



# STRIKE VOTE NOTICE

AFTER 9 MONTHS OF UNSUCCESSFUL BARGAINING CUPE LOCAL 2011 WILL BE HOLDING A STRIKE VOTE:

ISSUES TABLED BY THE UNION THAT HAVE BEEN LARGELY IGNORED BY THE DISTRICT THIS ROUND INCLUDE LANGUAGE THAT:

- GAINS CLARITY FOR TERM CERTAIN, TEMPORARY, CASUAL EMPLOYEES' STATUSES.
- RAISES THE IN-LIEU PERCENTAGE FOR CASUAL WORKERS.
- PROVIDES CERTAINTY TO POSITIONS THAT CAN BE DESIGNATED AS CONTINUOUS OPERATIONS AND CONSISTENCY OF SCHEDULING.
- PROVIDES PAYMENT TO MEMBERS THAT ARE DESIGNATED TO REMAIN ON THE JOB SITE DURING THEIR LUNCH BREAKS.
- PROVIDES CLEAR, CONSISTENT OVERTIME RATES THROUGH OUT THE COLLECTIVE AGREEMENT.
- INCREASES PREMIUM PAYS (HEALTH/DENTAL), SHIFT DIFFERENTIALS, AND FIRST-AID ALLOWANCES.
- ALLOWS MEMBERS TO USE THEIR COLLECTIVELY BARGAINED SICK TIME WITHOUT NEEDING TO PROVIDE EXPENSIVE DOCTORS NOTES FOR SHORT ABSENCES FROM WORK.
- ADDS FAMILY LEAVE DAYS TO THE COLLECTIVE AGREEMENT.
- RAISES THE EXTENDED HEALTH AND DENTAL PLANS ALLOWABLE LIMITS PER MEMBER.
- ENSURES MUNICIPAL WORK REMAINS CUPE WORK THROUGH STRENGTHENING OF OUR CONTRACTING OUT LANGUAGE.
- PROVIDES OUR MEMBERS WITH A FAIR AND EQUITABLE PAY RAISE

ABOVE ALL AND AFTER 18 BARGAINING SESSIONS THE DISTRICT HAS NOT CONSIDERED ANY OF THE UNIONS IMPORTANT PROPOSALS AND HAS NOW SOUGHT TO UNDO 9 MONTHS OF BARGAINING BY PROPOSING ESSENTIALLY A ROLL OVER CONTRACT WITH AN INSUFFICIENT PAY RAISE. ONLY THROUGH A STRONG STRIKE VOTE CAN WE HOPE THAT THE DISTRICT WILL TAKE OUR PROPOSALS SERIOUSLY.

PLEASE CONSIDER VOTING IN **SOLIDARITY** WITH YOUR BARGAINING COMMITTEE:

**TUESDAY, AUGUST 16<sup>TH</sup>**

**11 AM TO 7 PM**

**GREEK ORTHODOX CHURCH (4648 Elk Lake Dr, Victoria, BC V8Z 5M1)**

RYAN GRAHAM  
PRESIDENT  
CUPE LOCAL 2011