**Non – Monetary**

**Article 8 Need to add step 3 in the discipline process.**

New language signed

**16.02 and LOU 2 Seniority :**

Company has committed that they will identify to the shop committee the essential qualifications for the issues that we raised. Should the employees applying for the job be acceptable then the company will use seniority in the selection process. This will include apprenticeship, promotions to Team Lead or Tech Spec and internal transfers. Further to this the company has committed that should someone not have the essential qualifications then the company and the union will meet with the individual and go over their strengths and weaknesses.

Document created

**Coaching letters**

These are documents that belong to the supervisors and as such will not appear in the members personel files.

**Article 12 Probation rights**

The company has agreed that the shop committee will be involved in all major issues such as extending probation and terminations.

**Article 13.04**

Letter of Understanding was created to identify the ability to use vacation, PTO or time bank when they book off sick

**Article 23.02** The vacation commence on May 1 to April 30.

Company and union agreed to new language and signed a document

**Team Lead job description:**

Document created and signed

**Problem with Logistics when it comes to deployment**

Company will supply the union a letter allowing all stores personel the ability to go on deployment.

**Tech spec would like to have the ability to work from home.**

The company disagreed with this position stating that this would be costly

(laptops for everyone, software to monitor work etc)

**Tech spec. would like their flex Friday back**

Work an extra half hour per day then they get Friday afternoon off this wasn’t in the last CBA but Bombardier allowed this (this being allowed now for some sections)

The company stated that this is not Bombardier and that they are not willing to allow the Flex Friday at this time.

**LOU 5 Deployment**

Company advised that they will make everything perfectly clear when identifying deployments, if it is not covered in the presentation then the members won’t be paid.

 **Add tech change language**

Company is not ready to have this language put into the collective agreement as they can’t see where this would occur, having said that they have committed to meet with the union should this occur.

Discussion items:

1. PTO – company stated in last round of bargaining that everyone would be on this process – this has not occurred – union advised company that they have broken the bond of trust and as such we will deal with this in the next round of bargaining.
* Company stated that they never made that statement.
1. Vacation accrual – company stated that no one can accrue vacation but non union can once again another lie.
* Company stated they never made this statement
1. CAE Cvox update – why did this take so long
2. Printing of the CBA – why did this take so long
3. Pension discussion – who’s responsible for the pension ( CAEMAT)
4. Members waiting to have their PTO and Vacation paid for 2 months

Company will supply information

Grievances:

1. GST standby pay
2. Vacation allotment
3. Deployment