

OPSEU Local 639

STRIKE VOTE Q & A



Kapuskasing, Cochrane, Timmins, Hearst, Smooth Rock Falls, Moonbeam, Val Rita

On April 21 your bargaining team will ask for your support at the table by giving a strong strike mandate to back your demands and get concession off the table.

What is Conciliation?

The union or the employer can apply for conciliation at any time during contract negotiations. The union reached an impasse with the employer in January and applied for conciliation. This sends a signal that talks have gone as far as they can go without outside help.

Once an application is made for conciliation, the Ministry of Labour's office of Mediation appoints a neutral third-party conciliator to assist. The conciliator acts as an intermediary between the parties in order to resolve outstanding issues at the bargaining table. Conciliation starts on April 27.

Why are you asking for a strike vote?

We need to send a signal to the employer that we are serious about our demands and let them know we will not accept the takeaways they are proposing. In most bargaining rounds, the employer's offer has improved after a strong strike mandate from the members. **The Bargaining team is only as strong as the members who support us.** A strong mandate will show the employer that they are bargaining with all 80 members of OPSEU Local 639.

Does a strike vote mean we will go on strike?

Not necessarily. The strike vote is a way of showing the employer we are serious at the bargaining table. In the last year the OPS Corrections, Liquor Board Employees gave their bargaining team strike mandates to back their demands and these groups settled their contracts without a strike.

What will the strike vote ballot say?

YES—I authorize the Bargaining Team to call a strike if necessary in order to achieve an acceptable collective agreement.

NO—I do not authorize the Bargaining Team to call a strike.

After the vote, who decides if we go on strike?

Your Bargaining team's goal is to get a negotiated settlement. If the Bargaining Team receives a strike mandate and talks progress, the team will continue negotiating towards a deal. If the employer refuses to budge on their position, the Bargaining team has the authority to ask for a NO Board Report which would begin the countdown to a strike.

What is a No Board Report?

A No Board Report is a process required by law for union members to go on strike or for employers to lock out employees. Either side can ask for No Board when conciliation has failed. That starts a 17-day clock towards a strike/lockout deadline. A strike/lockout becomes legal at 12:01 am on the 17th day.

Do contract talks continue if either side asks for a No Board?

Normally yes. In fact many contracts are settled 72 hours before the deadline.

**On April 21 Support Your Bargaining Team
Vote YES for a Strike Mandate!**