



EXPERTECH Craft and Services

September 23, 2014

Union Achieves Goals for RIO and Article 11 Procedure

Your bargaining team has signed a Memorandum of Agreement with the company that finalizes arrangements for Retirement Incentive Offers and layoffs at several work centers in the 705 area code.

As you know by now, the company met our demand to distribute the RIO packages by province-wide seniority.

In addition, the company agreed to increase the RIOs from 40 to 50 in each province, again by province-wide seniority. The 50 RIOs in Ontario include nine techs at work centers that are in a Surplus situation.

For those receiving a layoff notice, we negotiated the further option of a severance package. The severance package will be up to 12 months' pay, based on a half-month's pay for every year of service. About 15 techs will get notice of layoff, and they will have a choice of bumping under article 11; going on layoff with a salary top-up of EI benefits for up to 45 weeks as provided in article 11; or leaving the company with the special severance package.

In addition, any tech who does not successfully bump within the rules and limitations of article 11, has a further option of being reassigned, probably in the Toronto region. Of course a tech who is not successful in bumping can revert to a layoff or a severance package.

In return for these improved severance and bumping options that are in addition to your rights under the collective agreement, we have agreed to a company proposal to offer a \$600 weekly lump sum instead of the per diems and hotel costs in the collective agreement. This \$600 lump sum is *the employee's option* and you can change your option as often as you like.

For further information please contact your bargaining team or the National Representative servicing your Local.

Your Bargaining Team (Ontario Members)

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Howard Law, National Representative

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