



## CUPE 454 – Member Update

April 22, 2025

### **RE: Bargaining Priorities Ratified – What happens next?**

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Greetings:

It was great to see many of you at our proposal ratification meeting. We're pleased to share that priorities were overwhelmingly approved (or 'ratified').

Your input has been essential in shaping these proposals - from survey responses to conversations with members, to the strong turnout at our meeting. Our proposals reflect the key issues members have told us are most important, and we'll be raising these issues directly with the employers at the bargaining table.

#### **What happens next?**

The Committee will keep meeting and preparing for bargaining – refining our strategy and making sure we are ready to meet with the City and Police Board.

#### **What will communication look like through bargaining?**

We understand members want to hear how things are going at the respective bargaining tables - and we're committed to keeping you informed throughout the process. However, you might notice that we don't share detailed updates after every single session. That's because bargaining is a careful and strategic process.

When we're in negotiations, both sides are working through complex issues, and proposals can change as discussions move forward. Sharing too much detail too early can lead to confusion or give the employer insight into our strategy that could weaken our position. Some conversations also need time to develop before we can give a full and accurate picture.

Our commitment is to share as much information with you as possible as we move through the bargaining process. We'll keep you updated as things progress, and we'll be reaching out for your support at key moments along the way.

If you have any questions or concerns don't hesitate to reach out.

In solidarity, the CUPE 454 Bargaining Team