WHY ATU WORKERS NEED A HUGE NO VOTE

FREQUENTLY ASKED QUESTIONS

1. **Should We Accept This Deal?** No. The city rushed through negotiations, rushed through mediation, disregarded the mediators report advising parties to go back to the negotiating table and now forces a contract on us, expecting us to give up important, hard-won items like signups for nothing in return. This is not what we've been negotiating for.

   Your bargaining committee does not believe this is the best offer that can be achieved. If ATU workers vote this down by a huge majority, management will have no other option but to improve the offer. This is our best opportunity to finally tell management NO with one loud voice.

2. **Why are we voting?**

   The City of Edmonton applied to the Alberta Labour Relations Board to conduct a vote on its current offer. Section 69 allows them to do this once in a round of bargaining.

   We are voting on this because the City does not want to actually negotiate. They want to fast track this in the hopes members will take the bait.

3. **Why is the City of Edmonton doing this?**

   They're hoping to catch us napping. Everybody knows that the pandemic has put a huge financial stress on the City and people are not expecting a huge raise. By putting a morsel of money out there – 1% next year – they're hoping they can slip in some damaging take-aways like signups and tool allowance. And let's remember, inflation is running about 4% right now. 0% this year and 1% next year is offensive.

   Also, this an extremely divisive offer. It pits Operations against Maintenance and Security, hoping to divide and conquer. A new Council is coming in a few short weeks. Management wants to rush this through so they don't have a new council holding them

accountable for the failed bus network redesign, loitering by-law repeal, and other embarrassing gaffs. Not to mention deadlocked negotiations with the City's Unions.

4. **What are ATU workers asking for?**

   - Job protection.
   - A modest increase of 1.75% for this year and whatever the inflation rate is for next year.
   - Changes that would give us relief from our too-high LTD premiums
   - Wage adjustments for 3 job classes that would see our co-workers paid properly for the skills and credentials they bring to the job.
   - Protection for everybody if the Regionalization initiative moves forward
   - NO concessions. The wages and benefits we have now were hard-won for us by previous generations of the Union.

5. **What happens if we vote No?**

   We go back to the bargaining table and continue bargaining in good faith. We continue working hard to win the elections of new City Councillors who will reconsider the harsh mandate we've been fighting. And we get a contract that works for everybody.

6. **Does Voting No mean we will go on strike?**

   No. It means we can continue bargaining in good faith. A strike is a last resort and a way to leverage power to win improvements. But the civic election and a slate of pro ATU candidates will be elected on October 18th. They will demand management bargain fairly with ATU workers. Many of the top candidates have pledged their support for us and we will finally have allies on Council who will support our contract demands.

7. **What happens if we Vote Yes?**

   If we accept this deal, we will have missed our best opportunity to win real job security proposals in the last 10 years. We will validate the City's attempt to divide us. It will be devastating to our maintenance and security coworkers. It will damage our union solidarity for years to come.

   A yes vote would show that our membership is willing to take a non-negotiated contract, giving up many rights and privileges that were long fought for by unionized workers like you. A yes would mean the City can keep on contracting out our work like they did with the Bus-On-Demand work, the cleaners, security work, maintenance work. WHO'S NEXT?

8. **What's the strategy after a NO Vote?**

1. Vote down the latest offer; 2. Elect a pro-ATU council who have pledged to pressure management; 3. The Employer improves their offer; 4. We win a great contract.