



GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

July 31, 2023

Dear Brothers and Sisters,

Since the last update we have the following to report:

On July 11th and 12th, your Bargaining Committee met with the Employer at the Labour Relations Board (LRB). Unfortunately, neither of these days resulted in a fair and reasonable deal for our membership; the Employer continues to refuse to withdraw its demand that our members accept concessions that would impact their financial compensation and existing benefits under our Collective Agreement. While the option to continue bargaining remains, the Union's focus has since been on establishing the Essential Service Designation (ESD) levels as required by law before proceeding to a strike vote and any subsequent job action. The ESD process, overseen by the LRB, establishes the base level of service that the bargaining units – both the Teamsters & GVRDEU – must provide to the Employer to maintain the safety and well-being of the public.

On July 24th & 25th, all parties involved and their respective legal counsel met at the LRB. At the conclusion of these sessions the Employer and GVRDEU had tentatively agreed to some but not all positions of essential service levels requested by the Employer. The contested positions will be adjudicated through a process at the LRB where after hearing arguments from both bargaining units, the LRB will rule on the essential services that the Union must provide.

With negotiations for a contract renewal approaching a stalemate, your Bargaining Committee is currently working on the ESD process while continuing to make proposals on dates to continue bargaining with the Employer. At present there are tentative bargaining dates set for the August 14th & 15th.

With regard to a strike vote, the Union can take a strike vote at any time. However, job action of any sort cannot legally be undertaken until the ESD levels have been established. The Union's position has always been that when the Bargaining Committee calls for a strike vote, it is a vote to show the Employer that you support your bargaining team and the proposals that we have brought forward to the Employer.

An overwhelming 'YES' on the vote will signal to the Employer that they need to work with the Bargaining Committee to make improvements to the Collective Agreement so that our members and their families can continue to work and live in one of Canada's costliest regions.

The Union Executive and Bargaining Committee will strive to inform and update membership wherever possible while continuing to bargain with integrity and in good faith. Be assured that you will be notified in advance of any call to hold a strike vote. Please stay tuned and thank you for your continued support and patience.

Yours in Solidarity,

The GVRDEU Bargaining Committee