

AUGUST 30, 2011

CAW  TCA
LOCAL 2200

**"SPECIAL EDITION"
NEWSLETTER
AUGUST
2011
BARGAINING**

Local 2200 Executive Board

President
Joe Elworthy

Financial Sec.
Al Fotheringham

Vice President
Mike Smith

Recording Sec
Travis Harrison

Trustee
Gord Robertson

Trustee
Rick Yelland

Trustee
Bruce Rhyness

Local 2200 Executive Council

Property Reps

BTC
Lorne Bertholm

HFM
Leanne Marsh
&
Dennis Mulder

NVTC
Paul Burritt

OTC
Gerry Grant &
Al Chitty

PTC
Garry Morrow

RTC
Art Froese

STC
Ian Morrison

TROLLEY OVERHEAD
Miles McClenaghan

FACILITIES MAINTENANCE
Steve Moon

SEABUS
Bruce Harding

CONTENTS

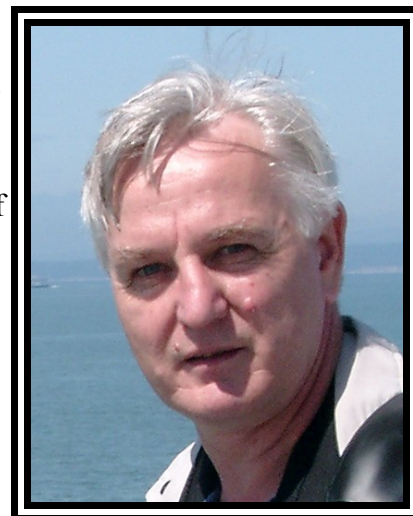
Pg.3... President's Report
Pg.14...Bargaining Update #3 (Draft)
Pg.17...Notice of Voting Times and Places (Draft)



Chief Editor: Joe Elworthy
Editor: Travis Harrison
Editor and Production: Tim Snider

President's Report

This Special Bargaining edition of the CAW Local 2200 Newsletter will focus on the recent Memorandum of Agreement, entered into on August 18th 2011, by the Joint Bargaining Committee and has been endorsed by the Local Union Executive Board and Executive Council on August 30th. Voting for Local 2200 members will take place on the properties during the week of September 5th – 8th. The Local 111 vote will take place a week later, where the ballots will be combined and counted together with a result expected on September 16th. A notice of dates and times will be posted.



Memorandum of Agreement

Extension of Current Collective Agreement to March 31 2012.

The Bargaining Bulletin #3 posted on all properties today, August 30th and reproduced in this publication provides a summary of the agreement entered into to extend the current Collective Agreement until March 31st 2012 and a brief rationale for entering into this agreement.

This report will provide more detail, background and editorial on how the agreement transpired, why we are recommending acceptance and the advantages of extending the current Collective Agreement given the political climate, Transit Funding, “Me Too” agreements and other concerns.

A copy of the “ratification package” will reveal more details that frame the issues that the Sub Committees will seek to resolve but the “package” will still be short on detail for many members.

It is with this concern in mind that we decided to publish a Special Bargaining Edition of our Newsletter to help our members better understand the process, concerns, advantages and risks that the Bargaining Committee had to weigh-up prior to agreeing to this extension.

Local 2200 Newsletter is an open forum for the Membership to discuss and explore issues of our workplace and Union. Letters

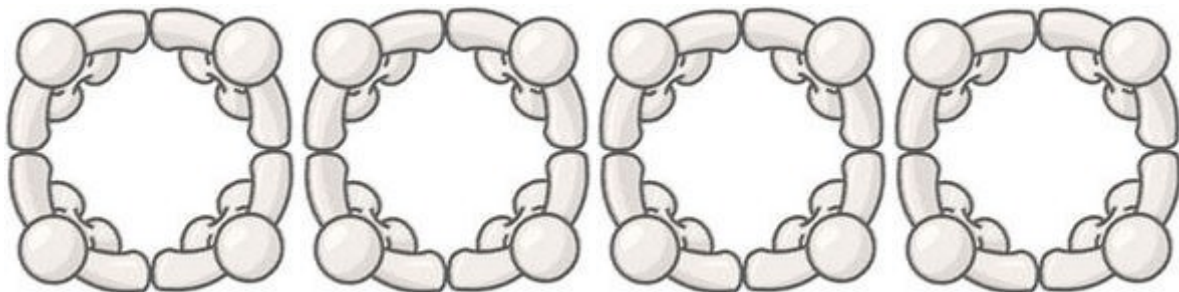
Pres. Report Cont...

