



Bargaining Update

CITY OF
EDMONTON

November 28, 2023

Mediation dates have been set for December 5 and 6, 2023. The parties have also agreed to hold December 13th just in case we need an extra day with the Mediator. Please wear red on these days to show support for your Bargaining Committee.

Our committee remains hopeful that we will be able to reach an agreement with the City through mediation – a negotiated settlement has always been and remains our goal. However, we need to be mindful that a strike or lockout is a possibility, so we are in the process of putting together a Strike Committee and we recently completed two sessions of Strike Captain Training.

We are also aware that City Administration is making preparations in case of a work stoppage. This is expected, given we are in the late stages of bargaining. We do not believe this means that they are unwilling to negotiate. In fact, we've heard that they also prefer to achieve a negotiated settlement and are hopeful the Mediator will be able to assist.

We've had a number of members reach out about the timing of a possible strike, given the holidays are just around the corner. If mediation were to fail, the parties are required to serve a 14-day cooling-off period. Using the held mediation date of December 13th, the cooling-off period would come to an end on December 27th. After that, the Union can request a supervised strike vote, which would be conducted by the Alberta Labour Relations Board. It is an in-person vote by ballot and it can take time for the Board to make the arrangements. If a vote is required, a realistic expectation for a vote would be sometime in January. If our members vote in favour of a strike, we would then have up to 120 calendar days to begin strike action, after providing the Employer with 72 hours' notice.

We've also had members reach out to suggest ideal times to conduct a strike, based on their peak busy periods. We appreciate the suggestions but would like to note that each work area has peak periods and the work that our members do cover all these peak periods throughout the year. There are also positions that are crucial throughout the year (e.g. Payroll, IT, Police Communications/911). There will be significant impact to the City no matter what time of the year a strike happens. We recognize that winter is not the ideal time to strike due to the weather, but plans can be made to rotate members on and off the picket lines to allow for people to warm up.

Please remember that our goal continues to be a negotiated settlement. Strike action is not our desired outcome.

In Solidarity,
Pierre Blanchette, Tracy Foran, Jared Cutting, Joe Childs, Amanda Pickett



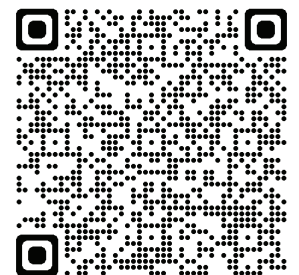
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