



**TECHNOLOGICAL CHANGE POLICY**

1. The Company shall notify the Union as soon as any new equipment which will affect working conditions, salaries, concessions or manpower levels is in the costing stage of such evaluation prior to budget approval. With regard to any such equipment, the Company shall provide information such as:
  - manufacturers' specifications
  - sales brochures
  - implementation plans (covering such items as floor plans, seating arrangements, staffing requirements, hours of work, shifting, phase-in, etc.)

(June 1992)

2. Union representatives will be provided with paid time off to attend courses, seminars and conferences of the Union's own choosing with a view to equip them better to negotiate technological change issues. (June 1992)
3. Prior to budget approval of any new equipment, the Company shall allow the Union sufficient time to research and prepare a presentation which will consider such items as: health and safety, working conditions and other possible social problems. (June 1992)
4. New technology shall not be introduced until full agreement has been reached on the whole range of negotiating issues. (January 1982)
5. Upon agreement of new technology introduction, the Company shall agree to meet with the Union, with a view to negotiate a local Letter of Agreement for the affected area.

This Letter of Agreement should include: (June 1992)

- (a) A committee comprised of three (3) Union appointees and three (3) Company appointees to control and monitor the agreement. These numbers may be altered by mutual agreement.
- (b) In areas where agreement cannot be reached as to waiving prerequisites and affected employees have expressed interest, the Company shall undertake a program to supply training on paid Company time and full expenses, where applicable. (June 1992)
- (c) All employees will be given employment that is meaningful and satisfying. (June 1992)
- (d) Employees accepting a job in a lower paid classification shall not have their wages or wage progression lowered.
- (e) The Company shall agree to act promptly to fill vacancies and additions to staff during the life of the agreement.

- (f) No employee shall be forced to leave their headquarters due to technological change. Employees not able to obtain a position immediately within their headquarters area shall have the option of working temporarily in another area, on expenses, as per the Collective Agreement. (June 1992)
- (g) The Local Committee may negotiate backfilling when employees are relocated prior to the change over to new equipment.
- (h) The Letter of Agreement shall remain in effect until all affected employees are permanently placed. (June 1992)
- 6. The Union shall monitor proposed reductions in staff and initiate such changes as: a reduction in working hours, increased work breaks, longer holidays, sabbaticals, earlier retirements and improved pensions, ensure that no employee performs Company work at their residence, etc., to prevent such changes from having any detrimental effect on the wages and working conditions of employees. (June 1992)
- 7. Staffing levels for new equipment must be provided so that social, health and safety problems will not increase. (January 1982)
- 8. No information acquired by computer-based systems shall be used for individual or collective work performance records. Any breach of this principle would be grounds for system reprogramming. (January 1982)
- 9. The Union shall monitor developments and review progress against objectives set out by agreement. A trial period of operation may be established on new equipment during which time consultation and negotiation can continue. (June 1992)
- 10. That the Automation Committee ensure that the work force plans continue to be updated on a regular basis. (June 1992)

*(Please note that the word Counsellor was replaced with the word Councillor – November 2005)*