The Build-Up and Bargaining That Never Happened.

In the April, 2011 edition of our Newsletter (and in Bargaining Bulletins # 1 and #2) we reminded our members of the following important factors pertaining to the status of the Bargaining Process:

- * That the bargaining process is a constantly evolving procedure, that is subject to dramatic change at any time.
- * That there were a number of reasons why the process had not been “kick-started” in the usual manner, that is, providing early “Notice to Bargain” and an “Exchange of Proposals” .
- * That it was important to get new committees up to speed on process;
- * That the impact of the public transit funding was a hugely significant issue that could remain an obstacle to us achieving our goals at the bargaining table.
- * That the CUPE 7000 (SkyTrain) and BCGEU (Canada Line SkyTrain) settlements which includes a “Me Too” clause for the life of their agreements that provides for similar increases negotiated, in any year by the CAW with CMBC added to our “costing difficulties” with any monetary settlement.
- * And finally, that this will certainly be a different and unpredictable round of bargaining and it will be difficult to imagine the pace picking up anytime soon, given the very slow start to the process and the obstacles and challenges that we face as we proceed to inch our way forward.

All of these points were contributing factors that resulted in the negotiating committee determining to change our strategy and move towards negotiating a one year extension of the current Collective Agreement.



Pres. Report Cont...

Bargaining Committee Proposals to Achieve Extension of Agreement

Following extensive discussions with the Bargaining Committee, the concept of extending the current Collective Agreement became an option that seemed worth exploring. This was followed-up with a number of meetings at the highest level with the Company and the Bargaining Chairs (Don MacLeod & Joe Elworthy) and National Area Director, (Susan Spratt) - and it became apparent that CMBC had an appetite to enter into discussions on “extending” the Collective Agreement. However, it remained for the Joint Union Bargaining Committee to explore what that option might “look like” and what the advantages would be to the members we represent.

The bargaining committees met several times with a view of developing a “proposal document” or “position paper” on what we would need to achieve such an agreement, before we could recommend ratification to the membership.

On June 30th the finalized “proposal document”, as approved by the Bargaining Committee, was presented to the Coast Mountain Bus Company bargaining team leaders, with the understanding that agreement on the issues would result in the recommendation of the extension of the current Collective Agreement to March 31, 2012, with a further commitment to commence collective bargaining in January of 2012.

The union proposal referenced a number of Bargaining Sub Committees, which would meet with the Company, with a view to either;

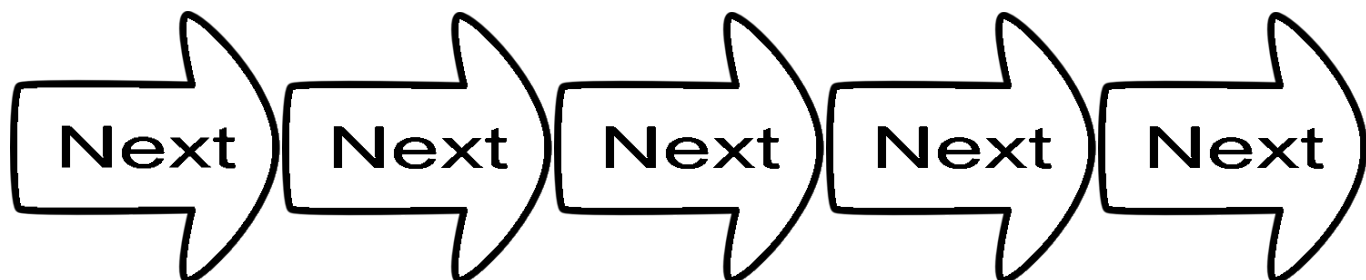
A) *Resolving outstanding issues, or –*

B) *Work toward language and/or a process that could be agreed to forming part of the next collective agreement.*

Most of what the Bargaining Committee had proposed was achieved following several meetings over a six week period, with annual vacation schedules, and other interruptions, making it difficult to schedule meetings, due to the unavailability of many of the key players on both sides.

