

# BARGAINING BULLETIN # 2

June 19, 2026

On June 19, your bargaining team sat down with the employer to exchange proposals- the opening move in negotiating the collective agreement that governs your wages, your schedule, and your rights at work. This is where both sides lay their cards on the table, what they want to change, add, or remove from our contract.

All proposals are tentative at this stage. Nothing has been finalized or agreed upon until a tentative agreement has been reached and ratified by the membership.

## Bargaining Team Proposals

We heard your concerns about **compensation and benefits** loud and clear. We proposed:

Wage increases of 8%, 5%, 5%, across the board over a three-year period.

Increased sick time allotments for both part-time and full-time members.

Increases to benefit amounts in vision and mental health.

A standardized vacation schedule that applies fairly to all staff, regardless of job classification.

Earning additional vacation time faster and providing additional vacation benefits after 25 years of service.

Revising the seniority progression system by reducing the hours required to advance from 1,600 hours to 1,200 hours, allowing employees to progress more quickly.

On **scheduling and workload**, we proposed changes with the intent of improving work-life balance and stability while building in options for flexibility including;

Minimum of 12 hours a week for part-time employees.

Four-hour minimum shift length for part-time employees.

Limiting consecutive workdays to a maximum of five consecutive days for both full-time and part-time employees.

Limiting primary work location assignments so that no more than 33% of any employees' weekly hours are scheduled away from their home branch.

Posting work schedules six months in advance.

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## Employer Proposals:

The Employer stated they were willing to listen and work with the Union to come to an agreement that worked for everyone.. They indicated they were not ready to share their monetary proposals with the bargaining team at this meeting.

On **Scheduling** and **workload** the Employer proposed:

Increasing the maximum amount of weekend shifts for full-time employees from two to three within a four-week period.

Increasing the amount of evening shifts for full-time employees to four in a two-week period.

Increasing the maximum number of hours per week for part-time employees from 24 to 28 hours.

Fifty percent of an employee's primary location could be scheduled away from their home branch.

## Sign off Summary - Day 1

- Seniority- One year of service will equal 1,200 hours worked for part time employees.
- Renewal of Memorandum of Understanding regarding Short-term vacancy
- Letter of Understanding #1 - Errors within the Collective Agreement.
- Step one of Grievance initiation updated to indicate that it should be shared electronically.

- Employees can opt to take lieu time instead of cash payment for overtime, to a maximum of 35 hours.
- Inclement weather updated to follow call in procedure and also to include option of using float day to account for time not worked.
- Requirement to remain available during rest period, updated to indicate branch.