



To All Bargaining Unit Members:

Your bargaining committees have spent countless hours bargaining in good faith with management since May, addressing issues identified on the surveys completed by the membership before negotiations opened.

No issue has been taken lightly and must be fully discussed to represent this membership completely.

Even with all the work done up to this point, we have still not completed the process of achieving a tentative agreement that would attempt to address each issue.

At this time, there continues to be positive movement and key issues are at the main table to still be addressed, so the current contract has been agreed to extend through November 15<sup>th</sup>.

This extension, as the previous extension, includes retroactivity for any wage increases back to June 5<sup>th</sup>.

The bargaining committees are working hard to reach an agreement on behalf of our members and their families.

The sessions with management will continue to be sure to address all the items that affect our membership and any change in progress will be communicated to the membership immediately.

Thank you for your patience and your continued support in this process.

Please stand in Solidarity with your Union as we continue to work on your behalf.

In solidarity,

CCOCWC