A list all of the proposals, as they are highlighted in the Bargaining Bulletin #3, is now posted on the Union Notice Boards and reproduced in the pages of this Special Edition Newsletter.

On the following pages you will find a more detailed explanation of the Local 2200 and SeaBus items for resolution. *(As most Local 2200 readers will have little interest in the Operators items, which are best left to the Local 111 membership for their own discussion and analysis, I have not commented on those items in this report.)*



Pres. Report Cont...

**Detailed Analysis and Explanation on the Joint Local 111 & 2200,
Local 2200 Specific and SeaBus Specific Items,
Agreed To and Requiring Resolution by the Sub Committees.**

Joint Local 111 and 2200 Items

There are two “Collective Agreement” changes agreed to, as per below:

Article “C Section” 3.03: Community Transit Annual Vacation

Article “G Section” 7.02: Complaints to be in Writing.

These are relatively minor changes that will have little (if any) impact on Local 2200 members but they are changes that need to be reported as they may impact CSB Operators who have transferred to our Local Union. Also any future disciplines that result from complaints in writing that lead to suspension or termination. They do constitute improvements and/or clarification in the current Collective Agreement.

Letter of Understanding #66 Woman’s Advocate

This LOU is predominately a Local 111 agreement but it does provide for a Local 2200 Woman’s Advocate to be established and trained with book-off provisions for lost time at the cost of the Local Union. We have had the need for a Woman’s Advocate in the past and hopefully this will generate an interest in re-activating this position which can be crucial for the Sister in our Local who need to talk to another woman on their issues. (Thanks to Sister Spratt for filling that role thus far).

Letter of Understanding #77 “Transgendered Issues”

This LOU will ensure that benefits for Transgendered persons will be given equal treatment under the benefit plans and be supported in the workplace.

LOU “E”: Attendance Management Program (AMP).

This LOU provides for a committee to be struck to conduct joint discussions on the subject of the CMBC Attendance Management Policy, at a high level, with the leadership from both Local Unions, CMBC and others as may be required. The timelines for reaching an agreement will be from September to December 2011 (as is the case with most of the sub committees, as agreed to in this MOA).

The issues to be discussed will be:

- 1) Employees with disabilities and the AMP
- 2) Communications to employees about AMP
- 3) The recent Human Rights and Court decision.

As we all know the recent Human Rights Decision and Supreme Court Decision, in favour of the Union, have changed how this CMBC Policy is administered. There is much confusion by our members on what these decisions really means - what triggers members into the program - what exempts them from the program - and what their options are once triggered.

We hope to achieve a better understanding and agreement on this significant CMBC Policy, that has such an impact on so many members lives, especially those with chronic and recurring disabilities – and, in fact, all members with any disability.

Pres. Report Cont...


LOU "F": Duty to Accommodate / Rehab / Return to Work Issues.

As per the above LOU this Committee will meet to discuss the referenced issues in the heading with a timeline from September to December. A broader mandate references a more specific list that includes:

- 1) Duty to Accommodate Process
- 2) Rehabilitation issues
- 3) Review of LOU's #1 and #18 (current Collective Agreement language)
- 4) Alternate Employment issues (for members with disabilities)
- 5) Cross Jurisdictional issues (Accommodations into other jurisdictions)

This is a very broad, all encompassing, list of issues that impact so many areas ranging from Human Rights, AMP, Social Justice, LTD Plan Costs, Legal Requirement etc.

