

## CUPE 3903 gives strike mandate

The Executive Committee and Bargaining Team would like to thank members for coming out to vote in the strike mandate vote this week. As you know, **on Tuesday, March 13, we tabled a time-limited settlement offer to the Employer**, set to expire on Thursday, March 15. The deadline has come and gone and so has our Memorandum of Settlement. In fact, in response to our time-limited 12% total compensation package, **the Employer tabled 13 counter-proposals** (seven all Units, two for Unit 3, one for Unit 1, two for Unit 2 and one for Units 1 & 2), including a 1.5% per year wage offer in addition to small increases to some funds; **this amounts to a total compensation package of 3.5% (that's 1.2% per year and we're rounding up!)**. These counter-proposals both fail to address the priorities identified by members at the February 8th GMM and are in no way an adequate response to our very real attempt to reach a settlement. In fact, when asked outright whether they were saying "No" to our Memorandum of Settlement, the Employer's Bargaining Team refused to even acknowledge it as such, preferring instead to speak of our Memorandum as merely "much appreciated movement".

Where can we go from here? We have reduced our proposals, put forward a reasonable package that makes some actual inroads to finding security for our members in Unit 2, parity for Unit 3, and an end to wage claw-backs for Unit 1. Yet the Employer considers our attempt to settle as a starting place, rather than an end point.

This week, 3903 members gave us a strike mandate and a way forward. The results are as follows:

- ★ **Unit 1:** 753 ballots cast, 470 voted yes, 278 voted no, five spoiled ballots (63% yes)
  - ★ **Unit 2:** 225 ballots cast, 161 voted yes, 64 voted no, no spoils (72% yes)
  - ★ **Unit 3:** 114 ballots cast, 87 yes, 26 no, one spoiled ballots (77% yes)
- In total, 1092 members voted and 718 voted yes (66%).

As laid out within our Memorandum, the Employer's refusal to sign off on the agreement means that the Bargaining Team has removed this package from the table and reverted back to our February 15th proposal package. **That said, the Memorandum of Settlement remains our bottom line and this has been clearly communicated to the Employer. We will continue to push for a 12% total compensation package that includes language on all four priority areas passed at the February 8th GMM.** We meet the Employer and the conciliator again on Monday morning. We look forward to the Employer's response to our mandate.

