

Bargaining Bulletin #2 – Ongoing Conversation

The union and the employer met twice during the week of December 1 and exchanged a series of proposed changes to our Collective Agreement. At this time, only non-monetary proposals are being considered, with discussions specific to wages and benefits to come later. The union has proposed language related to work scheduling, job security, technological change/AI, and hybrid work arrangements, as well as other specific topics. Neither party has responded to initial proposals yet but we have had brief exchanges for clarity. We are planning to schedule drop-on information sessions later in December (tentatively the 18th and 23rd) to allow members to ask questions of the bargaining team directly. Discussions with the employer are expected to resume in January. Further information will be provided as it becomes available.

The following priorities were identified in our bargaining survey, in order of the number of responses received on each topic:

Priority
Wages (including premiums in-lieu of etc.)
Benefits (sick time, mental health days etc.)
Job security
Addressing workloads
Enhanced psychological support and counseling services
Improved staffing ratio
Accommodation
Clearer policies and stronger consequences for violent behavior
Improved physical security (e.g., security systems)
Better reporting systems for violence incidents
More comprehensive violence prevention training
AI specific language

In solidarity,

Your bargaining team

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