

BARGAINING UPDATE

February 23, 2010

The logo for ATB Local 020 is a green circular emblem with a dashed border. Inside the circle, the letters 'ATB' are written in a bold, black, sans-serif font. Below 'ATB', the text 'Local 020' is written in a smaller, black, sans-serif font.

Arbitration Board Established

The current round of contract negotiations with ATB Financial has been a long and difficult process that began in the spring of 2009. Unlike past bargaining, we have not achieved agreement at the table that would allow the members to vote on a new collective agreement.

In an attempt to break the impasse, a government appointed mediator met with the parties last fall to help resolve the outstanding issues. The position of ATB Management was uncompromising, so the mediator was unsuccessful in bringing about a settlement. The Union had no choice but to ask the Labour Relations Board to establish a Compulsory Arbitration Board (CAB).

ATB's position of no salary increase and no performance based salary progression was totally unacceptable. Besides salary, there are a number of other outstanding issues that will be going before the CAB:

- shift and weekend premiums
- defined location supplementary allowance
- vacation
- health benefits
- term of the collective agreement

What is the process going forward?

The labour legislation that governs collective bargaining for most AUPE members, including ATB employees, is the Public Service Employee Relations Act (PSERA). This legislation is very restrictive and denies full free collective bargaining to public sector employees in Alberta. It bans the right to strike with severe penalties if broken, and substitutes binding compulsory arbitration as the final dispute resolution mechanism.

The Labour Board directed that a CAB be established on February 4, 2010.

This directive establishes a three member panel with ATB and AUPE both appointing a member to the Board. These appointees then appoint a third person to act as a member and Chair of the Board. The Board will then schedule hearing dates. Both parties will present written briefs and verbal argument to the Board in support of their positions. As soon as possible after the hearings, the Board will issue an award that will be binding on both parties.

The process does not allow for a vote of the membership.

Unfortunately, this will take more time, but the Union cannot and will not settle for zero percent with an Employer who has the ability to provide reasonable monetary increases in the collective agreement.

At any time, the parties could return to the bargaining table.

The Union has indicated to ATB that we are prepared to restart negotiations if they have something new to offer. We thank you for your patience and we will keep you informed as we proceed forward.

Your Bargaining Team

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