



Dear member,

The Council of Administrative Professional Unions' met with the Employer and the Nova Scotia Labour Board yesterday to deal with our complaint against the Employer for not complying with the Essential Service legislation that requires we agree on an essential services plan.

The Labour Board concluded yesterday that the Council of Administrative Professional Unions' and Employers' dispute regarding Essential Services should fall under Section 9 of the Act which allows 30 days for the Board to settle the dispute. Section 7 of the Act also allows a mediation process to help the parties reach consensus. The Council has agreed to that process and a date has been set for August 21st. If that does not resolve the matter, the Board will hold a hearing in early September and will issue a decision after that date.

As you may recall, the dispute relates to the Employers' insistence on using Full Time Equivalents (FTEs), rather than an actual numbers of employees required in the sites.

The Employer also put forward a complaint to the Labour Board stating that the resolution of the Administrative Professional Essential service plan is premature as the other three bargaining unit plans have had more work completed. This argument, if founded by the Board, would further delay an essential service agreement for the Administrative Professional bargaining unit. The Council is prepared to argue that is not the case as the other bargaining units were successful in achieving collective agreements and hold no urgency at this time to finalize an essential service agreement.

The Unions will argue the parties need to focus on concluding an Administrative Professional essential services agreement now. It appears the Employer has no intention to return to the bargaining table therefor they must allow a legal path for the membership to exercise their legal right to take job action. The only way that can be accomplished is to properly negotiate an essential service plan.

The Council of Administrative Professional Unions will provide an update immediately following the August 21st mediation session.

We continue to try and keep updates coming. Radio ads are being broadcast this week and pins for your lab coats/clothing have been ordered. Please try and wear them to have maximum visibility within the sites. After the August 21st mediation session, we will supply another update as to it's outcome and the path foward.