



CUPE 4163 Component 1 & 2 had a strong 86.5% strike vote in February. Although we have had limited success at the bargaining table, the strike vote has placed some pressure on UVic and we have seen a bit of movement in the last few weeks. So thanks to everyone for your decisive support of the bargaining committee and your bargaining proposals.

Up until now UVic has refused to negotiate Essential Service Levels, which in most cases must be in place prior to any strike action. Designation of essential services involves identifying the facilities and levels of service needed to prevent immediate and serious danger to the public or to prevent immediate and serious disruption to educational programs. As of writing this UVic has offered Friday morning March 11 to discuss essential services.

If there isn't progress at the Friday meeting, CUPE4163 will be making application to the Labour Relations Board of BC (LRB) regarding this matter. The LRB will likely instruct the employer and union work together with the assistance of a mediator to determine what services should be designated as essential and the staffing levels required. If agreement cannot be reached, the LRB determines the essential services and staffing levels. The BC Labour Relations Code does establish tight time frames for the process of designation of Essential Services to occur. **This process cannot be used to stall a union's right to job action.**

CUPE National provides funding support to Locals engaged in negotiations in an attempt to reach a collective agreement without strike action. To be considered for a Strike Averting campaign a Local must have taken a strike vote and received a strike mandate from their members. The Regional Director or National Representative along with the Communications Representative must be directly involved in the preparation and implementation of the campaign. An application for Strike Averting support has been submitted to CUPE National on behalf of CUPE 4163.

Component 1 Steward's Council will be meeting Tuesday afternoon with activists from Component 2 and CUPE National Communications Rep to discuss communication plans going forward. CUPE4163 bargaining committee will continue to assess the need to ramp up support for bargaining proposals.