

LABOUR BOARD DISMISSES APPLICATION – WE ARE READY TO NEGOTIATE!

On November 22nd, two security guards appeared at the Labour Relations Board with an application to revoke the bargaining rights of unionised Baccarat employees.

Before the hearing, Union lawyers and Union Representatives met with Baccarat employees to ask what they wanted. Baccarat employees, nervous about their future and anxious to get negotiations going signed their own petition for the Labour Board. It said:

“We, the undersigned employees of Baccarat Casino, object strongly to the efforts of the two security guards to undermine our Union. The petition that they submitted to the Labour Relations Board is corrupt. Security guards are very close to management. They are not like us. We support our union. There should be no vote. We feel as though their petition is based on management’s influence. Many people who signed it were scared, misinformed and intimidated. Security guards should not be included in our Union as they have too much power and control over us. There should be no vote because the workplace environment is poisoned and people’s true wishes cannot be expressed in this environment.”

But Union lawyers did not have to get to all the issues in the petition or outstanding issues at the hearing. We argued that our bargaining rights did not arise from the Labour Relations Code. We have always said that most of our rights flow from an arbitrator’s decision. **The Labour Board interpreted its laws and the security guards’ application was dismissed – they lost.**

To be clear, the union did not win on a technicality. Labour Law strongly recognises what the UFCW has done for Baccarat employees **wanting to improve their future.** **It is entirely fair and appropriate to have a vote on any contract negotiated.** From the very beginning we have consistently and continuously promised this.

There are still some other matters to be heard at the Labour Relations Board. But don’t be distracted. Our goal is to help Baccarat employees make their way through uncertain times ahead and to provide solid representation.

Congratulations to Baccarat employees who stood strong and would not wobble in their commitment to each other!



This message is brought to you by the Baccarat Employees Union Yes Committee and The United Food and Commercial Workers Canada Union, Local No. 401

