



# Bargaining

## Vancouver Taxi Ltd. - Bargaining Update

**Tuesday, January 2, 2018**

**To: MoveUP Members at Vancouver Taxi Ltd. (aka: Central Taxi Dispatch)**

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### **Please Post at Worksite**

As you are aware, the Collective Agreement in place between the Union and the Employer (Vancouver Taxi) expired on June 30, 2016.

However, the Collective Agreement contains what is called a “continuing clause,” which means all terms and conditions of the collective agreement remain in force until a new agreement is successfully negotiated, signed and ratified by the parties to it.

We remain anxious to conclude bargaining on your behalf. After our initial bargaining surveys and membership meetings, we became aware of the distinct possibility of a pending merger between Vancouver Taxi and another cab company in the Lower Mainland. Over the summer months we were able to confirm these discussions were occurring without Union involvement from the Job Steward or the Union Representative for Vancouver Taxi.

This has had two affects:

1. It has precipitated a grievance filed by the Union for failing to consult with us on this matter. We can also pursue a complaint directly to the Labour Relations Board of British Columbia. The Employer is obliged to not only notify the Union of any such discussions, but to involve us **directly** regarding them. To date, this has not occurred.
2. It has stalled bargaining. If it is true the two companies will be merging, we would need to negotiate a *merger agreement* between the two Collective Agreements in force at each Cab Worksite. This is similar to collective bargaining, but involves reviewing **both** collective agreements in force and essentially negotiating the terms and conditions into a single collective agreement.

Given the permanent General Manager, was away during the time in question, we filed the grievance and saw little movement from the Employer regarding the status of the rumoured merger and/or collective agreement negotiations.

Over the Fall 2017, we have contacted the General Manager several times regarding these matters. While we have received a response, it has been only to put off this matter until late January 2018.

We share your concern about the status of the Collective Agreement and your working conditions; including achieving competitive and fair wage increases and benefits in a region as expensive as the Lower Mainland. Your

Job Steward, Bernie Stroh has been highly diligent at ensuring these matters remain on the radar for both Vancouver Taxi and MoveUP.

We are looking forward to meeting with your Employer very soon to receive substantive answers to both the outstanding grievances filed and the status of bargaining and merger discussions. We commit to keeping you up to date as we move forward.

In solidarity,

Your Bargaining Committee:

Bernie Stroh, Job Steward

Jude Morrison, Union Representative

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## MoveUP

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