

# W.A.N.T.E Bulletin

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## COLLECTIVE BARGAINING UPDATE

The official ballots to vote to strike have been sent out through the mail. Please check your home mailboxes for an envelope that says W.A.N.T.E. strike vote 2021. The strike vote will be carried out by on-line voting only.

The purpose for this vote is to force the Division to come to the collective bargaining table with a fair offer that represents the value that all W.A.N.T.E. members bring to their work locations. The on-line vote will close at midnight, November 8, 2021. Instructions on how to complete your on-line vote are included with the ballot.

The official results from Avenue 4, the company hired to oversee the vote, will be posted on the W.A.N.T.E. website at [www.wante.org](http://www.wante.org), [Facebook.com/WANTEWPG](https://Facebook.com/WANTEWPG) as well as [Twitter@WANTEwpg](https://Twitter@WANTEwpg).

### WHY VOTE YES?

A strike is a bargaining strategy that unites our membership in a common purpose to force the Division to present our members with a contract that is more in line of the work we do within the Division and equal to what the other unions have already received.

### AFTER THE VOTE?

Our contract states that we must give the Division 10 days' notice before we call for strike action. A yes vote does not **require** us to go on strike if the Division comes to the collective bargaining unit with a fair offer. At that time, the contract offer from the Division would be presented to the membership for a ratification vote. If the offer is ratified **before** the strike deadline we would not go on strike.

### ARE STRIKERS STILL EMPLOYEES?

**Yes.** It is illegal for them to be terminated only because they are on strike. [Section 2(1)] of the Labour Relations Act.

### EMPLOYEES HAVE THE RIGHT TO GET THEIR JOBS BACK AFTER THEY HAVE GONE ON A LAWFUL STRIKE?

**Yes.** Where a strike or lockout ends with a collective agreement being concluded, striking workers are entitled to displace any replacement workers that were hired during the strike. The employer must reinstate the employees in accordance with the provisions of the collective agreement or any other agreement between the employer and the union. Where no collective agreement is concluded, striking workers will still be entitled to reinstatement, either in accordance with an agreement concluded between the employer and the union respecting reinstatement, or as work becomes available. Available work includes work performed by replacement workers hired during the strike. [Sections 12(1) to (3) and 13(1)] of the Labour Relations Act.

Bruce Zilkowsky  
Chair of the Collective Bargaining Committee



W.A.N.T.E.

*"Members Working for Members"*