



Canadian Union of Public Employees
Syndicat canadien de la fonction publique

Nova Scotia Highway Workers Union Local 1867

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April 30, 2025

Dear Members,

RE: CUPE Local 1867 Membership - Bargaining Update - Tentative Agreement

We are pleased to announce that on April 29, 2025 the parties reached a Tentative Agreement.

Some highlights are: three-year agreement with economic increases totaling 7%, additional varied wage increases, "market adjustments" for all classifications, some language improvements including year round employment and scheduled time off for Winter Equipment Operators.

Next steps will be as per CUPE Local 1867 bylaws, specifically article 11.02 and 11.03, please see details below;

"11.02 Contract Settlements - when the Union contract has been tentatively settled by the Negotiating Committee, the following procedure will take place:

- 1) Notice must be received by all Unit Presidents and other Executive Officers for an Executive Board meeting to be held at a time designated by the Committee. At this meeting the tentative contract will be explained to the Board.***
- 2) Unit meetings will be called following the meeting of the Executive Board.***
- 3) At each meeting, the tentative contract will be explained.***
- 4) An information package and postage paid ballot will be mailed to each member. The vote shall be conducted by a mail-in vote, with specific timeframe set by the Negotiating Committee.***

11.03 Ratification of Agreement - All ballot's will be delivered by regular mail to the Local's office, where ballots shall be date stamped and stored unopened in a locked cabinet until counted by the Local's Trustees and a Representative of the Canadian Union of Public Employees. A majority of "50% plus 1" of the non-spoiled ballots cast will be required for ratification of the agreement."

I wish to thank everyone for their patience during this process and your continued support for your Bargaining Committee, Sharon Hubley, Shane Lowe, Gregg Morrison, David Drinovz.

In Solidarity,

Steve Joy

CUPE Local 1867 Provincial President and Bargaining Committee Chairperson

