



# Bargaining Matters

Finning

Please Print/Post/Circulate

September 28, 2020

## Mediated Memorandum Reached

The Union and the company have been meeting with a labour board appointed mediator Friday September 25<sup>th</sup> and today Monday September 28<sup>th</sup>.

As there have been many changes in the language since the strike vote was taken, the bargaining committee has agreed to take the memorandum to a membership vote. The committee will not be giving a recommendation and the members will decide what the next steps are.

The company has given their last, best and final offer, the membership will have the final say to accept the contract as written or reject the offer and 72 hours' notice will be provided and a strike will commence after the notice period.

The mediator has pushed both parties to come to a deal with changes to the 90 day plan and the continuous shift. The mediated changes are as outlined below.

### 1. 90 Day Plan

- Has changed to a 60 day plan
- Top 50% in each classification is exempt
- Lower 50% in each classification would vote if the 60 day plan could be used.
- Can only be used 1 time during the duration of the agreement
- Option to take out of order layoff during 60 day plan
- Ability to end 60 day plan if it is not being followed correctly

### 2. Continuous Shift (changes from proposal from July)

- Sick days can be taken in in 8 hour or 12 hour increments
- Ability to post out if another member in the location is willing to post in after the 6 months
- Field is exempt

### 3. Wages for a 3 year deal

- 1% year 1 with retro
- 1% year 2
- 2% year 3

A Bargaining committee representative will be out to all shops this week with full details.

The Full memorandum will be provided and posted on the 692 webpage.

Please provide your personal emails to the steering committee or Union reps for the upcoming vote. We will be using the same format as the strike vote.

Stay tuned for further information. In Solidarity, Your Bargaining Committee.