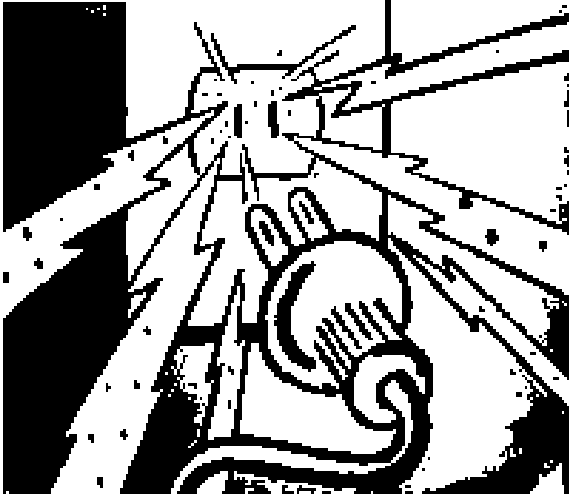
Over many decades and several rounds of bargaining the Union has successfully negotiated progressive and innovative language that has resulted in a huge number of members being accommodated, predominately into Local 2200 from Local 111. The cost saving to our LTD Plans by providing a vehicle for disabled members to return to work in rehabilitation programs and alternate employment has made a huge difference in our LTD Plan costs (Reduced from 4.6% of gross pay to 2.5% currently, and dropping). It has also made a difference to the lives of the disabled members enabling them to be fully functioning and continue to earn a living with dignity. We are clearly the leaders of the pack in progressive initiatives and awareness of the case law, Humans Rights decisions and legislation in this area. Our history would indicate that this is not new to us, with collective agreement language negotiated many years ago that is having a significant impact on quality of life for disabled members and Wage Protection (disability) Plan costs. However, we must never sit back and relax on advancing and developing our understanding of these very complex issues, as it is an ever changing dynamic. There has been little change (if any) too many of the programs that have been negotiated as far back as 1995 (There are still only 11 BSW Permanent Accommodation positions and no Cross Jurisdiction Accommodation). Given that the language was negotiated into our Collective Agreement is almost 20 years old and the changes to the size of the workforce have dramatically increased since that time, there is a real need to update and improve upon our current language. One could write a book on this subject and still not cover all of the complexities and areas of concern. Hopefully, we can move things forward and prove that we are as progressive as we were 20 years ago, when we first tackled the issue at Collective Bargaining. I am cautiously optimistic that we can improve on our languages and our processes through these discussions.



UNITED
we're one
DIVIDED
we're done

Pres. Report Cont...

Disconnection



LOU “G”: Harassment Policy and Process.

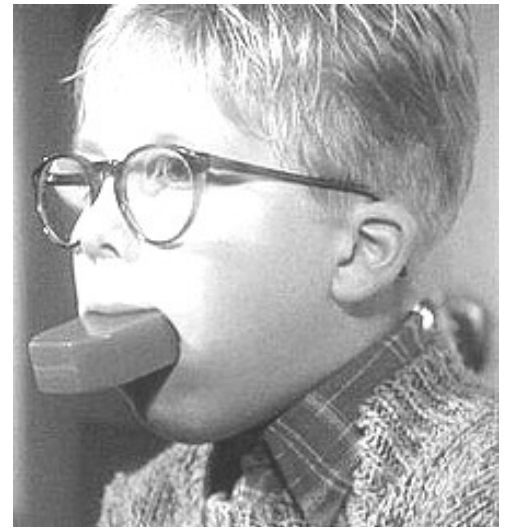
This Committee will meet to discuss the referenced issues in the heading with a timeline from September to December 2011.

A number of recent Harassment Complaints would appear to reveal that there is an apparent disconnection between the Union and Company when dealing with harassment complaints, investigations and communications. We expect to update the current language which will be of assistance in establishing improved communication. This should go a long way to improve the process, while ensuring that “confidentially” is protected and the legal statutes are adhered to.

LOU “H”: Discipline of CAW Employees.

This Committee will meet to discuss the referenced issues in the heading with a timeline from September to December, 2011.

We have reported on a number of occasions about the Unions concerns on disciplinary processes, with; - the lengthy Administration Leaves - Aggressive Investigation Techniques and – the oft times Excessive Discipline metered out to our members. Hopefully, we will now have an opportunity to have our side of the story heard by the Company and some changes made to ensure there is fairness, reasonableness and no “entrapment” involved in the process.



LOU “I”: Benefit Issues

This Committee will meet to discuss the referenced issues in the heading, with a timeline from September to December, 2011. A broader mandate references a more specific list that includes:

- 1) Work towards achieving a common understanding about how the benefits are administered
- 2) Establish a common understanding about what benefits are provided
- 3) Discuss communication about the benefit plans to employees
- 4) Explore options for improving the communication and processes between the various carriers, the Company, the Union and employees, to assist to resolve employee concerns: and
- 5) Invite appropriate consultants, Great West Life (GWL) and Pacific Blue Cross (PBC), as appropriate, to assist the Parties.

