

**Local 25, 26, 47 & 103**

**Housing Authority**

**Strike Vote**

**Information package**

**NSGEU**

# Presidents message



**NSGEU President Jason MacLean**

As you are aware after 7 days at the bargaining table, your Bargaining Committee filed for conciliation, which is the necessary step before job action can be taken.

You Bargaining Committee must be able to push hard on these critical issues and is asking you for a strong strike vote to send a message that your Employers must take your priorities seriously. A strong strike vote from all members of Locals 25, 26, 47 and 103 will help achieve a fair agreement.

This information package was prepared to answer your questions and to provide information on the voting process. Please share information, talk to your

co-workers and vote.

A strong strike vote is the only way to conclude a fair Collective Agreement on your behalf.

In solidarity,

Jason MacLean  
President, NSGEU

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## Why your bargaining committee needs a strike vote

With the completion of bargaining for NSGEU members, your bargaining committee had been hopeful that a deal would be negotiated with your employer. However, following 7 days of negotiations, there are major issues remaining and your employer refuses to budge.

The major issues remaining on the table are:

1. Pension

The Union proposed to have members join the Public Service

Superannuation Pension Plan, however, the employer's response to this is that the cost of joining the PSSP is 1.5% and they are not willing cover the cost at this point.

2. Job Classification review process

The Union proposed language to address issues regarding job classification. As you are aware, we do not currently have language to address job classification issues. The employer resisted having such language in your Collective Agreements.

3. Wage Rates

The wage rates set out in the Public Services Sustainability Act (Bill 148) are as follows:

- 0% in the first year
- 0% in the second year
- 1% in the third year
- 1.5% and 0.5% in the fourth year, with the 0.5% coming on the last day of the agreement.

The employer's position throughout was that economic adjustments are bound by Bill 148.

4. Leave to Donate Blood

The Union proposed language to have paid leave for an hour to donate blood. As you are aware, non-bargaining unit employees already have this benefit, however, the employer would not agree to this.

5. Wage Parity

The Union proposed that the employer agree to implement wage parity between the NSGEU Locals of the Housing Authorities. The employer would not agree to this proposal.

6. Bereavement Leave

The Union proposed to increase the special leave entitlement for brother-in-law and sister-in-law to 3 days paid leave. Again, the employer would not agree to this.

7. Leave for Family Illness

The Union proposed to have to have grandparent and grandchild added to this leave. The employer would not agree to this.

8. Medical and Dental Appointments

The Union proposed to have the cap of 4 days lifted for medical and dental appointments debited against sick leave credits. The employer would not agree to this.

9. Layoff and Recall

The Union is seeking to have the recall period increased from 12 months to 18 months and the severance increased to 4 weeks from 3 weeks' pay. Again the employer would not agree to this.

10. Safety Footwear and Clothing for Maintenance Staff

The Union proposed to have the amount reimbursed for safety footwear increased from \$150 to \$200. The employer would not agree to this.

11. Safety Footwear and Clothing for other employees

The Union is also seeking to have other employees who perform safety visits and inspections reimbursed up to \$200 for safety footwear. In addition, the Union is seeking reimbursement for one summer jacket and one winter jacket for these employees. The employer would not agree to this.

12. Probationary Period

The Union proposed that where a term employee is appointed to a permanent position for which they were previously in a term capacity, time worked by the employee in the previous term position shall count towards the probationary period provided there was no break between the term and permanent appointment. The employer would not agree to this proposal.

With little interest on behalf of the employer in getting these issues off the table, the Union filed for conciliation.

Your bargaining committee needs a strong strike vote from you, the members, to back the demands for a fair Collective Agreement at conciliation.

Please join us on April 8th for our Telephone Town Hall and VOTE "YES."

## Local 25, 26, 47 & 103 Telephone Town Hall

**April 8 6:15 – 7:45 pm, NSGEU Office**

You should have received an advance call reminding you of the Town Hall a few days before. If you do not receive this call, or if you are unsure if we have an up-to-date phone number for you, please contact us by calling 902-424-4063 (toll-free 1-877-556-7438) or email us at [inquiry@nsgeu.ca](mailto:inquiry@nsgeu.ca)

You can also join the call by dialing 1-877-229-8493 ext.114013

## How to vote

On Tuesday, April 9, you will receive an email with voting instructions including a link and a PIN number.

The email will be sent to all emails currently in our database. If you click on the link, you can use your PIN to vote on the employer's final offer. Included in the voting instructions will be the option to vote by phone.

The NSGEU's constitution requires that all votes be held by secret ballot. This method of voting is secure and secret, as required. No one will know how any individual member has voted.

Electronic voting will be open until 5pm Monday April 15<sup>th</sup>.

**If you do not receive the voting information before noon on Tuesday April 9<sup>th</sup>, please call the NSGEU office at 902-424-4063 or toll-free at 1-877-556-7438.**

We also ask that you talk to your co-workers and ask them if they have received the voting instructions. If they haven't, you can remind them to check their junk mail folder, or ask them to please call the NSGEU.

**On April 9<sup>th</sup> you will receive an email with voting instructions including a link and a PIN number.**



## Strike vote: frequently asked questions

### Q: Why are we taking a strike vote?

A: Your Bargaining Committee and your employer are at an impasse. Further progress at the table is unlikely, and the NSGEU has applied for conciliation. We have gone through this process before, and we were successful in our objective. A strong message must be sent to the employer that you are serious about achieving a fair Collective Agreement, which protects your job and the jobs of your co-workers.

### Q: What is conciliation?

A: Conciliation is a process whereby an impartial third party, a Conciliation Officer, is appointed by the Minister of Labour and Advanced Education and assists the parties (the Union and Employer) in reaching mutually agreeable solutions to outstanding issues. The parties to the Collective Agreement meet and, together with the Conciliation Officer, try to reach a Collective Agreement.

### Q: Will we be on strike soon after the vote?

A: No. The strike vote is intended to show your employer that you and your co-workers are serious about achieving a fair Collective Agreement. The Bargaining Committee will attend conciliation with the employer and a Conciliation Officer, from the Department of Labour and Advanced Education. After conciliation, the Conciliation Officer will file their report. This will trigger a 14-day cooling off period. During this time, you will have an opportunity to vote again on whatever offer has resulted from conciliation. So, this first vote does not put you out on strike.

### Q: What will I gain by voting YES for a strike?

A: A vote to strike will send a message to the employer and government that they need to take negotiations seriously. A vote to strike will apply pressure on the employer that they need to come to the table prepared to finalize a fair Collective Agreement. Without a vote to strike, your bargaining team have no leverage at the table and the employer will continue to table concessions and drag the process out even longer.

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