

TO: All COPE 378 Members at Hertz

## Employer proposals calls for zero percent wage increases in first year and paves the way for more part-time workers

Your bargaining committee met for two full days this week to negotiate a new collective agreement for Hertz employees.

Based on the surveys completed by the membership, the Union made proposals that dealt with job security, wage increases, and benefits.

Hertz management brought forward concession proposals that gutted Article 17.15 – Special Protection for Full Time employees, paying 50 percent of the cost for your parking, paying for the cleaning of your uniforms, and allowing for the increased use of casual workers.

The employer's opening position was zero percent increases wage increases for both the first and second year of the contract. The Employer still proposes zero percent increases for every employee in the first year.

The Union argued employees deserved a raise in the first year because of the 2010 Olympics, the recent ICBC contract, the increase in Disney Cruise Ship traffic and the October 29, 2009 statement of Hertz Chairman Mark Frissora that "we feel pretty good about what happens in 2010 in worldwide car-rental revenue."

Hertz lead negotiator Jeff Nayda argued the impact of the Olympics, the ICBC deal and the increase Cruise Ship traffic in 2010 will be minimal and the comments of CEO Mark Frissora are simply "Wall Street spin". While the Union was successful in getting some of the employer proposals withdrawn, some remain which would reduce protection for employees at Hertz.

Hertz management refused to agree with any proposal brought forward by the Union and refused to move from their position. Both the Union and Hertz agree we have reached an impasse.

Your bargaining committee will be meeting over the coming days to discuss next steps.

While the current collective agreement expires at midnight on October 31, 2009, the current terms and conditions of the collective agreement remain in place until a new agreement between the Union and Hertz is ratified by the membership.

As always, if you hear something in the workplace about bargaining or have any questions at all, please contact your bargaining committee immediately to get the latest information.

In solidarity,

Your Bargaining Committee



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