



STRIKE VOTE - INFORMATION

A strike vote gives the Union the ability under the *Labour Relations Code* to take strike action if negotiations with the Employer break down. It also gives the Union the ability to engage in other job action, such as working-to-rule or overtime bans.

A high turnout and a strong strike vote are critical because it shows the Employer that our members are unified and support the Bargaining Committee on the issues. A strike vote *does not* mean that we are going on strike. In fact, although many strike votes have been taken, strikes have happened very rarely in the history of our Local. Strong strike votes make the Employer take notice and result in settlements with favourable terms.

A low vote in favour of a strike shows the Employer that support for the Bargaining Committee is weak. As a result, the Employer will not have an appetite to bargain an agreement with greater benefits and improved language. A low strike vote could also result in a low offer from the Employer or in a strike actually taking place.

A “no” vote shows the Employer that the membership does not support the Bargaining Committee. The Employer could make a final offer that includes unfavourable language and terms in the hopes that the majority of those who vote will accept it. This could also happen where there is a low strike vote.

As per the *Labour Relations Code*, a strike vote is valid for three (3) months after the date of the vote. The Union must serve written notice to the Labour Relations Board and the Employer and then wait 72 hours before striking. If a mediation officer has been appointed, that appointment must come to an end and the Union must wait an additional 48 hours from that time. The same rules apply to the Employer for a lockout.

If a strike is called, both the Local and Teamsters Canada provide strike pay in the amount of \$350 per week and pay your MSP coverage.

A strong strike vote is essential as it displays the unity of the membership. It gives the Bargaining Committee the ability to exercise the mandate you have bestowed upon us to negotiate and achieve a better Collective Agreement. We ask that you support us with your vote.

In solidarity,

Your Bargaining Committee