

USW/City of Kimberley Negotiations
USW 1-405

City of Kimberley applies for Final Offer Vote

Committee recommends rejection

Following stalled talks during mediation this week between the USW and the City of Kimberley, the employer has applied for a Final Offer Vote under Section 78 of the B.C. Labour Code.

The USW Bargaining Committee is **strongly recommending rejection** of the offer.

If accepted, the last offer from the employer becomes the new collective agreement for USW members at the City of Kimberley.

Clearly, the employer is using a divide and conquer tactic in order to force concessions upon our membership. Your USW Bargaining Committee has a clear mandate from the membership to bargain a fair collective agreement and not have one forced upon us.

If accepted:

- The current job evaluation system will be stripped from the collective agreement. Replaced by language that forces our members to accept whatever changes to the position are placed upon it and the rate which is determined by the employer, with no input by the employee or the union.
- Special Vacation will apply to a portion of our members but not all. Any new employees will not receive this benefit.

- In the 1st year wage increases of 18%+ will go to 1 position; two other positions will get 9%; a large portion of the membership will get 1.5% while the Parks and Facilities department will receive 1%.
- The employer's latest proposal eliminates the Operator 1,2 and 3 training agreement signed in 2013.

As indicated throughout these negotiations, the above concessions and unfairly distributed wage increases are completely unacceptable. It's a clear attempt to fracture our membership and accept a sub-standard agreement in which our members will lose any recourse if their job descriptions change.

While Special Vacation does not currently apply to Seasonal and Casual employees, the new language would end that benefit for all new employees. We believe that at the very least the current Seasonal and Casual employees should have the opportunity should they ever become regular employees. There are also now 6-7 outstanding positions that haven't been posted and are or will be outstanding. That is 6-7 people that would be eligible for Special Vacation that won't be under the employer offer.

Under Section 78 of the BC Labour Code during negotiations the employer has one opportunity to force a final offer vote. This will be the only time they may force a vote during this set of negotiations. The date of the vote has not been scheduled as of yet. The committee and the BCLRB will advise of the vote when determined.

A membership meeting is scheduled for **Monday, August 22, 2016 at Centennial Hall at 5:45PM**. Please watch the bulletin boards or Facebook Group for updates on times, date and place.

Your USW Bargaining Committee at the bargaining table: Grant Farquhar, Alison Lafortune, Ilo Van Gilder, Dave (Red) Oscarson, Duane Hunt and Jeff Bromley – USW 1-405 Negotiator.