



GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES' UNION

September 21st, 2023

Dear Brothers and Sisters,

As you are aware, following the most recent talks at the bargaining table on September 13th and 14th, the GVRDEU Bargaining Committee was unable to reach a deal with a satisfactory wage & benefits improvement package.

We were anticipating the Employer would have recognized the clear signal that our membership sent on August 23rd with a 97.2% strike mandate. Concessions remain unacceptable in the pursuit of a satisfactory deal as other settlements are reached in the region.

The Employer has not moved from its position on:

- Preventing the Union from applying its ability to exercise Clause 11.01 (Me-Too) for fair wage protection.
- Amending the Hours of Work in Clause 2.01(a).

These protections have been bargained by the Union and are entrenched into the collective agreement. They are not to be discarded despite Metro Vancouver's current management team not agreeing with the collective agreement they inherited and are bound to follow.

We continue to focus our efforts on finalizing the essential services process, as is legally required before any job action can be undertaken. Our legal counsel is working to see that the designations are completed as soon as possible.

After careful consideration, we have informed the Labour Relations Board mediator of our request for him to report out from mediation. The Union also exercised its right and issued a 72-hour in advance strike notice to the Employer and filed it with the Board.

When at least 72 hours have passed and the Essential Services Order is finalized, the Union will be able to legally strike when necessary to attain a fair and equitable offer. The earliest the Union anticipates concluding ESD is next Wednesday, September 27th.

We will inform the membership of any news as it becomes available. Thank you for your continued support through this particularly difficult and challenging bargaining process.

In Solidarity,

Your GVRDEU Bargaining Committee