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November 23, 2015

To: Local 1867 Membership

RE: Bargaining update

Dear Sisters and Brothers,

Please be advised that on Friday November 13th your bargaining committee declared an impasse with TIR and the Public Service Commission. Our efforts to make significant improvements to your collective agreement were met with frustration and incredible resistance to any real or meaningful change.

After 12 months and 26 bargaining dates we are sorry to report that no real progress has been made. We have made attempts to make improvements to Job postings, Training, Hours of Work, Overtime, Job Security and Contracting Out. The Employer could never reach consensus on any of these Articles to the point where the parties could sign off on meaningful change. Some clauses have been agreed but none of the agreed issues could be deemed significant so far as improving the collective agreement.

The Employer tabled a Monetary package which said **no to every monetary proposal put forward by the Union.** As well they want to freeze the Long Service Award for those currently entitle to it and eliminate it for all new Employees. This is a **concession of epic proportions.** The Employer also wants to eliminate the 41 pieces of gear Memorandum to allow the Department unfettered access to contract out as much Winter Work as they see fit. **Another huge concession!!!**

As well they have tabled Economic increases of 0% November 1st, 2014, 0% November 1st, 2015, 0% November 1st, 2016, 1% November 1st 2017 and finally 1% November 1st, 2018. This would be a 2% wage increase over five years. It would not come close to even covering the cost of living increases and put our members in more financial hardship than they already are in. This is grossly insulting to the membership of Local 1867.

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Your Bargaining Team were left no choice but to move negotiations to the next step to try and beat back this insulting and unfair government mandate.

To make matters worse the NSGEU and the Teachers have accepted tentative agreements that they are recommending to their members which are not much better than the offer made to us and contain the Long Service Award concession. This will make our job of breaking this Mandate more challenging for certain. **Your committee have demonstrated professionalism and patience throughout this process. Please continue to support them and help us send a message to this Employer that what they have offered is simply not good enough!!!!**

Yours Truly,



Peter Baxter
NS Highways Coordinator