miscellaneous corrections and clarifications required within the Collective Agreement.

**THE COMPANY RESERVES THE RIGHT TO AMEND OR ADD ANY  
PROPOSALS DURING THE PERIOD OF NEGOTIATIONS.**