

Hello, Brothers and Sisters,

The Local has commenced Framework Bargaining. This is a process where the Building Trade Unions and Construction Labour Relations (CLRA) meet at what is called the 'big table' and discuss common issues in the collective agreements. They then compile a list of common interests and try and come to an agreement on these issues. This process is very time-consuming and is scheduled to run for two days a week until mid-December.

Once we have a full list of interests, each union can opt-out of specific interests that they feel they need to deal with at the small table (which consists of their trade specific contractors). Local 8, after discussion at the September Executive Board meeting, has decided to opt out of the following:

Competitiveness and Compensation:

- b) Wage Levels
- c) Premiums
- i) Overtime;
- ii) Shifts;
- iii) Supervision;
- h) Equipment: tools, clothing, PPE
- k) Other benefits plans and contributions;
- m) Grievance processing;
- q) Show up time / stand down time

Workforce Development:

e.g. contributions to and the operation of the Workforce Development Trust Fund,

Project Performance:

- a) Hiring
- b) Jurisdiction / composite crews
- c) Ratios (apprentices, foremen, general foremen)
- d) Membership requirements
- e) Layoff protocols
- f) Dispatch Ready / Work Ready / Assessed for Physical Demands

These issues above can not be discussed at the small table until the trades who didn't opt-out finalize them at the big table. So, the majority won't be discussed until the new year.

I would like to hear from the membership on some of their concerns with our current collective agreement. You can email this to bargaining@local8.ca. Please keep your emails as short and concise as possible.

We will be giving updates when ever possible on our website and Facebook page, but we are limited to what we can post online, so the best option is to try and make it to the membership meetings for updates.

Sincerely
Shawn Griffin
Business Manager / FST