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CS Group Newsletter



January 2010

Happy New Year



The CS Group Executive would like to wish you and your families nothing but the best in 2010. We hope that you enjoyed your holidays and look forward to working with you in the New Year.

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*"Humanity is acquiring
all the right technology
for all the wrong
reasons."*

**R. Buckminster
Fuller**

President's Message



Fellow members,

First let me wish all of you a Happy New Year, health and prosperity. Also this year will be the expiry of our contract, December 21st. So now we need to get ready for next round of bargaining which should start in September. There are a few issues that we need to strengthen out in a new collective agreement. I'm thinking at contracting-out, career development and training. Also let's not forget a catch-up on the monetary. With this newsletter you'll find an application form to be part of the contract proposal committee. If interested please apply but there are limited seats.

Also I want to use this opportunity to thank all members that supported me in the last election of the Board of Directors. I will be one of the 4 Directors representing the National Capital Region on the BoD and I will remain your Group President. The 2 positions fit perfectly together since we have over 9000 CS members in NCR.

President's Message (con't)

Another point I like to address is the fact that only 2000 CS voted in the last election. That's about 14% and it is very low. I know that at the Institute we have many elections for different positions but we need to find a way to raise the interest of our members. It is very important to elect the right people that will be taking care of our Union and our bargaining. If you have any suggestions for me please let me know. To tell you the truth I don't know what it takes to get our Group, the largest at the Institute, to be more involved and interested in your Union. We will be facing a lot of changes in the next while and it's important to show unity and strength.

Yours truly,

Luc Carrière
CS Group President

"The greatest task before civilization at present is to make machines what they ought to be, the slaves, instead of the masters of men."

Havelock Ellis

CS Group: Salary Increase

As stipulated in our Collective Agreement, we will be entitled to the 1.5% increment effective December 22, 2009. To find out your new pay rate, check line C in Appendix "A" of your Collective Agreement.

With the approaching expiry of our Agreement, we are already preparing for the next bargaining session. An online survey will be conducted early in 2010. Everyone who participates will be entered in a prize draw for a mini laptop with a 10" screen, Windows 7, 2GB RAM, a 250 GB hard drive and a built-in Webcam.

Completing the survey will also be the perfect opportunity to submit your name to work on the committee preparing our demands and to be a member of the Bargaining Team. A form will be available on the Website.

In closing, I encourage you to update your coordinates on the Institute's Website so you can continue to receive our communications.

Season's Greetings to all!

Guy Abel
Bargaining Officer
CS Group - PIPSC
E-mail: gabel@pipsc.ca



Win a Mini Laptop!!

New Collective Agreement: Amendment to article 10 “Stand-By”

Ever since our new collective agreement was signed, we have been receiving a lot of questions about the new provisions in article 10 “Stand-By”.

In paragraphs 10.01 and 10.02, we added the word “readily”. Employees must be “readily available” and “readily be able to return to work” because they are being paid for their availability. “Readily” refers to a reasonable time. Where employees receive a letter designating them as being on stand-by duty, they should check with their supervisor as to what is expected in terms of response time for reporting to work. These expectations should take into consideration, without being limited to, the distance to be travelled to report to work, means of transportation and weather conditions.

In paragraph 10.04, we harmonized compensation with that of a call-back under paragraph 9.01. This means that for each call fielded when on stand-by, employees shall receive the higher of:

- 3 hours at the overtime pay rate; or
- pay for the hours of work performed at the overtime pay rate.

The overtime pay rates are defined in article 8.01. The main rates are:

- time and one-half (1.5x) for the first 7.5 hours and double time (2x) thereafter;
- the rate is immediately double time (2x) for work on the second day of rest in a row or on a statutory holiday.

If you have any questions, please don’t hesitate to contact me.

Sincerely,

Guy Abel
Bargaining Officer
CS Group - PIPSC
E-mail: gabel@pipsc.ca



***Find a Steward using
Google Maps.***

*“Where there is the
necessary technical skill
to move mountains,
there is no need for the
faith that moves
mountains.”*
Eric Hoffer

CS Contract Proposals Committee and CS Negotiating Team 2010 Application Form

All CS members in good standing are invited to apply to serve on the Contract Proposals Committee and the Negotiating Team.

To serve in this capacity is an important responsibility. It is essential that applicants undergo considerable thought before deciding whether or not to apply.

The Contract Proposals Committee of twenty members is tasked with reviewing all demands of the CS Group in order to select and prioritize them and give overall direction to the Negotiating Team. Demands for this round of bargaining are collected through a formal survey. Results will be used by the Negotiating Team to finalize the proposals package. The Contract Proposals Committee will meet on **April 28 & 29, 2010** and the first Bargaining Team meeting on **June 2 & 3, 2010**. Training will be provided at the start of the meeting.

