

NEGOTIATIONS

UPDATE ON CONTRACT NEGOTIATIONS FOR UFCW LOCAL 401 MEMBERS



AVIS BARGAINING: Tentative deal reached

August 22, 2022, the Avis union bargaining committee reached a tentative deal with *Avis Car Incorporated* during mediation that the committee recommends.

**The vote and information meetings will be
Friday, September 16, 2022**

**There will be information meetings at 10 AM and 3 PM
Members will be able to vote anytime between 10 AM and 5 PM**

Key gains won in mediation are:

- A bump from 2.8% to 4% in year two of the deal and \$700 in various bonuses to all employees
- A \$300 bonus to all the approximately 100 employees which essentially represents a \$30,000 grievance settlement

Other highlights achieved include:

- Three-year term retroactive to April 30, 2022
- Significant increases to the start rates and 12-month rates between \$0.25/hour to \$2.00/hour
- Top-rate increases of 3% (year 1), 4% (year 2), and 3% (year 3)
- The start rate and 12-month increases are more than the year percent increase for many employees; therefore, these individuals will get the higher of the two rates
- Full retroactive pay
- \$200 lump sum for all employees at ratification, with another \$200 lump sum in 2023, in addition to the 4% increase for top-rate employees
- Additional \$300 lump sum for all employees at ratification to resolve the Union's Unfair Labour Practice complaint and grievance related to the company implementing higher start rates for new hires only, without the Union's consent
- Education and Training Fund contributions of \$1000 in each year of the deal
- Enshrinement of WCB advocacy in the Agreement
- We achieved better language regarding the submission of membership apps, employee information, and the collection of union dues.
- Improved union representation language (employees can no longer waive representation in discipline meetings)
- Better employee rights language
- An additional Statutory Holiday-National Day for Truth and Reconciliation

Your union bargaining committee achieved this because the membership rejected the company's previous "final offer" by 94% and the successful application of pressure by our litigation strategy through our grievance and unfair labour practice complaints.

Watch your emails as we will be sharing the Memorandum of Understanding in the coming days.

The committee anticipates that the members will accept the deal, and every employee must come out to vote. Don't let others make this vital decision without you!

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