Clearly this is a hugely important issue that our members have told us is amongst their “top priorities” at the next round of bargaining.

Again, I remind our members that we have written countless articles on “benefit issues” in previous publications of our “Newsletter” (see the April 2011 edition “Costs & Benefits Analysis” and many other

Pres. Report Cont...

I will not belabor this subject further in this article but we do have to keep in mind that this is very much a “COST” item, on most of the changes that we require. We have a number of proposals on improvements to benefits in our Bargaining Proposal Package that will not be discussed at the committee level. Rather, this is an opportunity to educate our committee and members and the CMBC bargaining team on - what benefits we currently have and - the deficiencies we see with some benefits and - how we can improve on accessing the benefits, information and -improve on the administration of these benefits. It is also an opportunity to consider what options are open to us to explore improvements and what are the advantages and risks of doing so. I believe this will be a very worthwhile exercise and may save a lot of “wheel-spinning” during full blown bargaining, with both Parties and the Membership having a better understanding of this very complex world called “BENEFITS”.

Letter of Clarification: Protocol for Video in Investigation Process

With the increase in the use of video surveillance at CMBC, we have had a few issues resulting in the discipline of members where this has been a concern for our grievance officer and others. This protocol will allow for the Union Reps. to view any video evidence, prior to the employee being interviewed, with a strictly confidential criteria and protocol.



Local 2200 Specific

LOU “J”: Maintenance Joint Committee

The parties agree to conduct joint discussions regarding the below issues. The discussions will commence between September and December 2011. Any agreements reached between the parties will be incorporated as Housekeeping in the next round of Collective Bargaining.

- 1) AV Signup
- 2) Annual Sheet Signup
- 3) ET and CT Work Processes
- 4) SWT Pool Employees
- 5) MAC Development

The Union is of the view that many of the above issues are likely to appear in the form of Company Proposals during the next round of bargaining. Having a Sub Committee comprised of members of your Bargaining Committee and Subject Matter Experts may provide an opportunity to resolve some (or all) of these issues, as opposed to attempting to cram them into discussion sessions during full blown bargaining.

Pres. Report Cont...

Annual Vacation (AV) Signup:

We know the Company has had issues with the current AV Signup process, whereby each year following the Annual Sheet Signup the Property Reps and their Committees enter into discussions with their respective managers to negotiate appropriate Annual Vacation Columns that works for both Parties. We all know the nuances and peculiarities of AV Signup differ from location to location and classification to classification and finding a “one-shoe-fits-all” solution will be a mammoth task. Also the Company keeps insisting that the current AV column allotment, at some locations, in some classifications, can result in costly overtime payments. These arguments have been ongoing between the Union and the Company for a considerable time but they have become more heated since the “moratorium on overtime” was announced a few years.

AV Signup is a very stressful time for all members and can create animosities amongst members, as we all know. The problem is that we have weak Collective Agreement language to support our current practice and we rely heavily of “past practice” to support our position. I believe this Sub Committee will have their work cut-out finding an agreement but I’m also confident that with the right people at the table, with the right information, we can be more successful than attempting a resolution during full blown bargaining.

Annual Sheet Signup

Again this is a Collective Agreement provision that provides us with an opportunity to negotiate reasonable shifts at all location, subject to workforce requirements. Refusal to sign the sheets by the Union has not happened, to the best of my recollections, but the brinks-man-ship of bargaining often leads to problems (and delays) for both Parties. The process does allow for valuable input from the Union to the sheets and the process has been refined over the years, allowing for Property Reps. to negotiate their local specific issues with the managers and supervisors to find solutions. We strongly believe there is value for both sides in this process.

Also of concern to the Company is what they perceive as the “downtime” that is part of the “signup process” and the costs associated. We have, over the years, amended the process and developed it to what is today, that is, signup taking place at each location as opposed to a “central location” (it used to take place at BTC). The Union has always been open to discussing new concepts and entering into experimentation but it is a complex system that is very different than the Operations Signup, for very different reasons.

There is also the concern from the Company that they can lose “specialization skills”, in certain locations (i.e. Trolley Shop) through the Annual Signup process but the Union has always maintained that a “Skilled Journeyman is a Skilled Journeyman” and unless there are “specialized classifications”, which we are opposed to, this age old argument will be around for a long time to come, in all industries.

