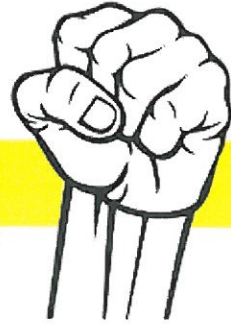


**BREAKING THE MANDATE - BARGAINING FORWARD**

**CUPE SCFP LOCAL 1190**

**METTONS FIN AU MANDAT - NÉGOCIATIONS VERS L'AVANT**



### NEGOTIATION UPDATE

**September 24, 2019**

As reported in the last update, the Union has received recommendations from a Conciliation Board on outstanding items at the Bargaining Table. The Conciliation Board issued recommendations on a portion of these items. The report is positive and includes a recommendation for a **12% wage increase over 4 years**.

Even with this report in hand, the provincial government is only offering **0.5% wage increases every 6 months for 4 years**, which is far less than what was recommended by the Conciliation Board.

Your Union is asking the government to reconsider its position on wages. The membership needs to be ready for collective action if the government is not willing to move on its wage proposal. That means, among other things, potential strike action. Be ready to vote for a potential strike in your area soon. More information will be provided in the coming weeks.

The Union intends to continue bargaining with the provincial government and hopes to avoid a strike. However, should the government not change its position, we will have no choice but to act. We believe the government should accept the Conciliation Board's recommendations. We are only asking for a fair contract.

Please continue to show your solidarity for your Union and your Negotiations Team. We will update you as soon as we have more information.

In Solidarity,  
Your CUPE 1190 Negotiations Team.

**BREAKING THE MANDATE - BARGAINING FORWARD**

**CUPE SCFP LOCAL 1190**

**METTONS FIN AU MANDAT - NÉGOCIATIONS VERS L'AVANT**



### NEGOTIATION UPDATE

**July 26<sup>th</sup>, 2019**

In our last negotiation update, we reported that a Conciliation Board heard arguments from both the Union and the Employer on outstanding items at the Bargaining Table. We also reported that following the hearing, the Board would issue a report with recommendations.

The Union has received the recommendations from the Board.

We are pleased to report that the Board mostly issued positive recommendations. In other words, the Board agreed with several arguments submitted by the Union and recommended that the Employer agree to key improvements to our collective agreement.

WHAT'S NEXT: Your bargaining team will review the recommendations from the Board and will report back to the membership with next steps moving forward.

Please continue to show your support for the bargaining team, as we are now in a crucial phase of negotiations. Wear your buttons and t-shirts. If you have any questions, please contact your Area VP or your sub-unit's Executive.

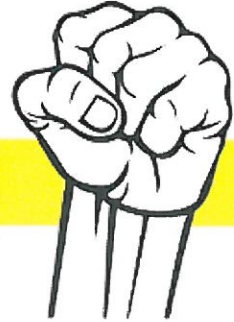
In Solidarity,

Your CUPE 1190 Negotiations Team.

**BREAKING THE MANDATE - BARGAINING FORWARD**

**CUPE SCFP LOCAL 1190**

**METTONS FIN AU MANDAT - NÉGOCIATIONS VERS L'AVANT**



### NEGOTIATION UPDATE

**June 27<sup>th</sup>, 2019**

In our last negotiation update, we reported that the Labour Board decided to appoint a Conciliation Board to hear the parties on the remaining issues at the Bargaining Table.

The Conciliation Board heard the arguments from the Employer and the Union on outstanding issues and will issue a report with recommendations. The report is not binding. We are happy to report that the hearing went well, and we expect to receive the report in the next month or so.

We are also pleased to report that after weeks of negotiations, essential services designations are now completed for every department. "Essential services" is work that is considered so important to the health, safety, or security of the public that workers who do it are not allowed to strike.

### WHAT'S NEXT:

We ask that all members continue to stay strong together and show your support for the bargaining team. Please wear your buttons and t-shirts. Employees are allowed to show support for the bargaining team by wearing the buttons. If you have issues with management contradicting this, please advise your shop steward or Area VP right away.

If you haven't done so already, please contact your Area VP or your sub-unit's Executive for more information on next steps. We will update you as soon as we have more information.

In Solidarity,

Your CUPE 1190 Negotiations Team.

**BREAKING THE MANDATE - BARGAINING FORWARD**

**CUPE SCFP LOCAL 1190**

**METTONS FIN AU MANDAT - NÉGOCIATIONS VERS L'AVANT**



### NEGOTIATION UPDATE

**March 1<sup>st</sup>, 2019**

In our last negotiation update, we reported that the Union met with the Employer for Conciliation back in November 2018. The Employer was not able to make any monetary offer and Conciliation failed.

To this day, the Employer still does not have a monetary mandate. The Union gave its monetary proposals back in March 2018.

The Union applied to have a deadlock declared by the Labour Board, which would have enabled the Union to call a strike vote. Instead of declaring a deadlock, the Labour Board decided to appoint a Conciliation Board.

