

Date: March 3, 2008

**Shared Fact Sheet Template now available for use at Grievance Step 2**

During the last round of collective bargaining Community Social Services Bargaining Association (CSSBA) and the Community Social Services Employers' Association (CSSEA) negotiated a change to Article 9.5, Time Limit to Reply at Step 2.

This change added the requirement to share factual information on each party's view of any given dispute by adding the following language to Article 9.5 (a):

The shop steward and a representative of the employer shall fill out a "*shared fact sheet*" listing an agreed statement of facts. The "*shared fact sheet*" is on a "*without prejudice*" basis and shall not be referred to by either party in any third party proceedings.

The addition of this language was intended to ensure that the employer representative and the shop steward gained a better understanding of each side's perspective on issues that led to a grievance."

The "*Sector Committee*" created by MOA #16, recently finalized the creation of the Shared Fact Sheet. Thanks to Committee members Bob Wilson (HEU) and Michael McCoy (Touchstone Family Association) for doing the bulk of the work and presenting the final draft to the full committee.

The Sector Committee encourages all shop stewards and employer representatives to use the attached "*shared fact sheet*" but also note that, regardless of the use (or not) of the fact sheet, developing a shared statement of facts at Step 2 is required by the new language. CSSEA will post the "*shared fact sheet*" on their website [www.cssea.bc.ca](http://www.cssea.bc.ca) and the CSSBA unions will post the "*shared fact sheet*" on:

BCGEU: [http://www.bcgeu.ca/C03\\_resources](http://www.bcgeu.ca/C03_resources)

CUPE Local 1936: [http://www.1936.cupe.ca/Shared\\_Facts.pdf](http://www.1936.cupe.ca/Shared_Facts.pdf)

HEU: [http://www.heu.org/member\\_resources/](http://www.heu.org/member_resources/)

HSA: <http://www.hsabc.org>

CSWU Local 1611: <http://www.cswu1611.org>

For further information please feel free to contact your steward or union representative or your Human Resources Department.