Electronic (ET) and Commercial Transport Mechanic (CT) Work Processes

I’ll not dwell on this issue as there has been considerable work and analysis been done to address problems that exist for “all” sides of the issue. We have always managed to work our way through these differences with the two trades (ET & CT and Others) and be currently provide one of the best bus repair, inspections and maintenance services in Canada, given the significant technological challenges that we have to over-come. I am confident that the Union officers and subject matter experts who head-up this Sub Committee will arrive at an agreement that will be workable but likely require ongoing monitoring and adjustments.

Pres. Report Cont...

Special Work Team (SWT) Pool Employees

This is an area that we have also reported on many times (in our Newsletter and meetings) and is debated at just about every Executive Board meeting and every Executive Council meeting that we have. It is a problem for “all” the Parties (Union, Company and the SWT Members). Discussions have been ongoing on finding a resolution that satisfies all of our concerns. Whereas, some members would like to see the abolition of the SWT Program and the return of “overtime” to cover the work performed by SWT (which may have prevented that work from being contracted-out), the Company would like to see “Full Flexibility” for this group of workers, with no restrictions and no rules. We are confident that we can enter into an experimentation of having these member “signup” into a “specific location”, like any other members (similar to X rule, XX rule and Assignment of New Employee language in the CA) and come up with a workable solution that may satisfy all of the Parties. The Union members need to keep in mind that the concept of having a “pool of new members” to perform project and other work is not going to go away and the Unions goal is to make sure that work is performed “in-house” and to do that we need to be competitive. That is a fact in the reality of today’s competitive environment and, unless we can negotiate changes to our contracting-out language (which is in every package of proposals that I have ever presented), we will need to keep fighting this issue and come up with creative proposals to keep the work in-house and the competitors at bay

Maintenance Advisory Committee (MAC) Development.

Discussions have been under way for some time to make this “Communication Process” more effective. The MAC concept has evolved over the years with many changes in the committee structure and the personnel who attend the meetings. The evolution is important and the need for revitalization will always require progressive thinking. Mini MAC’s evolved out of the MAC concept that allows Property Reps and their Stewards to meet with their respective Managers and Supervisors to discuss issues relevant to their specific location. These are also very effective meetings but the concept will need ongoing monitoring and reviewing along with any MAC changes.

We have come a long way in this communication, problem solving and information sharing area - but we have a long way to go and there will be many turns and twist in the journey. Again, I have complete confidence in the elected leadership of our Local Union to resolve these issues in the best interest of our members, keeping in mind our need to protect the members job-security is paramount.

Stress Reduction Kit



Directions:

1. Place kit on FIRM surface.
2. Follow directions in circle of kit.
3. Repeat step 2 as necessary, or until unconscious.
4. If unconscious, cease stress reduction activity.

Pres. Report Cont...

SeaBus Specific

LOU “K”: SeaBus Joint Committee

In short, this LOU provides for the establishment of a SeaBus Joint Committee similar to the SeaBus Advisory Committee (SAC) in structure and language.

The Company issued a list of concerns that are of “significant importance” to them during the course of pre-bargaining discussions that were presented as “Notice Issues” to the Bargaining Committee. The union was successful in having those Notice Issues withdrawn, as part of this Memorandum of Agreement.

- 1.) A “list” of these issues was made available to the SeaBus membership at their Unit Meeting held on August 10th and also provided for discussion at a SeaBus Stewards seminar held on August 16th (At a course developed specifically for potential SeaBus Stewards).
- 2.) The Committee will have the authority to make decisions and sign agreements on behalf of their respective principles (The Bargaining Committee, for the Union side) that will be ratified by both Parties’ internal processes (SeaBus membership, for the Union side).
- 3.) The Committee will meet at the request of either Party.
- 4.) The issues to be discussed have been discussed between the Parties. The Parties may, by agreement, discuss other issues that arise from the meetings. The issues have also been presented to the SeaBus membership at the June 10th SeaBus Unit meeting (copies available).
- 5.) The Committee will consist of three (3) Union and three (3) Company members. Union members will be reimbursed for lost time, similar to the SAC Committee. Either side may call Subject Matter Experts at their own costs.
- 6.) The Committee is established in “good faith” to engage in meaningful discussions with a commitment to resolve the issues

If the parties are unable to resolve the issues by the expiration of the next Collective Agreement”, the Company reserves the right to raise them as “Notice Items” at that time. (Note: this provides for a significant lengthy period of time, if required, to resolve the issues. The Union has committed to Good Faith Bargaining in this process and not to delay the discussions that could otherwise last for years).

