

RETURN UNDELIVERABLE CANADIAN ADDRESSES TO:

Yukon Employees' Union  
2285-2nd Ave.  
Whitehorse, Yukon  
Y1A 1C9



**Breaking new trail for workers' rights & social justice.**

# Yukon Employees' Union YG Bargaining 2015



If you work for the Government of Yukon, your contract will expire this December. That means the work of building your next Collective Agreement starts now.

Your contract is built on the imperatives of the membership. Locals provide the bulk of the input proposals submitted each round. In April, YG Locals received Bargaining Input packages and many have begun drafting input proposals. Attend a Local meeting to participate. You can also submit input proposals yourself using the forms in this newsletter.

## What is "Bargaining Input"?

It's your chance to have your say and help set the Union's agenda for the upcoming round of collective bargaining. If there's something in your Collective Agreement you think needs to be changed or something you believe needs to be added, now is the time to let us know! What do you want in terms of working conditions, leave, wages, benefits or hours of work?

## How do I get involved?

We encourage you to get involved - attend a Local meeting, talk with your coworkers. Use the bargaining input form to tell us the workplace changes you want to see and get it to us by the deadline date of June 19th. Get your colleagues to sign the form too; the more signatures on your proposal the stronger your voice!

## Who brings my input forward?

The Bargaining Input Committee (BIC) receives all requests and proposals submitted. This committee is made up of members like you - in fact, you could be on the committee! Nomination forms for the Bargaining Input Committee are part of this package.

The BIC is composed of representatives from each workplace in each Local, selected by their peers. Our goal is to have as many workplaces as possible represented. The number of reps from each Local is determined by its size.

Additionally, the President or a member of each Local's Executive is on the Committee with up to 4 representatives from the Regional Women's Committee. This group reviews all submitted proposals, and selects those that will go forward to the negotiating table. The BIC then elects from its ranks the Main Table Bargaining Team who will work with our PSAC negotiator.

## How does the Committee decide what gets to the table?

Each round of negotiations is part of a longer term building process; some excellent proposals will be advanced, and some excellent proposals will not make it to the final round.

The difficult decisions made by the BIC take into account a number of factors such as demonstrated workplace needs, how a proposal will positively change working conditions, whether it will solve a chronic problem, its likelihood of success and so on. This review of proposals leads to the establishment of clear and collective priorities.

## When do negotiations begin?

The Bargaining Input Committee meets in September and there is work to be done to get ready.

Our PSAC Negotiator will review the submitted proposals, ensure any necessary research is done and assemble a package for the Committee to review and debate. She will also train the negotiating team.

Specific dates for negotiating with the employer have not been set. We do have the following timelines in place:

Bargaining Input Call	April 1, 2015
Bargaining Input Closes	June 19, 2015
Input Cttee Nominations Close	June 19, 2015
Selection of Bargaining Input Cttee	June 26, 2015
Bargaining Committee Meetings:	Sept. 2-3, 2015

**Visit [yeu.ca/for-members/yg-bargaining-2015](http://yeu.ca/for-members/yg-bargaining-2015)**

# Who Represents You at the Table? You Decide!

## YEU YG Bargaining Input Committee NOMINATION FORM 2015



CANDIDATE to Bargaining Input Committee:

\_\_\_\_\_  
Please print name

\_\_\_\_\_  
Signature

1<sup>st</sup> Nominator

2<sup>nd</sup> Nominator

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
YEU Local

\_\_\_\_\_  
YG Work Site

Please return completed form to YEU. Send it by fax to 667-6521 or email it to us; [contact@yeu.ca](mailto:contact@yeu.ca)  
You can also mail it to 201-2285 2<sup>nd</sup> Avenue Whitehorse YT, Y1A 1C9 or drop it off in person.

## What's it like to be on a Bargaining Team?

For some, the idea of joining a Bargaining Input Committee is exciting and energizing. Being part of the process, helping determine the future of your workplace can be very rewarding. For others, the very idea is unimaginable; "what does it even mean? How on earth would I know what to do?!"

YEU has the highest percentage of total PSAC Bargaining Units; more contracts than any other component in the PSAC overall. You can be sure that on any given day, a YEU Local is bargaining somewhere in the Yukon.

Each bargaining unit is assigned an experienced negotiator by PSAC National. That negotiator meets with the Bargaining Input Committee and then the main table Bargaining Team extensively. Training is provided both to the BIC and to the main team so there are no surprises. Bargaining is not easy, but it's incredibly empowering.

We asked a few recent main table Bargaining Team members to let us in on how they felt about the process. The quotes come from a few teams and a few different employers. While no two bargaining experiences are the same, there are certain universals that were reflected in the feedback we received.