The Conciliation Board is made up of three panellists. One nominee was appointed by CUPE 1190, the second nominee by Treasury Board, and the Chair is nominated by both nominees or appointed by the Labour Board if the nominees cannot agree. The Conciliation Board will hold a hearing at which both parties present their respective positions on the bargaining issues in dispute. After the hearing has been completed, the Conciliation Board will recommend solutions to the disputes. The Conciliation Board's report is not binding.

WHAT'S NEXT: Your bargaining team is preparing for the Conciliation Board's hearing. We ask that all members continue to stay strong together and show your support for the bargaining team. We will update you as soon as we have more information.

In Solidarity,

CUPE Local 1190 Negotiations team.



**MEMO**  
**NEGOTIATION UPDATE**

December 10, 2018

CUPE 1190 met for conciliation on November 14<sup>th</sup> and 15<sup>th</sup> with conciliator Rick Merrill. The employer told us they could not make any monetary offers as there was no government in place. We did deal with a couple of non-monetary issues over the 2 days. At the end of the 2 days we agreed to meet on December 4, 5 and 6<sup>th</sup> but only if they would be prepared to deal with the monetary issues. The conciliator informs us a few days before we were to meet that the employer was not going to be able to make any monetary offer so he was canceling the meetings.

As we reported to you previously, we gave the employer our monetary demands on March 29<sup>th</sup> and till this day they have not replied. We consider this bad faith bargaining and are working with CUPE legal counsel to possibly filing a complaint with the labour board. Also, we have informed the conciliator that we are done with conciliation and asked that he inform the labour board.

WHAT'S NEXT: We must now wait for word from the labour board to see if they declare a deadlock or order that we go to a conciliation board. Again, we ask that all members continue to stay strong together and show your support for the bargaining team. We will update you when we hear a decision from the labour board.

In closing we want to wish you and your families a Merry Christmas and a Happy New Year.

In Solidarity  
CUPE 1190 Negotiations team.



MEMO  
NEGOTIATION UPDATE

October 19, 2018

Your bargaining team had four days scheduled to meet in August. On the first day we were told by the employer and ask if they had a new mandate from government for wages and we were told that they did not have any new direction from government. This news left the team very frustrated as we had told the employer we expected a reply to our wage proposal and other monetary issues. We then told the employer that we would finish working on the issues that we had been working on but after that if the did not have anything new from government we would be done bargaining and would go back to the labour board. On the second day we came to an agreement on the issues we were working on and then we ended bargaining.

The Labour Board has now appointed a conciliator, Mr. Rick Merrill, and we have November 14<sup>th</sup> and 15<sup>th</sup> scheduled to meet with him and the employer. If we can't bargain an agreement at conciliation we will ask for a deadlock to be declared. The Labour Board can declare a deadlock or they can appoint a conciliation board.

Once we meet in November we will update you on the outcome and what will happen next. In the meantime, we ask all members to stay positive and wear your buttons supporting your bargaining team and continue to display your **BREAKING THE MANDATE** sign and send that message that **all CUPE locals are supporting each other to bargain fair wage increases for all.**

In Solidarity  
CUPE 1190 Negotiations team.



## MEMO

### NEGOTIATION UPDATE

July 17, 2018

The team met for bargaining on July 10<sup>th</sup> to the 13<sup>th</sup> 2018. This was a very tough round of bargaining as there was very little movement on the remaining non-monetary articles. The employer again came to the table without a mandate to negotiate any monetary articles. This has frustrated the negotiations team and we feel that the employer is again stalling the negotiations process but we will continue to push forward with the upcoming dates as agreed to with the labour board. The negotiations team will be setting up meetings throughout the province to update the members and to discuss the current situation. **We stress the importance of attending these meetings as important information will be discussed.** If you have any questions about the upcoming meetings please contact the CUPE 1190 office.

In Solidarity  
CUPE 1190 Negotiations team.

## MÉMO

### MISE À JOUR DES NÉGOCIATIONS

Le 17 juillet 2018

*L'équipe de négociation s'est réunie avec l'employeur du 10 au 13 juillet 2018. Ce fût une ronde de négociation très difficile car il y avait très peu de mouvement sur le reste des articles non-monétaires. L'employeur est revenu à la table sans mandat pour négocier des articles monétaires. Cela a frustré l'équipe de négociation et nous avons l'impression que l'employeur bloque à nouveau le processus de négociation, mais nous continuerons de faire avancer lors des dates à venir, comme convenu avec le Conseil des relations de travail. L'équipe de négociation organisera des réunions dans toute la province afin d'informer les membres et discuter de la situation actuelle. **Nous soulignons l'importance de participer à ces réunions, car des informations importantes y seront discutées.** Si vous avez des questions au sujet des prochaines réunions, veuillez communiquer avec le bureau du SCFP 1190.*

*En solidarité  
Le comité de négociation du SCFP 1190*



**MEMO**  
**NEGOTIATION UPDATE**

May 24, 2018

Your bargaining team met with the employer on May 15<sup>th</sup>, 16<sup>th</sup> and 17<sup>th</sup>. As it was reported after the last round of bargaining we had given a proposal of all outstanding issues including wage demands. It became very apparent they had no interest in concluding bargaining and reaching an agreement when on the first day we were told they were not prepared to reply to any monetary demands from the union. So in good faith we continued to bargain dealing with outstanding Operational language but we told the employer we were very disappointed that they had no intention of trying to reach an agreement and our next step would be to file for conciliation. Your team feels they are trying to stall bargaining and prolong the process and we told the employers team and to take this message back to government.