NOTE:

SeaBus Union Reps have worked hard and diligently on the Union responses to the CMBC Notice Issues. They should be credited and commended with achieving the withdrawal of these Notice Issues, at this time, and allowing for an opportunity to resolve them. I wish to thank them for their invaluable input and dedication as we worked our way through a very difficult period for this group of our members.

Pres. Report Cont...

Grievance and Discipline Settlements

A number of discipline and termination cases in both Local Unions have also been resolved to the satisfaction of all the parties, in the interest of establishing a meaningful relationship to better understand each other positions, prior to entering into negotiations for the 2012 round of bargaining. As many of these settlements are confidential I will not go into the details but for the most part the settlements made have been to the satisfaction of the grievers.

In Closing

I realize that ratifying an agreement that has no monetary settlement for the year in question is difficult for many members. Your bargaining committee had to weigh-up the actions that would likely have required to brake to pattern that has been accepted by all of the Public Sector Union and Quasi Public Sector Union. We continue to argue that we do not fall under the Public Sector Employers Council (PSEC) guidelines but a demonstration of our resolve to drive that point home will be best kept for another time.

The Political landscape, on many fronts is very uncertain and will remain so for the next six months. I believe now is the time for “discussion” and to watch how things play out.

On behalf of the Bargaining Committee (Al & Mike) I thank you for your patience and support as we move forward on the ratification vote and the Sub Committee meetings that are scheduled to follow. I strongly urge you to vote “YES” to ratify this memorandum of Agreement so we can move on with the next round, confident that we have the support of the membership

In Solidarity

Joe Elworthy, President and Bargaining Committee Co-Chair

VOTE YES



326 12th St., New Westminster, BC V3M 4H6
Phone: 604-519-1110 Fax: 604-522-8975



707 12th Street New Westminster, BC V3M 4J7
Phone: 604-520-1122 Fax: 604-520-1443

BARGAINING UPDATE #3

AUGUST 30, 2011

On August 18th 2011, a “Memorandum of Agreement” was entered into with the Joint Bargaining Committee of CAW and Coast Mountain Bus Company. The agreement has received the unanimous approval of your Joint Bargaining Committee.

The agreement for an “extension” of the current Collective Agreement until March 31, 2012, with no increase in the rate of pay for the 2011 year. The agreement contains many “Sign-off Documents between Coast Mountain Bus Company and CAW for Contract extension to March 31, 2012”

Essentially the “Sign-off Documents” are “Letters of Understanding” (LOU) that provide a vehicle for various Bargaining Sub-Committees, both Joint and Local Specific, to explore a framework for agreement on a number of issues that are of concern to both parties, prior to entering into “full blown bargaining”, in January 2012. The Sub-Committees will meet between September and December and any agreements reached between the parties will be incorporated as “Housekeeping” in the next round of Collective Bargaining.

There are also two LOU’s (LOU #66 “Woman’s Advocate” and #77 “Transgendered Issues”) for inclusion as Housekeeping in the next Collective Agreement. There are two “Collective Agreement” changes agreed to (“C Section 3.03 and “G Section” 7.02).

A number of discipline and termination cases in both Local Unions have also been resolved to the satisfaction of all the parties, in the interest of establishing a meaningful relationship to better understand each other positions, prior to entering into negotiations for the 2012 round of bargaining.

A Summary of the agreed upon documents is as follows:

Local 111 Specific:

Letter of Understanding “A”: Spareboard. This committee will enter into discussions on a number of Spareboard Housekeeping issues.

