

It's your team...
Your proposals...

**DON'T FENCE
US IN!**



IMPASS

We bargained late into the night on Friday December 18th with your team leaving the table after indicating to the employer that we are disappointed in them and their inability to bargain with an open mind. And as expected the Employer will be filing for conciliation in the coming days.

We met with your employer 7 days in November and 5 days in December and accomplished very little. The progress has been excruciatingly slow with the majority of the time spent with the Employer trying to get us to agree to their proposals some of which include: changes to layoff language, benefit reduction, introduction of a two-tiered wage system for the seasonal members, scheduling and leaves, in other words concessions. Our non-monetary proposals have gotten scant attention from the Employer to date. Although when you hear it from them...they have agreed to more items than the Union has! They would rather focus on how many housekeeping / minor changes they have agreed to and keeping score, then tackling the real issues still on the table! The outstanding issues include many of the priorities you identified at demand set: Hours of Work, Scheduling, Job Security, and Seniority. The Employer's response to the majority of these proposals has been either a no

real reply, an outright "no", a "we can't get that ratified" or our favorite "this is an item we just have to agree to disagree on because we have philosophical differences".

When we tabled the monetary proposals in an attempt to get the employer moving on some of the outstanding non-monetary issues, their response, not surprisingly, and true to form was " we can't



look at individual monetary items, they have to be part of a overall monetary package." It is the unanimous opinion of your bargaining team that their proposals are a slap in a face that shows what we have been saying all along, the Niagara Parks Commission has no respect for the bargaining unit folks. They are

clearly out of touch with the employees and do not care about your morale, only about their bottom line!

It has also become crystal clear that the Employer is going to bargain tough as they obviously believe that the members are divided and do not support their bargaining team. The time has come for you to let the Employer know they **CAN'T FENCE US IN!**

"Support Your Team and Demands" events are being planned by the negotiating and mobilizing teams to show your Employer that YOU support your bargaining team and the gains your team is seeking at the table. When a steward approaches you about these events tell them you will be there! It is time to show the Employer that we stand together as one. Member participation in any planned event sends a clear message to the Employer that you stand behind the position of your team. Poor participation sends a different message - that the team stands alone. Your active support is what will produce a fair and just Collective Agreement. The team cannot do it alone. **We're united! We're strong! We want improvements and No BULL!**

Bill Burns, Colin Mackenzie, Ian Mather,
Barb Wilson, Susie Tombs,
Negotiator - Pati Habermann
& judy Robertson

