

BARGAINING UPDATE JUNE 2025



CUPE 4815

Your bargaining committee met in Red Deer from June 25th to 27th preparing for our upcoming bargaining meetings scheduled with the Employer in September and October.

One of our main tasks was working on the Essential Services Agreement (ESA). The ESA is required in the event of job action down the road (strike or lockout). We talked about forming a mobilizing committee comprised of members to assist with mobilizing our members and strike preparation.

Mobilizing strike Committee

We will be forming a mobilizing committee comprised of members from each site. Some of you have already expressed an interest in participating on this committee. We will be reaching out to these members in the coming days. If you are interested in learning more about this committee, please reach out to your Bargaining Team. We will be setting up strike training for the committee members in the very near future.

**GETTING
READY**

**DAY OF
ACTION:**

**September 3,
2025**



Did you know
that you can
have an extra
3% of your
basic hourly
rate of
pay/hour work
if you use your
RRSP

Essential Services

The Labour Relations Board requires an ESA to be filed in order to commence a strike or lockout. This document will be shared with everyone once the parties agree to the final version.

The details of the agreement determines who will be able to participate on a picket line and who may be required to work.

With an ESA, only essential services are provided. Some members will still go in to work while the rest will not. Schedules of who works and who doesn't can change from day to day. We will still have picket lines! Unless you are designated 'essential' and scheduled to work, members are expected to walk the picket line just like any other strike.

Essential services are where interruption would endanger the life, personal safety or health of the public; or that are necessary to the maintenance and administration of the rule of law or public security.

ESAs protect the Residents who rely on us if we are ever on strike or locked out by our employer.