

The purpose of this newsletter is to share news and information, as well as to answer commonly asked questions about your union and the collective agreement. If you have a question or issue that you would like to see addressed, please let a member of the union executive know!

## Collective Bargaining – What Does It Mean?

**Collective bargaining is the process by which the union and the employer negotiate a collective agreement.** Bargaining has helped unions achieve better wages, benefits, pensions and fair treatment for employees. Both management and union participate in bargaining (also called negotiations). Your union is represented by a negotiations team, made up of union representatives from the library, as well as our CUPE National rep.

Once the union and management have come to an agreement, the union will bring the agreement to the membership for discussion and voting. This happens at a special ratification meeting.

**Keep an eye on your email for our bargaining survey!** We want your feedback about the issues and concerns you would like to see addressed at the bargaining table.

## Know Your Collective Agreement:

### Article 15.02

**“The Employer shall be required to post only the second and third vacancies that result from the placing of a successful candidate in a primary vacancy.”**

This article limits the number of vacancies that the employer must post. This means for us as Library workers that no “chain” of advertised positions is longer than three vacancies. The fourth vacancy, which ordinarily would not be posted, is the final job opening.

To manage fourth and final vacancies, the employer follows an established practice: When the final vacancy is a part-time position, HR conducts interviews with casual employees to select a successful candidate. When the final vacancy is a full-time position, HR seeks expressions of interest from all part-time employees. The employer is not obliged to consider group seniority or

unsolicited expressions of interest to fill these positions.

As an exception to the rule, the employer will post fourth vacancies in highly coveted roles as well as promotional opportunities (for example, job band 4 assistant positions in Adult Services and the Wolf Performance Hall).

This way of managing fourth vacancies is intended to be consistent and fair. Nevertheless, it may hinder staff from moving laterally to a preferred location or department.

While it can be disappointing that article 15.02 effectively permits the employer to fill some positions without regard for seniority, the advantage is that the fewer vacancies the employer must post, the sooner a chain can be closed.

## Events

**General Membership Meeting**  
Friday September 20, 6:30 p.m.  
Central Library, S&H A

**General Membership Meeting & Elections**  
Friday November 8<sup>th</sup>, 6:30 p.m.  
Central Library, S&H A

Check out [217.cupe.ca](http://217.cupe.ca) for more details

## Your Union Exec

**President** - Kristen Caschera

**1<sup>st</sup> Vice President** – Diana Szabo

**2<sup>nd</sup> Vice President** – Kevin Davidson

**Recording Secretary** – Colleen Amatruda

**Corresponding Secretary** – Anita Christopher-McCallum

**Treasurer** – Danyelle Mallory

### Stewards:

Diana Szabo (chief steward)

Spencer Drake

Heather McDonald

Patsy Morgan

Rachel Weisdorf