

USW/City of Kimberley Negotiations
USW 1-405

Final Offer Vote – IMPLICATIONS:

What does a “yes” vote mean?

Since the City has applied for a final offer vote on their last offer to the bargaining committee, it has come to the committee’s attention that certain tactics are being used by the employer and managers to persuade the membership that the last offer is in their best interests to accept.

Be careful what you are committing to:

The bargaining committee’s biggest issues are clearly still outstanding;

- 1. Job Evaluation/S.E.S.** – If Management tells you that the proposed wage grid is “great”, you still have input into job evaluation and changes and not to worry because you would be “Red Circled if any changes occur, **do not believe them**. The grid isn’t much different that the grid we currently have but the point is that in the proposed language by the employer – *“Where the City has exercised its right to create a new job or a job is significantly revised, the City shall develop a job description. A copy shall be provided to the Union for their files and their comments.”* *“Where the City develops a new or significantly revised job, the City shall meet with the Union to establish a rate of pay for the job and advise the Union of the new rate of pay.”* – nowhere does it say in that language what happens if the Union disagrees with the rate of pay and what recourse we have to fight that decision. Nowhere does it say that the Union has the right to enforce the **red-circling** of a job that the City has deemed “revised”.

2. **Cancellation of Operator 1, 2 and 3 Letter of Understanding;** While seemingly uneventful on its face, this will have implications to some employees that are currently in Operator 1, 2 or 3 status but will return to their former positions/wage grade.

- The junior Operator 3 (of the two positions) will return to the Grader position, which is a Wage Grade 15 – 28.91/hour. A **1.67% decrease** after the 1.5% proposed wage increase is applied.
- Sanitation Truck Drivers and Front End Loader Operators in Operator 2 positions will **drop 0.2%** in wages after the proposed 1.5% increase is applied.
- Truck Driver Class 1 will **decrease 5.25%** from its current Operator 2 position
- The Labourer position will **drop 4%** from its current Operator 1 position.

Nowhere is there any guarantee of Red Circling. If Mike Fox or any other manager tells you to “not worry” do not believe them.

3. **Wages** – The application of wage increases to our membership is discriminatory and unfair. All it does is tear us apart.

- The Engineering Department will receive between 8.18% and 18% wage increases in the first year; 1.5% thereafter
- The Planning Department will receive 14.5%, 24% and 28.6%, respectively, for the Building Inspector I, II, and III positions in the first year and 1.5% thereafter.
- Parks, Recreation and Facilities will receive 1% every year of the agreement, equalling 4%.
- All other positions will receive 1.5% each year for four years (6% total).

Your Union is not necessarily opposed to job descriptions that need to be reviewed, revamped and possibly assigned a higher wage. We are opposed to being dictated to and not being part of the process that determines those factors. Wages have never been an issue for the bargaining committee. These offers certainly make it an issue.

4. **Special Vacation** – It has been difficult enough to even agree to “sun-setting” this long-standing provision in the collective agreement so that new employees would not receive this benefit. To have it not apply to **all** employees – Seasonal and Casual if and when they become eligible – is not fair to them. It’s also not fair to have the 6-7 outstanding positions that need to be posted and have not been, left out. Those could be 6-7 Seasonal, Casual or new employees that could be eligible for the benefit.

Please be aware that if this offer is ratified by majority vote (50%+1), it becomes your new collective agreement.

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

The date of the vote is still to be determined but a yes vote undermines all of the hard work your bargaining committee has done to date, which is most of what you see before you today.

JUST VOTE NO!

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.

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.