

2006 UBA **Backgrounder** #2

For the latest updates call our hotline at : (604) 473-5444 (Lower Mainland) or 1-800-335-5665 (toll-free)

February 17, 2006

Trust Issues (You can't buy trust)

In a recent survey of nearly 3,000 community social services workers, over 65% said that they didn't trust the Community Social Services Employers' Association (CSSEA) and the employers to negotiate in good faith this time around. CSSEA and the employers say they don't understand this and seem shocked that community social services workers don't trust them. Are they really so surprised?

In fact, workers have very sound reasons for distrusting CSSEA, the employers and their masters - the BC government:

- CSSEA and employers lobbied the Liberal government to impose Bill 29, which cancelled our wage parity with the health care sector and removed our employment security.
- They withheld our wage equity money from 2002, tried to negotiate it away in 2004 and are now laying people off and cutting services to finally pay for it on this March 31.
- CSSEA and many employers failed to speak out against the Liberal government's drastic cuts to services for our communities and their attack on workers' rights. (Some did and kudos to them!)
- Some employers and the BC Association for Community Living (BCACL) actually voluntarily proposed and supported wage, benefit and service cuts.
- They attempted to lock us out and to have all our collective agreements declared void by the Labour Relations Board in 2003.
- They engaged in threats, intimidation and a misinformation campaign during the last round of negotiations and then bragged that the last concessionary negotiations were "a phenomenal success" for employers.
- The BC government has violated international labour standards nine times since 2001, repeatedly trashing workers' rights.
- They tabled 17 concessionary proposals in this round of negotiations that undermine many of the rights and protections we now have.

So, yes, we do have trust issues - for very good reasons.

Trust is earned. It is up to CSSEA and the employers to earn our lost trust. We hope they are up to it. The ball is now in their court. We need a collective agreement that is a "phenomenal success" for the people who actually do the work!

B.C. Government
and Service
Employees' Union

Canadian Union
of Public Employees

Hospital
Employees' Union

Health Sciences
Association of
British Columbia

United Food and
Commercial Workers
International Union

International Union
of Operating
Engineers

Construction and
Specialized Workers'
Union

United Steelworkers
of America

National Automobile,
Aerospace,
Transportation
and General Workers
Union of Canada
(CAW-Canada)

British Columbia
Nurses' Union

Canadian
Translators and
Interpreters Guild

Professional
Employees'
Association

Christian Labour
Association
of Canada

cep 467 cope 378

Community
Social
Services

Union
Bargaining
Association

www.respectbc.ca