

BARGAINING BULLETIN

CUPE Local 966 – Public Health – Public Works – Transhelp – Human Services

Dear Sisters and Brothers,

We would like to provide a brief update on the status of bargaining, and the plan to move forward. As you may know, your bargaining teams last met with the Employer in early March of this year. However, as a result of the COVID-19 Pandemic and subsequent restrictions to gatherings in public spaces and workplaces, negotiations were suspended.

At this time, and as the Province is moving through various stages of reopening, your bargaining teams have been formulating a plan to re-engage with the Employer in order to complete negotiations and finalize the renewed Collective Agreement. This plan may include utilizing virtual platforms and exchanging proposals electronically.

Further to this, due to the unique circumstances resulting from COVID-19 and the uncertainty as to when bargaining will reach a conclusion, the Region advised the Union they will be applying a 1.75% wage increase for the first two years of the yet to be renewed Collective Agreement. The Region further advised that this increase will take effect in accordance with the following schedule noted below. Applicable retroactivity will be calculated and applied in the months of October and November.

<u>Pay Deposit Date</u>	<u>Group</u>	<u>Comments (pay group)</u>
July 16, 2020	Public Works	Hourly (i.e., Hansen Group)
July 23, 2020	Human Services	Salary
July 30, 2020	Public Works / TransHelp	Hourly
August 6, 2020	Public Health	Salary

The question that you may have is, what are the implications from a bargaining and ratification perspective. It is important to understand that while this increase is being applied, it in no way prejudices the bargaining teams from negotiating an increase over and above the 1.75% for the period to which it applies. In other words, your bargaining teams have not agreed that this interim increase has closed further discussions for those first two years, and the Region has been advised of such. Additionally, it does not affect your ability, as members of the Union, to ratify the tentative agreement once bargaining has concluded. We understand that this has not previously occurred during rounds of negotiations, but it is not an unheard-of practice that has been applied by various other Employers with CUPE bargaining units.

In closing, it is important to know that your bargaining teams understand that, due to the unprecedented times we are all facing, a conclusion to negotiations remains uncertain which is frustrating. However, please be assured that they are doing everything they can to conclude discussions and present you with a tentative agreement. Your understanding is greatly appreciated, and we thank you for your patience.

Should you have any questions, please reach out to your respective Unit Vice President.

In Solidarity,

Your Local 966 Bargaining Committees

HOW CAN YOU HELP THE BARGAINING COMMITTEE?

Right now, you can help us by making sure we have your contact information. As bargaining progresses, we may need to reach you in order to make quick decisions and plan our next steps. The more people involved, the stronger position we put ourselves in to get the best deal possible.

Visit cupe966.com to sign up for updates.