

Regina Transition House Bargaining Unit

February 26, 2007

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Your negotiating committee is gravely concerned about the current state of bargaining with the board of Regina Transition House. At the time of this report, the Employer does not appear to have a negotiating committee in place, and the Union has been unable to obtain information about the status of bargaining.

Negotiations with the Employer to revise the Collective Agreement – which expired March 31, 2005 – commenced on December 15, 2006. This start date was delayed by both parties for a series of reasons.

At our first meeting with the Employer's representatives we presented a Letter of Understanding relating to wages. This Letter was intended to resolve the issues of the government mandated wage increases as follows:

- 1% effective April 1, 2005
- 2% effective November 1, 2005
- 3% effective April 1, 2006.

We believed this proposal was appropriate, as it would eliminate a liability on the Employer's books. This is money directed for a specific purpose that they are holding on the books. It is past money owed to you, the workers, and it should be paid as soon as possible.

The Employer's representatives, for a variety of reasons, did not present this proposal to the Board of Directors until February 13, 2007.

Immediately following this meeting, the Employer's negotiating committee, Patricia Fleming and Jan Cowie, resigned from the Board. President Janine Jakeman also resigned. Attempts by the Union to obtain information regarding the status of bargaining, particularly this table letter, have been fruitless. The designated Board contact person, Kathleen Peterson, has refused to speak with us. No new Board representatives have been chosen and there is no indication of when they will choose new representatives to meet with us.

A letter was mailed to all Board members asking that they choose their new representatives immediately and that they return to the bargaining table on March 15. We feel this deadline is completely reasonable.

A copy of the letter is attached to this report. If the Employer fails to meet this deadline, we will be calling a membership meeting to discuss our options with you, the members. The call of such a meeting may be on very short notice. We ask that you make every effort to be available should such a meeting be called.

If you have any questions, please feel free to contact one of the members of your Negotiating Committee.

Norma Rae Chapman
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