

Potential Public Service Disruption

Following the Parties' inability to reach agreement, the CUPE National Rep has delivered to the ACRD 72 hour strike notice that came into effect on the morning of Monday, June 10, 2019. At this time, the Union has stated that it will limit its job action to an overtime ban.

An overtime ban is thought to have minimal effect on the essential services such as water, fire and the airports but will have an impact on evening meetings and afterhours work such as Public Hearings and possibly some building inspections. The ACRD's ability to process certain applications will also be affected.

Collective Bargaining Status

The bargaining committees from both the ACRD and the Union have met several times and have made significant progress in improving the Collective Agreement with suggestions from both sides. That said, the two committees have not reached agreement on all points.

CUPE would like hiring preference given to people who have worked as casual employees on an irregular or intermittent basis while the ACRD thinks the taxpayers are best served by the current practice of hiring the best person for the job through an open and competitive process. It is worth noting that people who have worked as casuals often *are* the best candidates, which happened at least twice last year

The existing seniority rights of Unionized Regular and Part-time ACRD employees under the collective agreement including rights for job postings are not at issue.

CUPE represents approximately 24 people employed by the ACRD as full time or part time employees or periodically as temporary or casual workers.

The ACRD is extremely proud of the excellent public service provided by all of its employees.

The Parties are currently identifying dates to meet for further bargaining.