

December 11, 2015

GOOD NEWS! TENTATIVE AGREEMENT REACHED

The Collective Agreement between CUPE and Manitoba Liquor and Lotteries expired on September 30, 2015.

Based on member survey results your Bargaining Committee prioritized:

- Wage increases and equity
- Equity in hours of work
- DLT and benefits improvements
- Recognition of long service

Opportunities for promotion and respect for seniority, issues with the use of casuals and filling of vacancies.

The Union has met with the Employer for ten days to bargain, and reached a tentative agreement. At general membership meeting scheduled for ****January 13 and 14, 2016****, members will be asked to VOTE for an agreement that includes:

- No concessions
- 4-year term
- Total of 2% wage increases in each year of the agreement, with retroactivity to October 1, 2015
- Additional DLT entitlement of 24 hours upon ratification, DLT entitlement increase to 80 hours each year (April 1, 2016, 2017, 2018, 2019), DLT bank maximum increases to 400
- Option for 36.75 hour workweek at same hourly rate of pay
- Vacation improvement for new employees
- Standby pay improvements
- Benefits improvements, including retirees' health spending account
- Better language on human rights and health and safety
- MBLL continues to pay LGA registration fees
- Agreement to discuss utilization of casual employees
- Agreement to deal with merger and pay structure, including green circling.

HAVE YOUR SAY - GENERAL MEMBERSHIP MEETING

****NOTE: THE MEETING HAS BEEN POSTPONED UNTIL JANUARY 13 and 14, 2016.****

ALL MEMBERS ARE ASKED TO ATTEND ONE OF THE FOLLOWING MEMBERSHIP MEETINGS in Winnipeg to VOTE on a PROPOSAL:

- **Wednesday, January 13 - Noon - McPhillips Station Casino, 484 McPhillips Street (MSC Finance Meeting Room)**
- **Wednesday, January 13 - 5:00 pm - Buffalo Place, 1555 Buffalo Place, (Churchill Room)**
- **Thursday, January 14 - Noon - Club Regent Casino, 1425 Regent Ave W (CRC Finance Meeting Room)**
- **Thursday, January 14 - 5:00 pm - All other sites, CanadInns Polo Park, 1405 St. Matthews Avenue (Ambassador 1 Meeting Room)**

Pizza meal will be provided for meetings.

Choose the meeting that is most convenient for you. Each member may vote once.

To vote on the Collective Agreement, members must be present in person.

At the general meetings, details of the proposed changes to the Collective Agreement will be presented for ratification by the members. There will be a meal and then a presentation about the tentative agreement, followed by a secret ballot vote.

Feel free to contact us at cupe5021@gmail.com or 204-942-0343, ext. 298 if you have any questions or concerns