



A Message for all Hay River Health & Social Services Authority PSAC/UNW Members Regarding Mediation

February 5, 2019

Dear Members:

Your Bargaining Team, representatives of the UNW, and your PSAC Negotiator have met by conference call to discuss how best to move forward to reach a new Collective Agreement with HRHSSA.

We have decided to postpone mediation scheduled for Monday, February 11, 2019, for the following reasons:

- We need time to consult more thoroughly with you, the members, with respect to your priorities for a new contract.
- We have only a single day scheduled for mediation, which, considering the large number of issues still outstanding, is not enough time to reach a tentative agreement. We have repeatedly asked your Employer, through its counsel, to meet with us on February 10 as well as February 11, but they have consistently refused. Key members of your Bargaining Team are not available on February 12 due to other bargaining responsibilities.
- We are in mediation with the Government of the Northwest Territories on February 8 and 9, and with Northwest Territories Power Corp. on February 12 and 13. While the goal is always a negotiated settlement, it is not clear at this point that we will achieve deals before a strike deadline.
- Your Employer has previously taken the position that it is unlikely that PSAC/UNW and HRHSSA will be able to achieve a tentative agreement before there is an agreement with GNWT, which historically sets the pattern for deals at smaller bargaining units of the same Employer (the government). We agree with that position. (For that very reason, your Employer requested that the parties delay conciliation, which should have taken place in October, 2018, to December of last year. We accommodated their request).
- The members at HRHSSA have spoken. You have made a collective decision that you do not want to be part of the decision-making process jointly with GNWT and Power Corp. We respect your decision and therefore it makes sense for us to focus on signing deals with both groups before returning to the table with HRHSSA.

Please stay tuned for further developments. We will provide you with updates as soon as possible.

In Solidarity
Gail Lem, PSAC Negotiator