
November 22, 2018

Dear Brothers and Sisters:

As a member of Unifor Local 240 you are receiving this update on your negotiations.

Over the past few weeks, there has been some misinformation circulated by different individuals who are not a part of the Union bargaining committee about the Union and the bargaining process.

It is difficult to understand how individuals who are not personally involved in bargaining can speak about details that are happening at the table. One needs to ask what the intention is? Is it to spread inaccurate information? And what is their goal in doing this?

This information bulletin is intended to provide you with factual, up-to-date information on bargaining and the next steps.

The Union and the Employer met on November 7th, November 20th and 22nd. Progress was slow over these three days but the lines of communication between the parties have remained open. At this point in bargaining, we are now engaging in the most difficult discussions that affects each and every one of you (examples, scheduling, health and safety, wages etc.).

As you are aware, the employer's request for conciliation has resulted in a strike/lock-out deadline of December 5 @ 12:01am. We will be meeting with the employer and mediation officer from the Ministry of Labour on December 3rd and 4th. Your bargaining committee is committed to working around the clock if needed to reach a tentative agreement.

In preparation for the deadline, the Union will need to hold a vote to establish a potential strike mandate. We will be holding an information meeting about bargaining and the mandate on:

Sunday, December 2, 2018
8:00 pm
Unifor Local 240
3400 Somme Avenue, Windsor

We anticipate that with a strong show of solidarity, this mandate will help us to achieve a fair collective agreement before the December 5th deadline, which the Union will then bring back to the membership for a vote. Details of a ratification meeting will be communicated to you as soon as we reach a tentative deal.

Why is my bargaining committee not coming up to me at work and telling me everything that is going on in bargaining?

Your bargaining committee members are under extreme scrutiny not only by the employer but by many of the Club members and all their actions are being watched. Please respect that they have a job to perform for Caboto, as do you. If you need to speak to them about the Union or bargaining, they will be more than happy to talk to you and answer your questions after work. Please ensure that they have your contact information so that they can reach you.

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The details or the specifics of actual discussions at the bargaining table cannot be released or discussed publically as this could be considered as “bad faith bargaining”. You have elected your bargaining committee and your bargaining committee is fully aware of what the membership’s demands are. Your bargaining committee is responsible, pragmatic and reasonable. A more detailed update will be provided at the membership meeting.

I heard that “Lower staff” or newly hired people won’t receive strike pay?

This information is incorrect. While we are not sure what “lower staff” means, we assume it is newly hired staff? All members (part-time, full-time, students, long service, short service, probation, newly hired etc.) will receive strike pay when actively participating in a labour stoppage. But once again, a labour stoppage can be avoided by providing a strong strike mandate to your bargaining committee.

Why is Unifor pushing for a strike?

This information is inaccurate and wrong. Unifor is not pushing for a strike. Unifor has continued to engage in discussions with the employer with the goal to reach an agreement. Unifor did not apply for conciliation. Unifor always works diligently and hard to achieve the best collective agreement possible for its members without a labour stoppage. Your bargaining committee is committed to finding a resolution, but once again, you can prevent a labour stoppage by providing a strong strike mandate to your committee.

I was told that if we go on strike I will have to stop going to school?

This is incorrect. Unifor will not stop or prevent our members from attending school. If there is a labour stoppage, picketing duties will be arranged around the school schedule for those members who attend school. But once again, you can prevent a labour stoppage by providing a strong strike mandate to your committee.

Someone mentioned that a police escort will be provided for those who decide to work during strike?

Again, this information is inaccurate and wrong. These rumours are intended to scare people. The police will not provide escorts to those who think they will cross a picket line. In reality, providing your bargaining committee with a strong strike mandate ensures a labour stoppage or lock-out does not occur. 98% of collective agreements are settled when a membership backs the bargaining process with a strong strike mandate.

- ❖ ***We are committed to continuing to bargain in good faith.***
- ❖ ***We are committed to continuing to fight for a first collective agreement that is fair and equitable.***
- ❖ ***We are committed to continuing to be an integral part of the Caboto community.***

In solidarity,

Alyssa Angelini, Committeeperson
Giorgio DiNatale, Committeeperson
Mary Beth Punzalan, Committeeperson
Jodi Nesbitt, President Local 240
Mina Sarajcic, Unifor National Representative

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