

Questions + Answers from April 20, 2021 Special Membership Meeting

CONCILIATION

What is conciliation?

Conciliation is when a Conciliation Officer appointed by the Ministry of Labour assists both parties in achieving an agreement. An Officer is appointed after either party applies for conciliation.

Is there a specific time frame to file for conciliation?

No.

What if the Employer doesn't follow through with filing for conciliation?

We will continue to make requests for bargaining dates.

Please note, we were advised late on April 20, 2021 that the Employer has filed for conciliation.

Are additional bargaining dates booked in the event the Employer does not file for conciliation?

Not at this time. We had made the request at the end of day on April 13, 2021 which is when we were advised the Employer would be filing the next day.

Have we been in conciliation in previous rounds of bargaining? What was the result?

The Local and the Employer have been in conciliation in the past who worked with both sides to come to an agreement to be ratified by both parties (membership & Council).

PROPOSALS

Why can't details be shared with the membership of what both sides are asking for?

The bargaining process is a confidential process. To uphold the integrity and bargain in good faith, neither side is able to share details outside of those on the negotiating committee.

Have all non-monetary items with the Employer been agreed on?

No. There are a number of outstanding issues in both non-monetary and monetary proposals.

When will we be able to know more details?

Should we need to hold a strike vote, more details will be shared with the membership of what the 'sticking items' are prior to the vote.

Do we get to vote on non-monetary and monetary items before going on strike?

No. Proposals were written as the result of many conversations/sources of information such as discussions at general membership meetings, themes of grievances, and items from the bargaining survey that was sent to all members.

Are there a lot of sticking points between the parties?

There are a number of outstanding items on both sides.

STRIKE VOTE

Does a strike vote need 50% + 1?

A strike vote shows the overall percentage of members who voted 'yes', it does not require 50% + 1. A higher strike mandate (i.e. 85% of members who voted were in support) shows a stronger message of solidarity to the bargaining committee and tells the Employer we are not going to accept concessions.

If there is a strike vote, do we have another vote before actually going on strike?

No. A strike vote is not to go on strike, it is to show the bargaining committee that you are empowering them to do whatever is necessary to secure a fair contract for all, which *may* include striking.

Have we done a strike vote before?

We have done strike votes in the past. The Local has not been on strike before.

STRIKE/LOCKOUT

If we do strike, are we paid?

Yes, you are paid while on strike by CUPE National beginning on Day 1.

When would we go on strike?

We are hoping to be able to come to an agreement with the Employer prior to calling a strike. There is no set time we would go on strike, as it is a "last resort." The bargaining committee will keep the membership updated

If we do go on strike and I am receiving employment insurance maternity benefits, will they continue?

Yes.

What is a lockout?

A lockout is when the Employer refuses its' employees entrance to the workplace and/or the ability to work (i..e. revokes network credentials).

MISCELLANEOUS

How long does the bargaining process usually take?

There is no set time for bargaining to be completed within. The bargaining committee will bargain as long as it takes to secure a fair contract for all members.

Why did the Union and the Employer not meet from November to April?

The Union requested dates to meet on several occasions and provided availability. The Union requested one week of bargaining and was provided with one date in April.

Is bargaining the same in other areas of the province?

Bargaining is a different experience due to the pandemic with both proposal considerations as well as having to be completed virtually. We are aware of other Locals who have completed bargaining and ratified a new contract and Locals who have worked with conciliation officers. Some have been successful in ratifying a fair agreement with enhancements to benefits, language, and wages.

If you are currently redeployed, can you still go on strike?

Yes.

Are other CUPE Locals at the Employer in bargaining as well?

Yes. CUPE 5191 is currently in conciliation with the Employer. They have held a strike vote and received an overwhelming 97% strike mandate from their membership. You can read more about it in the press release [here](#).

What departments are CUPE 1883 comprised of?

CUPE 1883 represents inside workers in many areas including (but not limited to) Information Technology Services, Housing, Employment & Income Support, Airport, Public Health, Children's Services, Planning, Development and Legislative Services, Water, Environmental Services, Provincial Offences Administration, Bylaw, Libraries, Museums, Waste Management, Grand River Transit, etc.

What is a "member in good standing"?

A member in standing can fully participate in Union activities including running for elected positions, participating at Union events as a delegate, etc. A member in good standing is one who has (1) paid the initiation fee, (2) filled out a membership application, (3) been approved by the membership as a member and (4) has taken the oath of membership.

How do I become a member in good standing?

If you are *not* a member in good standing, you are still able to participate in a strike vote and a ratification vote. You are also entitled to union representation.

We will be posting details on our website in the near future on how to become a member in good standing given the COVID restrictions and challenges we are working through; stay tuned!