

AUTHORING/PUBLISHING TRANSITION MEMORANDUM OF UNDERSTANDING

In order to accommodate management's desire to implement the A&P system and address CREA's concerns regarding possible adverse impact, the parties agree to the following:

1. The union will have the option of requesting to bargain the impact and implementation of all aspects of publishing staff work phone numbers and work email addresses under the A&P System through March, 2009. Upon such request, if management determines that bargaining is required by law, the parties will begin discussions within 5 workdays unless otherwise mutually agreed upon. Should staff have further concerns after March 2009 regarding unforeseen issues, CREA will communicate with management regarding those issues.

2. During this period CREA may exercise its right to make information requests regarding Help Desk calls received related to the A&P system.

3. As management has repeatedly communicated to staff, staff will not be held accountable for performance problems attributable to the transition to the new system. These include, but are not limited to:

- program crashes/locks resulting in lost work
- system crashes that delay or prevent accessing the system
- system loads that may make the system sluggish
- backlogs that delay the publishing or conversions

4. CRS management will provide CREA the customary advance copy of guidance to be issued to bargaining unit staff on the launching of the new system.

5. No inference should be drawn from this memorandum of understanding that management is relinquishing any of its rights under law or under the Collective Bargaining Agreement, nor that management has agreed to bargain over issues attendant to implementation and impact of the system.