



**UNIFOR LOCAL 5555, UNIT #1**  
**BARGAINING BULLETIN - 03**  
**APRIL 21, 2016**

Last week the Bargaining Committee met with the Employer every day. We continue to make progress and have signed off on several more articles. We will continue to issue 'Bargaining Blasts' fairly regularly to keep members of Unit 1 informed of our progress and to provide more information on the bargaining process as a whole. We will continue to negotiate for the best agreement that we can achieve for our members.

This communication will re-appear in Monday's newsflyer.

**COMMUNICATIONS AND GETTING THE MESSAGE ACROSS** - Everyone has their own style of communication; we can all sing different tunes as long as we work towards harmonizing our voices. It is important to display unity by supporting one another and presenting a strong and disciplined front to the company. As the bargaining process unfolds, the Bargaining Committee will keep members updated on developments. However, it is important to note, that in order to protect the integrity of the negotiations, the Bargaining Committee cannot discuss specific details with the membership while in the midst of collective bargaining. This is to prevent hopes from being raised if we were to detail the proposals we've made when these proposals may not be readily accepted by the employer. This is also to prevent hopes being dashed if some proposals made by the employer when these proposals will not be readily accepted by the union are made public. Limited communication also prevents misinterpretations of language if a proposal were to be publicized without background and explanation. Keeping a tight rein on communications is also to inhibit rumours from circulating. Once a tentative agreement is reached, the details will be released to the membership at a ratification meeting.

**THE RATIFICATION MEETING** – The specifics and particulars of the tentative agreement will only be revealed to the membership all at once, at the ratification meeting, when clarifications, explanations and rationales can be provided, and questions can be answered. This is your opportunity to find out about what is in the tentative memorandum of agreement. At this meeting, your Bargaining Committee will go through the tentative agreement with the members in attendance in full detail. The Committee will be available to answer questions you have. Most importantly, you will have an opportunity to vote on the agreement. This will be your only opportunity to vote on the tentative agreement. The polling stations and ballot boxes will be open for voting shortly after the start of the meeting. The Bargaining Committee wants members present to hear the details of the tentative agreement before they actually vote. The ballots will be counted immediately following the vote, and the results will be made available to any members remaining, and will also be communicated by email to the entire membership as well.

Thank you for your continuing support of your Bargaining Committee.

You can continue to email your comments and suggestions to:

[bargaining2016@unifor5555.ca](mailto:bargaining2016@unifor5555.ca).