Our next step now is to file for conciliation and go through that process. If at the end of that we have not reached an agreement, we will be coming to you the membership to decide our next step and decide if we take job action. We ask that you stay strong and support the decisions of your team as they can not succeed without you.

We remain confident that a fair agreement can be reached but if not, we will need all CUPE 1190 members to be prepared to take whatever action necessary to reach a new agreement.

In Solidarity  
CUPE 1190 Negotiations team.



**MEMO – MÉMO**  
**NEGOTIATION UPDATE**

April 10, 2018

Your Negotiations team met with the employer for three days on March 27<sup>th</sup>, 28<sup>th</sup> and 29<sup>th</sup>, 2018. We dealt with many issues with some resolution. On the last day, the union presented the employer our offer on all outstanding issues including monetary issues. At our next meeting in May we hope to make progress to get closer to a deal or consider going to conciliation.

We meet again on May 15<sup>th</sup>, 16<sup>th</sup> & 17<sup>th</sup> and will send out an update after.

In Solidarity  
CUPE 1190 Negotiations team.

**MISE À JOUR DES NÉGOCIATIONS**

*Le 10 avril 2018*

*Votre Équipe de négociation a rencontré l'employeur pendant trois jours les 27, 28 et 29 mars 2018. Nous avons abordé de nombreuses questions avec quelques résolutions. Le dernier jour, le syndicat a présenté leur offre à l'employeur sur toutes les questions en suspens, y compris les questions monétaires. Lors de notre prochaine réunion en mai, nous espérons faire du progrès pour nous rapprocher d'un accord ou envisager d'aller à la conciliation.*

*La prochaine partie de négociations est planifiée pour les 15, 16 et 17 mai 2018. Une mise à jour vous sera envoyée.*

*En solidarité  
Le comité de négociation du SCFP 1190*



## **MEMO – MÉMO**

### **NEGOTIATION UPDATE**

March 6<sup>th</sup>, 2018

The team met for bargaining on February 27<sup>th</sup>, 28<sup>th</sup> and March 1<sup>st</sup>, 2018. There were some small gains that we achieved and the employer did withdraw some of their proposals. We have also put the employer on notice that if we are not close to an agreement in the next 2 or 3 months then we will file for conciliation.

We meet again on March 27<sup>th</sup>, 28<sup>th</sup> and 29<sup>th</sup> and will send out an update after in early April.

In Solidarity  
CUPE 1190 Negotiations team.

### **MISE À JOUR DES NÉGOCIATIONS**

*Le 6 mars 2018*

*L'équipe de négociation s'est rencontrée les 27, 28 février et le 1<sup>er</sup> mars 2018. Nous avons eu quelques petites victoires et l'employeur a retiré quelques propositions. L'employeur a été avisé que si nous ne sommes pas près d'un accord dans les 2 ou 3 prochains mois, nous ferons une demande de conciliation.*

*La prochaine partie de négociations est planifiée pour les 27, 28 et 29 mars 2018. Une mise à jour vous sera envoyée au début avril.*

*En solidarité  
Le comité de négociation du SCFP 1190*



**MEMO – MÉMO**  
**NEGOTIATION UPDATE**

February 7, 2018

The Bargaining team met January 30, 31 and February 1<sup>st</sup> 2018 in Fredericton with the employer. This was the first time we met since exchanging proposals late November. It was a productive 3 days as we signed off on several housekeeping issues and some of our proposed wording changes.

Our next round of bargaining is scheduled for February 27, 28 and March 1<sup>st</sup>, 2018. We have a number of important issues to deal with next round and our goal is to finish bargaining by this fall so we will not let process drag on like last time.

In Solidarity  
CUPE 1190 Negotiations team.

**MISE À JOUR DES NÉGOCIATIONS**

*Le 7 février 2018*

*L'équipe de négociation c'est rencontré les 30, 31 janvier et le 1<sup>er</sup> février 2018. Ceci était la première rencontre depuis l'échange de propositions en novembre dernier. Ce fut trois jours très productifs, nous avons approuvé plusieurs articles mineurs et des changements de rédaction de texte.*

*La prochaine partie de négociations est planifiée pour les 27, 28 février et le 1<sup>er</sup> mars 2018. Nous avons un grand nombre de problèmes à regarder et c'est notre but de terminer les négociations d'ici l'automne donc nous n'allons pas laisser le processus se prolonger comme la dernière fois.*

En solidarité  
Le comité de négociation du SCFP 1190