



Time for Respect

CIPP Bargaining Consultation

Agenda

- Welcome
- Introductions & housekeeping
- Consultation objectives
- Bargaining survey highlights
- New approach to bargaining together
- Discussion
 - Explanation
 - Break out groups
 - Report back
- Wrap up

Housekeeping

- Consultations are being recorded
- Please update your name in Zoom so we can get in touch with you if necessary for any follow up
 - **Connect breakout room facilitators** - change your name to [Name]
- Cameras turned on if possible

RECORDER

Objectives

- **Deepen understanding**
 - Review and confirm highlights from the bargaining survey
- **Outline change**
 - Highlight changing approach to bargaining
 - Explain new tactics
- **Bargain together**
 - Come together in advance of negotiations to build a stronger union

Bargaining survey highlights

- **56% of members responded to the survey**
 - Up 14% from the last round of bargaining
- **Top five priorities indicated by the survey**
 1. General salary increase
 2. Hybrid work arrangements
 3. Annual leave
 4. Performance reviews & bonuses
 5. Extended and retiree health and dental benefits

Fair pay is #1

- **Salary increase**
 - 53% ranked as their top priority
 - 72% ranked in their top 2 priorities
- **Continuing high cost of living**
- **Frustration with last round of bargaining**
 - Employer's lowball offer
 - Arbitrator's unfair award
- **Fair pay, competitive salaries**

Hybrid work

- **Ranked 1 or 2 by 33% of respondents**
 - 84% work hybrid.
 - 72% have hybrid work arrangements.
 - 65% are in the office 2 days/week; 17% are in 3 days/week
- **Issues?**
 - Arbitrary, low productivity and inadequate workspace, lack of consistency, ergonomics.
- **Resources and support coming**

Leave and benefits

- **Annual leave**
 - Top 2 priority for 19%
- **Extended health and dental coverage/retiree coverage**
 - 100% coverage
 - Improvements for mental health, massage, physio and more.

Performance review & bonuses

- **Ranked as a priority by 25%**
 - Change from 21% in 2022
- **Dissatisfaction with performance review process: 27%**
- **Performance bonus system:**
 - 3% very satisfied, 24% very dissatisfied
- **63% have not received a bonus in three years.**
- **Issues?**
 - Process is arbitrary, unfair, pointless.
 - Bonus is too small, too difficult to obtain. (630 comments!)

Facts & arguments are not enough


- You deserve fair pay and respect. Your employer does not bring fairness and respect to the bargaining table
- Well-researched proposals and strong arguments alone do not deliver the results you deserve
- Something has to change
- It's time for a different approach to bargaining

“Insanity is doing the same thing over and over and expecting different results.” - Albert Einstein

A new approach

- **2023 AGM resolution**
 - A member network to strengthen your union and our capacity to take action together with the goal of achieving better results in future rounds of negotiations.
- **Board of Directors approves and launches CIPP Connect**
- **Progress but this is not a quick fix**
 - results over several rounds of bargaining
 - participation from you and your colleagues
 - this round can be a reset

Our petition

- **75% of members are ready to take action to make a difference**
- **Heading into the next round of bargaining, we expect our employer to:**
 - Begin bargaining before the expiration of our current collective agreement.
 - Send representatives to the negotiation table who are empowered to bargain.
 - Commit to resolving straightforward issues at the negotiating table
 - Offer fair wage increases in keeping with our sector
 - Address our bargaining priorities
- ** Link to the petition is in the chat.**

Majority petition

- More than just a petition
- It is a powerful tool **if a majority of members sign on!**
- **The impact of our petition depends on the number of us who sign it.**
- A **majority petition** becomes a message that the employer can't ignore
 - Already more than 600 members signed on!
- You can do this! We can take this first step!

Building power

- The power of you and your colleagues coming together to send a clear message to the employer.
- Tested and proven tactics that unions that represent professionals like you have used to win.
- **It will not happen on its own.**
 - A role to be played by every member of CIPP to get respect at the bargaining table.
- Connect info sessions next month!

Discussion & Breakout Groups

- 20 minutes for breakout group discussions.
- Open-ended questions.
 - Also time to discuss any other concerns that weren't addressed.
- A notetaker has been assigned to each group
 - They have volunteered prior to the meeting and know who they are.

Discussion & Breakout Groups

- **Question one**

- How well does the highlights of the bargaining survey capture your concerns/priorities for bargaining – knowing that it is a high-level?
 - What, if anything, was missing?


- **Question two**

- How does having a majority of CIPP members sign the Bargaining Expectations Petition help us win better results?
 - What will happen if we don't demonstrate unity and strength in bargaining?

Report back

- **Welcome back!**
- Notetakers please paste the notes from your breakout session into the chat.
- Please take a minute to review the feedback from the breakout groups.
- Feel free to add comments to the chat.

Thank you

- Links in the chat 
 - Sign the CIPP Bargaining Expectations petition
 - Register for CIPP Connect info session in July
 - Get in touch at **connect@cipp.on.ca**