

# **TEAM Information Sheet**

## **Termination of the Collective Agreement**

### **Termination Notice**

On April 20, 2016 MTS served notice that it will terminate our Collective Agreement on July 18<sup>th</sup> and may implement unilateral changes to the terms and conditions of employment.

### **What does this mean?**

If we do not have a revised Collective Agreement by July 18<sup>th</sup>, MTS can impose unilateral changes to the terms and conditions of our employment. For example, after four years of difficult negotiations, TELUS terminated the agreement of the Telecommunications Workers Union. TELUS then implemented a soft lockout which included:

- Suspension of wage progression increases;
- Suspension of personal days off;
- Suspension of increases in vacation entitlement;
- Cancellation of payment for first day of sickness;
- Suspension of grievance and arbitration activities.

### **Why would MTS threaten to terminate our Collective Agreement?**

MTS stated they have done this “to keep all of its options open”. It is a pressure tactic that may make members more fearful and more willing to accept a poor monetary offer and concessions.

### **Is terminating a Collective Agreement normal behaviour?**

Outside of MTS, no, as it is generally used as a tool of last resort, even after a strike or lockout has begun. However, for MTS, it is familiar behavior as they have made this threat against TEAM members in the past three rounds of negotiations.

### **Has MTS threatened to terminate IBEW or Unifor’s Collective Agreements?**

No, they have not. This tactic seems to be reserved exclusively for TEAM members.

### **How does this affect conciliation?**

It doesn’t affect the conciliation process. It does however put additional pressure on our negotiating committee and on members.

### **What is the earliest date we could be in strike/lockout position?**

Our current estimate is as of June 24, 2016 i.e. 60 days of conciliation plus a 21 day cooling off period. The Conciliator will advise us of the precise date. TEAM members would have to have voted to strike prior to any strike action taking place.