

CUPE 1699

CUPE 1699 - Member Update
May 12, 2025

SUBJECT LINE: Where We're At: Bargaining, Wages, and Essential Services

Hi,

We wanted to share a brief bargaining update to keep everyone up to date on where things are at with bargaining.

First, we want to thank everyone who came to our hybrid bargaining update meeting a few weeks ago. It was great to see such a strong turnout at the meeting. The clear takeaway for your bargaining committee was that members are united and fully supportive of their work.

It was also clear that a fair wage increase, in line with other regional settlements, is still a top priority for members. To give you a better sense of what that looks like, here's a snapshot of recent wage settlements in our region.

Year the contract was negotiated	Community	2024	2025	2026	2027	2028	Notes
2024	City of Prince George	5%	5%	4%			14% over 3 years
2024	City of Dawson Creek		5%	5%	3%		13%+LTD bringing this above 15% over 3 years
2024	City of Quesnel	5%	4.5%	4%			13.5% over 3 years with significant monetary improvements
2025	Peace River Regional District	5%	4.5%	3.5%	3.25%	3.25%	13% over the first 3 years, 19.5% over 5 years with additional monetary improvements

Across the region, workers have secured wage increases and other workplace improvements that make life more affordable and recognize the important contributions they make every day. You deserve the same, and your bargaining committee will continue to push for that at the table.

The other update we want to share is that we have started the process of negotiating essential services with the employer. This is something that must be done before any strike action takes place.

What does the process look like? In our circumstance, we've asked the BC Labour Relations Board for assistance in setting essential service levels. They will assign a mediator to this file who will help determine what work needs to keep happening during a strike or lockout to maintain essential services. In B.C., *essential service levels* (during a strike or lockout) refer to the specific services and staffing that must continue to operate to prevent immediate and serious danger to the health, safety, or welfare of the public.

While we aren't at the point where we are prepared to call a strike vote, we do want to be prepared so we have started this process.

We'll continue to keep you updated on what's happening with bargaining, and as always if you have any questions don't hesitate to reach out.

In solidarity,
the CUPE 1699 Bargaining Team
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