

### **Impasse at Local Table**

CNC's Employer bargaining team adopted an assertive management rights tone this week in making several major concessionary demands that were refused by your Union. The Employer refused to continue our letters on Provision of Additional Educational Resources, Work on Statutory Holidays, On-Line Distributed Learning, Prior Learning Assessment, and further tried to present an extremely offensive re-write of the VALT agreement's dispute resolution mechanism which would give management more say in the outcome. We had made a case to maintain all of the letters as giving them up would represent serious concessionary workload changes.

Your team stated clearly that we had no authority to renegotiate the VALT letter as it is tripartite with the support staff union as well as the college. The VALT agreement is significant as it contains the important dispute resolution clause that we have used to resolve issues over which union a position should be in – it is one of the few documents that gives the Unions control over the process when they agree. We refused to even look at the Employer's proposal which, as the employer's introduction indicated, would have meant giving the Employer control over the process. The Employer's position on Online Distributed Learning and those other letters was also offensive.

The Employer has already bottom-lined on all other issues with strong "no" responses - nothing was left ignored or uncanvassed. In terms of our agreed-to matters, when we are at a point of reaching agreement we will put them forward as part of the deal - they are mainly housekeeping anyway.

Since we have a continuation clause, we are in a situation of maintaining the existing agreement pending a change in the employer's position. At the end your team responded in a forthright manner that there were too many "no" responses, that these concessionary demands were unacceptable, and that there was nothing in this agreement that we could take to the members to recommend as a deal. We pointed out that we were clearly at a local impasse and that we would now have to await the outcome of local bargaining at other locals in anticipation of a return to the Common Table to shake loose some money to bargain these local issues. You will recall that the Common Table is in abeyance pending a desire on the part of the Province to bring forth some solutions to our problems.

The Employer obviously expected us to go along with their management rights program of concessionary demands without dangling any carrots to make us at all interested.

The local table was put at impasse on Tuesday, December 21 at 4:28. It was a disappointing but not unexpected conclusion to this phase of the negotiations process. We will keep you posted and will continue to seek your support as events unfold.

Thanks for supporting your bargaining team!