



*Gord Currie, President,
Unifor Local 414*

Strike authorization - what members need to know

We are less than one week away from starting contracts talks with the company. The Local 414 Metro Bargaining Committee is putting the final touches on the opening proposals that will be delivered to the company on Tuesday July 2. We are looking forward to a productive round of negotiations, and securing a new collective agreement that meets our members' needs. We will keep members updated as contract talks progress.

*As part of our preparations, the union is conducting a series of **strike authorization votes** this week, as was done in 2015. Notices circulated to stores over the past weeks encouraged members to attend a meeting held in their respective area. Meetings will take place between June 23 and 27.*

Strike votes are an important part of the negotiation process. A strong strike mandate by the members sends a signal to the company that members are prepared to take job action

to secure the best deal possible. Rest assured, voting "yes" in a strike vote does not automatically mean the union is going on strike. As we have made clear, a strike is strictly a last resort, and can only happen if members reject the contract offer that will be presented in mid-July. We strongly believe we can secure a good deal before then.

This short bulletin aims to help members better understand the strike authorization process. We provide answers to some of the most common questions asked. If at any point you have additional questions, please be sure to contact the local union directly. We are happy to assist.

What is strike authorization vote?

For union members to exercise their legal right to strike, a secret ballot strike authorization vote must be held within 30 days of their collective agreement expiring. The Ministry of Labour will authorize a strike only if the union can demonstrate that a majority of workers (i.e. more than 50 percent) voted in favour of such action.



Have we done this before?

Yes. A series of strike authorization votes took place prior to Metro negotiations in 2015. At that time, members voted 97 per cent in favour of strike action against the company – if necessary. This mandate sent a strong signal to the company about our members' intent to secure a good deal. We intend to send the same message to the company in our upcoming rounds of talks.

This year, strike vote meetings will take place across the GTA from June 23 to June 27. The union has posted advanced notices of these meetings in each store, and we encourage all members to attend.

If we vote to authorize a strike, does this mean we are definitely going on strike?

No. Strike authorization from the members is required before a strike can commence. But that does not guarantee that a strike will happen. The strike authorization enables the Bargaining Committee to enter talks with the company in a strong position.

If I missed the meeting in my area, can I attend another nearby?

Yes. Meetings are open to all members in the Metro (New Dominion Stores) bargaining unit. When you arrive, be sure to sign in and indicate which store you work in.

Strike Vote Meetings

June 23 Orangeville – Royal Canadian Legion

7 John Street @ 10:00 a.m.

June 23 Newmarket – Holiday Inn Express & Suites

100 Pony Drive @ 2:00 p.m.

June 23 Toronto East – Ontario Federation of Labour

15 Gervais Drive @ 7:00 p.m.

June 24 Toronto West – Montecassino Place Suites & Hotel

3710 Chesswood Drive @ 7:00 p.m.

June 25 East York – Royal Canadian Legion

1240 Woodbine Avenue @ 7:00 p.m.

June 26 Brantford – Best Western Brant Park Inn

19 Holiday Drive @ 7:00 p.m.

June 27 Mississauga/Halton – Best Western Hotel Milton

161 Chisholm Drive @ 7:00 p.m.

When will members know the results of the vote?

Strike vote results will be available on Friday June 28. The union will post strike vote results, and other information, on the "Metro 2019 Negotiations" page of the Unifor Local 414 website (www.uniforlocal414.ca)



How do I stay informed?

Stay tuned for further membership updates, delivered to your store, over the coming weeks.

Visit the Local 414 website for other relevant info www.uniforlocal414.ca, and follow us on Facebook www.facebook.com/UniforLocal414 and Twitter [@UniforLocal414](https://twitter.com/UniforLocal414).

Members can also reach out anytime by emailing 414contact@uniforlocal414.ca or calling the Local, toll-free, at 1-866-875-0420.