

# BARGAINING UPDATE

*CUPE Local 966 - Services and Housing in the Province (SHIP)*



## What have we done so far?

Your bargaining committee has held focus groups, created and analyzed staff surveys, collected email addresses from members, drafted proposals based on your surveys, developed a communication strategy and has tentatively booked dates with the employer for bargaining.

## What's coming up?

Originally, we were scheduled to go to the bargaining table in November, but due to a cancellation from the Employer, the dates have been moved to December and January. The committee will do its best to keep everyone updated as bargaining proceeds. Stay tuned for more bulletins.

### Upcoming Bargaining Dates:

December 10, 2018, January 8, 2019, January 11, 2019

## What can you do?

You can help the bargaining committee by staying informed and engaged. Make sure we have your most recent contact information, including personal e-mail address so we can keep you up-to-date. If you have not done so already, request to join our closed Facebook group (SHIP) and send us any feedback and questions you have regarding the bargaining process — we'll be happy to answer them in our next update.

### YOUR BARGAINING COMMITTEE

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**CUPE966**

## The Bargaining Process

The bargaining process typically begins in the last year of the collective agreement. Your bargaining committee is elected and begins member consultation (i.e. surveys), looking at the grievances that were filed during the last Collective Agreement, any legislative changes and notes they have taken over the past year to develop proposals for bargaining.

Approximately 90 days prior to the expiry of the collective agreement, either party can file Notice to Bargain. This formally puts the other party on notice that we would like to engage in negotiations.

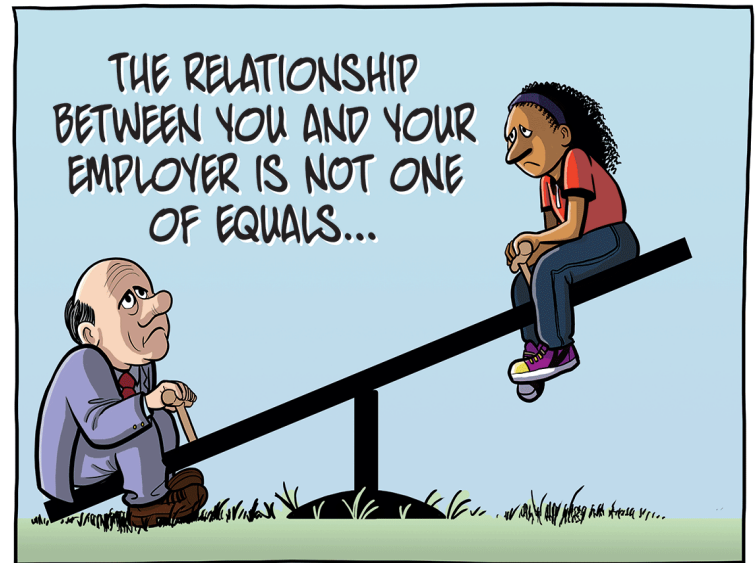
Within either 15 days, or another agreed-to date, the parties will meet to exchange proposals and begin negotiations.

At any point, once negotiations have begun, either party may file for conciliation. This involves notification to the Ministry of Labour that the parties have reached an impasse in negotiations and need the assistance of a neutral third party to help the Union and the Employer reach a settlement. It is usually around this time that the Union will take a Strike Vote.

A Strike Vote is what empowers your bargaining team to call a strike once we are in a legal strike/lockout position. Strike votes also give your bargaining team leverage at the table, as it shows your Employer that the members are supportive of the bargaining process and are willing to withdraw their labour, if necessary. In order to achieve a Strike Mandate, 50% plus 1 of members who cast a ballot must vote in favour in order to empower the bargaining team to call a strike.

During conciliation, the parties continue to engage in negotiations in an attempt to reach a settlement. The Conciliation Officer will assist the parties as needed during this time. After at least one day of conciliation, either party may ask for a No Board. A No Board is a report from the Conciliation Officer to the Minister of Labour to indicate that the parties are truly at an impasse and it is time to set a deadline for a legal strike/lockout.

The legal strike/lockout deadline is set 17 days after the issuance of the No Board report (in practical terms, a letter that is sent to both the Employer and the Union).



Once the report is issued, the parties, generally speaking, will engage in further negotiations in an attempt to reach a deal prior to the legal strike/lockout deadline. This stage of the bargaining process is called Mediation. Should the parties be unable to reach a deal within the 17 days, the Union is then empowered to call a strike (as long as they received a strike mandate) and/or the Employer is empowered to lock out the workers.

At any point during this process, the parties may reach a tentative settlement or a “deal”. Once this deal is reached, the bargaining committee will bring it back to the membership for a Ratification Vote. In order for the tentative settlement to become your new collective agreement, 50% plus 1 of members who cast a ballot must vote in favour in order to ratify the deal.

