

No. 7

February 2, 2016

APPLICATION OF THE COLLECTIVE AGREEMENTS AFTER THEIR EXPIRY DATE

There appears to be some uncertainty about the rights that apply after the collective agreements have expired. This is to clarify the situation.

EXPIRY DATES

The expiry date of the RSMC collective agreement was December 31, 2015.

The expiry date of the urban operations collective agreement was January 31, 2016.

AFTER THESE DATES...

The rights set out in both these collective agreements continue to apply. You can see for yourself by reading clause 34.03 of the RSMC collective agreement or clause 43.03 of the urban collective agreement. The *Canada Labour Code* provides that collective agreements continue to apply until the Union obtains the right to strike, and the employer, the right to lockout. We are not anywhere near this stage.

RED-CIRCLED WAGES - RSMCs

Despite clause 34.03, the employer stopped paying the red-circle amount to RSMCs as of January 1st, 2016. The Union's position is that this is a violation of the *Canada Labour Code* and therefore we quickly filed a complaint with the Canada Industrial Relations Board (CIRB) challenging this illegal and malicious decision. We are awaiting the CIRB's decision, and will keep you informed of developments. For more information see Bulletin #4 dated December 22, 2015.

RUMOURS

There will be a lot more rumours in the weeks and months ahead. **Beware!** Don't give in to the temptation to spread false rumours, especially if they are spread by the employer. Contact your union steward or a member of your Local Executive Committee to obtain accurate information.

THE WORK CONTINUES...

Negotiation meetings will now intensify. We will make every effort to obtain a collective agreement that brings together the RSMC and urban units and improves the working conditions of all workers.

Your support and solidarity will be key!



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/jl cope 225 / mp cupe 1979
2015-2019/Bulletin No. 074