



Deafblind and Sensory
Support Network of Canada

Réseau canadien de soutien à la
surdicécité et troubles sensoriels

MEMORANDUM

November 13, 2019

To: All Staff

From: Cathy Proll

Re: Sensity Commitment to Continuous Communications

I am writing to you today because many of you have expressed concern and confusion about the potential for a strike and the state of our negotiations for a first collective agreement with CUPE.

We are providing the following information in the hopes of reducing the uncertainty and to express our commitment to continuing to work with your bargaining committee to come to a fair and reasonable resolution and avoid a labour disruption.

What's going on with negotiations?

As you may know, CUPE was certified to represent our employees in August 2018.

We have met with CUPE 11 times over the last 10 months.

In September, CUPE requested that a conciliation officer be appointed to help the parties come to terms.

Last Wednesday, Nov. 6, we met with CUPE and a conciliation officer for the first time. At the end of the day, despite there being a number of items on which CUPE has presented incomplete proposals and which the parties were still actively negotiating, the Union requested that the conciliation officer issue a No Board Report.

What is a No Board Report?

Once issued, a No Board Report starts the clock ticking for a labour disruption. Seventeen (17) days after a No Board Report is issued, employees can walk out on strike, or the employer can choose to lockout its employees.

What does the Union's request for a No Board Report mean?

The Union's decision to request a No Board Report means that Sensity has to start "contingency planning". This means we have to put the funding we currently have available for our employees towards preparing for a strike. This



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preparation is necessary to ensure the safety and wellbeing of the people who rely on Sensity for their intervenor services.

What does a Strike or Lockout mean?

We consider a strike or lockout to be a worst-case scenario and we remain hopeful that that this will not be necessary. At this time, no strike is set to take place.

A strike or lockout both mean disruption for the people we support. It also means our employees will not be on the job or be paid by Sensity.

What happens next?

It is anticipated that a No Board Report will be issued on November 20, 2019.

There will then be a 17-day period, after which a strike or lockout may begin on December 7, 2019.

Our next meeting with CUPE and the conciliation officer will take place on December 6, 2019.

Please be assured that we are actively working towards resolving all outstanding matters without resort to strike or lockout.

We will also continue to communicate throughout this process to ensure that our staff and the people and families who rely on our services are aware of what is happening and any impact it may have on them.

We thank you for your continued dedication to the people we support and patience as we work towards a resolution.

Sincerely,

A handwritten signature in black ink that reads 'Cathy Proll'.

Cathy Proll
Chief Executive Officer