CCAC National Workshop April 26-27, 2012

Essential Services

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Objectives

• Definitions

• National Survey Results

• University of Guelph Experience 2011

• Discussion
Defining Essential Services

Who’s Definition?
Definition – People

Unions

Management
Definition – People
Definition – Essential Service

• A class of occupations that are imperative for the safety or security of an institution (or public)

• Non-essential services may become essential if minimum services not met – not absolute and circumstantial

• Challenging to navigate
  • Labour law primarily provincial jurisdiction
  • Each institution negotiates own language of the essential service agreement

ILO-United Nations, 2006
Definition – ES Agreement

• An agreement between the employer and the bargaining agent which identifies

  a) The types of positions necessary to provide essential services

  b) The number of those positions

  c) The specific positions that are necessary for that purpose

  d) The process to follow

www.tbs-sct.gc.ca
Essential Service Agreement - Online Survey Results

Canada 2012
Survey – Purpose

• To gain a snapshot of ESA from across Canada

• Distributed on Canadian Animal Ethics Coordinators' Listserv

• 25 of 78 institutions on Listserv responded to anonymous survey = 32%
Survey – Results

Institution Type

- Academic: 75%
- Government: 17%
- Industry: 8%
Survey – Results

Do These Contracts Have ESA

- Animal Care: 54%
- Technical: 46%
- Administrative: 0%
- Support Staff: 0%
- None: 0%
- Unionized: 0%
- Employed: 0%
- None Unionized: 0%

46% Yes
54% No
Survey – Results

- Animal Care
- Technical
- Administrative
- Support Staff
- Contract Work

Should Be ES

ES in Current Agreement
Survey – Results

Prepared for Labour Disruption

- Yes: 72%
- No: 16%
- N/A: 12%

Preparedness Tested

- Yes: 43%
- No: 57%
Survey – Results

Should CCAC Provide ES Guidelines

- Yes: 67%
- No: 33%
University of Guelph

May – September, 2011
UofG – Past Negotiations

• 4-6 weeks prior to deadline HR consult with management of areas housing animals on campus

• 1.5-4 weeks prior to deadline list of ES positions submitted to union (Protocol for EAC in collective agreement)

• Quickly negotiate and settle on position classifications and number of positions

• Information distributed to facilitate contingency planning if labour disruption occurs
UofG – 2011 Negotiations

• Expectations – same as previous years, not urgent issue and delayed in being brought to table

• At 3-4 weeks a realization that labour disruption VERY possible: all issues become emergency issues

• 10 days prior to deadline request for ES positions submitted to union

• Both parties had very different definitions of ES

• Agreement on ES position reached 1 hour before strike/lockout deadline
What are ES?

- HR Negotiation Team
- Senior Admin, Directors, Facility Managers
- Union Negotiation Team
- Unionized Workers
• Effective, rapid and genuine lines of communication

• ES discussions should be tabled first

• Clear definitions of what are ES

• Summer 2012 formation of Joint Committee on ES to update our current protocol from 1993
Discussion –
Essential Services

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Thank you

- Animal Care Services – Survey facilitation
- Campus Animal Facilities – Functional support
- Office of Research – Information access
- CCAC – Forum for discussion of ES
- All survey participants