

GSU Collective Bargaining Policy

DRAFT

Purpose

Collective bargaining is the foundation to member representation. Even though it cannot be simplified into a rigid set of steps or processes, GSU believes that adhering to certain steps throughout the process is beneficial.

Process

All legal regulations and GSU's Constitution and Bylaws must be followed.

Bargaining Prep

Members must be consulted when determining the bargaining package to be taken to their table, including but not limited to meetings, surveys, conversations, etc.

When electing a bargaining committee, members must agree to the following terms of office.

"I will uphold the ideals of GSU with integrity and dedication. I pledge to prioritize the interests of our members above all else, without seeking personal gain. I will faithfully represent the needs and concerns of our members in all negotiations and decision-making processes. I vow to maintain honesty and transparency in my dealings with our members, ensuring their trust and confidence in our union's mission. So help me, colleagues and comrades."

When developing the proposals for bargaining, the GSU Bargaining Priorities or Concerns list must be presented to the decision-making body to consider. GSU will identify areas to target or weaknesses in collective agreements and share them with Locals prior to bargaining.

Negotiations

During negotiations, GSU staff must have at least one member on the bargaining committee who will serve as the lead negotiator.

As best practice, a second GSU staff member may attend along with the GSU staff member who is the lead negotiator. Their role of this second staff member will be to take detailed notes and be a support person for the lead negotiator.

When finalizing draft agreements, there should be an agreed-upon time frame for when they will be ready.

Documents

All bargaining proposals or package of proposals must be dated and contain the following preamble:

"The following agreement renewal bargaining proposals are based on policy direction given by members of GSU and adopted by their duly elected representatives. These bargaining proposals are submitted on a without-prejudice basis to the right of the GSU bargaining committee to amend, modify, set aside or introduce new proposals as required or in response."

Copies of all GSU and company proposals must be saved on the Shared Drive in a dated bargaining folder in the corresponding Local's folder.

The final signed agreement must be scanned and included in the Shared Drive bargaining folder. The original signed agreement must be kept in the Regina office with all the other signed agreements.

Date of Adoption: [Date]

Review Date: [Date]