



## GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

August 16, 2023

Dear Brothers and Sisters,

### **Re: GVRDEU SPECIAL MEETING - STRIKE VOTE AUGUST 23, 2023**

As the Membership is aware, the Bargaining Committee has been working for over 18 months to get a renewed collective agreement. We have met with the Employer 28 times over this period, including with the assistance of a mediator from the Labor Relations Board. When negotiations had stalled in June, a decision was made by the Committee to seek an Essential Service Designation Application in preparation for a possible strike action. Since the essential service process was initiated, we have had ongoing bargaining sessions with the Employer attempting to reach a deal. Regrettably, bargaining talks have stalled once again. We are currently at an impasse with the Employer as they refuse to withdraw significant concessions (see below) or accept our modest proposals for improved wages and benefits.

#### **Concessions Employer is Seeking:**

- The Union to withdraw its right exercise the MeToo Clause (with CUPE Local 1004 - Clause 11.01)
- Expand hours of work.
- Call-Out language change.
- Modifying the Short-Term Illness and Injury Plan which in turn negatively impacts our ability to attain long term disability.
- Eliminating Pacific Blue Cross as our sole extended health care provider.
- Changes to the Grievance Procedure process.

#### **Union's requests include:**

- Improvements to Clause 5.06, when job descriptions are modified/amended.
- Fair compensation for numerous undervalued classifications.
- Extended Health Care Plan improvements comparable to other Regional Groups.



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To move the bargaining process forward, the Bargaining Committee is seeking a strong strike mandate by holding a strike vote. This will demonstrate to the Employer that our membership is seeking fair and moderate improvements to our Collective Agreement and is unwilling to accept concessions in the current economic climate. A successful strike vote will allow the Union to begin formal job action.

This strike vote will take place on the following date and location.

#### **Wednesday, August 23rd, 2023**

Polling will be open from **8:00 am to 8:00 pm.**

#### **GVRDEU Union Hall**

#27-8980 Fraserwood Court

Burnaby, BC

Members of the Bargaining Committee will be available at the Union Hall through the course of the day to discuss the issues at hand and answer any questions.

After the polling closes, ballots will be counted that evening and the results will be made available to the membership the following day.

In Solidarity,

Your GVRDEU Bargaining Committee