

CUPE·SCFP 5021

BARGAINING UPDATES - June 21, 2023

For Manitoba Liquor and Lotteries Employees

CUPE Local 5021

Dear Local 5021 member,

- Information regarding the MBLL's proposal was presented to members on Monday June 19th, 2023, at the Special Membership Meeting
- Detailed Bargaining information can be found on **Page 2** and on the website
- Bargaining Committee is recommending members to **Vote on Strike Mandate for the Bargaining Committee (this is NOT same as strike vote)**
- **We encourage that you review attached Strike Mandate Questionnaire**
- Voting will be conducted electronically by email invitation
- We need to ensure we have your personal email address on file for you to receive the invitation
- Please visit **5021.cupe.ca** to submit your email / contact info, or **Scan the QR Code** below with your mobile phone to submit your info
- **WE MUST** have your personal email address by **June 30, 2023**, to take part in Electronic Voting



PLEASE SCAN the above QR Code with your mobile to Submit Email / Contact Info

All Future communication from the Local will be carried out electronically by email

Please visit <http://5021.cupe.ca> for up-to-date information

Your elected bargaining committee has been working very hard at the bargaining table to get a fair and sustainable collective agreement for you.

An agreement that shows that you and the work you do for the company is valued and appreciated. One that protects and compensates you fairly so that you may struggle less in your personal lives during these troubling economic times. Unfortunately, this process has been ongoing for 4 years with many delays with the bargaining committee pushing back against the company's unfair offers.

At this point in bargaining, Manitoba Liquor & Lotteries continues to undervalue you by offering zero to little compensation increases over the last four years and have added on an additional four years of little compensation to the offer. The union and bargaining committee feel this is unacceptable.

There were many different proposals put forth to the company asking for a variety of increases in not only wages but also in vacation, DLT time and others. The response from the company has been to reject all of these ideas and have only focused on the tiny, meager wage increases. This would mean for the next four years there would also be no increase in vacation, DLT or benefits and the bargaining committee feels this is also unacceptable.

In an article published on cbc.ca on December 13, 2022, the CEO at the time declared that MBLL has had two record profit years. These record profit years are in part made possible by the work that you do for the company and that work should be recognized by management appropriately. Together we need to show the company that they are under-valuing us and the work we do to make this company so successful.

The bargaining committee needs to show the company that the members support them at the bargaining table and the best way to show that is to give them a strike mandate. **This DOES NOT mean that we will be going on strike immediately or ever hopefully.** This mandate is to show the company that the members of this union are serious, and the idea is to use this mandate as a strike aversion so that job action is not required.

We will be holding a strike mandate vote, electronically. You will receive an email with instructions on how to vote during the selected time period.

If you have not provided your personal email address to the CUPE local, or you have not received an email in the last 6 months, please refer to instructions on Page 1.

From this point forward, all communication from your CUPE local will be electronic and sent to your personal email address as well as posted on our website.

In solidarity,

Your CUPE Local 5021 executive team



Local 5021

Voting for a Strike Mandate

Q: WHAT IS A STRIKE MANDATE?

A: Giving a union's bargaining committee a strike mandate means they are authorized to pursue job action on behalf of union members. For CUPE 5021, a vote needs to occur to give the bargaining committee a strike mandate.

A strike mandate is a negotiation tool. It shows the Employer we are serious about negotiations and are prepared to take job action if necessary to achieve a good collective bargaining agreement for our members.

Q: IF I VOTE FOR A STRIKE MANDATE, DOES THAT MEAN I'M GOING ON STRIKE?

A: No. A vote for a strike mandate is not a vote to go on strike.

Only after it has a strike mandate, if the time comes that CUPE 5021's bargaining committee believes job action is necessary to get a good collective bargaining agreement, would job action be considered.

Q: WHY DOES THE BARGAINING COMMITTEE RECOMMEND VOTING TO GIVE THEM A STRIKE MANDATE?

A: Giving the bargaining committee a strike mandate shows the Employer that the bargaining committee has the backing of CUPE 5021's membership and can pursue job action if necessary to achieve a good collective bargaining agreement.

We want every tool in our tool kit available to ensure we attain a good collective bargaining agreement for our members, and a strike mandate is a powerful negotiation tool. A strike mandate shows the Employer we are serious about pursuing reasonable wage increases in each year.

A strike mandate would be a show of strength and solidarity that would help pressure the Employer into reconsidering its latest offer to CUPE 5021. It would aid in negotiations, and we believe it would lead to a better agreement for all our members.

Q: WHY DOES THE CUPE 5021 BARGAINING COMMITTEE THINK IT CAN GET A BETTER AGREEMENT THAN MANITOBA LIQUOR AND LOTTERIES' LATEST OFFER?

A: There is room for improvement in several aspects, but the sticking point is reasonable wage increases, that take into consideration high inflation rates.