Letter of Understanding “B”: Sheets, Service Review and Signup. This committee will enter into discussions

LOU "C": Community Transit Service. (Committee discussions as per above)

LOU "D" Accident Adjudication Process. (Committee discussions as per above)

Letter of Clarification: Protocol for Issuance and Delivery of Call-ins

Letter of Clarification: Hiring Panels Clarification

Joint Local 111 and 2200

LOU "E": Attendance Management Program. (Committee discussions as per above)

LOU "F": Duty to Accommodate / Rehab / Return to Work Issues. (Committee discussions as per above)

LOU "G": Harassment Policy and Process. (Committee discussions as per above)

LOU "H": Discipline of CAW Employees. (Committee discussions as per above)

LOU "I": Benefit Issues / Understanding Benefits / Administration / Communications / Options. (Committee discussions as per above)

Letter of Clarification: Protocol for Video in Investigation Process

Local 2200 Specific

LOU "J": Maintenance Joint Committee / AV Signup / Annual Signup / ET & CT Work Processes / SWT Pool / MAC Development. (Committee discussions as per above)

SeaBus Specific

LOU "K": Establish a Committee similar to the SAC Committee in structure to resolve a list of items that are of "significant concern" to the Company. "If the parties are unable to resolve the issues by the expiration of the **next** Collective Agreement" the Company reserves the right to raise them as "Notice Items" at that time.

Current Collective Agreement Changes Agreed To

Article "C Section" 3.03: Community Transit Annual Vacation

Article "G Section" 7.02: Complaints to be in Writing.

Support Your Bargaining Committee

All of the documentation in the agreement is available in a detailed "Ratification Package" that will be made available to the membership of both Local Unions.

Meetings and a "Ratification Vote" will take place as posted by the respective Local Union. Voting will take place on the properties at dates and times to be posted.

The Bargaining Committee strongly urge the membership to support this "Memorandum of Agreement" to extend the current Collective Agreement for one year, which allows for time to resolve many issues that would likely be part of any bargaining proposal packages by the parties as we enter into the next round of bargaining.

It is unfortunate that a rate of pay increase could not be achieved for the year 2011 but it was clear to the committee that the number of issues and obstacles referenced in our previous bulletins made this impossible to achieve.

The agreement provides for an opportunity for greater inclusion into the bargaining process by Local Union Executive Officers and Subject Matter Experts. This will be of assistance in gaining a better understanding of the many complex issue that the parties are seeking resolution on, during the next round of bargaining.

In the normal course of bargaining these committees would meet following the “Exchange of Proposals” meeting to hammer out agreements with a short time-frame for resolution, prior to dealing with “monetary issues”. We will now have more time to better understand and seek better resolutions for many of these issues.

Every opportunity will be made to ensure that the membership of both Local Unions have an opportunity to vote on the agreement.

We ask that you support your bargaining committee by voting “YES”, indicating that you “**Are In Favour Of The Bargaining Committee’s Recommendation to Accept the Tentative Agreement?**”

In Solidarity

**Joe Elworthy
President, Local 2200**

(Note: Due to coordination of timing for the release of information to both Local’s 111 and 2200 membership, this draft bulletin may change slightly from what will be posted on the Union Notice Board)



DRAFT

Date: August 30, 2011
707-12th Street
New Westminster,
BC Canada V3M 4J7

Phone: (604) 520-1122
Fax: (604) 520-1443
caw2200@telus.net

MEMORANDUM OF AGREEMENT
NOTICE OF VOTING TIMES AND PLACES

Please be advised that voting will be conducting the Ratification of the Extension of the current Collective Agreement MOA as per below:

Monday, September 5, 2009 to Friday, September 9, 2011
SeaBus / Friday September 2nd & Monday September 5th

Polling Places:

Brother Keith Poisson has been appointed as Chair of the Ratification Vote Committee. He will work with the Committee to appoint one member at each location to conduct the Voting by the members at their respective locations.

The Voting Committee will endeavour to make a ballot available to every CAW Local 2200 member during the times and dates of polling.

Polling Times:

The polls will be open during the times posted below unless stated otherwise:

<u>Day shift:</u>	3pm-4pm
<u>Afternoon shift:</u>	4pm-5pm
<u>Graveyard shift:</u>	10pm-11pm
<u>SeaBus:</u>	To Be Determined

Advance Poll and Information Meeting:

Those members unable to vote during the times posted above may vote at the advance poll:

Date: **Thursday, September 01, 2011**

Location: **707 12th Street, New Westminster (Local Union Hall)**

Information Meeting At: The Union Hall

Three meetings will be held Times: 8:00 am 1:00pm & 5:00pm

The CAW Local 2200 Ratification Voting Committee
Keith Poisson, Chair