

# Bargaining Information Updates: Unit 1

February 2016



## Collective Bargaining: How Does It Work?

When workers are represented by a union, employers are legally obligated to negotiate a contract with the workers' representatives.

Every contract has a term – often it is three years. **Toward the end of a contract, your elected Bargaining Committee will ask for your input** on what needs to change in the agreement. They might call a special proposal meeting or conduct a survey.

The union will also conduct a **strike mandate vote**. This is a vote to determine how strongly the membership supports the union's contract demands and their Bargaining Committee.

**Unifor staff helps by providing information** on other collective agreements, on industry trends, and on the employers' finances. The local also reviews past grievances to see what areas of the contract need improvements.

**Your bargaining committee enters into talks with the employer.** During negotiations you won't get a play-by-play of everything that's said by each side, but you will get periodic updates.



## Collective Bargaining: How Does It Work?

**When the union and the employer reach a 'tentative agreement'**, this is brought to a special membership ratification meeting and workers vote on whether to accept (ratify) it – in which case highlights get printed up and distributed – or whether to reject it (in which case the Bargaining Committee returns to the negotiating table or possibly goes on strike to force a better deal). In industries where workers don't have the legal right to strike, Unifor has developed effective strategies to achieve a fair deal for workers.

**Over 98% of all contract negotiations in Canada are settled without a strike.** Nobody wants to go out on strike – a strike only occurs when workers in a workplace decide together, for themselves, that enough is enough and a strike is the only option. At Unifor 10% of our dues money goes towards a strike fund. The fund is ready to support you and your family if the employer locks you out or if you and your coworkers have to strike to win a fair settlement. A Unifor member on active payroll when a strike begins and who participates in strike activity may draw weekly strike benefits of \$250 per week.

For over a hundred years the collective bargaining process has enabled workers to have a say in their working conditions, to stop employers from discriminating against some and favouring others, and to ensure workers take home a fair day's pay for a fair day's work.



## Basic Information

### Expiration

- The current collective agreement expires 30 April 2016

### First Meeting Scheduled

- March 1, 2016
- The two bargaining teams will meet for the first time
- Listen to the 'State of the University' presentations

### Exchange of Proposals

- April 4 and 5, 2016

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- Scheduled by the union throughout February

### Unit 1 Meetings

- TBA
- Bargaining proposals

### Bargaining Begins

- Will keep members of Unit 1 informed of progress with Bargaining Bulletins

### The Survey

- Following slides are based on 879 responses as of Monday 1 February 2016 @ 5:00 pm when the survey closed



## Demographics of the Survey Respondents (to help us understand the survey responses)

[Q7] How many years of service do you have?	Respondents	Percentage
1 year or less	26	2.96
More than 1 year up to and including 5 years	168	19.11
More than 5 years up to and including 10 years	194	22.07
More than 10 years up to and including 15 years	201	22.87
More than 15 years up to and including 20 years	110	12.51
More than 20 years up to and including 25 years	52	5.92
Over 25 years	128	14.56



## Demographics of the Survey Respondents (to help us understand the survey responses)

[Q8] What is your employment status?	Respondents	Percentage
Continuing full-time	764	86.92
Continuing part-time	47	5.35
Limited term contract	51	5.80
Career growth	11	1.25
Not sure	6	0.68



## Demographics of the Survey Respondents (to help us understand the survey responses)

[Q9] How is your position funded?	Respondents	Percentage
Hard money	490	55.75
Research funded/soft money/limited grant funds	224	25.48
Physicians' billings	39	4.44
Don't know	126	14.33



## Demographics of the Survey Respondents (to help us understand the survey responses)

[Q10] What is your family status (for benefit coverage)?	Respondents	Percentage
Yourself only (single coverage)	221	25.14
Yourself and others (family coverage)	658	74.86



## Demographics of the Survey Respondents (to help us understand the survey responses)

[Q11] What is your age?	Respondents	Percentage
Under 30 years of age	50	5.69
At least 30 but under 40 years of age	220	25.03
At least 40 but under 50 years of age	247	28.10
At least 50 but under 60 years of age	298	33.90
Over 60 years of age	64	7.28



## Demographics of the Survey Respondents (to help us understand the survey responses)

[Q12] What is your gender?	Respondents	Percentage
Female	702	79.86
Male	171	19.45
Trans	0	0.00
Other	6	0.68



**[Q1] Benefits: Rate each item below as to how important it is to you.**

Benefit	Very Important	Moderately Important	Neutral	Slightly Important	Not Important At All
Maintaining present benefits levels	79.7% 701	15.02% 132	4.66% 41	0.57% 5	0.00% 0
Improving benefit levels	44.60% 392	30.49% 268	19.00% 167	2.28% 20	3.64% 32
Willing to consider a different benefit model (e.g., cafeteria style benefits)	14.33% 126	18.43% 162	39.02% 343	7.28% 64	20.93% 184



**[Q2] Benefits: Rate the following licensed paramedical specialists as to how important each is to you.**

Existing Benefit	Very Important	Moderately Important	Neutral	Not Very Important At All	Not Important At All
Chiroprapist	13.99% 123	16.50% 145	35.84% 315	13.88% 122	19.80% 174
Chiropractor	39.36% 346	21.16% 186	19.80% 174	6.94% 61	12.74% 112
Christian Science Practitioner	0.91% 8	0.91% 8	11.04% 97	10.92% 96	76.22% 670
Massage Therapist	67.12% 590	19.91% 175	8.42% 74	1.93% 17	2.62% 23
Naturopath	27.30% 240	19.23% 169	25.82% 227	7.74% 68	19.91% 175



