

NOVA SCOTIA UNION OF PUBLIC & PRIVATE EMPLOYEES
NSUPE LOCAL 21
NEGOTIATIONS UPDATE

Trades, Maintenance, Custodial, GTM Workers of Dalhousie University

June 16, 2010 (2 Pages)

CONTRACT VOTE

Tuesday, June 22

Student Union Building, Council Chambers

11 a.m. to 7 p.m.

DALHOUSIE APPLIES FOR CONCILIATION

On Sunday evening, the NSUPE Local 21 membership directed the Negotiating Committee to return to the bargaining table and continue negotiations with respect to the wages.

On Monday morning, NSUPE requested that Dalhousie set up new negotiating dates.

On Monday afternoon, Dalhousie's chief negotiator advised that Dalhousie had put everything it has on the table, the university has nothing more to offer and so there is no point in meeting for further negotiations.

On Tuesday morning, Dalhousie wrote to the provincial Labour Minister and requested that a Conciliation Officer be appointed.

Following Dalhousie's response, the Local 21 Executive considered what action, if any, should be taken. The majority of the Executive decided that the membership should vote on Dalhousie's current offer.

NSUPE's Constitution (Art. 8.5.3) requires that acceptance or rejection of an employer's proposal be by secret ballot.

DETAILS OF OFFER

Details of Dalhousie's offer were provided at the membership meeting Sunday night. If you weren't able to make the meeting, you can find out about Dal's offer by:

– looking at the written summary of the offer on the Local 21 section of the NSUPE website (www.nsupe.ca) or calling the NSUPE office (422-9495) to get a copy, or

– you can speak to any member of the Negotiating Committee (Paul Hartlen, Eric Hoffman, Donna Smith, Paul Herman and Karen Pederson), or

– you can drop in anytime with your questions at an:

INFORMATION SESSION
STUDENT UNION BUILDING
COUNCIL CHAMBERS (2nd Floor)
MONDAY, JUNE 21
11 a.m. and 5 p.m.

HOW TO VOTE

The Negotiating Committee is not

making a recommendation on Dal's offer. If you find Dalhousie's offer acceptable overall, you should vote YES. If you find Dalhousie's offer unacceptable overall, you should vote NO. The vote will be by secret ballot and so, unless you tell someone or we have a 100% decision either way, no one will know how you voted.

WHAT YOUR VOTE MEANS

If the majority of the members who vote, vote yes to accept Dalhousie's proposal, then the new collective agreement will be finalized and signed. (This is subject to the Dalhousie University Board of Governors also ratifying the agreement, but it is anticipated that will occur.)

If the majority of the members who vote, vote no to reject Dalhousie's proposal, then the Negotiating Committee will attend Conciliation and do its best to improve on Dalhousie's offer.

CONCILIATION

Conciliation is a process required under the provincial *Trade Union Act* when an employer and a union have reached an impasse at collective bargaining. A Conciliator, a provincial employee, meets with the bargaining teams and tries to help them reach a contract. The Conciliator

cannot make the parties change their position or to accept a contract.

If the Conciliator decides that the parties are not going to be able resolve their differences at conciliation, then she/he files a report with the Minister of Labour. The filing of the conciliator's report begins the fourteen-day countdown to when the union is in a legal position to strike and the employer is in a position to lock-out. (Other things have to happen before a strike or lockout can occur. For example, a union cannot have a strike without first having the majority of its members in the bargaining unit vote for a strike.)

It is likely that conciliation would begin somewhere in the first half of July. How long it continues depends on whether the Conciliator thinks there is still progress that can be made.

DECISION TO VOTE CONTROVERSIAL

As many of you are aware, the decision by the Local 21 Executive to hold a vote has been somewhat controversial. Some view it as contrary to the membership's direction Sunday evening that the Negotiating Committee go back to the bargaining table. Others view that, since Dalhousie refused the Negotiating Committee's request to return to the bargaining table, a vote on the contract is the most reasonable course of action. A no vote will put the bargaining team in a better position heading into conciliation, and a yes vote will mean conciliation is not necessary.

The events of the last few days are things that will need to be discussed and learned from. In the meantime, we urge all NSUPE Local 21 members to inform themselves about Dalhousie's offer and to have a say at the ballot box.

Please pass the word to your co-workers to get out and vote.

