

# A Strategy for CBOs: Achieving Common Table Bargaining

- **Table the grid that identifies the wage gap** between community services and provincial government employees as the wage proposal at your bargaining table.
- **Table the contract language** from the *Tri-Union CBO Common Proposal Package 2005* at your bargaining table. The package includes best practices in six key areas: benefits, pension, discipline, premium pay, seniority, grievance procedure.
- **Invite government to send a representative** to the bargaining table. Send a letter of invitation to the Department of Community Resources and Employment, or whichever department is your primary funder.
- **Refer to the other two unions** in letters sent to the employer to open bargaining, with copies to the other two unions.
- **Establish, wherever possible, tri-union bargaining committees.** Representatives from the two unions who do not represent the particular bargaining unit will participate as observers only. Identify individuals from each union in each region who will be involved in a tri-union bargaining process.
- **Report to the other two unions on the results of bargaining** when an agreement is concluded, and report other progress as deemed useful.
- **Work towards a common expiry date** for all CBO collective agreements. A significant number of our collective agreements expire March 31, 2005. We recommend that bargaining units sign one year agreements until the government commits to multi-year funding.

\\Comm\$\Community Services\Bargaining Conference 2004\  
Outline of Strategy CEP 481:yb 01-24-05

