



Bargaining Bulletin #1 – May 27th, 2008 TCEU Local 416 CUPE

As you know, we opened bargaining with the Port Authority this month, and we have had a handful of dates at the table. We have not seen progress on any major issues yet.

There are several key things for you to know going into this round of bargaining.

Your employer is seeking major concessions from you

The Port has tabled a concession-riddled package that seems designed to provoke a work stoppage. Among other things, they have tabled proposals that would:

- Introduce a 20% wage gap between casual and probationary employees and permanent employees. In this scenario, you would have people working side by side at the same job, making wages that are 20% apart.
- Require medical examinations for a whole range of positions.
- Eliminate double time for work on Sundays, and the shift bonus for some people.
- Reduce the amount of vacation you get during your first 5 years of employment.
- Eliminate the vacation bonus and the long service pay for new employees.
- Make you pay 20% of your benefit premiums (currently the employer pays 100%), and reduce your benefits on some items, including dental.
- Introduce Mandatory Drug Testing for wide range of positions, and for anyone else suspected by the Port of being under the influence of drugs or alcohol.
- And as you know, your employer continues to take an outrageous and unnecessary contribution holiday from your pension plan, while you have seen no plan benefit improvements in many years.

The right to strike: you all still have it

During this round of bargaining, you may hear the employer suggest that those who work at the Airport no longer have the right to strike. **You need to know that your Union takes the position that you ALL have the right to strike.** We have not agreed with your employer's attempt to designate airport employees as "essential workers" who

do not have the right to strike. Please know that this remains the case until you have heard otherwise from your Union.

Secrecy and Fairness

At the bargaining table, we requested standard disclosure on your benefits plan, and on management's benefits plan. They provided us with your plan, but have refused to share the details of their plan. **What do you suppose they are hiding?** Our assumption is that they have a plan far richer than yours and don't want you to know that. And yet they've tabled a proposal that would have you pay for 20% of your shrinking benefits package.

Union discipline and solidarity

As with any round of bargaining, you are going to hear lots of rumours in the workplace. Many of them will be generated by management, and will be designed to weaken your solidarity. Your Bargaining Committee asks you to remember that unless you've read it in a bargaining bulletin that comes directly from us, it's not official information.

We will be coming back to you for your support throughout what will be a challenging round of bargaining, which has only just begun. This could include taking a strike vote at any point that your Bargaining Committee decides to call for one. We ask you to make every effort to attend meetings when we call for them, and we ask you to exhibit union discipline in the strongest possible terms.

In Solidarity,

Your Bargaining Committee:

Brian Cochrane (*President Local 416*)

Keith Fansett (*Unit Chair Local 416*)

Erika Kasik (*Committee Representative*)

Marc Graham (*Committee Representative*)

Mark Ferguson (*Vice President Local 416*)

Andrea Addario (*CUPE Nat'l Rep*)

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