



Canadian Office & Professional Employees Union, Local 378

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NATNL/BARG/08-0001

August 7, 2008

To: All COPE 378 Members at National Car Rental:

National Offers Tactics, not Talk – Membership Responds with 99% Strike Vote

Since the beginning of this round of bargaining the Employer has done everything they could do to delay constructive negotiations. They have resisted meeting the bargaining committee at every step and have not dedicated themselves to the bargaining process.

The Union served the Employer with notice to bargain on May 1, 2008. The bargaining committee has been available since that time to bargain. Since then the Employer has sat down with the Union for only one round of bargaining – July 15, 16 and 17.

During this brief round of bargaining the Employer was openly hostile to the Union and the process. They failed to respond to standard auto rental industry language, an obstructive move to successful negotiations. Clearly, this was yet another tactic to delay the bargaining process. The Union tried to set new bargaining dates within a timely framework and again the Employer stalled.

The Union conducted a strike vote on August 5, 2008. Nearly 75 % of the membership cast ballots and the result was an overwhelming 99 % in favour of a strike. The Union thanks you for your commitment and support. The result sends a clear message to the Employer that their delaying tactics will not be tolerated by the membership.

As many of you know, the Employer applied to the Labour Relations Board to have the strike vote thrown out. Their application to the Board rests on the basis that substantial negotiations have not occurred.

Obviously the Union disputes many of the claims made in the Employers application to the Board, and finds the application extremely self-serving. Regardless, the Union has decided not to fight this out at the Labour Relations Board. Rather than playing meaningless games with the Employer, we would prefer to get back to the bargaining table.

We are committed to getting you a good contract as soon as possible and therefore we have taken the following actions:

- The Union sent the Employer a letter on August 6, 2008 asking them to provide a written response by August 14, 2008 to wages and term.
- We have asked them to put in writing their verbal offer of 0%, 0%, and 0%.
- We have counter-proposed an opening offer of 6%, 6% and 6%.

Your bargaining committee will meet to discuss the required next steps. It is our hope that this will bring a speedy conclusion to a successful Collective Agreement.

Glen McInnes
Union Representative

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