



Support Services Bargaining Unit Unions Prepare for Strike Vote

Dear CUPE member,

From our last update, we informed you that we have begun the conciliation process as the next step in bargaining your new collective agreement. The committee met with the employers and a conciliation officer on Monday, April 14 with two additional and final days scheduled for Monday, May 26 and Tuesday, May 27.

There will be no additional dates scheduled for bargaining – either we reach a deal, or we begin strike votes.

As part of that preparation and to be legally in a strike position, essential services negotiations must be completed. Those numbers for the IWK have been successfully negotiated, meaning we are prepared to strike with that employer if we must. Agreed-to numbers means the numbers of workers inside working and providing essential services, compared to the numbers of members on the picket line. These numbers must balance providing life-saving services as well as exercising an effective strike, as per the legislation.

The essential services negotiations committee met for a final time on Friday, April 25 in an attempt to complete the numbers with NSH. While being approximately 85% complete, there were fundamental differences on some services and their numbers. The employer and unions were far apart on agreed to numbers in these services (laundry and housekeeping, for example, in certain zones).

As a result, the Council of Unions has filed an application with the Labour Board for assistance in completing these numbers. There will be a decision within thirty (30) days, thus the Council of Unions will also be in a legal strike position with NSH at the end of May.

We are optimistic a deal can be reached without job action BUT we also must be prepared. The committee cannot and will not accept anything less than what was offered to other groups because we know the important work you do every day in providing health care for Nova Scotians.

If we can't reach you, you won't be able to vote for a strike or a new collective agreement

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. Please make sure you see the posters and cards in your worksite, encourage your co workers to scan the QR code and register.

We need every voice to fight back.

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