



# NEGOTIATION REPORT 08

MARCH 28 2024

## Together, we are stronger.

As we approach the Easter weekend, your bargaining committee extends their warmest wishes to you and your loved ones. We're pleased to bring you the latest developments from this week's negotiation sessions for our new contract. Your bargaining committee has been hard at work, representing your interests and advancing our collective goals.

The negotiating team would like to remind all members that both the union's demands and the employer's demands, for this round of bargaining, can be found on the union's website. We encourage each of you to take a moment to review each side's proposals currently on the table, as it's essential for you to stay informed and engaged in this process. Although your bargaining committee remains focused on securing fair compensation and recognition for our unique working conditions, the strategy of first negotiating proposals that do not have a monetary impact continued this week. These demands, which are significantly more difficult to achieve, facing an employer that is generally happy with the status quo, need to be carefully argued with an interest-based approach. Having prioritized the current demands with all local presidents back in December, your bargaining committee is pleased to say that after three weeks of productive discussions, we're finally approaching the key priorities in the non-monetary demands and moving very close to negotiating demands that have a monetary impact.

As you know, having reviewed the employer's proposals for this round of bargaining, there are many which seek to add "employer discretion" into our contract. This week we successfully challenged and eliminated some of these demands that would have compromised the quality of our working conditions. This is due to the strength of our collective voice and the effectiveness of our negotiation strategies. While we eagerly await mobilization efforts to further strengthen our position, we remain pleased that progress continues to be made at a productive pace. Genuine and respectful discussions are taking place at the negotiation table, fostering an environment contributing to finding solutions.



The next week of negotiations from May 28th to 30th will be instrumental in addressing our priorities surrounding the disciplinary process and your bargaining committee has been informed that the employer may present a proposal on allowances and premiums. This proposal which has not yet been seen, will indeed be shared with members as we work to improve these important forms of compensation. As we navigate these critical stages of negotiation, your support and solidarity remain invaluable. Together, we will continue to press forward, ensuring that your voices are heard, and your rights are upheld.

Thank you for your consistent commitment to our collective cause. We look forward to updating you on further progress in the weeks to come.

**Proud. United. Strong.**

Your negotiation committee,

UCCO-SACC-CSN

