

BARGAINING UPDATE



LEGAL AID

LOCAL 118 CHAPTER 019 - ALL STAFF

Fill out our important strike survey

Your negotiating team needs your help!

We met with the employer for two rounds of formal mediation in June and August. We have another round of mediation scheduled for October 9 and 10.

Legal Aid does not want us to have the raises we deserve. The only way they will listen is if they know we are serious—that we are willing to strike if necessary.

Check your email inbox for the link to our strike survey, which we sent on August 18. The **deadline** to complete it is **Wednesday, September 10**.

We need to know what's important to you. What you are willing to strike for. If we call a strike vote in the future, we would need a strong strike mandate (a majority voting YES) to show Legal Aid our determination and strength.

NOTE: This strike survey is NOT a formal strike vote. We will not call for a formal strike vote without knowing your priorities. A strike cannot happen unless the majority of us vote yes in a formal strike vote.

Here's our strike timeline

1. Informal strike mandate survey:

(WE ARE HERE!)

- The deadline to complete it is Wednesday, September 10.
- We want to know what matters to you and why you would strike.

2. Return to mediation:

- Happening on October 9 and 10.
- If we achieve a settlement, we will hold a ratification vote. A majority of us must vote yes to accept the new contract in order for it to take effect.
- If we do not achieve a settlement, mediation will end. After a 14-day "cooling off period," AUPE will apply for a formal strike vote.

3. Formal strike vote:

- Date TBD if required.
- Technically, we achieve a positive strike mandate if 50% plus 1 vote to strike. In reality, we need a much higher number to send a strong message to the employer. **At the GOA, AUPE members voted 90.1% in favour of a strike and got the government back to the table!**

4. Strike notice:

- If the majority vote yes in the strike vote, it approves strike action and we can legally serve a notice to strike within 72 hours. We can choose to wait for up to 120 days after the vote.
- This does not mean we will have to strike. A strong strike mandate is a tool we use to show the employer that their employees are united, strong, and paying attention.

If you have any questions or concerns, please contact a member of your negotiating team.

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