

# W.A.N.T.E Bulletin

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**NOVEMBER 23, 2021**

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## COLLECTIVE BARGAINING UPDATE

Dear Members,

We hope this bulletin finds you all in good stead.

The long, drawn-out bargaining process continues to move forward. On Saturday, November 20, we had a fruitful virtual meeting with our Negotiator. By the time you read this, the Bargaining Committee will have taken a couple of very important steps in the involved process of laying the groundwork for possible strike action if the WSD continues to ignore our requests for a fair and just contract, one that would reflect our commitment and dedication to our work, and, indeed, the value and importance of our work.

The steps taken are the following:

Firstly, we have had our Negotiator submit our latest proposal to the Division, one we believe is fair and just, and is on par with recent contract settlements the Division has made with other bargaining units. The Division's last proposal was not even close to being fair and acceptable. With the overwhelming mandate for legal strike action given to us by the members who took the time to vote, we now have the weight of the threat of legal, but disruptive, job action in our corner lending strength to our latest proposal - something we did not have before. The result is that this should cause the Division to more seriously consider our latest proposal, and either accept it, or come back with a fair proposal of their own.

Secondly, we have tasked our Negotiator with the hiring of a Conciliator. We were advised by our Negotiator that this is an important and necessary step going forward, if negotiations with the Division fail to lead to a proposal from the Division that we would feel comfortable bringing to the membership for ratification. A Conciliator, picked from a Manitoba Labour Board list and mutually agreed upon, would help bring both parties back to the bargaining table and lend a sober, independent point of view to the process, and as per the Labour Board website, promotes and maintains harmonious labour-management relations. A Conciliator cannot, however, force acceptance of a proposal by either party. This step must be in place 30 days prior to any request on our part to the Labour Board for Binding Arbitration. For any further questions, concerns or any other information please contact the Collective Bargaining Committee at [wantecbc@gmail.com](mailto:wantecbc@gmail.com).

We thank you for your patience. We will continue to keep you informed of developments as we are legally able to do so.

In Solidarity,

Your Collective Bargaining Committee



W.A.N.T.E.

*"Members Working for Members"*