## **INSIDE CUPE BARGAINING:**

# **Negotiating Compensation**

# The Province PBCO

The Provincial Bargaining and Compensation Office (PBCO) supports the government's fiscal, economic and policy priorities as an employer and funder, with respect to public-sector bargaining. The PBCO provides specialized, evidence-based compensation and labour relations consulting services to the government and its employer partners to help align bargaining outcomes.

Core functions and services include:

- bargaining directives and negotiations for unionized staff
- oversight and administration of non-union and out of scope compensation for applicable public sector agencies
- applied economic labour analysis
- compensation research and data analytics
- strategic negotiation planning and arbitration support
- labour relations advice to internal and external partners

# The Employer FSD

Other Union Groups, including CUPE, wage grids are determined at the local collective agreement level, within the framework set by the Province.

The Employer can offer wage increases to public sector employees as directed by the Province.

The Division offers and pays the premiums and fees for regular employees for the following benefits:

- LTD and AD&D
- Extended Health Benefits
- · Health Spending,
- Employee & Family Assistance Program,

FSD also contributes to an employee's Local Area Pension Plan.

Additional terms of compensation may be considered, if allowable within the division's budget.

# The Bargaining Unit

CUPE wage grids are determined at the local, collective agreement level, within the framework set by the Province.

Wage increases can be negotiated at the local level to align with the directives from the Province.

The local bargaining unit can negotiate changes to Extended Health, Health Spending, and pension planning benefits.

Additional terms within a collective agreement may overall impact an employee's compensation. These can be agreed upon by both parties, as the division's budget allows.

## **INSIDE CUPE BARGAINING:**

# **Collective Bargaining Process**

#### **OPENING**

- Proposals from both parties are exchanged.
- Questions are asked for clarification

### **NEGOTIATIONS**

- Proposals, issues and potential solutions are discussed.
- Individual points of agreement are "signed off" on.
- Agreement is potentially reached here on all items (if yes, advance to "Resolution")

#### **MEDIATION**

- Either side may request a third-party mediator.
- The mediator helps both sides move toward a settlement.
- Agreement may be reached, or the mediator may recommend a settlement (advance to "Resolution").
- If the two sides are too far apart, the mediator "writes out."

#### **RESOLUTION**

Resolution can come from:

- a negotiated settlement (go to "Ratification"),
- a mediator's recommendations (go to "Ratification"),
- government mandated arbitration (results in an imposed agreement) or
- some imposed resolution (go to "Agreement").

#### DISPUTE

- Either side can hold a supervised vote on starting a strike (employees) or lockout (employer).
- Following the vote, the work stoppage may be started at any point within 180 days.
- 72-hour notice must be given to the other side.
- Negotiations or mediation can resume at any time during a dispute.

#### **IMPASSE**

- An impasse means that negotiations are unable to reach agreement.
- A two-week cooling off period commences after the mediator writes out.
- Negotiations may resume, or either side may move toward dispute.

### **RATIFICATION**

- Ratification is a vote to finalize negotiated or recommended agreements.
- Both CUPE and FSD must pass a vote to approve the proposed agreement.
- If ratification fails, the process returns to dispute, impasse, mediation or negotiations, depending on the situation.

### **AGREEMENT**

Once the agreement is finalized, the parties work together to incorporate the changes into a new collective agreement.