



Actions Speak Louder than Words

On Thursday, August 4<sup>th</sup>

REJECT THE CONTRACT

and

VOTE YES FOR A STRIKE MANDATE

*Your dignity calls for it. Your livelihood depends on it.*

August 4 -- that's the day support staff will have our say. It will not only decide our fate for this round of bargaining, but set the stage for future rounds. (Advance polls will be available July 27.)

On that date you will be given two ballots – one to decide whether or not the present offer is acceptable, a second to decide what you are going to do about it.

For years we have complained about the inequity of what faculty receives at the bargaining table compared to support staff. They get what they get because they are prepared to fight for it.

It's been 26 years since CAAT Support gave their team a strong strike mandate. As a result, in 1979 we achieved much:

- support staff received a 19 per cent wage increase;
- our dental plan was introduced;

- wage progression was no longer based arbitrarily on "satisfactory performance," it was now based on years of service;
- shift premiums for 6 p.m. – 12 a.m. increased from 20 cents per hour to 25 cents per hour;
- we gained a week off between Christmas and New Year's;
- life insurance coverage increased from \$5,000 to \$11,000.

In 1979 support staff were willing to stand up to the employer. It's time for us to stand up again and fight. The colleges have proven that they aren't going to willingly give us anything. We will only succeed if we put their feet to the fire.

The team is asking for an overwhelming rejection of the contract and a healthy strike mandate. On Aug. 4, let's show management we are willing to fight for what we deserve.

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