



COLLECTIVE BARGAINING UPDATE

CUPE 1975 – November 24, 2007

On Tuesday, November 27, 2007, employees who are members of CUPE 1975 have the opportunity to vote on the University's offer for a new collective agreement.

There is a lot of information circulating about the offer. The most commonly asked question we have received is "who is telling the truth"?

The simple fact is this: it is the University's offer that is being voted on. The offer is posted on the University's website, has been mailed by the University (with the Union's agreement) to CUPE 1975 members, and is also posted.

If the offer is accepted, it will become the new collective agreement and the strike will be ended. If the offer is rejected, the strike will continue.

Q. Why does the Union's information about the offer appear to be different than the Universities?

- At conciliation last week, in an effort to bring this dispute to an end, the University presented the Union with a "Final Offer", asking the Union to take it to their membership for a vote.
- The Union posed no questions or concerns about the University's final offer when it was presented. Not even when encouraged by the University to respond.
- The Union then sent out a press release and talked to the media, criticizing parts of the offer.
- The University reviewed our documents, bargaining notes and previous agreements and immediately corrected two errors (noted in the Final Offer with strikethroughs).
- We contacted the Union via fax when we could not connect via telephone and made corrections. The Union did not respond and now appears to be criticizing the uncorrected offer – behaving as if its membership was being asked to vote on the uncorrected offer.
- The University is not interested in playing this game. This is too important – it's time to end this dispute. The members are being asked to vote on the University's offer which is on the University's website and which has been mailed to the membership. The corrections are noted with strikethroughs.

Q. What offer is being voted on?

- Employees will be voting on the University's final offer as posted on the HR website, mailed to the members and summarized in a document on the blog and HR website.
- The Union has created some confusion about this issue by posting the offer before corrections on their websites in Saskatoon and Regina.
- To be completely clear: our final offer includes the 5% lump sum payments for red-circled employees and there are no EDO changes at the University of Regina.

- We do not want to play games – members are voting on the corrected offer that is posted on the University’s websites and mailed to member’s homes.
- We do not understand why the Union would want members to consider an offer that is anything less than what is actually being offered.

Q. Do members have to vote?

- No one is required to vote but if members do not vote they do not have the opportunity to express their opinion on whether the University’s final offer will be accepted or not.
- The decision will be carried by 50% plus 1 of those people that vote.
- This is an important decision and we encourage members to express their individual points of view.

Q. Are there alternative times or places for members to vote?

- The Union has set the voting times from 12 noon to 2 p.m.
- There are no advance polls or proxy voting arrangements.

Q. What will happen if the offer is accepted?

- The offer will become the new collective agreement.
- The University will meet with the Union to finalize a return-to-work agreement.
- The strike will end and our employees will return to work.

Q. What will happen if the offer is rejected?

- The strike will continue.
- We expect to meet with the conciliator to determine next steps.

Q. Do members have to attend the Union meeting prior to the vote?

- There is no requirement to attend the meeting prior to the vote.
- The meeting and the vote are in distinct separate locations in TCU Place. The meeting is in the basement. The vote is on the main floor in the Regal Room from 12 noon to 2 p.m.

Q. I have heard that work has been contracted out. Will members have a job when this is over?

- Our employee’s jobs are waiting for them and we look forward to them returning.

Please refer to the HR website for our complete proposals at <http://www.usask.ca/hrd/>