



**BARGAINING BULLETIN #15 - July 9, 2007 - 11:00 p.m.**  
**BARGAINING 2007**

## **Employer forces final offer vote on CUPE 15**

*City of Vancouver opts for strategy that failed overwhelmingly in Delta*

The City of Vancouver has thrown a wrench into the bargaining process by forcing a final offer vote on the 2,500 members of CUPE 15 on the eve of a formal hearing to settle the final remaining issues regarding essential services.

This morning (July 9) our Bargaining Committee was contacted by the mediator who had been requested by the employer to arrange a meeting at the Labour Relations Board for this afternoon. Although we were skeptical, we had an obligation to the membership to explore every avenue prior to any strike notice.

An offer was presented by the employer that removed some concessions, but many remained on the table. Keith Graham reminded the employer that they have still have not addressed a single issue raised by our membership, and that just removing an unacceptable proposal does not constitute bargaining. He further explained that bargaining is when both parties negotiate, not just demand as this employer has done since we first met with them.

The employer responded by forcing a final offer vote on our membership. In fact, we suspect that the whole meeting request was engineered to delay our strike action. This was confirmed by the employer when they provided a completed application form for a final offer vote with all supporting documents less than five minutes after we left the meeting.

A final offer vote is being scheduled by the Labour Relations Board at the board's discretion. The vote will force the membership to vote on the employer's last proposal. As mentioned in our last bulletin, the employer forced a final offer vote in Delta which was turned down overwhelmingly by their membership.

**In terms of wages, the employer's final offer does not match the Delta final offer or the Port Moody final settlement.**

**The employer is still demanding a 39 month term.**

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The following issues were **removed, missing** or still **included** in the employer's final offer:

Deleted from Employer Package	Missing
Sick leave restructuring & other	Benefit improvements
Wage freeze for Building Service Workers	Job security
Buy out provisions in the event of layoff	Classification system with redress
	Auxiliary conversion with real teeth
	Workload issues
	Whistleblower language
	Harassment language
	Posting language improvements
	Vacation improvements

**Proposals still in the employer's package include *hiring above first step*** in the pay scales, ***internal applicants considered with external*** candidates at the same time, ***caps on vacation and retirement banks***, the ability to give ***external hires more vacation*** entitlement, and no harassment or whistleblower protection, and no workload language.

We strongly recommend that the members reject the employer's final offer, as it does not address any of our members' issues and is not even as good as the offer that Delta turned down. We believe our employer should negotiate and not force votes.

CUPE 1004 will soon be in a legal position to strike, which will result in our members being picketed out. Your Bargaining Committee will be setting up meetings this next week in order to answer any questions you may have.

On behalf of the City, Parks, Ray-Cam and Britannia Bargaining Committee:

Keith Graham (Chief Negotiator)

Peter Stary (Chair)

Jeannette Black

Christine Boyd

Karl Leonhard

Betty McGee

Jordan Parente

Donald Rounding

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CEP L467-UW