



CUPE LOCAL 79

RATIFICATION VOTE

MARCH 28, 2012

QUESTIONS AND ANSWERS

Q1 What does it mean when a "Final Offer" is made by the City and Local 79 is not recommending it to its members?

A Local 79 and the City bargained and reached agreement on many but not all issues. The City was not prepared to continue bargaining or change its position on the remaining outstanding issues. The City tabled what it said was its Final Offer. The Local 79 Bargaining Committee was not prepared to agree to or recommend acceptance of the City's Final Offer but believed that the Local 79 members should decide whether to accept or reject the City's offer.

Q2 What is meant by the term "package" as used on the Local 79 portal?

A Package as used on the portal is meant to describe a comprehensive resolution to all issues. Local 79 was prepared to agree to certain of the City's positions provided there was an overall agreement on all outstanding issues.

Q3 What happens if a Final Offer is accepted by the majority of voting members?

A If the Final Offer is accepted by a majority of Local 79 members who vote in each bargaining unit, it means you agree and those items become part of the Collective Agreement. (see Q5 below)

Q4 What happens if a Final Offer is rejected by the majority of voting members?

A There are a number of things that might happen, including:

- The City could lock our members out; or
- The City could change terms and conditions of employment; or
- Local 79 could strike, which might include work to rule, work slowdown, rotating strikes or a full strike; or
- Local 79 could ask that the City return to the bargaining table (the City has publicly stated it would not change or improve its Final Offer if it is rejected).

Note: If employees in the Part-Time LTCHS bargaining unit vote to reject the City's Final Offer, Local 79 could refer outstanding issues for this group only to interest arbitration; however, there is no guarantee that an interest arbitrator would award any different or better terms.

Q5 What happens if my bargaining unit does not vote to accept the Final Offer by the City?

A Local 79 has four (4) bargaining units and collective agreements with the City – Full-time, Part-Time LTCHS, Part-Time – Unit B, and Part-Time Recreation Workers. Only members in each unit can vote on their collective agreement.

If a majority of the members in the bargaining unit vote to accept the City's Final Offer, that particular collective agreement is ratified.

If a majority of the members in the bargaining unit vote to reject the City's Final Offer, there is no collective agreement and the possibilities set out above under Q4 could happen.

Q6 Why are there a number of Letters of Intent (LOI) and Memorandums of Agreement (MOA) without comment, except the City's Final Offer is to delete?

A The City's position in bargaining was to delete all LOIs and MOAs. Local 79 did not bring proposals to the table to delete all LOIs and MOAs. The City's Final Offer deletes many LOIs and MOAs. Some deletions were agreed to by Local 79 and some were not. Please refer to your collective agreement for the impact of deletions from your collective agreement.