



# No bull bulletin

SEFPO

News for OPSEU members at the Niagara Parks Commission

## Wage increase falls short

The Niagara Parks Commission (NPC) gave us their final offer on April 30.

Your team recommends rejection.

However, the final decision will be yours. We are taking it to a final offer and strike vote on May 12.

It's clear the NPC doesn't think we've sacrificed enough in the past two years.

Layoffs of full-time staff and reduced hours for seasonals wasn't enough for them.

Now they want us to take a wage increase below the going rate. And they want us to help pay for it.

They want a three-year deal: Nov. 1, 2003 to Oct. 31, 2006.

### Wage increase is below the going rate

Their wage offer is 1 per cent in each of three years.

The going rate for public sector wage settlements is 3 per cent a year.

As well, the NPC wants to use the surplus in the benefits plan for the seasonals to help pay for it.

The surplus is your money. This is money the employer paid into your benefits plan as a result of the last collective agreement.

Now the employer wants you to pay for your own wage increase.

We're not asking for the world. We know the park is in tough financial shape. Our offer reflected that.

We asked for 2.5, 3 and 3 per cent in each of three years and we were willing to bargain.

One per cent a year equals a day's wages for all bargaining unit employees. The employer is willing to put us on the picket line for one day's pay per year!

At the same time as they cry poor, the NPC still plans to renovate some of their biggest complexes this year.

### Bonuses won't even kick in for the first year

Their offer includes a sliding scale of bonuses, paid out once a year, if the park generates a minimum level of sales.

Management calls this "profit-sharing".

They admitted to us that they don't expect to hit the minimum this year.

The bonus will **not** be added to your base wage and therefore will not increase your wage or pension.

Vote

**NO**

on May 12

See page 2 for details

### Agenda is to drive down wages

The employer tabled a lot of takeaways this round.

We beat them all off, except for the substandard wage increase.

If we bite this time, we can expect to see more takeaways in the future.

Management told us that our wages are higher than the community standard.

They said there is zero staff turnover and they consider the students "the backbone" of the park. How insulting!

If they succeed this time, they'll want more concessions from us next time.

If we take NPC's offer, this will be their style of bargaining in the future, with every "final offer" becoming more and more insulting to our membership.

# Vote No on May 12

We ask you to vote no to the final offer and authorize your bargaining team to call a strike if necessary.

You've told us all along that you want a fair contract.

We acted accordingly and tabled reasonable demands.

What we got back from the park is not fair when it comes to wages. We told management that. Now they need to hear from you.

The two sides have agreed to meet May 13.

Your team wants a settlement. The employer just needs to find a small amount of money to get us there.

We believe your support on May 12 will make the difference.

## Final offer and strike vote

**Wednesday, May 12**

**12 noon - 4 p.m.; 7 p.m. - 10:30 p.m.**

**Canadian Serbian Cultural Centre  
5956 Main Street, Niagara Falls**

*Information sessions will be held at 12 noon and 7 p.m. Bargaining team members will be on hand throughout to answer your questions. Parking at Market Square behind the Centre.*

## Your Local 217 bargaining team

Shelley Reed, *Chair*

Rob Atkin, *Co-chair*

Desiree Constantinides

Colleen McComb-Page

Dino McDonnell

Colin MacKenzie

Mark Kotanen, *staff negotiator*



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Authorized for distribution:

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