

April 6, 2022

## Bargaining Update #1

Firstly, on behalf of your newly elected Bargaining Committee, we would like to express our thanks for your support and belief in us to fight for you to get a collective agreement that respects you, your work and your families!

The Committee has been able to meet several days over Zoom to begin some bargaining training while you had the opportunity to tell us what workplace issues are really important to you via the Bargaining Survey, which was open until March 25<sup>th</sup>.

Last week, we started going over the survey results and are using them to develop our package to take to the table. Your feedback and active participation throughout the bargaining process will be very impactful as we work to achieve the most effective agreement for you.

The results of the survey articulated many of the struggles and challenges you face in your work, and the large gap between the efforts you put in to your job versus how you are treated and compensated by ADT by Telus. Your responses have helped us to identify our top priorities for bargaining, and also helped us begin to plan some of the strategies that we may employ as we progress thru the bargaining process.

The employer's committee will be led by Sara Malkin - a labour lawyer based in Vancouver, Sarah-Jane Green and Danielle Augaitis from Telus Labour Relations, and Caroline Kaspo, Sophie Gravel and Ali Kammouni from ADT by Telus's management team.

Our first meeting with the employer's committee is scheduled for April 8<sup>th</sup> for an introductory meeting and to formalize some ground rules. We then intend to start to build a framework for the agreement. As is typical with bargaining, we will be working to come to agreements on non-monetary items before we move to the monetary. We will be sending information to you throughout this process in a few different ways including hotlines like this, and text messages.

We have also been setting up communication networks for two-way communication to keep you informed throughout the bargaining process, as well as for some possible campaigns that we will roll-out as we demonstrate our solidarity to the employer. If you are interested in taking a more active role in communications with your coworkers, please reach out to one of us and let us know!

We know that we are strongest when we stand united. The bargaining team is very proud to do this work for you. We shall rise to the challenge, with your support and solidarity, to take on ADT by Telus to achieve a contract that reflects the respect and compensation that you deserve!



# ADT by Telus Bargaining Update #1

Thank you again for your trust and solidarity as we work to improve your working lives! We are In It Together!

In Solidarity,  
Your Bargaining Committee  
Isabelle Chayer  
Blama Kanneh  
Helen Young  
Steve Durrell, Local Union Representative  
Steve McWhirter, Local Union Representative

#InItTogether