

December 2nd, 2009

An open letter to the public

Why We Voted No

After over ten weeks on strike, our bargaining team presented the Corporation's final offer for a membership vote last Thursday night. Copies of the final offer were made available to everyone in attendance. While the bargaining team made it clear that it was recommending a rejection, the membership was repeatedly encouraged to review the final offer, and our Negotiator explained the document and its content. Every member made a personal, informed decision as to how to vote, the vote was conducted by secret ballot.

Ninety-six percent voted no.

Why was the rejection so clear? The final offer included some improvements to our collective agreement. But the proposed changes did not address our fundamental concerns around losing our jobs because of contracting-out. The Employer was offering only that we would be notified, and our union consulted, before the corporation proceeds with contracting out our jobs and laying us off.

Also, the Corporation's final offer said, in the event of a proposed layoff, all employees in the effected job titles and departments would receive a layoff notice, and management would then conduct interviews to determine who gets to stay and who goes out the door. What's more, the proposal did not give employees the right to file a grievance if they feel that they have been unjustly laid off.

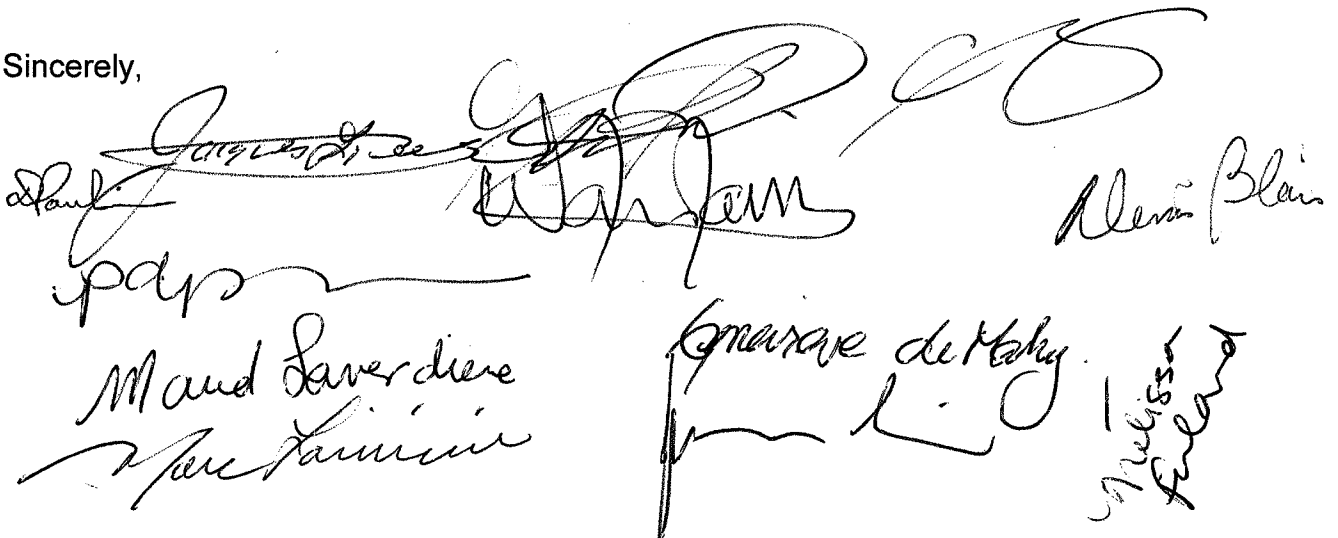
The final offer also contained serious concessions, including changes that would remove certain opportunities for temporary part-time employees to gain permanent status.

This is simply not acceptable to us.

We love our jobs and the work that we do. We want to go back to work, but not at any price.

We are resolved, all of us, to see this process through to its conclusion. We seek to protect our jobs. Given that the Corporation's offer was final, given the response of our co-workers and given that we are in the eleventh week of our strike, we are fully prepared to turn our dispute over to an arbitrator for resolution. We remain hopeful that the Corporation will do the right thing and agree to this, so that we might finally bring an end to the on-going labour strife between us and our employer.

Sincerely,



The block contains several handwritten signatures in black ink. From left to right, the signatures are: a signature that appears to be 'Paul', a signature that appears to be 'Maud Saverdiere', a signature that appears to be 'Marie Lavoie', a signature that appears to be 'Gmarave de Mahy', a signature that appears to be 'Alexis Blain', and a signature that appears to be 'Melissa England'.

PSAC Local 70396 Executive Officers