



**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- Remove outdated and unnecessary MOAs and LOIs

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