

Newbie Corner: Diary of a bargaining newbie (3)

By a "newbie" team member

newbie - n : any new participant in some activity [syn: [newcomer](#), [fledgling](#), [fledgeling](#), [starter](#), [neophyte](#), [freshman](#), [entrant](#)]...

Newbie Corner 3 (May 9 to 13, 2005)

Day 1, morning May 9/2005

(Caucus day)

Arrive at the hotel to find some of the team members in the lobby. Apparently there has been a mix up with our caucus room. Debating what we should do; not all team members here yet. Stand around waiting until hotel finds us an alternative room. Last member arrives having found TO traffic particularly challenging that morning. Hotel keeps telling us our room is just getting cleaned; then they tell us it wasn't booked until tomorrow. Finally get the OPSEU meeting room in the interim. Very frustrated.

Day 1, afternoon

Get our usually meeting room after a lot of back and forth with the hotel and many calls to OPSEU. Feel like we are having to fight the hotel as much as management. Spend the afternoon working on strategy and the future. Talk a little about visits to colleges as requests are starting to come in. Turns out one member

has arranged a visit to a college they are not assigned to. Everyone has a laugh.

Day 1, evening

Quiet evening. Not much pd tonight. Figure better be prepared for tomorrow.



Day 2, morning May 10/05

Tuesday

Waiting for the call from Management. Work on our next submission and prepare for evening pd. Chair has arranged for us to meet with OPS bargaining team to share ideas and strategies. Break

from lunch still not having heard from Management. Feeling like everything has come to a standstill.

Day 2, afternoon

Management calls to meet. Wonder what sort of response we will get to our last submission in April.

Management comes back with "packages". Chair explains this usually happens later in the process. Packaging entails they give us x; we give them y. Also put full monetary demands on the table. Return to caucus to analyse the "packages" with a fine tooth comb.

Day 2, evening

Team meets with OPS colleagues to share strategies and bargaining tips. One of our team members facilitates the evening. Thankful not to be on the OPS bargaining team as they have been at the table Monday to Friday since October 2004. Evening wraps up; everyone seems to think it was a success.

Diary of a Newbie page 2

Day 3, morning May 11/05

Wednesday

Arrange to meet with couple of other members for breakfast. Head off to our favourite spot. Group seems a little quieter than usual. In caucus, team discusses last night pd with OPS then start to work on Management's "packages" from yesterday. Prepare an approach hoping they message will be loud and clear. As a newbie, wondering what management's reaction will be. Decide to meet with management before lunch. Negotiator gives them a call.

Day 3, Afternoon

Meeting with management was short. Everyone broke for lunch and then returned to caucus room. Don't expect to hear back from management that day. Amazed we still have so much to discuss. Talk revolves around what our next approach will be based on certain assumptions about management's response.

Day 3, Evening

Team goes out to celebrate a birthday. Opportunity to blow off some steam.

Day 4, Morning May 12/05

Thursday

Spend most of the morning waiting for Management's call. Finally arrives. They didn't like our proposal and don't have a response to our monetary demands. As the Chair says "We are where we expected to be". Funny how he is always right about that. Morning doesn't feel to have been very productive. Team goes off to lunch.

Day 4, afternoon

"Oldies" reflect on bargaining sessions and management teams gone by. Newbies not making much sense. Wonder if management team is as pissed off with us as we are with them. Don't expect to hear back from them; finally get the call. Means we are not meeting again this round.

Day 4, Evening

Quiet evening; some of the team head back to their rooms after dinner. Rest continue discussions in the caucus room for awhile then head off.

Day 5, morning May 13/05

Friday

Last day in caucus; looks like everyone is tired and fed up. Newbies in particular expressing frustration with this set of negotiations and lack of momentum. More determined than ever that we have to stick to our demands AND ensure management's demands don't make it into the contract. Not much talking going on. Leave feeling very frustrated. Glad to get home.

**Contact the bargaining team at:
bargaining@rogers.com**