



July 17, 2019

Dear union members of Sutherland House,

Your bargaining team (Louise and Verda Cook, PSAC Negotiator) met with your Employer (YWCA NWT) last week from Tuesday to Thursday to negotiate a new collective agreement for you.

The key issues on the table have been better wages; a fair disciplinary process; more community involvement; improvements for casuals; longer leaves for domestic violence, and parental and compassionate care; and stopping bullying and gossiping.

Unfortunately, the YWCA was not willing to provide fair economic increases. They just don't think you are worth more than what they have offered. ***Unless the YWCA can show us that they can't afford to provide better and fairer economic increases, the Union believes that the YWCA NWT has the money to pay you better.***

The YWCA NWT also would not agree to a disciplinary process that would support fair discipline at Sutherland House.

And lastly, they were unwilling to give us the 10 paid days of domestic violence leave that the movement against domestic violence has been pushing for so strongly across the country. <http://psacunion.ca/10days>. *Escaping family violence shouldn't mean a loss of pay.*

When we refused to accept so little, the YWCA NWT declared *impasse*, which means we will not be meeting with the YWCA NWT again until a mediator is present.

Your bargaining team would like to hold a membership meeting soon where we can discuss in more detail where we are in the process and answer questions you may have. Louise will be contacting you soon to set up a time for this meeting.

At this time, we greatly appreciate everyone's solidarity. We are working to get the deal that we all deserve and need everyone to stay involved and supportive of our demands.

In solidarity,

Your Bargaining Team

Louise Beaulieu, Sutherland House Union representative

Verda Cook, PSAC Negotiator