



**Support Services Bargaining Unit
Update on Conciliation, Strike Vote**

Dear CUPE member,

After many dates at the bargaining table, your committee and employer agreed to file for conciliation in March. Our first date of conciliation was **Monday, April 14** and both parties met with an outside mediator as agreed to by the Nova Scotia Department of Labour, Skills and Immigration. We remain hopeful that an agreement can be reached through this process, and additional dates have been scheduled for **Monday, May 26 and Tuesday, May 27**.

There will be no additional dates scheduled after May 26 and 27.

This means either we reach a deal or prepare to strike.

The committee has been patient long enough and we understand all of your frustrations in concluding bargaining. As you may have seen this week, while your committee members were at the table, other union representatives have been reaching out to you in your workplace. We are updating our databases and need your personal email addresses and phone numbers to ensure we are prepared for a strike vote.

Given that during the most recent bargaining dates, your employers were still proposing concessions, threatening to contract out your work, and offering Support Services bargaining unit members less than all other health care workers, **we need to be prepared to take next steps to stand up for the contract you deserve.**

Essential services negotiations are still ongoing so when and if the time comes to strike – WE ARE READY. We have heard your voices loud and clear and will require your vote.

IMPORTANT: Since strike votes include every member of the bargaining unit—not just those who vote—it is critical that we have as many members participate as possible to receive a strong strike mandate.

Please keep an eye out for any materials with the same graphic as above, make sure you [update your phone and email information with us](#), and talk to your coworkers!

If we can't reach you, you won't be able to vote!

Voting will only be electronic, meaning by your email. We understand that this round of bargaining has been very slow and frustrating, and your committee continues to work extremely hard on your behalf to conclude the best possible collective agreement. **We know the hard work you all do every day and what issues are important to you – even if the employers and Houston government do not.** The committee is bringing those concerns to the bargaining table to represent you all.

If you have any questions or concerns about the bargaining process, please contact your Area VP.