

April 8, 2013

Bargaining Bulletin #11

**TO: REGIONAL VICE PRESIDENTS
BRANCHES AND FACILITIES**

Arbitration Panel Award released

The Arbitration Panel today released its award following our mediation arbitration meetings that concluded March 05. The contract committee will assess the award and report over the next few days as well as at convention. The full text of the award may be accessed through this link: [Arbitration Award](#).

The award was not unanimous as Union Nominee Rob Allan disagreed with parts of the award and has filled his dissenting report that is also attached.

A number of issues were given to the panel to decide but the primary ones were pensions and wages.

Pensions: all effective January 01, 2014

- New hires will be placed into Option "B"
- Those who leave the company early and defer their pension will no longer receive indexing before they start to take the pension.
- The union and the company shall approach OSFI regarding bankruptcy/termination funding
- There are no changes to indexing or any other normal pension benefits.

Effective April 01, 2013 the 1% non-pensionable wages has been returned to pensionable status.

Wages: 2% in each year over the next 3 years as follows:

April 01, 2013: 1% October 01, 2013: 1% April 01, 2014: 2% April 01, 2015: 2%

There are a number of other improvements on midnight and weekend premiums, as well as the definition of normal pay for those on MOS.

Of significant interest is that while the Arbitrator chose to grant restrictions on Care and Nurturing leave a similar request for restrictions on TOIL was rejected.

An entirely new option for shift scheduling has been accepted. This will be the subject of significant further communications.

There are 26 other changes that were agreed to either before the Arbitration or during mediation that are also included in appendix "A". There will be info sheets published on these items over the next few days.

On behalf of the Contract Committee,

Greg Myles
President

Doug Best
Executive Vice President