

CUPE 1883

Special Membership

Meeting

Information on Conciliation & Strike Vote
April 20, 2021
6 p.m. via Zoom



AGENDA

1. Reading of the Equality Statement
2. Bargaining Update
3. Overview of Conciliation
4. Overview of Strike Vote
5. Next Steps
6. Mobilization Committee
7. Adjournment



EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist,

transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that

make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.



BARGAINING UPDATE

- Notice to Bargain
 - May 6, 2020
- Meetings to Date
 - 2020: October 7, October 30, November 18, November 24
 - 2021: April 13
- Proposals Exchanged
 - Non-monetary: October 7
 - Monetary: April 9/13
- April 13, 2021 Negotiations

Please note, we are not able to share specifics about proposals from either side at this point in the negotiations process.



CONCILIATION

- Conciliation occurs when a Conciliation Officer appointed by the Ministry of Labour assists both parties in achieving an agreement.
- At the end of over 9 hours of bargaining on April 13, 2021, the Region of Waterloo advised us that they felt we were at an impasse and would be filing for conciliation the next day – April 14, 2021.
- Our CUPE National Representative stated that the Union had not yet submitted their monetary proposals. The Region responded that they could tell we were on opposite ends of the spectrum.
- *As of April 19, 2021 the Region has not yet filed for conciliation.*



CONCILIATION



Application is filed.

Either party may file for conciliation. During negotiations on April 13, 2021, the Region of Waterloo advised us that they would be filing for conciliation on April 14, 2021. As of April 19, 2021, the Region has not yet done so.



Mandate

The Conciliation Officer has a 60 day mandate, but if the parties agree it may be extended. When the conciliation period is over, a 21 day cooling-off period begins.



Mediation

After the “no board report” is filed, the Ministry of Labour appoints a mediator who takes a more active role with the parties to come to an agreement.



Ratification

If a settlement is reached through negotiations, both parties need to ratify (get approval) for the agreement. If the agreement is rejected by either side, the parties return to the bargaining table. If this occurs during the lockout/strike period, the lockout or strike will continue until an agreement is reached and ratified.



A Conciliation Officer is appointed.

Within 15 days of the application being filed, the Ministry of Labour appoints an Officer within 15 days to assist the parties in resolving their differences.



No Board Report

If a Conciliation Officer cannot get the parties to an agreement, the Minister may issue a “no board report” which starts a 17 day countdown to a strike or lockout.



Lockout/Strike

When the “no board report” period ends, a lockout or strike is possible. A lockout is when an employer refuses to allow employees to work. A strike is when employees withhold labour to compel their employer to negotiate a fair deal.



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STRIKE VOTE

- **A strike vote is not a vote to go on strike.**
- A strike vote shows solidarity and support to the Negotiations Committee with the full mandate to do whatever is necessary to secure a fair and equitable contract for all, which *may* include a strike.
- Voting **yes** sends management a clear message: we want a deal that is fair to our members and that the membership stands behind the negotiations committee.
- Voting **yes** and giving the negotiations committee a strong strike mandate gives them the tools to fend and fight off concessions.

A concession is when the Union 'gives up' something previously negotiated and that is a current right under the collective agreement.

(e.g. decrease in benefits, discipline on file for a longer period of time than current, etc)



STRIKE VOTE MEETING

- At the meeting for the strike vote, the following will be reviewed:
 - A simplified bargaining update and an overview of what a strike vote is
 - A reminder of the process
 - A vote on the following:
 - Do you approve of your Negotiating Committee calling a strike when necessary?

A strike vote shows solidarity and support to the Negotiations Committee with the full mandate to do whatever is necessary to secure a fair and equitable contract for all.

A 'yes' strike vote sends a strong message to our Employer that we deserve a fair contract and that we will not accept any concessions.

Reminder: you do not need to be a Member in Good Standing to be able to vote in a strike vote or ratification vote.



STRIKE VOTE MEETING

A successful strike vote mandate does not mean that we are on strike, nor does it mean that a strike is imminent!

Rather, you have empowered the bargaining team to call a strike should no further progress be made at the table.

There are, in addition, a number of steps in the legal process around strikes/lockouts in the province of Ontario that would need to be followed before such a decision could be contemplated.



MOBILIZATION COMMITTEE

- The Mobilization Committee works to rally the membership in many ways including identifying mobilizing tactics, through membership engagement and through connecting with the membership and community.
 - Member Engagement
 - Raising awareness about negotiations
 - Connecting with Members
 - Creating phone trees, spreading information in the workplace, ensuring bulletin boards are kept up to date, etc.
 - Solidarity Action
 - “Wear black on Fridays” → black virtual background on Zoom for team meetings
 - Social media
 - Connections with the Community
 - Promote and attend volunteer opportunities
 - Wear CUPE 1883 mask when completing essential errands



MOBILIZATION COMMITTEE

- Mobilizing the membership during a pandemic, stay at home order, and in lockdown is different than any mobilizing we have had to do before.
 - Zoom meetings, town halls, fireside chats, “ask the Executive anything”, car rallies, rallies on Facebook Live, virtual picket lines if a strike is called, etc.
- Means of mobilization may change as negotiations continue.

*If you are interested in joining the mobilization committee,
please e-mail your interest to Rebecca*



ADJOURNMENT

Questions?

Please use the chat feature or raise your hand on Zoom via the participants tab.

We will keep a speaker's list and answer questions in the order they come in.

