



CUPE 1978 RATIFICATION MEETING & VOTE

Wednesday, November 25, 2020

The CUPE 1978 Bargaining Committee for CRD is recommending that the membership ratify a one-year rollover of the existing collective agreement with the addition of a 2% general wage increase effective January 1, 2021.

The ratification vote to approve the collective agreement rollover and 2% wage increase will occur after the general membership meeting on Wednesday, November 25, 2020. The general membership meeting begins at 5:30 pm.

Please note, you must be registered with CUPE 1978 to be able to vote on the ratification.

- The voting occurs online and we need your email address to invite you to vote.
- If you already receive email notifications from CUPE 1978, you do not need to do anything.
- If you do not receive email from CUPE 1978 then please send your email address, full name, home address, mobile or home phone number and job title to info@cupe1978.com

See attached Frequently Asked Questions for further information.



Frequently Asked Questions:

Q. When is the existing collective agreement due to expire?

A. December 31, 2020

Q. What is a rollover?

A. A rollover retains all the existing language in the current collective agreement for an additional period outside of the original agreed upon term. In this case, it would extend the existing collective agreement for an additional 12 months until December 31, 2021.

Q. What would change?

A. While members and the employer would remain bound by the existing collective agreement (the same terms as what we have now), a 2% pay increase would be provided beginning January 1, 2021.

Q. Why is the union executive recommending ratification?

A. As you are aware, 2020 has been a year of unprecedented changes, uncertainties and pressures for the employer, the union and its members. The executive has heard from members that they want stability and certainty. Approval of the ratification would provide an immediate pay increase as of January 1, 2021. That pay raise would otherwise not be available until ratification of a newly bargained collective agreement, which would likely not be complete until 2022 and may not include a 2% pay raise depending on the outcome of negotiations. This proposed rollover secures existing protections and benefits while providing a degree of stability for the upcoming year.

Q. Are other memberships ratifying rollovers?

A. Yes. A growing number of unions are ratifying rollover agreements in both the mainland and on the island. The Greater Victoria Labour Relations Association under which the CRD bargains collectively has brought this proposal forward to its Board for approval.

Q. Will a rollover impact my existing working conditions and benefits?

A. No. All existing benefits and working conditions will be protected.

Q. Will all members receive the 2% pay increase effective January 1, 2021?

A. Yes. All auxiliary, part-time and full-time members covered under the existing collective agreement will receive the 2% increase effective January 1, 2021.

Q. What will happen in relation to bargaining for a new collective agreement?

A. The bargaining committee will continue to prepare for bargaining commencing with a bargaining survey and member outreach process starting early in 2021. Bargaining with the employer is likely to commence in late 2021 or early 2022. If you are interested in being part of an outreach team, please let members of the executive know. It is important that all members have the opportunity to have their voices heard. If there are parts of the collective agreement where you would like to see change, then please put forward your ideas through the bargaining survey.

Q. What will happen with the existing working groups and committees struck under the current collective agreements?

A. As these committees form part of the existing collective agreement, they will continue through the rollover period. The committee members will request meetings with the CRD so that they can argue for conversion of auxiliary positions to regular status, greater flexibility in the workplace and opportunities for Indigenous people.