



CUPE LOCAL 966

## BARGAINING BULLETIN #8

March 12, 2015

- ✓ **REMEMBER HOW YOU ARE TREATED!**
- ✓ **RESPECT FOR EMPLOYEES!**
- ✓ **REWARD THE WORK WE DO!**

### TransHelp Bargaining Begins

TransHelp began bargaining with the Region on March 4 and 5, 2015.

Every benefit and sick time concession tabled by the Region at other Unit tables is also on the TransHelp table. Those concessions have been outlined in previous bulletins.

The Region is also seeking concessions on,

- ✂ Upon 10 days notice the Employer can change a full-time employee's shift,
- ✂ Personal Days will be part of your 6 paid emergency days. You will lose 3 paid sick days.
- ✂ The Employer provided notice to the Union that Dispatch will determine whether a driver can have the 10 minute grace time to use a washroom on their meal break. This will mean your lunch will be effectively 20 minutes.

### Talks at all Unit tables to continue with the Region

Talks continue with the Region on non-monetary items. Soon, talks will include

monetary items: benefits, sick time, wages, vacation and other unit specific issues.

At this point expect that bargaining to become more **serious and heated** unless the Region's mandate changes from one of hard concession bargaining to one of respectful conciliation and respect for frontline workers.

**Soon, your Bargaining Teams will ask you for a Strike Mandate.**

### Why are we having a strike vote?

As we enter the monetary phase of bargaining we need the Employer to take our proposals seriously.

Having a strike vote has several effects,

- ✓ It shows the Employer we are serious about our proposals, and that members are mobilizing in support,
- ✓ It puts pressure on the Employer to change their mandate for bargaining,
- ✓ In the process of mobilizing, it helps the members prepare for a strike – in case we actually need one.

## What is an effective strike vote?

The most effective strike votes have high turnouts (the number of members who vote) and a strong strike mandate (the proportion who vote yes). If we get both, the Employer will know that we are serious about our proposals and that they need to get their concessions (takeaways) off the table!

A high turnout shows the Employer a wide cross-section of members are engaged *and* mobilized about the bargaining process. A strong yes vote is also important because the union is strongest when it is united. The Employer will be much more fearful of a strike and more likely to negotiate seriously if they know that the vote represents a real threat, and not just a bluff.

## Does a 'yes' vote mean that we're going on strike?

No, not necessarily. A "yes" vote simply means that the membership has given the Executive Committee and Bargaining teams a mandate to call a strike. **If the Union believes a strike is necessary, we would consult the members at a Special Membership Meeting before calling one.** Because a strong strike mandate often forces the Employer to negotiate seriously, it isn't always necessary to follow through with the strike. **The higher the turnout and the stronger the "yes" vote, the more power we have at the bargaining table, and the more likely we can avoid a strike.**

## How do we get a strong strike mandate?

Local 966 held a bargaining information meeting January 14<sup>th</sup> and a benefits information meeting February 10<sup>th</sup>. We have been transparent about the bargaining process and concessions since bargaining began. Local 966 has prepared for bargaining since January 2014 – this long range strategic planning by the Local is unprecedented in its' history. Local 966 has

acknowledged the mistakes of the past, while trying to avoid those mistakes for the future.

Strike Coordinators have been appointed by each Unit and we have met on several occasions to strategically plan job action, should it be required.

All bargaining bulletins can be viewed on the website and the Local has collected the majority of home emails from our members in the 8 Regional Units. Our goal is to get a good collective agreement – not to go on strike but we must also prepare to go on strike, if we have to. The stronger our strike mandate, the less likely we'll have to strike.

*Please note: Our members in the Homes do not have the right to strike.*

Below is a link to a short video produced by our Sister Locals in Education in the Region. It explains why a strong mandate matters.

<http://www.cupe2544.ca/important-update-strike-mandate-votes/>

## Scheduled March Bargaining dates

Public Works March 18  
TransHelp March 19, 24<sup>th</sup>  
Humans Services March 23<sup>rd</sup>  
Homes March 25<sup>th</sup>  
Pubic Health - TBD

In solidarity,

Local 966 Executive and Bargaining Teams

If you have not done so, please provide us with your home email address! This will allow you to receive all notices and bulletins quickly at your home! **Please call the Local at 905 502-6599 #200 to provide your information or email - [recordingsec966@bellnet.ca](mailto:recordingsec966@bellnet.ca)**

**Don't just hope for the best. Be an engaged and informed member!**