## [Q2] Benefits: Rate the following licensed paramedical specialists as to how important each is to you,

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Existing Benefit	Very Important	Moderately Important	Neutral	Not Very Important At All	Not Important At All
Osteopath	22.18% 195	18.20% 160	31.97% 281	8.42% 74	19.23% 169
Physiotherapist	63.48% 558	22.87% 201	10.24% 90	0.68% 6	2.73% 24
Podiatrist	21.16% 186	27.53% 242	30.60% 269	7.17% 63	13.54% 119
Psychologist	35.84% 315	25.71% 226	23.32% 205	4.78% 42	10.35% 91
Social Worker	19.68% 173	20.14% 177	32.31% 284	7.74% 68	20.14% 177
Speech Therapist	13.31% 117	13.77% 121	31.51% 277	9.78% 86	31.63% 278



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**[Q3] Taxable Benefits: We have received suggestions for a number of different benefits that would be taxable. Taxable benefits count as income for income tax purposes, but are not a pensionable benefit therefore you will pay income tax on it, but it will not count towards your annual income for calculating pension levels. They might also benefit some members more than others depending on their work and/or home locations. Negotiating taxable benefits is also part of the financial package, and therefore are included when talking about wages, vacations etc. With this in mind, how interested in the following taxable benefits are you?**

Suggested Taxable Benefit	Very Interested	Moderately Interested	Neutral	Somewhat Not Interested	Absolutely Not Interested
Gym Membership	28.78% 253	21.39% 188	18.676% 164	8.76% 77	22.41% 197
Parking Cost Benefit	43.00% 378	21.50% 189	14.90% 131	5.35% 47	15.24% 134
Public Transit Benefit	19.23% 169	17.06% 150	20.02% 176	9.78% 86	33.90% 298
Flexible benefit (could be applied to a number of/multiple options)	33.67% 296	30.15% 265	21.96% 193	4.78% 42	9.44% 83



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**[Q4] Pensions: For each aspect of the pension plan listed below, rate the level of importance to you.**

Suggested Pension Benefit	Very Important	Moderately Important	Neutral	Slightly Important	Not Important At All
Maintain Rule of 80 (and continue to pay the additional contribution)	65.76% 578	15.36% 135	11.72% 103	1.93% 17	5.23% 46
Maintain benefit (retirement payment) level	77.02% 677	13.54% 119	8.53% 75	0.57% 5	0.34% 3
Address two tier pension issue for newer hires (i.e. hired after May 1, 2010)	27.65% 243	21.84% 192	33.79% 297	3.19% 28	13.54% 119
Post retirement benefits	77.93% 685	13.31% 117	7.17% 63	0.91% 8	0.68% 6



**[Q5] Pensions: Rule of 80 applies when the sum of your age and your years of pensionable service equals at least 80. This allows you to retire with an unreduced pension. For those hired on or after May 1, 2010 you must also have attained age 60.**

When do you plan to retire?	Respondents	Percentage
Immediately upon achieving Rule of 80	272	30.94
Within 1 year of achieving Rule of 80	142	16.15
Within 2½ years of achieving Rule of 80	130	14.79
Beyond 2½ years of achieving Rule of 80	150	17.06
Don't anticipate using Rule of 80	185	21.05





## [Q6] Are there any other issues you would like to see addressed in this round of bargaining?

Response	Respondents	Percentage
Pay/Wage Increases/COLA	187	21.27
Benefits/Coverage	115	13.08
Pensions	35	03.98
Parking	23	02.62
Vacations	17	01.93
Rule of 80	15	01.79

A variety of other issues including: additional personal days, reduced union dues, reduced parking fees, job security, improved maternity leaves, salary grid improvements for those at step 10, improved recruitment process for priority applicants/internals, temporary/casual employees, etc.



## A Successful Round of Bargaining Can Depend On A Strong Strike Vote

We need to pressure the Employer to take our proposals seriously. We do that by holding a strike vote. The most effective strike vote has a high turnout (the number of members who vote) and a strong strike mandate (the proportion who vote yes). If we get both a high turnout and a strong strike mandate, the Employer will know that the entire bargaining unit is serious about, and willing to support, what we are asking for.

A high turnout is important because it shows that a wide cross-section of the members are engaged and mobilized about the bargaining process. A strong yes vote is also important because the union is strongest when it is united. The Employer will be much more fearful of a strike – and more likely to negotiate seriously – if they know that the vote represents a real threat, and not just a bluff.

Does a ‘yes’ vote mean that we’re going on strike? No, not necessarily. A “yes” vote simply means that the membership has given the Bargaining Committee a mandate to call a strike. Because a strong strike mandate often forces the Employer to negotiate seriously, it isn’t always necessary to follow through with the strike. The higher the turnout and the stronger the “yes” vote, the more power we have at the bargaining table – and the more likely we can avoid a strike. Our goal is to get a good collective agreement – not to go on strike. But the stronger our strike mandate, the less likely we’ll have to go on strike.



### How To Contact Us:

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