The Negotiating Team is a group of ten regular CS members that negotiates directly with Treasury Board. It will rely on information from many sources, such as the Executive and the National Organizing Committee (NOC) to do its work. Preferably, Negotiating Team members will be selected from the roster of individuals having participated in the Contract Proposals Committee. They must also make themselves available for up to one week per month during the months of negotiations, which should begin in September 2010 and continue until a collective agreement is reached. Negotiations take place in Ottawa. Team members will need to be available to do lunch and evening information presentation sessions in workplaces. Negotiations are an experience that involve the members mentally, physically, and emotionally, so it is important that team members be well (or rigorously) prepared. Only consider applying for the Negotiating Team if any of these aspects are not a concern for you.

Selection criteria of the members of the Negotiating Team include but are not limited to:

- Willingness to accept selection rules (see the following).
- Regional and departmental representation.
- Willingness to abide by the consensus model (enclosed).
- Knowledge of the collective agreement.
- Relevant experience pertaining to negotiations.
- Past history in the Group (years as CS, activities in the Group, etc.).
- Ability and willingness to participate in all bargaining meetings.
- Willingness to sign confidentiality commitment.
- Willingness to participate in collective bargaining process.



CS Contract Proposals Committee and CS Negotiating Team 2010 Application Form (con't)

Application Form

Name: _____ PIPSC ID Number: _____

City/Town: _____ Province: _____

Work Phone: _____ Home Phone: _____

Cell Phone (if available): _____

Personal e-mail address: _____

(We do not use work email addresses for negotiations.)

1 - Years as a public service employee? _____ 2 - Years as a CS? _____

3 - Years as a CS Steward? _____ 4 - Years as a non-CS Steward? _____

5 - Do you wish to be on the Negotiating Team? _____

6 - Have you been on any previous CS Contract Proposals Committees? (if yes, indicate which years served) _____

7 - Have you been on any previous CS Negotiating Teams? (if yes, indicate which years served) _____

8 - Have you been on any other group or union Negotiating Team? (if yes, indicate name of group or union) _____

9 - Have you been involved in other CS Group Activities? Please describe (Add another page if need be) _____

10 - Describe how well you know the content of the CS collective agreement. (Add another page if need be.) _____

11 - On the next page you will see the "*Consensus model*" that will be followed by the Contract Proposals Committee and Negotiating Team. Are you willing to abide by the "*Consensus model*"? _____

12 - Are you willing to sign a Confidentiality Agreement? _____

Those not accepted will be notified by e-mail as soon as the Committee or Team is selected by the CS Group Executive.

CS Contract Proposals Committee and CS Negotiating Team 2010 Application Form (con't)

CS Group Negotiator
C/O André Lortie
PIPSC National Office
250 Tremblay Road
Ottawa, Ontario K1G 3J8
Fax 613-228-9048 or 1-800-465-7477

Deadline: March 10th, 2010 at 12 noon (Ottawa Time)

Motion: CONSENSUS MODEL

Consensus is any form of agreement where all the members of the group or team agree to abide by the decision-making process.

The chairperson of the group or team is responsible for ensuring adherence to the process.

Levels of Consensus:

Full Consensus: the term “consensus” is often confused with “full consensus”. Full consensus is discussion until there is unanimous agreement. This is the ideal, and the Chairperson and members are bound to try, when time and resources avail, to reach full consensus.

Partial consensus: Without a vote, when a clear majority of the members are in agreement, partial consensus is reached. Partial consensus allows the group or team to move forward because all members, whether in agreement with the majority or not, abide by the decision.

Consensus by vote: The members of the team or group should strive for full consensus. When full consensus appears impossible, the Chairperson has the right to declare a partial consensus or to call for a vote.

All members are bound by the decision in all cases. Bound means that once a decision is made, all members will accept that decision and are restricted from expressing a personal opinion on that decision and process.

Any member has the right to ask for a vote if they feel that there is no full or partial consensus. The decision is made by the Chairperson.

How to reach Consensus.

1. Try to reach full (unanimous) consensus if possible within the given time and pressure constraints.
2. All team members are given time to speak, to voice objections, etc.

CS Contract Proposals Committee and CS Negotiating Team 2010 Application Form (con't)

3. The Chairperson may limit speaking by holding a speakers' list, by insisting on a round-table order, by limiting the number of times a person can speak, or by asking only for minority views if all discussion seems to be on one side of the decision.
4. If full or partial consensus appears impossible, the Chairperson may decide that a vote is in order.

Votes require a majority to carry. In the case of a tie, the vote of the Chairperson will prevail.

CS Group Executive

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Président /Agent des sous-groupe**

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CS Group Executive

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