

# **SUN 2020 Annual Meeting**

## **Discussion Paper – Negotiations Considerations**

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This discussion paper is to look at the process related to the submission of Negotiation Considerations. As such we feel that it is fitting to provide a brief history about the process. In the early union days, negotiations considerations were debated on and voted on. The bargaining package was then developed based on the discussion at the conference and other important union issues.

For the 2005 negotiations, there was a campaign called “Wish Upon a Star”. This allowed any member to send in any idea for Collective Bargaining (CBA) changes they could think of. There was a lot of debate and a lot of wishes sent to the Negotiations Committee to work into a package. The difficulty was that there were many of the wishes were completely unachievable at the bargaining table. This left a lot of members upset as they did not know why their wish was not bargained into the CBA.

Since then, measures have been taken to allow the Negotiations Committee to be able to put together a package of principles towards CBA improvement. Currently, the Negotiations Committee presents the package of concepts to the members at the Bargaining Conference rather than debating specific language changes. This in turn has created issues of its own. As members still need to be able to submit ideas, these negotiations considerations now show up at the Annual Meeting to be debated on and are forwarded to the Negotiations Committee.

What the CB&R committee wants to discuss with the membership are the following issues.

1. The first issue is the fact we can't accept bargaining proposals when we are actively bargaining. The potential time frame this encompasses is all Annual Meetings until the collective agreement has been negotiated and signed. The committee believes that not sending out the request for negotiations considerations until the year that the Negotiations Committee has finished its duties and disbanded would be the best solution. In the past, CB&R Committee has found that locals are not keeping a copy of the resolution and are sending duplicate or conflicting resolutions to the Annual Meeting.

2. Past practice was for all negotiations considerations to be dealt with at the Bargaining Conference. Negotiations considerations passed there were then taken into consideration by the Negotiations Committee. Currently the Negotiations Committee does most of its work prior to the Bargaining Conference preparing a package for the membership to approve. Our question is how do grassroots members submit ideas for bargaining. Do the resolutions come to the CB&R Committee to be sent to the Annual Meeting or do they go directly to the Negotiations Committee during preparation?
  
3. Most negotiation resolutions have specific contract language proposed when submitted. This pre-written language makes it difficult for the union to accept partial improvements to the language. If the resolutions are passed at general meetings of the union with specific language, then the Negotiations Committee is not meeting the wishes of the assembly in taking partial gains. Regardless of where the negotiations considerations are received, they should be focused on concepts or intent rather than specific language. One allows for any improvement, the other restricts the committee to achieve the required improvement in order to be acceptable. An example would be the intent to increase the posted and confirmed period vs increasing the period to 25 calendar days.

An example of this process working was in the last collective agreement. Rather than entering into negotiations with specific language changes to the NAC process, SUN entered with the intent to improve the NAC language. This allowed for give and take between the employer and SUN, and we were able to achieve a complete overhaul of the NAC articles.

Thank you and are there any questions or comments now at this time about the discussion paper?

*Submitted by the Constitution, Bylaws & Resolutions Committee*