

# DEMAND SETTING & NEGOTIATIONS

The following suggestions are offered to Locals to assist them during the demand setting and negotiating process:

- › Monthly meetings should be held for the four months preceding demand setting
- › Advance notice of meetings should be at least one week
- › Units/Offices which do not have Unit/Office Representatives should be personally canvassed in order to establish representatives.
- › Meetings with Unit/Office Representatives and the Local Executive should be increased as the intensity of negotiations increases
- › Invitations may be extended to other Local Executives, District Representatives, Executive Officers, Negotiating Committee Representatives, and LROs to attend Local meetings
- › Joint meetings of Locals within close proximity may be held to encourage solidarity.
- › A committee of the Local could be established to assist in gathering and drafting proposals for bargaining.
- › Committee Chairpersons of the Professional Responsibility Committee and Occupational Health & Safety Committee, alongside the Local Executive, should identify any issues they had in their committees that could be resolved through changes to the collective agreement
- › Meeting of Unit/Office Representatives, Delegates, and Local Executive should occur after the Demand Setting Meeting to discuss the proposals and their rationale

## Key things to keep in mind:

- › Proposals submitted by Locals should include rationale and documentation as to why the proposed language is needed and what problem exists
- › All proposals at a Local's Demand Setting Meeting shall be approved by a 2/3 majority of the members present at the meeting
- › Proposals for Local addenda shall be submitted with other collective agreement proposals
- › Local Presidents shall ensure that the delegates to the Demand Setting Meeting and Reporting Meeting are fully apprised of their roles and responsibilities at the meeting and their obligations to the members of United Nurses of Alberta