

March 2, 2021

Shaw Abbotsford Bargaining Update #11

The bargaining committee is coming to Abbotsford next Monday, March 8, 2021, immediately at the end of the business day to inform you and to demonstrate to you, the members, that we are working hard for you. Your input and participation is at the forefront of this process. This process doesn't work without you, we are your bargaining team and are your voice at the table. It is imperative that we are in lockstep as we navigate the road ahead.

- As a federally regulated industry, once bargaining to renew a collective agreement begins, the existing agreement remains in full force and effect until either a new agreement is ratified, or until a labour dispute occurs. Bargaining begins when one of the parties notifies the other of their intent to bargain. This happened last year when the Union served notice.
- The parties had scheduled dates already laid down to meet to bargain, however it was mutually agreed to temporarily postpone due to the pandemic. Both parties then agreed to meet virtually and bargaining began in September 2020.
- It became very evident on Day 1 that the company was seeking to take from the Abbotsford group what they could not take from the Vancouver and Surrey groups. They have been focused on decreasing benefits and ensuring that you would fall further behind your counterparts across the Lower Mainland.
- After 14 days of bargaining where the Union is actively working hard for you and is demanding a fair and respectful agreement, the Company chose to file for Conciliation. Shaw is adamant that they want to eliminate the benefits that you and your families so desperately need, especially in a pandemic.
- The minister appointed a conciliator from the Federal Mediation and Conciliation Services branch to be a conciliator between the parties. Conciliation is a 60-day process and upon mutual request, can be extended. The clock for Conciliation ran out on February 22, 2021. We are now in a mandated 21-day Cooling-Off Period, which expires on March 15, 2021, at midnight.
- We have met in Conciliation for four days and have one more day scheduled on March 5, 2021. The Company's attitude has not changed. It should be abundantly clear by now that the Management at Shaw does not care about you or your families.

What the Union is asking for is not a hardship for this billion-dollar company, in fact quite the opposite. They are instead insisting on holding where you live against you, and paying you less than your peers.

It is heartening to have seen the Solidarity the Abbotsford membership, the Local Union and the District Leaders have shown throughout this round of bargaining. WE are not done. Your bargaining team is continuing to tell Shaw we are not interested in concessions.

We would like to have you in attendance at our next meeting on March 8, 2021. To discuss the next steps in the bargaining process. **It is extremely important for you to be there!**

We are all in this together, see you there.

#NoFear

