



**STAMP OUT**  
workplace unfairness!

No. 8, 18 October

## **Some myths (and the real facts) about this round of bargaining**

Rumours, gossip and myths abound during collective bargaining, especially when the outcomes are uncertain and the stakes are so high. Sometimes employers tend to play fast and loose with the facts. Here are just some of those rumours and myths we've been hearing over the past few weeks. And here are the real facts.

### *1 The union refuses to bargain or respond to the employer's last offer.*

The union has always been prepared to negotiate. In fact, the union added bargaining dates in September. We put a comprehensive offer of settlement on the table that included compromises and realistic wage proposals. Instead of responding to our proposals, the employer tabled an "all or nothing" offer that contained major rollbacks. The union rejected that offer and told the employer why.

### *2 "All or nothing" offers are real negotiations*

The employer's "all or nothing" approach is not really good faith bargaining. There should always be room to negotiate. Negotiations are all about give and take and compromise.

### *3 A strike mandate means we'll go on strike.*

Not always. A strong strike mandate means that you support your bargaining team and your demands. It gives the union more bargaining power. It sends the employer the message that the membership is serious about their demands and that they will strike to achieve them. Faced with a strong strike mandate, the employer may be persuaded to reach a negotiated settlement rather than risk a strike.

Our objective is to reach a fair negotiated settlement without having to take strike action. But we are prepared to call for strike action if necessary.

*4 UPCE/PSAC members have no power against Canada Post and we're all alone.*

Over the years, Canada Post has relied heavily on the work that you do for the corporation and for the public. Your work has value and has helped the Corporation achieve profitable status year after year. You have the legal right to withdraw your labour if necessary.

You have turned out in record numbers to strike meetings across the country over the past few weeks to protect your right to fair working conditions and that is a powerful message in and of itself.

PSAC, your union, has a membership of 165,000 people across the country and it is fully committed to supporting you in your fight to get a fair collective agreement. CUPW, the largest union in the post office, has also committed its support. PSAC is meeting with CUPW over the coming weeks to develop joint strategies to make that support tangible and meaningful. We will also be seeking the support of the Canadian Postmasters and Assistants Association (CPAA) and other labour bodies across the country .

*5 The employer's offer is reasonable*

The employer's last offer contains demands for rollbacks on wages, sick leave, shift schedules, job security and other fundamental rights that we have fought long and hard for. The employer is even refusing to agree to provisions it already negotiated with other CPC unions.

*6 The union's demands are unreasonable*

The union has proposed reasonable solutions to real problems, such as protection of bargaining unit work, preparatory and wrap up time for contact centre workers, improved funding for child care and improved benefits. Many of our demands represent provisions that already exist in other CPC collective agreements. Our wage demands and cost of living proposal are comparable to the monetary settlement CPC agreed to with other employees and are in line with average wage increases in general.