

# KNOW YOUR RIGHTS: LAST OFFER VOTES



## What is a “Last Offer Vote” and why should I be aware about it?

- In Ontario/British Columbia, before the beginning of a strike, an employer can request to the provincial government that a vote be taken by union members on the employer’s “last offer”.
- When an employer requests the use of a “Last Offer Vote”, tactic it is to pressure employees to accept an inadequate contract. It is intended to cause panic and workers get put at risk of getting stuck in a bad contract for years.
- Our job as the union bargaining committee is to negotiate the **best offer possible** for workers with the employer.
- When an employer uses a “last offer vote” tactic, they are deliberately bypassing your committee and are trying to divide workers to cause fear and confusion.

## What will happen if our employer sends workers a “Last Offer Vote?”

- An employer will send a notice to workers that contains information about their proposed offer. They will frame it as a fair and reasonable deal for a new contract.
- The provincial Ministry of Labour will notify the entire group of workers by an email to an online vote and ballot that will ask them to vote on the employer’s offer.
- You never have to accept a boss’ final offer – you can VOTE NO!
- A majority NO vote means your union bargaining committee can go back to bargaining to win a better contract.
- Then, if we are ready, WE CAN STRIKE!

**ANY LAST OFFER VOTE THAT COMES FROM THE EMPLOYER IS NOT ENDORSED BY YOUR BARGAINING COMMITTEE AND UNION**

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