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Bargaining Update

CSU 52 / EPCOR Collective Bargaining

Issued October 13, 2021

This information is intended for CSU 52 members and for Managers who oversee unionized staff falling within the CSU 52 Bargaining Unit. This update has been jointly issued by the Company and the Union. The purpose of this communication is to provide an update on the progress of negotiations.

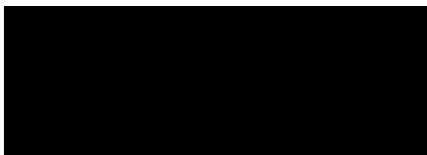
The parties have met for collective bargaining on September 15 & 16, September 22 & 23 and most recently on October 6 & 7. The parties have discussed non-monetary items and have reached agreement on a number of items. The discussion has now turned towards monetary proposals. There was constructive discussion and the parties found shared interest on a number of items.

Our next meeting dates are scheduled for October 26 & 27, 2021. At these sessions we will continue discussions on monetary proposals. Additional updates will be provided as negotiations progress.

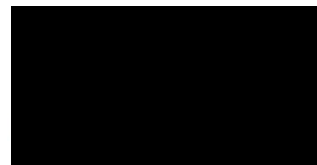
We have an agreement that the content of negotiations will be held in confidence until a Memorandum of Agreement is reached. Collective bargaining is a sensitive process and when dialogue occurs away from the bargaining table it can jeopardize the success of negotiations. To ensure consistency of the information shared we will be issuing regular updates.

Please respect this by NOT asking your bargaining team members about collective bargaining.

The two bargaining teams are committed to achieving a settlement that reflects the interests of both parties. We will advise you when a Memorandum of Agreement has been achieved.



Joe Childs
Union Lead Spokesperson
Director of Labour Relations
Civic Service Union 52



Aaron Miller
Company Lead Spokesperson
Senior Manager, Labour Relations
EPCOR Utilities Inc.