



**CUPE Local 79**

**Update**

Friday, March 23rd, 2012

## **Bargaining Bulletin 15: After 8 days, management finally tables an offer, as negotiations head toward midnight**

Your Local 79 Bargaining Committee has been working very hard for the past two weeks in an attempt to reach an agreement with the City. Meanwhile, Deputy Mayor Doug Holyday continued to make provocative and misleading statements in the media, alleging that we have been dragging our feet.

### **In fact, just the opposite is true:**

This week, the Local 79 Bargaining Committee has made two comprehensive offers to the City covering all aspects of the four collective agreements. On Monday we tabled a full offer and management looked at it for less than 20 minutes before rejecting it out of hand.

Our last offer, was tabled Thursday, just two days after you gave us a strike mandate. It contained significant movement on all the major issues identified by the employer, including employment security, shift scheduling and benefits.

By contrast, the employer's negotiators have made no offers for eight days, until this morning – the last day of bargaining before the deadline of **12:01 a.m. tomorrow**.

We will respond to this offer this evening. Hopefully, it will contain the seeds of a settlement.

What could happen at **12:01 a.m.**?

As we have stated publicly from the outset, we intend to continue bargaining until we reach a deal with the City. If this means extending the city's bargaining deadline, we would agree to that, so long as we are making progress toward a settlement.

However, at 12:01 a.m. Saturday, there is no predicting what the City might do: They could agree to extend the deadline or they could give us an ultimatum. We must be prepared for all possible scenarios.

If no agreement is reached, the City could:

- Agree to continue bargaining to a settlement past the deadline, or
- Lock out some or all of our members, or
- Request that the Ontario Labour Relations Board order a membership vote on the City's "final" offer. If that happens, the employer would have one last chance to craft a final offer, and Local 79 would be required by law to schedule a membership vote on it.

- Or the City could unilaterally impose all or part of their offer, changing the terms and conditions of work for some or all of our members, and possibly leaving us at risk of working without access to a fair grievance process and other contract protections. In that case, Local 79 may have no choice but to call a strike in order to protect our members.

Meanwhile, your Bargaining Committee will be working hard to fashion a settlement. We will endeavor to keep you informed as soon as we can: Members should remain patient and alert, and tuned to the Members' Portal on our website.

In solidarity,

Tim Maguire  
President

On behalf of your Local 79 Bargaining Committees:

Tim Maguire, Nancy Murphy, David Kidd, Ainsworth Hamilton, Sofia Reno, Lily Chang, Garth Barry, Jason Desjardins, Deborah Dixon, Sandra Higginson, Beverley Pike, Yvonne Bell, Simon Collins, Doug Jones, Tannis Khan, Maria Kolominsky, Myrna Mandani, Daphne Penton, Mary Villa

---