

LE LIEN DIRECT

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23 novembre 2022



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November 23, 2022

TO ALL USW CHAPLAINS EMPLOYED AT BRIDGES OF CANADA:

Bargaining Bulletin #6

Dear Chaplains,

After a long delay, we are pleased to provide you with an update regarding our negotiations with the Company for a new collective bargaining agreement.

In this bulletin we will provide an update on the following:

- 1) Bargaining discussions held with the Company November 14-17
- 2) National USW Membership Meetings November 28 and 29
- 3) Information regarding new "Medical Leave with Pay" provisions under the *Canada Labour Code*

1) **Bargaining Update**

On the week of November 14 your Bargaining Team met with the Bridges of Canada bargaining team via Zoom to discuss a new collective agreement. Discussions were productive and some progress was made, but there are still quite a few issues that remain outstanding including stronger health and safety, improvements to training and professional development and nearly all monetary issues.

The Bridges Bargaining Team consists of Lana Lewis, from head office in Fredericton, as well as Yolanda Dorsey and Michael Diegel, both Company Officers from Florida.

The USW Chaplains Bargaining Team consists of Todd Brown (Pacific), Ed Hilchey (the prairies), Desmond Khanoo (Ontario), Sean Michael Gardner (Quebec) and Todd Nelson (Atlantic). The Bargaining Team is also supported by Georgi Bates (USW Local 2009), Nancy Lapointe (USW Local 1976) and Troy Lundblad (USW National Office).

The parties are currently trying to set up dates for January to continue bargaining. We will provide more information at the upcoming members meetings and as we know more.

2) **National USW Chaplain Membership Meetings November 28 and 29**

We will be hosting two National Chaplains meetings (West and East) to discuss the state of negotiations and any other outstanding issues you wish to discuss. The information for the meetings is provided below. Chaplains may attend either the West or East meeting, but only the East meeting will provide translation.

Western Canada Chaplains Meeting (English; no translation)

November 28, 2022 at 6:30 PM PST (9:30 PM ET)

<https://usw-ca.zoom.us/j/84978054773?pwd=Q1ZuSUNQbXk5eTBkZj1RnpaMHphdz09>

Meeting ID: 849 7805 4773

Passcode: 694784

Eastern Canada Chaplains Meeting (French; translated into English)

November 29, 2022 at 7:00 PM EST (4:00 PM PT)

<https://usw-ca.zoom.us/j/84374179704?pwd=VWl1bzB4eE1hWGV6TmxwSmRETndPQT09>

Meeting ID: 843 7417 9704

Passcode: 442596

3) Information regarding new “Medical Leave with Pay” provisions under the *Canada Labour Code*

As you may know, the Federal Government has made changes to the CLC (Canadian Labour Code) under Bill C-3 which will come into effect on December 1, 2022, establishing 10 paid sick days for employees under federal jurisdiction.

It is the Union’s understanding that the existing 5 personal days’ entitlement (3 paid and 2 unpaid) will be expanded to include 10 days of paid medical leave per year.

It’s important to note that the regulations pertaining to Bill C-3 just been released last week by the federal government. It is uncertain currently whether the new provisions apply to all collective agreements, particularly those with allowances that already exceed the new minimum requirements.

The USW legal department is in the process of reviewing the regulations, but this is what we know so far:

Employees covered by the new paid medical leave provision will not have access to the full ten (10) days of medical leave immediately as of December 1, 2022.

Instead, paid medical leave days under the CLC will be earned as follows:

- After completing 30 days of continuous employment with their employer following Bill C-3 coming into effect (i.e., 30 days after December 1, 2022), an employee will earn three (3) days of paid medical leave.
- Thereafter, employees begin accruing one (1) day of paid medical leave per month, up to a maximum of ten (10) paid leave days per calendar year.
- Any accrued but unused leave days can be carried over to January 1st of the following year, but the maximum number of available paid medical leave days at any given time is capped at ten (10).
- The paid medical leave is calculated at the employee’s regular rate of wages for their normal hours of work.
- An employer may request medical certificates issued by a health care practitioner to substantiate an employee’s medical leave, but only if the request is given to an employee who has taken a medical leave of absence of at least five (5) consecutive days.

We are certain members have their own questions with respect to the new upcoming provisions. If you do, please speak to your union representative or feel free to send your questions to: info@1976usw.ca

In solidarity,

The USW Chaplains Bargaining Team (Todd, Ed, Desmond, Sean and Gordon)

*To subscribe to text message updates from Local 1976, text “**chaplain1976**” to 32323.
(Standard message and data rates may apply)*