

**Everyone
needs
support.**

BARGAINING BULLETIN



From your CAAT Support negotiating team

Strike vote dates have been set

On June 12th the bargaining team walked away from the table because it became clear that improvements weren't going to be made without the membership demonstrating their support for the Team.

After meeting with the Labour Board on June 24 the strike vote dates have been set.

It's your turn to vote and show the employer their offer is unacceptable and that you back the Team with a strong strike vote.

Vote dates are: July 10th and July 16th (times and locations to follow)

What's in the employer's offer?

1. Wage increase—3 per cent each year for two years
2. Dependant Insurance/Spousal Insurance (Article 8.1.9)
 - Basic spousal coverage will increase from \$10,000 to \$15,000
 - For each child coverage will increase from \$2500 to \$3000
 - Employees enrolled in the spousal supplementary life insurance program will be given the option of purchasing an additional \$10,000 of coverage

What' does it really mean?

- ⇒ This is their offer two months before the expiry of our contract - there is still more bargaining to do.
- BUT - the Team can't take things to the next level unless we're all prepared to go to the next step.
- We need a strong strike vote to show the employer we're serious. Without a strong strike vote the Team won't have the leverage they need to get you a better deal at the table.
- ⇒ The proposed increases to insurance coverage won't cost our employer a cent. Their premium won't go up. We're happy to take it, but they can't use it as an excuse to not offering us a better wage increase.
- As for the additional \$10,000 - if we want it we have to pay for it ourselves.

<p>3. Vision Care (Article 8.1.10)</p> <ul style="list-style-type: none"> The current two year maximum will be increased to \$400 	<p>⇒ This offer brings us back to parity with faculty—their vision care increased to \$400 in their last round of bargaining.</p>
<p></p>	<p>The cost of this increase to the employer is 0.12 per cent of their budget.</p>
<p>4. Dental Care (Article 8.1.6)</p> <ul style="list-style-type: none"> Maximum for procedures classified as Type A, B, C and E will increase to \$2500 per person per year 	<p>⇒ This offer brings us back to parity with faculty.</p> <p>The cost for the employer to provide this is 0.002 per cent.</p>
<p>5. Bullying/Psychological Harassment</p> <ul style="list-style-type: none"> The Team has bargained new and historic language to guarantee the protection of our members. <p>This will help ensure our workplace is free from bullying/psychological harassment.</p>	<p>⇒ This proposal has no cost to the employer. Creating a safe and healthy working environment is important to both parties. All colleges should be embracing this as something that must be done.</p> <p>It's the right thing to do - we shouldn't be asked to pay for it out of our wage increase.</p>
<p>6. Safety Boots (Article 13.2.1.1)</p> <ul style="list-style-type: none"> The colleges have proposed to eliminate the \$100/year allowance for safety boots and replace it with \$150 reimbursement 	<p>⇒ Faculty have all safety apparel provided - not an allowance that doesn't even cover full cost. Now the employer's proposing take away our upfront allowance and instead just reimburse part of the cost in the years that you buy new boots.</p>
<p></p>	<p>If every member buys a new pair of boots every year this proposal would cost the employer \$50,000. The reality is members can't afford a new pair of boots every year—this proposal will actually save the employer money.</p>
<p>7. Shift Premiums (Article 7.5)</p> <ul style="list-style-type: none"> Shift premium will increase to \$0.75/hr. for the 5 p.m. to midnight shift and \$1.00/hr. for the midnight to 6 a.m. shift 	<p>⇒ 353 members work the 5 to midnight shift and 69 members work the midnight to 6 a.m. shift.</p> <p>The cost of this increase is 0.008 per cent of the College budget for the first shift and 0.003 per cent for the second.</p>

8. Contracting out
- Renewal of our current letter of understanding
- ⇒ This is a no cost item for the employer, but it does have a cost to us.
- Right now we have to renegotiate this letter every time we go into bargaining - we want to see no contracting out entrenched in our collective agreement.
9. Wage comparison letter
- The employer wants us to agree to a study that would allow the employer to go outside the colleges to find wage comparisons for the work we do.
- ⇒ We've just spent the last five years coming up with an evaluation system to ensure some sort of internal equity and now the employer wants to shop around.
- Agreeing to this will lead to driving down our wages.
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What's not in the offer?

There are still a number of outstanding issues that we would like to see addressed in this round of bargaining. These are parity issues where the faculty unit has greater entitlements, benefits improvements and job security than currently exist in our collective agreement.

Other areas where the union wishes to see improvements include: unlimited bumping, vacation, sick time, tuition paid for dependents, severance for retirees, and benefit improvements.

To get a better offer we need a strong strike vote.

If you want a better offer you need to give the team the power to go back to the table in August with the full support of the membership behind them.

With a loud rejection vote and a strong strike mandate the team will be in the position to go after the improvements we need and the ability to get the wage comparison letter off the table.

When it comes time to vote, let management know this offer is just not good enough. There's a better offer out there. We have to let the colleges know how much we want it.

Vote No to the offer! Vote Yes to authorize a strike if necessary!

For the latest bargaining update visit: www.opseu.org

Got questions? Contact the bargaining team at: bargaining@rogers.com