



UNIFOR
theUnion | lesyndicat

Bargaining Proposals Submitted

to

Expertech Network Installation

September 25, 2018

Article 9 - Definitions

1. A Temporary Employee, upon accumulating 24 months of time worked service (continuous or non-continuous), shall be re-classified to ~~Regular Part Time~~ Regular Full time status in ~~the same job title~~ the same work location and this will generate a full time job posting. ~~The job posting process will not be used to reclassify these employees.~~

Article 17 – Wage Administration

1. Wage parity with Bell Clerical
2. Step Progression wage increases shall be done every 6 months and take effect on the actual anniversary date and not in the next pay period (retroactive to the anniversary date on the next pay)
3. Salary increases will come into effect on the anniversary of the date of hiring, even if the employee is on any type of leave, including sick leave.

Article 18 – Hours of Work

1. All employees will have access to a schedule of flexible hours to facilitate work life / family balance (start work between 6:00 and 8:30 and finish between 14:30 and 17:00).
2. All employees will have the option to take one 30-minute break per day instead of 2 breaks of 15 minutes.
3. SDO's will be bankable for up to 12 months.

Article 20 - Holidays

1. Add the day after New Year's Day (as a fixed HDP) – January 2
2. Extend the deadline to use the scheduled HDP day until the end of April instead of January 15th if you are on vacation on January 2.

Article 21 - Vacation

1. Allow for 7 weeks vacation after 25 years of service.
2. Increase the number of employees who can be off at the same time.
3. Amend 21.03 to read:

21.03 An employee, in the calendar years subsequent to their year of engagement or re-engagement, shall first become entitled to a vacation with pay in accordance with the table below, in the calendar year in which they are to complete the required number of years of service. The same entitlement applies to each subsequent calendar year, until a higher entitlement is attained as indicated in the table below:

Net Credited Years of Service	Weeks of Vacation
1	3*
5	4*
10	5*
18	6**
25	7**

* At least one week of which must be taken outside the summer period.

** At least two weeks of which must be taken outside the summer period.

Article 24 – Job Posting (iii) (iv) (v)

1. Re-classify all TPT to RFT after a period of 2 years.
2. Post full-time permanent positions after 24 months of work.
3. Post all jobs in cells as RFT so all employees can apply.
4. Increase the familiarization period to 30 working days.
5. Decrease business needs to 1 x per year per Vice President (District).
6. Amend 24.03 (b) to read:

b) Notwithstanding the provisions of the definition of a job opening above, when organization structures are merged or otherwise reorganized and when functions are realigned, the movement of members will follow the practice of taking the senior volunteers or, if there are no volunteers then the junior employee will be forced to move. This same process will be used

when employees follow their work to another Work Location in connection with a closure, consolidation or centralization.

Article 25 – Sickness Absence

1. Yearly eye exam must be covered in full by the company
2. All coverage rates must be at the current levels (no one year lags).
3. All medical forms requested by the Company (or insurance company working for the company) will be paid in full by the company
4. Increase Dental to 100% employer paid for employees and dependents.
5. Increase Medical to 100% employer paid for employees and dependents.
6. Increase Eye care to \$400 employer paid for employees and dependents
7. All TPT & RPT employees will have paid sick days after their probation period.
8. Change maternity leave to match new laws – 78 weeks and top up to continue at full amount for up to 25 weeks.

Article 26 – Miscellaneous Working Conditions

1. Add 10 paid family leave days per year

Article 35 – Duration

1. Change to 3 years

Other Issues

1. Company to pay for simultaneous translation for all joint union/management meetings (H&S, JLRC, etc.)
2. Company will post for two Quality associates.
3. Change all LOI's to MOA's
4. Renew Benefits MOA "Changes to Article 25 Sickness Absence and Benefits" and change date to 2019.
5. Renew all MOA's and LOI's after review and update where necessary.

6. Bargaining Reps - increase allotment to two from each province.
7. Include the Health and Safety Union Co-Chairs in the RTW meetings and provide RTW notifications for STD, LTD and WSIB at least one week before an employee returns so we can meet with each employee and ensure all accommodations are met.
8. Ensure there is gender neutral language
9. Create a H&S full time position paid on the A profile equivalent to the craft H&S rep.
10. Recognize the work of social delegates in the CBA (WSIB rep, Union Counsellor, etc.)
11. Adopt Paid Domestic Leave language (to be provided)
12. Adopt Women's Advocate language (to be provided)
13. Article 11 – Add 11.05 to read “In the event of a layoff or work completion, the National Rep and the affected Local(s) will be notified prior to meeting with the affected employees”

Appendix A – List of Occupations and classifications

1. Reclassify the Regional Support Associate position to an A
2. Merge C level into B level
3. Review job descriptions and update where necessary

Appendix C – Wage Schedule

1. Substantial salary increase for all wage groups.
2. Salary increase on January 1st of each year instead of April 1.

Memorandum of Agreement on Health Safety

1. Introduce an MOA on responsibility of the Company for the H&S of all employees while on approved leaves (Jury Duty, Union leave, etc.)

Memorandum of Agreement on Workforce Diversity Project

1. Review the Project language and update where necessary
2. Develop testing that is fair and reasonable for employees.

Miscellaneous

1. Paid Education Leave– Amend to .03 cents per hour for all hours worked instead of a lump sum (Language to be provided)
2. Social Justice Fund Language – add this program to the CBA (Language to be provided).