



**Craft & Services Employees
Collective Bargaining
Exchange of Proposals**

October 2015

Prepared by: Expertech Craft Bargaining Committee

Craft Collective Bargaining

Exchange of Proposals

Administration

- Maintain operational flexibility and competitive cost structure
- Work together to improve the functionality of, and clarify ambiguities in, the collective agreement
 - Including, but not limited to:
 - Definition of a normal tour;
 - Grievance meeting logistics
- Review and address outstanding issues
 - Including, but not limited to:
 - Continued application of lump sum allowance in lieu of collective agreement provisions;
 - Alignment of Boxing Day language to clerical collective agreement

Expertech reserves the right to add, adjust or amend any of the items included in this document during the bargaining period



Craft Collective Bargaining

Exchange of Proposals

Compensation

- Target competitive compensation model in line with Expertech's business objectives

Duration

- Four year term, expiring November 30, 2019

Miscellaneous

- Correct unintentional errors/oversights in language
- Remove outdated and unnecessary MOAs and LOIs

Expertech reserves the right to add, adjust or amend any of the items included in this document during the bargaining period

