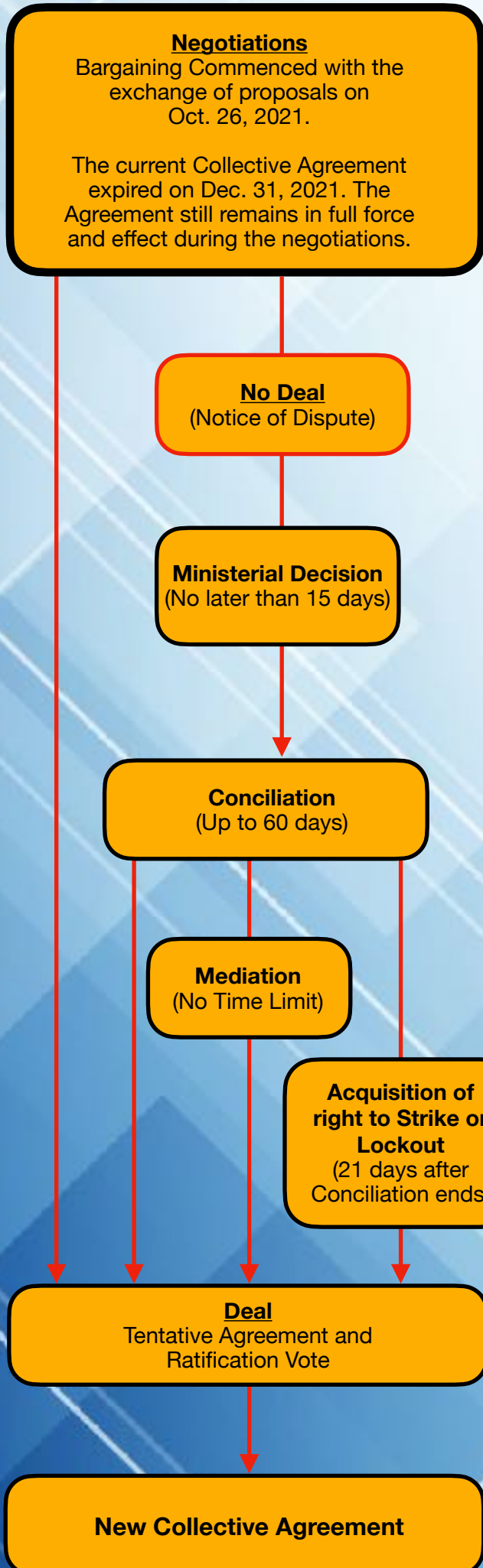


# The Path to a Collective Agreement

As USW 1944 continues bargaining with Telus, your Bargaining Committee wanted to give a more detailed look at what the path to a Collective Agreement looks like.

Bargaining updates can be found at: [usw1944.ca/telus](http://usw1944.ca/telus)



Proposals were exchanged, and we met with the Company virtually. We began meeting with the Company, in-person, the week of September 12, 2022.

**Our demands are clear: Job Security and Improved Compensation.**

## **WE ARE HERE**

While we have endeavoured to reach a deal with the Company, we have not come to an agreement and have sent a “Notice of Dispute” to the Federal Government.

After no later than 15 days, the Minister of Labour shall make a decision on whether or not to appoint a “Conciliation Officer”, “Conciliation Commissioner”, or “Conciliation Board” (the differences are outlined in the Canada Labour Code).

Regardless of the decision, the Conciliation Process will take 60 days, which may or may not lead to a deal.

If the Conciliation process ends without a deal, the Company and Union go into Mediation. While there is no time limit to Mediation, in 21 days the parties acquire the right to Strike or Lockout.

The Company cannot exercise the right to lockout until 72 hours notice is given.

The Union cannot exercise the right to strike until a strike vote is taken, and 72-hours notice is given.

When we reach a Tentative Agreement, it will be presented to the members, who will vote on the proposed agreement.

**YOU decide if there’s a deal.**

If the Tentative Agreement is rejected, the negotiation process will resume.