

Le Lien Direct



Direct Link

Pour plus d'informations, contactez :

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4 juillet, 2022

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TO ALL USW CHAPLAINS EMPLOYED AT BRIDGES OF CANADA:

USW chaplains – Bargaining bulletin #3

Dear chaplains,

We are writing this memo to provide an update about bargaining and other outstanding matters in the workplace.

In this memo you will find information on the following:

1. Bargaining update
2. Update on holiday layoff grievance
3. Information regarding floating monthly “call-ups”

1. Bargaining update – Bridges of Canada obtains the renewal contract for chaplaincy services

On April 11, 2022 the USW chaplains bargaining team submitted our initial proposals to the company. These proposals included demands for meaningful improvements to wages and benefits as well as other language around job security and scheduling, among others.

Until now, not much progress has been made and talks have slowed due to certainty about the contract renewal with CSC and the financial terms of that contract.

We have been informed that Bridges has successfully obtained the contract for Chaplaincy services with the CSC commencing July 1, 2022. We are currently awaiting more information about the terms of that contract.

This is positive news for chaplains in that your employment and collective agreement will continue and you will not need to re-apply with a new employer.

In the meantime, we will begin immediately canvassing for dates with the company to recommence negotiations.

2. Update on holiday layoff grievance – Layoff with inadequate notice

You will recall that many, if not all, chaplains were laid off suddenly over the holiday period. In response the union filed a grievance asserting that the layoff occurred without proper notice under the collective agreement.

The grievance is still outstanding but the union and the company have had productive conversations about resolving the grievance. We hope to achieve a resolution in the near future and will provide you with an update as soon as possible.

3. Information regarding floating monthly “call-ups”

The union has made several complaints to the company about reductions and fluctuations in some Site-chaplains’ hours following the negotiation of hourly rates into the collective agreement.

The company, in response, has stated that they do not control CSC “call-ups” and that the company’s intention was not to purposely diminish a chaplain’s salary by reducing hours.

Recently, the company has modified the assignment of monthly “call-ups for Site-chaplains to allow for floating allocations from month-to-month, in accordance to the number of business days in the month.

It seems that the change is a positive one. It means that chaplains’ bi-weekly schedules will be more consistent, even if monthly allocations fluctuate. It also ensures that the company’s bi-weekly payroll practices align better with the monthly allocations of hours.

We have heard from several Site-chaplains who feel that their schedules now properly align with their expectations. If you have any thoughts on these changes, positive or negative, we would like to hear from you.

As always, you may contact us with any questions or concerns you may have at chaplains@usw.ca.

In solidarity,

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

To subscribe to text message updates from Local 1976, text “chaplain1976” to 32323.