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November 4, 2022

Dear Members;

**Re: Bargaining Update**

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Today, November 4<sup>th</sup>, marks another four days that your Negotiations Committee has spent at the table with HEABC. To date we have had a total of 13 days of bargaining, and unfortunately, we can report very little progress has been made.

The union has submitted a lean but comprehensive package that addresses all our key issues and priorities, but to date we have not seen any significant engagement or proposals from the employer on key issues such as wages, benefits, SOC, service delivery, Mental Health and Wellness, and supervision. We share our member's frustration as we wait on the employer's less than timely turn-around of proposals we have presented at the table. Many items we have put forward, HEABC has reported are being taken back for costing, and we are unable to move forward until this has been completed. We can report that we have agreed in principle to 16 proposals between the parties. The Employer has come back with 4 rejections and 4 counters. As well, the Employer is sitting on several non-monetary proposals without a counter, agreement, or a rejection. With this being said, the Union has been applying pressure on both the HEABC, Employer's team, and the Government to come back with meaningful responses and the urgency needed to get a deal completed as soon as possible.

Moving forward, both parties have committed to meeting November 14-17, 21-25, December 5-9, and 12-16 in various locations in the lower mainland. We will continue to keep the membership updated with any new information we can share.

In solidarity,

Your Negotiations Committee  
CUPE Local 873

/sd/MoveUp