



# Bargaining Update

## Progress Report

### Strategic Planning and Training

Between the months of March and June 2022, your Bargaining Team completed CUPE training modules on bargaining preparation, membership mobilization, and strike preparation.

We also worked with our National Staff Rep, Tara Brooks, to develop a strategic plan to submit to CUPE National.

### Bargaining Team Progress

As of the writing of this update, the Team has met for a total of nine days to review the 2019-2022 Collective Agreement and to draft proposals for new and improved language. We have a total of 25 proposals in the binder to date and will likely work on a few more yet.

The Team meets again on September 15 and 16 to review progress, draft additional proposals, and prepare for ratification.

### Next Steps

As we head into the fall semester at VIU, the Local will be busy. While the Bargaining Team prepares a proposal ratification presentation and schedule, the Strike Preparation Committee will be recruiting and training more members, as well as scheduling meetings and strategizing ways to engage the membership.

### Strike Preparation?!

*Do not panic!* The last thing we want to do is to go on strike and we are far from being in a position to even consider taking job action.

However, the best way to avoid a strike is to be prepared for a strike. We need the Employer to see that our membership is informed about and engaged in the bargaining process, that we are financially and physically ready to strike if we need to, and that the client groups we serve support us.

This means the Local needs to communicate with members to keep them updated on how negotiations are going; build and strengthen supportive relationships with our client bases; plan and carry out information campaigns; and work on strike plans. We need *your* help to do this work.

### How Can I Get Involved?

There are a number of ways that you can support the Local's Executive and the Bargaining Team.

In the coming weeks, we will be sending out a contact information form that will include a section where you can tell us if you are interested in helping and how you'd like to do that.

In particular, we need Strike Preparation Committee members from our Cowichan, Parksville, and Powell River campuses. Participation in this committee work is covered under leave for union business and does not require in-person attendance. If you would like to volunteer, please email [cupe1858@gmail.com](mailto:cupe1858@gmail.com).