We asked "were you intimidated?" Here's what we heard:  
***"I loved the equal playing field!"*** and

***"This was my second time at the table, I felt honored to be chosen by my peers once again and enjoyed the experience - I would definitely do this again."***

***"It was like every one of you was standing behind us as we were at the bargaining table"***

From another activist, being a member of the main table bargaining team meant a lot. In fact it provided ***"the most satisfaction I have experienced as a union member"***

So think about it. Maybe this is where you can lend your voice to your union. In the words of YEU President Steve Geick;

***"Bargaining has been the most exciting, rewarding and frightening union activity in my 40 years of activism; do it!"***

# What makes a Good Bargaining Proposal?

## First Things First - KNOW YOUR CONTRACT!

Make sure you understand the clause you wish you could change. Every round of bargaining we receive proposals asking for things that are already provided for in the collective agreement, or represent things that people would “like” to have in their collective agreements that already exist.

The strongest demands come out of demonstrated workplace needs such as:

- situations where the union has previously filed a grievance and lost because of problems with the existing language;
- situations where normal requests are being unreasonably refused by management; and
- demands related to significant changes in workplace conditions, for example the introduction of new shift schedules or a change in jobs.

If you have an experience to share that helps illustrate the need for the change in language, please include it. An example of how current language negatively impacts the work or workers can be very powerful and has in the past, helped move proposals successfully through to new contract language.

If you don't have a copy of your contract you can view it online any time at <http://bit.ly/YGContract13-15>

Additional copies of the nomination and input forms are available on our site;

<http://yeu.ca/for-members/yg-bargaining-2015/>

Each round, the Negotiator and the Bargaining Input Committee wade through more than 150 proposals. To help streamline the work of collating the input we ask that you consider a few themes as you write. Please make sure you clearly identify the clause you wish to see changed and where possible, identify one of the following themes when you submit.

## WORKLOAD

Unmanageable workloads have increasingly become the norm for some members at YG. Although workload pressures can occur for different reasons such as inadequate staffing and rapidly changing jobs, solutions can often be found in proposing the adoption of new language in your Agreement.

Stronger protections in the workplace can include ensuring objective processes around staffing, call-backs and work assignments for Auxiliary on Call and Part Time employees.

Such practices when fairly applied, help protect against favoritism and cronyism, real or perceived.

## HEALTHY WORKPLACE

In our last round of bargaining the Union team proposed adding the concept of “psychological well-being” in the Collective Agreement. Psychological Health and Safety must be treated in the same way as Physical Health and Safety and is key to building a safer workplace.



While the Government may already be doing some things that provide support to employees, much more must be done to accommodate employees who are psychologically and physically at risk.

## WAGES AND BENEFITS:

Wage proposals should be based on the following broad principles:

- Continued gains in real wages for all members.
- Protection against future inflation for all members.
- Economic compensation beyond wage increases (such as bonuses, shift premiums etc.)
- should be equitably distributed to all members of the bargaining unit.

There are many things to consider as you put together your proposal. Remember to have your colleagues lend their support by signing the form with you. The greater the support, the better its chance of making it to the table.

This is a member driven process; bargaining input requests drive the work of the BIC and the main table team. You will only get the contract you want by participating. Take the time, make the effort and get involved. If there's something you want changed...let us know.

We'll keep you posted throughout the bargaining process. Make sure we have your personal (home, not work) email so we can send you electronic updates. [Emailcontact@yeu.ca](mailto:Emailcontact@yeu.ca)

Subscribe online for YG Bargaining Updates  
[yeu.ca/for-members/yg-bargaining-2015](http://yeu.ca/for-members/yg-bargaining-2015)

**YEU/PSAC  
2015 Bargaining Input Form  
Bargaining Unit: Government of Yukon**

YEU Local: \_\_\_\_\_ Submission Date: \_\_\_\_\_



**Instructions:**

Please use this form to identify areas in your Collective Agreement you feel should be changed, improved upon or removed. Return this form to the YEU office at 201-2285 2<sup>nd</sup> Avenue in hard copy, electronically or to your Chief Shop Steward or Union rep. If more space is needed please attach additional pages.

**NOTE:** More than one member can sign the input form; additional signatures lend strength to your proposal.

**Article # (if available or applicable)** \_\_\_\_\_

**Subject of article:** \_\_\_\_\_

**Bargaining Proposal:** Clearly explain your suggested change. Use extra sheets if necessary.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Reason for your proposal:** If you are proposing a new article or suggesting a change other than clarification of wording, please describe problems which prompted your proposal including actual examples where possible.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Submitted by:**

Job Title: \_\_\_\_\_ Department \_\_\_\_\_

**Supporting Signatures:**

Name _____	Signature _____
Name _____	Signature _____
Name _____	Signature _____

(use reverse if necessary)

**Bargaining Input Forms must be submitted to YEU by June 19, 2015.**

By hand or mail to 201-2285 2<sup>nd</sup> Ave. Whitehorse Y1A 1C9, email to [contact@yeu.ca](mailto:contact@yeu.ca) or fax to 667-6521.