

Update for Security Officers

Where things stand in negotiations and what you can do

At a glance

While negotiations between the Bank and the union have resulted in agreement on most bargaining points, two key issues remain unresolved:

- overtime when officers temporarily move to a different location at Head Office; and
- the job grade in Montreal.

You have been off work now for almost eight weeks.

The Bank believes both issues are straightforward and can be resolved.

We and the union are working with a government-appointed mediator to reach a fair agreement so you can return to work and get paid.

Ottawa

Issue: Moving an officer to a different post in Head Office during their shift

What this means: The issue is whether overtime must be offered to those on the overtime list when the Bank asks an officer to temporarily move to a different location within Head Office during a scheduled shift.

The union's view: Even if an officer's hours of work do not change, and the change in location is within the same building, overtime must first be offered to those on the overtime list.

The Bank's view: Overtime should not be required just because an officer moves to another location in the same building (a distance of only a few hundred feet) during their scheduled shift.

Important: The Bank is not asking to change seniority rights or increase our ability to change officers' scheduled hours at the last minute. The Bank only wants to make it clear that it can temporarily move officers to another location at Head Office during their shift when needed without calling the overtime list.

Two ways the Bank has offered to resolve the issue

Option 1	Add one sentence to the collective agreement. The sentence would say that the Bank can move an officer to another location during their regular shift without having to first call in another officer and offer overtime.
Option 2	Do not change the wording of the collective agreement. Instead, create a separate document that explains when the Bank can use the existing scheduling process to move officers during their shift without offering overtime to another officer. The document would also say that the union will not file new grievances only because overtime was not offered in those cases.

Where things stand now: These two options are still on the table. Several weeks ago, the Bank asked the union to review the wording under Option 1 and suggest any changes they wanted to see. The union has not suggested any changes so far but can do so at any time.

Montreal

Issue: Security Officers' job grade

The union's view: The Montreal Security Officers should have a higher job grade.

The Bank's view: The Bank cannot raise a job grade without using the job-evaluation system it uses for all jobs. This helps make sure jobs are reviewed fairly throughout the Bank and helps us meet legal obligations, including pay equity.

Bank proposal
Bring in a third-party expert to evaluate the job grade. The union would have the opportunity to review the process and the evaluation of the job grade. If the review results in a job-grade change, the Bank will make the change.

Where things stand now: The Bank hopes to receive a positive response to this proposal from the union.

What the Bank is doing

We are working with a mediator appointed by the federal government. The Mediator is making suggestions to help the bargaining teams reach an agreement. The next session with the mediator and the union is later this week.

We remain committed to bargaining in good faith to reach a fair deal.

We want to end the dispute and allow everyone to return to work as soon as possible.

What you can do

We encourage you to learn more about these issues and talk to your bargaining team about the Bank's proposal.

Erin Trudeau